

Programme Grid 2025

Monday 08 September

09:00 Registration opens – University Place

Room	2.217	2.218	2.219	2.220	3.205	3.209	3.210	3.211	3.212	3.213	3.214
Stream	(In)Decent work and employment	(In)Decent work and employment	(In)Decent work and employment	Ecologically/Socially sustainable work and employment	Technology and work (PhD Showcase)	Technology and work	Difference, diversity and social justice	Difference, diversity and social justice	(Dis)continuities in professions, occupations and skills	Labour agency, trade unions, and social movements	(Im)Mobility and migration
Chair											
Paper Session 1 11:00 - 12:30	The precarious career: how UK oil and gas workers cope and exercise agency in a volatile career context Kirsty Denyer	Mental health in context: work and welfare transitions over time Annie Irvine	Employment quality and its relation to mental well-being in the Belgian gig economy. An empirical assessment. Elief Vandevenne	A ‘just transition’ or just a transition? Exploring restructuring regimes and crises in the UK steel industry Christopher Mclachlan	Does Internet Usage Improve Labor Income for Older Workers? Evidence from China Keyu Peng	Changes and Continuities in the Working Conditions of Indian Non-film Musicians under Platformisation Aditya Lal	Employment Competition Shaped by Major-Based Bias: Structural Hiring Barriers in the Labor Market Sheng Fu	Painting trucks pink? Representations of working (petro-) femininities in UK HGV driving Kaveri Medappa	The Future of Working Professions in Kazakhstan: (Non-)Continuity of Skills And Transformation of The Labor Market Kuralay Mukhambetova	State Formation and Labor Movements Maya Adereth	Health-Driven Migration in Rural Jharkhand: Unveiling Structural Disparities and Pathways to Equity Keshav Sawarn
	Living With ‘Uncertainty’: Gendered Precarity Among Women Home-Based Workers in Tiruppur Garments Industry, India Madhuvadhani M	‘Unaffordable work’: hopeless labour, low pay and young women’s autonomy Lilith Brouwers	‘Improving, not Leaving’: Exploring Exit and Voice in Labour in a UBI Pilot in Slums in Urban India Vibhor Mathur	Green-Inclusive Talent Practices and the Continuity of High-Tech Enterprises Hua Shang	Family Labor and the Platformization of Rural Entrepreneurship in China Weijing Wang	Working beyond organizational boundaries in open source software ecosystems Rebecca Taylor	Conflicting identities and labour market outcomes of minorities: Evidence from Arabs in Israel Ilan Shdema	Feminist Ideologies at Work: Culture, Collectivism, and Entrepreneurship among Disadvantaged Women in Kenya Ndirangu Ngunjiri	Between Hope and Reality: Navigating Vocational Education and Labor Market Pathways in Delhi’s ITIs Meghna Khurania	The Effectivenes of Trade Unions As A Mechanism of Voice For Employees In Emerging Economies: A Case Study of Nigerian Banks Gogo Anyanwu	Looming lives – Examining migrant women’s assessment of debts and (im)mobilities in the handloom industry of Assam (India) Nandini Das
	Navigating through Precarity: Informal Work and the Disruptions of Urban Redevelopment in India Raveena Esther Ravichandran	Working with industry to develop new practices to support sustainable freelance careers in TV Richard Wallis	(Re)examining power dynamics between workers, employers and the State in an evolving active labour market policy context Katy Jones	Gender at Work in Logistics Supply Chains: Mother Truckers ‘In a Man’s World’ Al James	Precarity in Motion: The Reconfiguration of Work under Platform Capitalism among E-Commerce Live Streamers in China Yao Wang	Professional (dis)integration: Assessing GenAI’s consequences on early-career journalists Vincent Pasquier	Gender Diversity in Saudi Public Organisations: Perceptions, Attitudes and Behaviour of Managers and Employees Reem Alhowaish	Drinking As Part of Work? Navigating Masculinities in the Drinking Culture of State Sector in China (PhD Showcase) Luna Yihan Fu	Balancing Act: Managing tensions in work, study, and wellbeing in alternative pathways to law Caroline Barrett	Giving and Demanding Care: Authoritarian populism, Protests and Mobilizations of women ancillary health workers (ASHA) in Western India Shray Mehta	Prevalance and consequences of sickness absence among migrants and natives in Finland Waseem Haider
	Configurations of Precarious Work in the Chilean Public Sector Francisca Alvarez Figueroa		Human Capital, Labour Market Dualism and the Wage Gap for Temporary Employment Yongchao Jing			Librarians as the last rescue workers in a thoroughly digitalised and platformised society: some findings from Finland Seppo Poutanen	Negotiating disadvantage and successful job crafting: understanding female entrepreneurs’ daily working practices in the Global South Jane Parry	Contemporary constructions of masculinity and the career trajectories of young men working as nurses in the UK. Kate Simpson	Diversified routes to the nursing profession: Providing a second chance for young adults to obtain a ‘good’ job at the age of uncertainty? Anita Koo	ACFTU at an International Table: Evidence from Sino-Norwegian Collective Bargaining for Chinese Seafarers Yi Sui	Gendered Labor migration patterns in South India: Experiences of Women Migrants in Kerala Sandra Mj

12:30-13:30 Lunch – The Market, University Place

13:30-14:30 Opening Panel – Lecture Theatre B, University Place

Monday 08 September (cont'd)

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Paper Session 2 14:40 - 16:10	Pathways between precarious work and health: developing a new framework through longitudinal research of young adults Cara Leavey	SPECIAL EVENT It's time to talk about work: Is a Mental Health and Safety possible? Elizabeth Cotton, Miguel Martinez Lucio, and Pauline Whelan	Have women truly achieved work-life balance? An analysis of female managers' career progress in Japanese companies and their happiness Kuniko Ishiguro	Interrogating Responsive and Relational Autonomy in Leicester's Garment Sector Shoba Arun	Platform Labour and the Indian State: A New Interface? Debopriya Shome	From Computerisation to the Present: Discourses on Remote Work Between Continuity and Disruption Caroline Roth-Ebner	Intersectionality of Race and Disability within the workplace Denise Murdoch	Impact of Equity, Diversity, and Inclusion (EDI) and on Employee and Organisational Outcomes: Evidence from an Intervention Study in the Highways Sector in England Jaejin Lee	Who Cares? Undoing gender at the household level in Pakistan Zoha Aamir	r/Antiwork as a Neoliberal Labor Movement Ari Stillman	Precarious Labour and Digital Strategies: How African Migrant Women Navigate Work and Exclusion In Online Spaces (PhD Showcase) Patricia Ncube
	Not Bright Like a Diamond: Employment Relations in Surat's Diamond Cutting and Polishing Sector Kavya Bharadkar		Sociology of Sacred and Stigmatized work: Who Works, Who Profits, and Who Remains Excluded? Abhas Kumar Ganda	Ecology of tuna extraction and labour exploitation: how does ecology shape labour relations? Hyunjung Kim	The Sociomateriality of Emotions,Cognition and AI: Practical Lessons from India Vaishalini Singh Jamwal	Algorithmic Management under the Fairwork Lens: Germany's Location-Based Platform Economy Didem Özkiziltan Wagenführer	Enduring ableism in times of change and crisis: a socio-legal analysis of disabled NHS workers' experiences at work Liz Oliver	Continuities of Exploitation, Discontinuities of Hope: Labor Precarity, Domestic Violence, and the Crisis of Masculinity in an Urban Industrial Hub Anjali Chauhan	Gendered employment discontinuity and occupational gender segregation in South Korea Min Young Song	The labour process and labour as a class for itself – towards the political organisation of workers Carl Hughes	Identity across digital platforms: A Typological study of content creators' identity transitions Yin Liang
	Gender and temporary employment in public education sector in China Ying Huang		Early Retirement Under Gender and Ethnic Marginalization: Evidence From Palestinian-Arab Women in Israelbasketball Maha Sabbah-Karkabi	Labor, Water, and Resilience: The Unequal Struggles of Rural Workers in Sustaining Urban Water Demand Namita Poudel Bhurtel	Well-being at Workplace in the processes of Digital Transformation: A Multilevel Perspective on Collective Sense-Making and contextual Influences Yingqian Wang	Digital technologies of transparency as a power resource for employees in work place conflicts. Case study evidence from German hospitals Isabell Mader	A Paralympian's Experience of Precarity: Survival of the Funded in Elite Disability Sport Rachel Williams	Value of Multi-generational Teams and the Role of Older Workers: Findings from an Online Experiment Zeewan Lee	Under-rewarding and Reinforcing Poor Skills Opportunities in Times of Crisis: The Polarised Cases of Key Workers and Furlough during Covid-19 in the UK Michael Francis	Data Imaginaries in Union Organising: Tensions & Contradictions (PhD Showcase) Jim Doran	Pandemic and Marginalization: Mapping the (Im)Mobility Trajectories of Artisanal Households in Northern India post-Pandemic. Akansha Rai
	Precarious employment and health inequities among minoritized workers: an intersectional political economy inquiry connecting policies to lived experiences of discount nail salon workers in Toronto Momtaaz Begum		The 'unholy' trinity? A critical assessment of "trafficking", "slavery" and "hazard" as metaphors of discontinuity in migrant child fishing intervention in Ghana. Bernard Koomson	Beyond Bullshit and Batshit Jobs? Organising de-alienating ecological labour in alternative organisations (PhD Showcase) Fabian Maier	Artificial Intelligence and Wage Premium (Penalty) in Labour Market: Evidence from India Minali Grover		(In)Decent Work, Disability, and Intersectionality in Employment: Structural Barriers, Mental Well-Being, and Precarity in the Research and Innovation (R&I) Ecosystem Siddhartha Saxena	'Keeping Commerce Human': Platform Labour and Craft Authenticity in the Age of AI Susan Luckman		The role of community unionism in responding to migrant labour exploitation in care Kezia Pugh	The Fluid Boundary and Shifting Borders: The Lived Experience and Temporal Intensity of Work Among Chinese Expatriates in Transnational Spaces (PhD Showcase) Muhao Du

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Paper Session 3 16:30 - 18:00	<p>Looks that sell: Aesthetic labour in LGBTQIA+ online sex work</p> <p>Bianca Mares</p>	<p>Employment security and power resources within the Automotive Industry in South Africa</p> <p>Andrea Schaefer</p>	<p>On the fifth day: autonomy, organizational control and the ownership of time in the four-day-work-week</p> <p>Daniel Wheatley</p>	<p>The socio-ecological indeterminacy of the labour process: how natural resource industries deepen class struggles</p> <p>Liam Campling</p>	<p>Exploring the Paradox of the Contented Platform Worker through the Lenses of Job Quality and Hope Labour: the Case of Language Professionals</p> <p>Bianca-Ioanidia Mirea</p>	<p>Generative AI and skills in Digital SMEs</p> <p>Dimitrinka Stoyanova Russell</p>	<p>Fertility, migration and work: A Douglasian analysis of highly skilled female migrants' accounts of fertility and maternity</p> <p>Patrizia Kokot-Blamey</p>	<p>Age-Inclusive Learning: The Mediating and Moderating Roles of Company Prioritised Goals Across Industries</p> <p>Zeewan Lee</p>	<p>'Sector support organisations' in UK cultural sector: discontinuity and destabilisation in artistic and administrative work</p> <p>Abigail Webster</p>	<p>Trade unions, training for empowerment and public health: a disconnect between trade union practice and public health professionals</p> <p>Jane Thomas</p>	Special Event
	<p>What supports and frustrates low paid mothers experience of maternity leave?</p> <p>Gabriella Stringer</p>	<p>Job Quality In Small And Medium Enterprises In Sub-Saharan Africa</p> <p>Kayaga Matovu</p>	<p>Between Choice and Constraint: Working Time Reduction and Subjective Well-Being in Hungary through a Capability Approach Lens</p> <p>Timea Venczel</p>	<p>Bridging Tradition and Transformation: Indigenous Youth, Employment, and Sustainable Development in the Chittagong Hill Tracts</p> <p>Md Rasel Patuary</p>	<p>The Relationship Between Afterhour Digital Engagement and Employees' Wellbeing In Vietnam: The Moderating Role Of Personal Resources</p> <p>Ha Ngoc Nguyen</p>	<p>Digital Entrepreneurship and Neo-Marriage Market Practices in Post-Reform India: The New Aesthetic</p> <p>Debalina Roy</p>	<p>The Wellbeing Penalty of Working Mothers.</p> <p>Ioulia Bessa</p>	<p>The silence around "race" in the discourse of equality and inclusion in the labour market</p> <p>Stefania Marino</p>	<p>Time changes: Renegotiating participation in work in the screen industries.</p> <p>Benjamin Thomas</p>	<p>Flexible working practices: continuities workplace disruptions in uncertain times</p> <p>Susan Milner</p>	
	<p>Comparative perspective on the role of gender in job quality variation overtime</p> <p>Gal Lifshitz</p>	<p>What explains differing rates of low pay in Europe?</p> <p>Sean O Riain</p>	<p>Negotiating productivity and job quality: young people's intersectional experiences of hybrid working</p> <p>Jane Parry</p>	<p>Ecological Obstinacy: Worker Orientations in the context of Climate Change</p> <p>Simon Schaupp</p>	<p>Algorithms, safety and health: The impact of algorithmic management in unionised logistics</p> <p>Ruben Lind</p>	<p>Hybrid control systems: The return of the human manager in Chinese platform delivery work</p> <p>Wei Wei</p>	<p>Work-Family Balance, Meaning in Life, and Parental Stress Among Parents of Children With and Without Disabilities Aged 0-12."</p> <p>Limor Gadot</p>	<p>Labour transformation across space and time: a case study of two villages in South India (PhD Showcase)</p> <p>Yadu C R</p>	<p>An exploration of nurses' experience of the Nursing and Midwifery Council (NMC) Revalidation approach of professional regulation</p> <p>Joanne Harrison</p>	<p>Workplace Regimes and Attitudes to Redistribution in Europe</p> <p>Sean O Riain</p>	
	<p>Exploring Employee Engagement and Well-being in the Higher Education Sector in the UK</p> <p>Roopa Nagori</p>	<p>In-work Poverty in Contemporary Russia: Job Insecurity or Low Income?</p> <p>Vasiliy Anikin</p>	<p>Work Standards and Chronobiology: Rethinking Working Hours Through the Lens of Science and Sociology</p> <p>Meriem Regragui</p>		<p>Exploring the possibilities and limitations of AI's disruption: how the labor process impacts processes of marketization</p> <p>Abigail Harrington</p>	<p>Bridging the Human-AI Gap at Whose Cost? Skill and Organizational Alignment in AI Data Annotation Work</p> <p>Tongyu Wu</p>	<p>'Betwixt and Between': Permanent Liminality and Women's Experiences in Banking following the Lifting of the Irish Marriage Bar</p> <p>Kate O'keeffe</p>	<p>Incentivised Altruism: Reframing Continuities of Surrogacy Compensations in India's Moral Economy</p> <p>Sagnik Bhattacharya</p>	<p>Navigating Turbulence: An Examination of Identification Processing and Identity Reassessment for Airline Professionals Facing Industry Disruptions</p> <p>Kristal Jericho</p>		

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Paper Session 4 09:00 - 10:30	The nature of workplace conflict management systems in Chinese private enterprises Boquan Hu	Using job quality to understand unhealthy and healthy jobs Chris Warhurst	EDI in Russell Group universities: progress, challenges and prospects Isabel Tavora	Precarious Work, Insurgent Labor: Frontline Climate Adaptation in the Shadows of Elite-Captured Futures Ritwika Basu	AI Machinery in Micro-Enterprises: Workplace Transformation and Wage Conditions of Workers. Chibbymuthu B	The Precarious Psyche: Mental Wellbeing and Temporal Dislocation in Digital Nomad Work Theshaya Naidoo	Hijab and Employment: Exploring the Impact of Islamic Religiosity on Saudi Women’s Workplace Experiences Faisal Alkadi	Welfare to Workfare Economy: A Study of Self Help Groups in Kerala, India Aditi Dey Sarkar	“Morally Earned money” in Culture and work practices: Group Buying Leaders During the Shanghai Outbreak Qianyi Wang	Are Unions Good For Temporary Workers In The New Digital Workplace? Evidence From European Countries Alessio Tomelleri	SPECIAL EVENT East-West Inequalities and Gendered Labour Mobilities within Europe <i>Abstracts and presenters:</i> Justice in the Fields: Whiteness, Labour and the Rights of Migrant Women in Farming Roxana Barbulescu Labour, Racism and Gender Divisions in the Meat Industry and Online Retail Peter Birke Between Toil and Respite: Navigating Work and Family in the Narratives of Female Migrant Farmworkers Kamila Fiałkowska Sex, Care and the Working Body: Ambiguities of the Gendered Racialisation as ‘Eastern European’ Aleksandra Lewicki Racist and Sexist Divisions of Labor and Struggles of Migration. The figure of the young, Upper Silesian female textile worker in the context of the company-wide strike of the Nordwolle (NWK) in 1927 Anda Nicolae-Vladu Embodied Effects of Sociospatial Segregation of "Eastern European" Truck Drivers and Construction Workers in Germany Ursula Probst
	Queuing for Sufficient Hours: How Occupation-Specific Shifts in Flexibilisation and Job Opportunities Change Risks of Underemployment in Switzerland (2004–2020) Jan Mueller	Health, sickness and the organisation of work and employment for those who work at sea Helen Devereux	Outsourcing on Campus: The Case of University of California Service Workers Kelly Quinn	Money talks, but do workers listen? Working hour preferences in a Post-Covid world (PhD Showcase) Chloe Dixon	Organisational continuities and institutional discontinuities in the case of Amazon.com Francesco Massimo	“We bring them to life” - service robots and emotional labor among frontline employees in the service sector David Oborn Regin	Fixing the Pipeline Before it Breaks: Assessing the influence of institutional racism on early career imagined academic futures Rhianna Garrett	Impacts of Child Labour in the Informal Weaving Sector in Addis Ababa, Ethiopia Garedew Desta	(Dis)continuities experienced by Volunteer Library Workers Helen Tracey	Drivers of workforce segmentation in globalised industries: Restructuring of the global electronics industry and the labour regime in Thailand (PhD Showcase) Dara Leyden	
	Public procurement and precarity under outsourced services: a comparative study on the impact of local government procurement practices on the experiences of domiciliary care workers Anna Baum	The Mental Toll of Unexpected Work Events: A Daily Diary Study on Families and Time Volatility Renske Keizer	Can Collective Bargaining Overcome Institutional Arbitrage in International Employment? Evidence from China’s Ocean Shipping Industry Yi Sui	The Green and Digital Transition and European Regional Labour Market Transformation: Job Destruction and Socio-geographical Implications Maria Heegaard	Sensemaking in Hybrid Teams: The Dynamics of Meanings and Team Processes Fatima Awil Ali	“We can’t stop change, so you have to work with it”: An Investigation of the Impact of Artificial Intelligence and Employee Wellbeing in the Financial Services Sector, Through the Lens of Alienation Theory. Tayler Cunningham	A multi-level analysis of challenges faced by Employee Resource Groups’ (ERGs) as a potential voice channel for underrepresented groups. Syed Imran Saqib	Between Set and Scaffold: Continuity, Discontinuity, and Crisis of Creative Labour in Bollywood’s Art Department Priyanka Das	Crafting continuity: How a 500-year-old guild navigates space, memory and change Toma Pustelnikovaite	Unionising in isolation: can the platform workers move to collective bargaining? Hwanhee Bae	
	God In Job Search: Faith and Employment Susanna Adjei Arthur		Scut, Hustle and Fear: The Precarisation of Medical Work in Ireland John-Paul Byrne		Driving Ambitions: Ride-Hailing, Digital Strategies, and the Pursuit of a Better Life Caroline Gomes		From research to action: Developing a decision-support tool for EDI interventions in the Screen Industries Roxanne Bottomley	Caste as Practice: Male Social Status and Employment Mobility in the Indian Cosmetic Retail Sector Garance Marechal		Organising as ‘tied’ workers: migrant care workers in England Lydia Hughes	

Tuesday 09 September (cont’d)

10:30-11:00 Refreshments – The Drum, University Place

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Stream	(In)Decent work and employment	(In)Decent work and employment	Theories, methodologies and research praxis	Open Stream	Technology and work	Technology and work	Difference, diversity and social justice	Historical (dis)continuities and crises in/at work and employment	(Dis)continuities in professions, occupations and skills	Labour agency, trade unions, and social movements	(Im)Mobility and migration
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Paper Session 5 11:00 - 12:30	Challenges in addressing gender sexual harassment of frontline service workers by customers in Scotland’s tourism and hospitality sector Paul Prescott	SPECIAL EVENT What can Central Asia teach us about labour, gender, and precarity today? Discussant: David Bailey <i>Abstracts and presenters:</i>	On Policing: Would Graeber say that modern policing is a bullshit job? Stephanie Guirand (PhD Showcase) Beatrice Manole	Manifestations of Poverty on the Urban Labor Market: Occupational Mobility Prospects for the Working Poor (PhD Showcase) Beatrice Manole	Agriculture through automation lenses: Contingencies, contradictions, and struggles Ferent Andreea Maria	Technological frames of reference in the UK warehousing industry Charles Umney	The Resolution Gap: Workplace conflict management approaches and their efficacy for resolving identity-based conflict. Denise Currie	Minimum Wage in the Time of Pandemic Andreas Georgiadis	The Impact of First Job Occupation and Occupational Mobility on Workplace Authority in the UK: A Longitudinal Analysis from a Gender Perspective Jagriti Tanwar	Continuities and discontinuities in union involvement in travel and tourism Anke Winchenbach	Changing expectation and strategies in regard to deskilling and reskilling: Investigating labour market strategies of EU migrants from CEE states in Vienna Clara Holzinger
	Hounded Out? Measuring the Effect of Violence on Labour Market Exit Using Nationally Representative Data Vanessa Gash	What's in a Job? Rethinking labour, gender, and precarity in Central Asia Franco Galdini The changing landscape of rural work: Navigating new employers and resource enclosures in Samarkand region, Uzbekistan	A latent class analysis of heterosexual parent couples’ divisions of unpaid work: exploring connections with worker-led flexibility using data from the UK Household Longitudinal Study (PhD Showcase) Joanna Wilson	Evaluation of Women’s Work in Small Businesses through Taxation: Historical Study of Collective Movements by Women Family Workers in Japan Saori Miyashita	The Organisation of Warehouse Work and Social Dialogue in the UK’s E-Commerce Fulfilment Sector Emma Hughes	Continuity Efforts at the Discount Store: AI and Store Managers’ Role Understandings Katja Schöinian	Job loss and time off work due to intimate partner violence and abuse. Niels Blom	Power resources and unions’ immediate and enduring policy influence during crises Chris Wright	(Dis)continuities in crafting female physicians’ careers in England and India: Integrating sustainable career ecosystems and gender inequality theories Julie Davies	Class Consciousness of young precarious workers. Insights from Greece and Germany Alexandra Seehaus	Skilled Migrants' Navigations of Labor Market Barriers and Entrepreneurial Adaptations in Turkey: Findings from Multilevel Qualitative Research Tesnim Khriji
	Contextualising Organisational Justice: Insights from Chilean Workers in the Public Sector Francisca Alvarez Figueroa	(Re)producing precarious lives: Women day workers in Kyrgyzstan’s birzha	Work in Flux: Rethinking Labour, Mobility, and Caste Through Dalit Women’s Work Priyanka K	Gendered Flexibility and Bodily Labor: Human Resource Management Configurations in Taiwan's Coffee Shops Tzuyi Kao	Counterdata: Research and Solidarity in Platform Work Karen Gregory	Moving the control debate to digital media platforms: How platforms (not) motivate content creators Xiaotian Li	Symbolic Compliance or Embedded Practice? Organisational Responses to FDV Leave Policy in Australia Renata Casado	The “green transition” as “green” restructuring: The case of the French automotive industry Juan Sebastian Carbonell	Returners programmes: promoting gender equality through postfeminist practice Cecile Guillaume	Managerial Candidates’ Reactions to Contradictions Between CSR Rhetoric and Anti-Union Practices Piotr Zientara	Migrants in medicine: exploring the workplace experiences of doctors in the NHS Toma Pustelnikovaite
	Legacies of #MeToo in the UK film and television industry: A qualitative study of workplace justice mechanisms to address sexual harassment Anna Bull	Eugenia Pesci Inhabiting Ugiloy’s Skin: Housewifisation and the Bazaar in Tashkent, Uzbekistan Binazir Yusupova	De-standardisation and job quality in Britain and Europe Albert Varela	On Labouring Performing Bodies Tomaz Krpic	Bodies with Algorithms: making, navigating, and disrupting the delivery platforms Zihao Zhang		Responding to selective incivility in the workplace: an intersectional life course perspective of ethnic minority doctors in the NHS Dulini Fernando	The Impact of Brexit: Institutional Stability and Change in European Works Councils Anna Frisone	Motherhood Penalty and its Psychological Impacts Jeeba Chimmen		

12:30-13:30 Lunch – The Market, University Place

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Paper Session 6 13:30 - 15:00	Who Wants To Be a Doctor? Indecent Employment and the Quality of Working Life of Junior Doctors in Italy (PhD Showcase) Michele Campanaro	SPECIAL EVENT Book events "The Politics of Unpaid Labour. How Can the Study of Unpaid Labour Help Address Inequality in Precarious Work and What Theoretical Adaptations Are Needed" Valeria Pulignano	Exploring Service Workers’ Musical Understandings of their Working Lives: Critical Connections, and the Absented Worker Marek Korczynski	Challenging temporal structures in job centre pathways towards labour market participation (PhD Showcase) Carl Johannes Middelboe	The Impacts of Working from Home on Local Economies Hilary Silver	Consolidating and Refining the Contemporary Law of Combination and Master and Servants in the UK Paul Smith	Structural Intersectionality and Patriarchal Power: Unpacking Women's Labour Market Segregation in Bangladesh (PhD Showcase) Alvy Riasat Malik	Continuities and discontinuities in the meaning of work for young people Barbara Barabaschi	Caregiving Across the Lifecourse: How Work-Family Spillover Influences Nurses’ Retirement Decisions Aine Ni Leime	Occupy! Resist! Produce!: The case of VioMe and Kazova as Recovered Factories in Greece and Turkey Dogukan Dere	More Than Teachers: Precarity and Emotional Labour in China’s Privately-Run Migrant Schools Yao Wang
	“A diploma means nothing here!”: Un(der)employment experiences of educated youth in Turkey’s supermarket chains Halil Can Ince		Cross-jurisdictional youth employment policy and welfare in Scotland, Wales and England: a street-level perspective Sioned Pearce	Navigating Stability and Change: Continuities and Discontinuities in Contemporary Work and Employment Farkhanda Ijaz	Scroll, Work, Repeat? A Computational Analysis of Generational Work Values and Generational Narratives of Work on YouTube Lilian Leupold	The Precarity of the 21st Century Industrial Worker and Their Firm (PhD Showcase) Thomas Wilson	Assessing the Impact of Flexible Work Arrangements on Work-Life Balance in India's IT and Banking Sectors (PhD Showcase) Nazia Saeed	Understanding (dis)continuities in graduate employment: Higher education students’ perspectives on employability and their strategies for future careers Carlos Azevedo	Driving Past Retirement: Work-Life Histories with UK Lorry Drivers Debbie Hopkins	Grassroots Activism and Labour Organising: lessons from marginalised people’s struggles in Italy since 2014 Gabriella Cioce	Navigating ultra-uncertainty: aspirations, capabilities, and labour market experiences of young Ukrainian migrants in Poland Anita Brzozowska
	Rethinking Career Sustainability: A Multi-level Approach for Marginalised Employees Christiana Ierodiakonou		Open offices all the way down: The white-collar labor process and continuities in commercial office architecture (PhD Showcase) Petra Seitz	Contemporary Forms and Meanings of Work: The Case of Coworking Spaces in Mexico City Maria Isabel Diaz Armas	FINTECH INNOVATION IN GEN Z’s FUTURE WORKPLACE: A STUDY IN THE MEKONG DELTA REGION, VIETNAM Ngoc Kim Chi Nguyen	The role of ‘nostalgia’ in making sense of historical (dis)continuities in work: A case study across the supply chain in Lincolnshire’s agri-industry (PhD Showcase) William Kendall	Gender and flexibility in the gig economy: an ethnographic case study of female riders in China's food delivery sector (PhD Showcase) Xiaohan Li		Precarious Continuities: Navigating the “35-Year-Old Phenomenon” in China’s IT Industry Boyang Liang	Mobilisation and direct action as a regulatory and organising tool: Building workers’ power in the era of liberalisation Marti Lopez-Andreu	Flux Migrants and Reflexivity Traps: The Structural Paradox of Migration Instability and Unattainable Sustainable Livelihoods (PhD Showcase) Esha Dey
					Europe, Work, and Digital Dynamics: How Workplace Automation is Reshaping the Social Fabric of the European Workforce Waris Ahmad Faizi	Industrial Decline and the Rise of Logistics: The Emerging Employment Regime in Liège Juan Sebastian Carbonell			The career of midlife female professionals: between stagnation and flourishing Yifat Paltiel	“We Are The Producers; We Will Be The Ones Who Govern” Grassroots Politics In The Yeni Çeltek Mining Basin (1975-1980) Zeynep Ozturk	

15:00-15:30 Refreshments – The Drum, University Place

Tuesday 09 September (cont'd)

Room	2.217	2.218	2.219	2.220	3.205	3.209	3.210	3.211	3.212	3.213	3.214
Stream	(In)Decent work and employment	(In)Decent work and employment	Theories, methodologies and research praxis	Open Stream	Technology and work	Historical (dis)continuities and crises in/at work and employment	Difference, diversity and social justice	Historical (dis)continuities and crises in/at work and employment	(Dis)continuities in professions, occupations and skills		(Im)Mobility and migration
Chair											
Paper Session 7 15:30 - 17:00	Navigating Continuities and Discontinuities in Work-Life Balance: Insights from Employee Narratives Athina Karatza	Decent Work and the Fight Against Undeclared Work: Computational Text Analysis of EU Initiatives Alvaro Martinez-Perez	Decolonizing the Narrative of Transition: A Study of the Informal Employment in India Abhishek Yadav	The ‘Ideal Mother-Worker’ in China: Professional Women Navigating Career and Family Choices Yi Chen	Evolving worker agency in the increasingly automated and digitalised hospitality workplace Agnieszka Rydzik	‘A fish out of water’: employees’ perceptions of working from home during COVID-19 Einav Segev	What do we know about the impact of the menopause in relation to work and employment? Katherine Twamley	From Pause to Pivot: Gendered Career Shifts in the Face of Disrupted Time Efrat Givaty	Occupational Shifts and Social Mobility Among Dalit Agricultural Labourers in Haryana (India): A Sociological Analysis Vikash Kumar	WES Publishing Session	Temporary Labor, Permanent Exclusion? A Critical Analysis of Sweden’s New Work Permit Policies Lisen Lowstedt
	Management Compassion as an Antidote to Labour Control: Reducing Work-Related Stress and Navigating Uncertainty Marina Boulos	Platform Workers: Redefining the Employee–Employer Relationship in the Platform Economy Gargi Niyogi	Dual-career couples and longer-term impacts of UK fathers’ solo leave Emma Banister	Religion, breastfeeding and employment in Qatar and the mediating role of entitlements Patrizia Kokot-Blamey	Social Reproduction in the Gig Economy: The Case of Platform Domestic and Care Work in Private Homes Juyeon Lee	More than a meal: the workday lunch as a barometer of work, employment, and social change Jennifer Whillans	Employer Gender and Hiring Preferences for Older Workers: The Roles of Perceived Strengths, Weaknesses, and Company Characteristics Zeewan Lee	Labor Negotiation, Production Politics, and Conservative Transformation in China’s Publishing Industry: Evidence from Live Streaming Marketing Practitioners Minghan Hou	Rodents, Bodily Fluids, and Dirty Plates: The Management of ‘Dirty Work’ in the UK Hospitality Industry James Green		Social Stratification in Uncertain Times: Employment Trajectories of Returning Chinese International Students Chu Liu
	Intimacy at work? A Comparative Perspective on young adults at work in the context of neo-liberalized workplaces Orly Benjamin	The difficulties of measuring underemployment and the implications for decent work Vanessa Beck	Reframing Earning-While-Learning: A Working-Life-Course Perspective on Youth Employment in the UK Mia Zhong	The Promise of the Gig Economy and Gender Flexibility Paradox Brendan Churchill	“I now tend to reflect less ...” Experiences and perceptions of digital transformation (disruption) in social care sector in England: Evidence from a county in the East Midlands Chandrima Roy	Digital Poison: Conceptualizing Toxicity in Remote and Hybrid Work Settings Zacchaeus Olonade	Workplace support for working family carers of older adults in Chile: an institutional ethnography (PhD Showcase) Daniela Perucca	Belonging and social change: voluntary work in the Swedish Home Guard Jennifer Hobbins	Technological Disruptions and Caste-Based Occupations: A Case Study of Rajaka/Chakali Community in Hyderabad Triveni Pagilla		Living on the Edge: Continuities and Discontinuities in Work and Survival Among Young Male Migrants in Paris’ Informal Housing (PhD Showcase) Abel Mavura
	Volunteering and the body: The embodied realities of emotional labour Leanne Greening	The struggle for improving Job quality: From Evaluation to Process Orly Benjamin	What is 'work'? Debating expansive and delimited notions of work Maja Hoffmann	The Nexus Between Poverty and Child Labour in the Informal Weaving Sector in Addis Ababa, Ethiopia Garedew Desta	Outsourcing Digital Intimate Labour Victoria Antonio	Plus ça change: Employment transitions and wellbeing pre- and post-pandemic William Fleming	Who Gets the Good Jobs? Gender and Job Quality in Early Careers Andrew Jenkins	Acceleration and active labour market policy in the 2020s: the ‘temporal shuffle’ in British social security and employment policy Jay Wiggan	Transition of Indigenous People from Cultivating Class to Labouring Class in India John Kujur		Expatriation, power and agency: a postcolonial analysis of Indian expatriates in the Netherlands Dulini Fernando

Wednesday 10 September

08:00 (TBC) Registration opens – University Place

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Chair											
Paper Session 8 09:00 - 10:30	Biographical Dispositions, Ideal Worker Norms, and the Paradox of Meaningful Work in Care Knut Laaser	Home care in Ireland: pathways to precarious, low-paid work, (in)decent work Aine Ni Leime	SPECIAL EVENT Interrogating the ‘student worker’: Experiences, patterns and the political economy of ‘earning while learning’	Surviving Among Sharks: Investment Bankers’ Adaptations to Extreme Work Alienation Francois Schoenberger	Local constituents of online marketplaces Asaf Darr	Side-hustles: Passion, Productivity and Youth Identity Brendan Churchill	Tensions in LGBT+ employee networks Anna Einarsdottir	Opportunity or threat? Role ambiguity, power differentials and job crafting in the implementation of new roles in primary care. Abigail Tazzyman	Emotional labour and (dis)continuities in the lives of lecturers in public universities in Thailand Sudthasiri Siriviriyakul	Racial Capitalism and Working Class Resistance: Private hire drivers’ struggles in the platform gig-economy Joe Kearsey	Careering through life? Charting digital nomad careers over their life course Christopher Russell
	The Narrative Unity of Meaningful Work Sally Wightman	Do reductions in paid employment mediate the effect of health shocks on informal care work? Evidence from the English Longitudinal Study of Ageing David Candon	<i>Abstracts and presenters:</i> Conceptualising international student workers’ agentic responses within the hostile environment of the UK labour market	The basis of workplace alienation, dissatisfaction and unfulfilment: Examining proximity theory in the context of academic working life Linda Evans	Revisiting regulatory conflicts on platform work: State Power, Accumulation Regimes, and Labour Relations in Spain and Chile Angel Martin-Caballero	Working through the pandemic: The importance of place (PhD Showcase) Samantha Hawtin	Heteronormative discrimination and violence against trans women in the labour market in Lima (Peru) Maria Del Pilar Grados Bueno	Postal work and modernization: identity, culture and public service Dan Forbes	Liminality of continuous discontinuing Afghan women’s work in Gender Apartheid: implications to vertical temporality Eun Sun Godwin	From coping to contestation and back again? The situated agency of platform workers in Buenos Aires and Manchester Mathew Johnson	Unequal Old-Age: Employment Trajectories and Later-Life Outcomes in transitional China Wuxianzhi Liu
	A cut above the rest? Quality of working life in small hair salons Lisa Chamberlain	Care leave employment policy in the cultural and creative industries. Anything BUT care. Tamsyn Dent	Chavan Kissoon Exacerbating inequality: The importance of job quality for working students	Alienation, Critical Theory, and Resonance at Work Philip Hancock	Matching Workers and Jobs Online in Africa Ndirangu Ngunjiri	Behind the Suits: Identity, Labour, and Legacy of China’s ‘Big White’ COVID-19 Responders Matthew Brannan	Queer safety and regulation in Small and Medium Enterprises Helen Williams	(Dis) Continuing Resources at Work Under Public Sector Austerity: The Case of Fire and Rescue Services in Scotland Kendra Briken	From serving the citizen to becoming an outsider: an exploration of changing occupational community in Swedish Policing Joel Nilsson	Temporalities of labour agency in Australia’s gig economy Tom Barratt	Experiences of EU nationals in NI post Brexit: employment, mobility and family life Emma Calvert
	Symbolic Violence and Food Provision in Domestic Work Relations: A Study of Domestic Workers in Johannesburg, South Africa David Du Toit	Understanding Community Health Worker experiences in India: A study of Accredited Social Health Activist (ASHA) workers in Bihar, India Riya Chaudhary	Mark Wilding ‘Student workers are workers’: reconceptualising labour market entry and youth transitions Kim Allen	Giving voice while taking it away. The dilution of meaningful voice at the worker health interface Kendra Briken	Implementing Digital Governance at the Last Mile: The Unseen Labor of Aanganwadi Workers in India Suman Sahu		We are what we wear: the entanglement of appearance and identity at work for LGBTQIA+ and non-binary creatives (PhD Showcase) Alice Elworthy	Discretion and Power in Work: ‘Thinking Professionals’ and Confused Managers in the Fire and Rescue Service Irena Grugulis	From Baby To Adult: An Exploration Of The Formation Of Veterinary Surgeons’ Professional Identities Rachel Williams	From the Streets to the Shops: Platform Resistance Among Delivery Workers and Small Business Owners in South Korea Seonok Lee	

10:40-11:40 Closing Panel – Lecture Theatre B, University Place

11:40-12:00 Refreshments – The Drum, University Place

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Chair											
Paper Session 9 12:00 - 13:30	What are ‘good jobs’ for young people? Hannah King	Happy Together, Resist Alone: Food Delivery Couriers’ Strategies to Defend Dignity Bo-Yi Lee	The unintended inequality of parental leave in Japan: Do men benefit more? Kumiko Hagiwara	Rethinking Alienation: Why Worker Context Matters Tayler Cunningham	Worker Experiences in the Twin Transition: Challenges of Inclusion, Voice, and Labor Market Change Lisen Lowstedt	Reproduction of Neoliberal Enterprise in Community Arts Work in Wales: a Foucauldian Discourse Analysis Rey Shakirzhanov	Empathy as global emotional capital Carlos Pineda Ramos	Navigating Through Gendered Tensions: Identity Challenges of Female Successors in Family Factories in China Law Luna	Creative subjects: educational intentions, choices, credentials, and employment outcomes Sonia Ilie	What happens to transnational labour alliances after campaigns succeed or fail? Demet Sahende Dinler	Practical Workshop
	Young workers in the ‘missing middle’: examining the labour market opportunities and employment conditions of young non-graduates in England Kaidong Yu	The two faces of seasonal exploitation. Workplace dynamics and social reproduction in Italy’s tourism industry Nicola Quondamatteo	Customer Abuse and Sexual Harassment in the Scottish Hospitality Industry: A Gendered Analysis of Worker and Customer Interaction Dennis Nickson	Whistleblowing and Human Resource Management: Continuities and Discontinuities in Retaliation, Workplace Alienation, and Employee Participation. Bashir Alao	Racial continuities at work: Analysing the ‘future of work’ policy narratives Muneeb UI Lateef Banday	Projection, stabilisation and subversion: the ‘coffee break’ as boundary work in flexible, multifunctional workspaces Katherine Quinn	Embracing and Downplaying Recognition: How Country Music Performers Experience Identity-Based Organizing in their Occupational Communities (PhD Showcase) Katherine Beekman	Motherhood, career-breaks and returning to the workplace: challenges and strategies of professional women in the Kingdom of Saudi Arabia Renu Gupta	On the palm of the Buddha: Precarious work, uncertain futures, and methods of hope in the working lives of young South Korean contemporary visual artists Byunghun Yoon	Not the Epicenter of World Labour Unrest? Conflict in China's Automotive Industry Since 2010 Daniel Fuchs	
	When decent work promises are not met. Experiences of black women on Degree Apprenticeships Sonia Francis	Navigating Precarity: Migrant Gig Workers and Socio-Spatial Networks in Bangladesh and Kenya Lutfun Nahar Lata	A Hostile Environment to Sharing Leave: Parents' Negotiations of Shared Parental Leave in the UK Katherine Twamley	A Critical Analysis of How Neoliberal Discourse Frames the Goals and Practices of the Corporate University Nathan Rousseau	The Silicone Cage of Platform Capitalism: algorithmic governance and the new labour control Pedro Mendonca	One Factory, Many Regimes: Outsourcing, Migrant Labour, and the Politics of Production in Italian shipyards Nicola Quondamatteo	Caste, Capitalism and Platforms: Exploring Gig Work in South Asia Damni Kain	‘On the road again’ - Exploring the embodied experiences of female drivers in the UK Oonagh Harness	Disrupted Transitions and “Lost” Futures? Effects of the Covid-19 Pandemic on Youth Careers in the UK Sviatlana Kroitar	Navigating Algorithmic Work: Collective Action within Platform Economy in India (PhD Showcase) Mrinmoy Majumder	
	It’s not (just) the destination, it’s the journey: A relational approach to employability support Tina Kowalski	The Gig Work Divide: Gendered Subjective Well-being from Platform-Based Gig Jobs and Traditional Gig Jobs in Post-Covid UK Yucheng He	Labour Queues and Job Queues: Gender Segregation in Chinese ICT and Banking Sectors Yi Chen		Towards a political economy of algorithmic capitalism Martyn Egan	The emotional labour in managing older (65+) volunteers’ cessation of volunteering, Evidence from 10 heritage organisations in England and Scotland Yang Wang	"Hardship (burongyi in Chinese) and Resilience (yaoqiang in Chinese): Gender Practices and Narrative Analysis in the Family and Workplace Contexts of Female Designated Drivers in China Jiyao Li	Behind the Wheel: Gendered Understandings of Work, Mobility, and the Car Belen Martinez	Interrupted work trajectories of retired women experiencing financial hardship in Switzerland and the USA: building subsistence skills through precarious lives Melody Pralong	Trade Union Resistance to Privatisation: Transforming Labour Conditions in the Global South Vera Weghmann	

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Chair											
Paper Session 10 14:30 - 16:00	Spatial divisions of precarious work across the European Union regions: A composite index analysis of the effects of the 2008 global economic crisis and COVID-19 Nikos Kapitsinis	Engaging with the ‘realms of possibility’: How Small and Medium-Sized Enterprises (SMEs) can take a strength-based approach to parental leave and work-family reconciliation. Helen Norman	Winning some, losing more: decoding a pseudo-event in the Chinese Higher Education System Chao Ren	Moving on from the lonely person to the lonely workplace: A qualitative study of interpersonal and contextual dynamics that foster loneliness at work (PhD Showcase) Franziska Steiner	Unsettling Failures of Qualification: A Pragmatic Sociology View on Uber Drivers’ Everyday Engagements with Algorithmic Management Salman Khan	Pandemic Burdens: COVID-19's Impact on Women Public Sector Workers and the Dwindling Aspirations of Scotland's Fair Work Framework Lakshman Wimalasena	Who is ‘the good worker’ in European warehousing? Employer strategies to incorporate diverse workforces at a time of labour shortages Gabriella Alberti	Precarity reloaded? Automation, platformization, and digital restructuring in language interpreting work Deborah Giustini	When narratives collide: discursive professionalization strategies in the UK private security industry Birgit Den Outer	Perceptions of class conflict among platform food couriers in Germany and England Alexandra Seehaus	Investigating self-Orientalism and Orientalism in experiences of non-Western expatriates and local national employees working in Saudi Arabian organisations Faisal Alkadi
	Charting insecurity in the UK: a life course perspective on insecure work starts Rebecca Florisson	Prophecy Unfulfilled: Reproduction of Value-Action Link as a Social and Organizational Process Shidong Yang	Estimating the Effects of Caseworker Meetings using Weather Conditions Stefan Tuebbicke	Social movements' contribution to discontinuities in hegemonic work, life and occupation Eurig Scandrett	Migration, algorithmic governance, solidarity and resistance in the gig economy Lutfun Nahar Lata	Crafting Exclusion: Discrimination, Alienation, and Women’s Struggle for Meaningful Work George Ackers	Responding to institutional changes to gender equality in the KSA: A HRM perspective (PhD Showcase) Mokhtar Albishry	Looking into ML Professional Work: A Comparative Case Study in AI Development in Ireland Jason Kalathas	Meaningful work in a professional context: self-actualization, recognition and institutional logics Christoph Wu	Labour struggles as lived citizenship. Precarious migrant workers as agents of change. Davide Pero	Fragmented capital, migrant workers, and the gig economy: the organisation of work at the ‘margins’ Olga Gheorghiev
	Variations in the coping of precarity across national contexts: Online freelance workers in China and Japan See Pok Loa	When the dream is over: women’s entrepreneurial exit and financial wellbeing Sarah Marks	Unseen, uncounted, unprotected: the classification struggles of performing art workers in Italy Francesco Eugenio Iannuzzi	Fleeting Belonging and the Precarity of Live-In Domestic Child Labor: Continuities and Discontinuities in Informal Work in Pakistan Rahla Rahat	Work autonomy versus algorithmic management: Learnings from experiences of food delivery workers in India Neha Arya	The Socialisation of Precarity and Directions for the Future Panos Theodoropoulos	The Colonial Machine: Financial Abuse, Social Death, and Barriers to Decolonial Praxis in Contemporary Work Sophia Saini	The middlemen of projectification: the role of consulting firms in state funded competitive programmes Alexandre Silva	The reflexive expert and their potential for politicisation Cara Reed	Continuities and discontinuities in UK strike patterns and in UK strike statistics Dave Lyddon	“A Different Scale of Work.” Displaced Ukrainian Workers in Czechia Navigating Rupture and Continuity through Remote Work Ivana Lukes Rybanska
					Digitally mediated platform sweatshop: Food delivery workers in India Debdulal Saha	Gendered impact of Four-Day Working Week Xuechun Ding	Cuts and Stitches: The Lived Experiences of Women Middle Managers in Three Modern Universities. (PhD Showcase) Precious Madueke	The rise of the events industry in Milan urban context: a new field to explore (dis)continuities in temporary labour and workforce fragmentation Silvia Mazzaglia	Uncertainties Amid Digital Transformation Posing a Threat to The Future Role of Auditors in South African Firms Irene Marindi		Falling off the Ladder or Caught on the Lower Rung: Social Migration, Mobility and Working Conditions of Digital Platform-Based Gig Workers in China (PhD Showcase) Peilin Yang

16:00 Conference close