



University of the West of England

Centre for Employment Studies Research

Annual Report 2007- 08



Contents

Introduction	3
Research programme, themes and projects	5
Work organisation and the 'new workplace'	5
Employment restructuring, equality and diversity.....	7
Trade unions, employee representation and voice	9
Cross-national comparative employment systems.....	11
Theory and critical realism	12
Output and Dissemination.....	13
Academic & Practitioner Networks.....	14
Investment for the Future.....	15
Appendix 1	19
CESR Members.....	19
Appendix 2	20
Publications and other public output	20
Appendix 3	28
Seminar Programme 2007/8.....	28
Appendix 4	29
Critical Realist Workshop Programme 2007/2008	29

Introduction

The Centre for Employment Studies Research (CESR) has been constituted as a University of the West of England research centre since 2000. It was formerly the Employment Studies Research Unit (**esru**) and retained this title until January 2007. The change of name was made principally in response to the University's policy, at the time, of differentiating more formally tiers in a hierarchy of research structures (units, centres, institutes).

CESR's objectives continue those of the **esru** research centre. They are principally to distinguish the University as an internationally as well as nationally recognised centre of employment studies research excellence, and to support research activity within the BBS HRM Department in ways that contribute to the Department's other core activities and enable its staff to achieve their research aspirations.

CESR has 32 members. They include doctoral students and new researchers as well as researchers who have achieved national and international recognition for their work. CESR membership has always been automatic for staff and research students in the Business School's HRM Department (and from 2000 the research centre subsumed the functions of a Business School research unit, such as reporting annually on HRM Department research achievements). However, even before it attained University research centre status **esru** included research active staff from other Business School departments and UWE faculties whose research interests were complementary. The number of non HRM Department CESR members has risen to around a quarter of the total currently. They include colleagues from Strategy & Operations Management and Organisation Studies in BBS; Law, Sociology and Languages in Humanities & Social Science; Health & Social Care within Health and Life Sciences (see Appendix 1).

CESR has a Director – currently Stephanie Tailby – and a Research Administrator who is Stella Warren. Research leadership and CESR

management, however, are responsibilities shared among the HRM Department's professoriate which has numbered four since 2006-7 (Danford, Fleetwood, Pollert and Tailby). Danford is the BBS Research Director. For 2008-9 it is proposed that Danford, Fleetwood and Pollert each become CESR Deputy Directors.

CESR undertakes academic, policy-relevant and commissioned research. Its research programme is discussed at regular meetings of its membership and, in terms of its central themes, is shaped by a range of influences. These include the research interests and areas of expertise of its members and continuing research teams, and interpretation (through discussion and debate) of the significant issues posed by academic, practitioner and public policy debate. CESR members bring a range of perspectives to analysis of work and employment issues and have disciplinary backgrounds that, in aggregate, span those constituting the employment studies field (industrial relations, human resource management, sociology, labour history, economics, business history, law and psychology). Their shared commitment is to analytically rigorous investigation of work and employment relations, including the role of social agents and of government at different levels, and to dissemination of findings to research user communities as well as academic audiences.

This report details the research programme and projects in progress in the academic year 2007-8. It documents the activities undertaken to disseminate CESR's work and to extend the research networks in which it participates at regional, national and international levels. It lists the research outputs for the year, including commissioned reports. In addition it sets out the goals for the five years to 2013, the plans in place for achieving them and the assistance sought from BBS and the University.

Research programme, themes and projects

CESR's programme of research in 2007-8 embraced five inter-related themes:

- Work organisation and the 'new workplace'
- Employment restructuring, equality and diversity
- Trade unions, employee representation and voice
- Cross-national comparative employment systems
- Employment relations theory and critical realism

The first four continued or extended established areas of CESR research. The fifth was added to promote debate on theory and methodology in the employment studies field. A principal stimulus was Fleetwood's appointment in 2006-7. His work has pioneered application of critical realism in the way work and employment relations are studied. The five research themes and projects conducted within each are outlined in this section and summarised in Table 1.

Work organisation and the 'new workplace'

This theme has been a prominent component of the research agenda since CESR's inception, as the Employment Studies Research Unit, in the late 1990s. A series of studies employed in-depth case study research to interrogate propositions in the management science and public policy literatures in respect of the employee and employer 'mutual gains' attained where teamwork principles in work design and modern HRM practices are combined systematically. Analysis of the tenets of 'high commitment management' and the 'high performance workplace' continued in 2007-8 in sets of projects that investigated employees' experiences, the role of front line managers as agents – and subjects – of workplace change, and the theoretical underpinnings of the 'high performance paradigm'.

Danford led an in-progress British Academy funded (£7,362) investigation of *Skill Development and Employee Participation in the High Performance Workplace*. The co-investigators were **Durbin, Richardson and Tailby**.

Empirical research (using qualitative and quantitative data collection techniques) centred on three employing organisations in aerospace, meteorological research and financial services.

Danford and **Richardson** completed publications arising from their participation in a cross-national comparative study of *Labour relations and high performance work systems in aerospace and cars*, funded under the European Commission's Socio-Economic Models of a Knowledge-Based Society (ESEMEK) programme (£80,000 over three years to December 2007). Their collaboration was with research teams in France, Italy and Germany.

In collaboration with researchers at the universities of De Montfort, Strathclyde, Manchester and Glasgow Caledonian, **Danford** investigated the worker impacts of 'lean management' techniques at HM Revenue and Customs. The project was funded by the PCS union.

Hutchinson completed an empirical study of *Front line managers and the effective delivery of people management* in NHS acute and ambulance trusts that was funded by the Department of Health (£59, 457). The investigation followed on from her CIPD funded research (with Professor John Purcell, now at Acas and the University of Warwick, and Dr Nick Kinnie at the University of Bath) that identified the critical role of front line managers in 'bringing to life' corporate HR policies.

It provided, in turn, the foundation for a CESR application for NHS SDO funding in July 2008, led by **Hutchinson** and involving as co-investigators **Tailby** in CESR and Drs Benger and Rosser in UWE's Health and Life Sciences faculty. The proposal to investigate *Front Line Managers and Performance: how managers manage in the NHS*, was successful at the outline proposal stage. The full proposal was under adjudication at the time this CESR annual report was compiled (October 2008).

Mulholland, who held a fractional BBS research contract in 2007-8, continued her research on the work and employment impacts of innovation in operations management techniques in a pilot study of automated distribution depots within the food processing production chain.

Over a series of book chapters and refereed journal articles, **Fleetwood** developed a critique of the theoretical foundations and methodology of the management science literature on high commitment management and the high performance workplace.

Employment restructuring, equality and diversity

CESR research engaged critically with the idea that there is underway in the UK and other OECD countries a transition to a 'new economy' or 'knowledge economy'. The projects included those described above that examined the experience of work in 'high performance work systems' in industries and organisations in which professional, technical or skilled manual occupational groups predominated. In addition were studies that explored the dynamics of the strong employment growth recorded in the past decade in low paying, 'old economy' industry sectors and occupations. Earlier work examined the incidence and industry distribution of forms of 'non standard' employment that are objectively precarious (temporary and agency work), and addressed the claims that such employment can provide flexibility for workers as well as employers (discretion in the determination of working time) and integrate groups hitherto disadvantaged in the labour market. Projects in progress or continuing to generate publications in 2007-8 examined the gendering of employment in the 'new economy', as in the old; the early careers of Business & Management graduates and extent to which these were in 'graduate jobs'; career progression or otherwise among mid-age employees; and the work experiences of unorganized workers in low paying employment.

Durbin published findings from her doctoral research that examined barriers to women's progression through the (relatively flat) occupational hierarchies of telephone call centres. With Tomlinson at Leeds University Business School, she completed fieldwork for an analysis of women managers' experiences of part-time employment in a knowledge-based economy – sought, typically, for the purposes of combining paid work and childcare. In a third project, Durbin explored senior women managers' careers, networking and work-life balance with women similarly situated in senior corporate positions in both the public and private sectors of the UK. In a fourth project, Durbin, with Conley at Queen Mary University, London, has explored the theoretical contradictions that help to explain why networking may be less effective for women than men in their career development and the implications of this for the equality and diversity debates.

Fletcher, a CESR member in the Humanities, Languages and Social Science faculty, published findings from her research on the gendered dimensions of the UK new research economy.

Wilton's doctoral research examined the early careers of graduates qualifying in Business & Management subject areas. It was completed over 2002-6 alongside his involvement in a larger investigation of the graduate labour market led by Professors Kate Purcell (esru's first Director) and Peter Elias (now both at Warwick University's Institute for Employment Research). The research addressed the 'knowledge economy' debate and critique that graduate supply may be exceeding demand, so that graduates are filling 'pseudo graduate' jobs. Joint publications in 2007-8 presented findings on the influences of gender and class (proxied by measures including public or private pre university education) on career progression five years on from graduation. (CHECK detail).

Clark developed publications from his PhD that examined the nature, prevalence and correlates of generativity among men in middle career. **Page** and

Neugerbauer examined disability and age discrimination in employment respectively, the latter for a Bristol University registered PhD.

Pollert contributed her innovative research on non-unionised, low paid workers – estimated to be two in five of the workforce - when she joined UWE in 2006-7. The issues have become central to CESR's agenda. In 2007-8 she published findings from her ESRC funded project *The unorganized worker, routes to support, views on representation* that were widely cited in debate on public policy. The survey revealed the problems that unorganised workers in low paid employment have in securing redress for problems at work, because of inadequate employment rights or means of enforcing the statutory rights that UK law nominally makes universal, for all workers.

Trade unions, employee representation and voice

Historically UK law did not provide positive employee rights to representation at work. Public policy relied on 'single channel' representation via trade unions voluntarily recognized by employers. Trade union membership density has fallen and in the private sector –where the majority of the workforce is employed – is now around 16 per cent. CESR research contributed to the debate on the means of filling the 'representation gap' and, as suggested, highlighted the limitations of the public policy approach that relies on individual employment rights to provide protection at work.

A series of projects in the past decade engaged with the debates that have waged on alternative approaches to trade union renewal. These included the study by **Danford, Richardson** and **Tailby** (with Upchurch and Stewart, now at the universities of Middlesex and Strathclyde respectively) of *Patterns and Prospects for Partnership at Work in the UK*, funded by the ESRC under its Future of Work programme. The research continued to generate publications in 2007-8 that fitted within the employee representation and 'new workplace'

themes of the CESR research programme. **Taylor** and **Mathers**, CESR members in HLSCC, explored trades councils and community union politics in England and Wales. **Richardson** completed archival research on the union recognition Bliss Tweed Mill strike 1913-14 and had his article accepted for publication in the *Historical Studies in Industrial Relations* journal.

The UK was obliged to ratify the European Union Directive on the Information and Consultation of Employees. The new Regulations came into force from 2005 and from 2007-8 applied to organisations with 50 or more employees. The employee right to be informed and consulted via elected representatives on business and employment matters, however, has to be triggered and the hurdle is quite high for workers in workplaces without a union 'presence'. CESR researchers were involved in studies of the impact of the ICE Regulations. **Hutchinson** collaborated with researchers at Warwick University (Hall, Purcell, Terry) in a DTI funded (£189,000 – check) longitudinal study of the impact and effects of the Regulations. **Danford** joined Phil Taylor and his colleagues at Strathclyde in an analysis of the opportunities or threats for trade unions. (CHECK)

The UK has placed its main employment policy emphasis on individual employment rights, including ratification of EU Directives and the introduction of the national minimum wage. Yet little is known about how workers use such rights and deal with problems at work. The problem of 'voice' for the unorganized has become more pressing with growing attention to 'vulnerable' workers by government, trade unions and the voluntary sector. CESR research was breaking new ground in 2007/8 in addressing the 'unorganised' and the 'vulnerable' along diverse themes.

Pollert led a *Survey of Employment Rights Professionals from Citizens Advice Bureaux and Law Centres*, funded by the TUC Commission on Vulnerable

Employment (£54,846). Co-investigators were **Danford, Tailby, Warren** and **Wilton**.

Pollert collaborated as co-investigator in a study of *Influences of identity, 'community' and social networks on ethnic minority representation at work*, funded by the ESRC for three years from October 2007. The principal investigator was Dr Jane Holgate at the Working Lives Research Institute, London Metropolitan University.

Tailby, Hutchinson and **Winters** completed research commissioned by Acas on *SMEs and Alternative Disputes Resolution* that provided further insight into grievance articulation and handling in the small firms sector. Their collaborators were Harris, Tuckman and Snook (?) at Nottingham Trent Business School (each research team received £7630).

Tailby, Hutchinson and **Wilton** compiled secondary source data and findings from the 2004 Workplace Employment Relations Survey (WERS) in a report on *Workplace practice and employment relations in South West England* commissioned by Acas for the Steering Committee of the South West Employment Relations Forum.

Cross-national comparative employment systems

The convergence or continuing divergence of national employment systems, and of regional sub-systems within individual countries, has been a focus of academic debate in Europe and further abroad, and a matter of practical significance for employers, unions and government.

Maclean as Professor of International Business at UWE and a member of CESR contributed to the research theme studies of elite business networking, and of

corporate governance regimes in Britain and France that highlighted continuing diversity.

Danford and **Richardson** (with Stewart at Strathclyde) participated in a comparative study of 'high performance work practices' in the UK, France and Italy that generated refereed journal articles in 2007-8 and a research monograph that will be published in 2008-9.

Danford progressed research on *The condition of Brazilian migrant workers and their union representation in Japan*, funded by the MIE union federation in Japan.

Mathers had published a research monograph: *Struggling for a Social Europe: Neoliberal Globalization and the Birth of a European Social Movement*.

Alongside established international research collaborations, new research networks were forged in 2006-7 that led to funding applications under the EU Framework 7 programme. One proposed project centred on service sector 'modernisation' and a second on the migration of healthcare professionals to, from and within Europe. Both bids passed the threshold criteria and while neither progressed to achieve funding, the collaborations forged were continued.

The project outline on labour mobility in healthcare was reworked over the summer of 2008 by the research teams from Ireland, Sweden, Germany, Finland, Estonia and CESR in the UK (**Tailby**, **Danford** and **Hutchinson**) and submitted in the EU NORFACE call for proposals. The outcome was not known at the time of writing this report. The THiPPs project on 'diffusion' of high performance work practices in service industries is to be developed for submission under the latest Framework 7 call.

Theory and critical realism

CESR research is theoretically informed and much of it aspires to push forward theoretical understanding of the ‘phenomena’ examined. The perspective of critical realism, however, develops a sustained critique of the research concerned with quantification, measurement and metrics that has dominated analysis in areas of the employment studies field in some countries. This is on the principle that qualitative, interpretive and subjective phenomena do not fit easily into statistical models.

Fleetwood has pioneered application of critical realism in the study of work and employment relations. His publications in 2007-8 critiqued extant work in a range of areas, including analysis of ‘labour markets’, and proposed the more fruitful theories critical realism can help researchers build.

Output and Dissemination

CESR’s output of published and other public work in 2007-8 is summarised (quantitatively) in Table 2. Full details are given in Appendix 2.

Table 2: Publications and other public output, 2007-8

Refereed journal articles	18	Commissioned reports	7
Research monograph	1	Conference papers	13
Books	2	Seminar & workshop papers	8
Edited books	1	CESR Working Papers	11
Chapters in books	8	CESR Review articles	

In addition to publications and papers for academic audiences, CESR’s output included commissioned reports that informed public policy debate or review; for example, the *Report on SMEs and Alternative Disputes Resolution* commissioned by Acas and the *Report on the Survey of Employment Rights Advisers from Citizens Advice Bureaux and Law Centres* for the TUC Commission on Vulnerable Employment.

Eleven papers were published in CESR's own Working Papers series; these are refereed internally by **Pollert** and **Danford**. 2007-8 saw the launch of the *CESR Review*, edited by **Fleetwood**. This sequel to **esru's** *Work & Employment Bulletin* is intended for practitioners and, among academics, for those teaching as well as researching in the employment studies field. It includes short articles and book reviews, is produced twice a year and is published on-line, at CESR's website.

Academic & Practitioner Networks

CESR is well networked within the academic employment studies community. This is through the collaborations its members have forged with researchers at other universities in the UK and abroad, and their participation in national and international conferences, academic journal editorship and in subject associations such as the British Sociological Association (BSA) and British Universities Industrial Relations Association (BUIRA). Stewardship of the last was held by CESR members at UWE from 2004 to 2007 and UWE hosted the 58th Annual BUIRA Conference in June 2008 that attracted around 90 delegates. **Tailby**, **Fleetwood** and **Danford** were the lead 'on site' conference organizers.

CESR has a regular seminar series at which five external speakers and one internal – **Richardson** – presented research findings in 2007-8 (see Appendix 3).

Fleetwood organized a *Critical Realism Seminar Series* that attracted participants from a wide range of departments and faculties at UWE.

CESR periodically convenes one-day research workshops involving external and internal presenters and participants. In 2007-8 **Durbin**, **Lovell**, **Miller** and **Fleetwood** were organizing a workshop on *Gendered Employment* for the beginning of the 2008-9 academic year.

CESR includes Chartered Institute of Personnel and Development members who participate in the range of CIPD events. These include the annual CIPD *Centres' Conference* – a conference involving CIPD Centres of Excellence, of which the Business School's HRM Department is one.

Through fieldwork research CESR has developed or extended contacts in range of public and private sector employing organizations and disseminated findings, for example through research reports. In 2007-8 **Tailby** and **Hutchinson** became members of the South West Employment Relations Forum (SWERF) Steering Committee that includes a wide range of interest groups in the South West region (trade union and employer bodies, voluntary sector associations and government agencies). CESR's participation has afforded opportunity to advertise its research among these.

Investment for the Future

CESR's development has established UWE as among the principal centres for employment studies research in the UK. There are elements of its work – and that of individuals within its membership – that attain international recognition. CESR's development has embedded a research culture within the Business School's HRM Department so that most current staff are research active, and the number who are PhD qualified has risen. Eight of the total *** staff included in the Business & Management 2008 RAE submission were CESR members in the HRM Department.

CESR has succeeded by bringing together a critical mass of research active staff who have collaborated to develop a coherent research programme and infrastructure (the seminar, CESR Review and working papers series mentioned earlier) that have aided the increased flow of quality research outputs. External recruitment has assisted the efforts to create a context supportive of all individuals' research aspirations and the capacity of new researchers to complete

work that secures recognition in the wider academic community. UWE's capacity to recruit from outside established researchers whose work has national or international recognition is a measure of CESR's success. However, there have been retention problems; in the recent past the Business School and hence the HRM Department and CESR have lost some of their most research active staff to universities able to provide more adequate resources or recognition for individuals' research contribution. The departure of Professors Purcell and Stewart to the Universities of Warwick and Stirling respectively in 2005-6 was followed by Conley's move to Queen Mary College London. In short, CESR has achieved much but its continuing success remains dependent upon the University and Business School's willingness to invest in research capacity.

In 2007-8 the Business School's Executive encouraged the creation of new BBS *Centres of Excellence*. The activities to be undertaken were left to the applicant departments to determine. The broad initiative, nevertheless, reflected the University's policy of making knowledge exchange more prominent as a set of activities and source of earned income.

CESR is constituted as a UWE research centre, and its members in 2007-8 wanted its established identity and remit to continue. HRM Department staff are a majority of CESR's members and contribute to the Department's range of activities. However, they and other of the research centre's members judged that CESR's comparative strength was scholarly and policy relevant research and that while some types of knowledge exchange could be considered complementary, the HRM Department was better placed to coordinate the design and delivery of post-graduate programmes and continuing professional development for external clients.

The agreed division of labour nevertheless has implications for funding and the targets by which CESR is to be assessed. Much of CESR's current research is supported by funding from government departments, research trusts and other

external sources. And yet the research centre is not self-financing and its current capacity to substantially raise the level of external research income is constrained by a number of factors. These are most obviously the staffing resources it has available to regularly enter funding applications in a context in which full economic costing, among other influences, is intensifying inter-university competition for research council grants. CESR has to sustain the flow of published outputs in order to maintain its profile in the employment studies research community and this typically requires the completion of intensive fieldwork. Given that its members are not full time researchers but rather undertake research alongside other academic responsibilities (teaching, programmes management and so on), there are occasions when they are unable to respond to funding bodies' calls for proposals.

CESR's work supports that of the HRM Department and its contribution to BBS income. For example, the ability to demonstrate engagement in research of national and international standing was critical to the Business School's successful application for CIPD Centre of Excellence status in 2003. This accreditation is critical for the continuing expansion of student numbers on the MA HRM teaching programme. The case for continuing BBS investment in employment studies research is easily proved. Any step change in the volume of CESR's published output; its capacity to provide doctoral research supervision and to earn external research income will in the first instance require a higher level of internal funding.

The research centre has a research administrator, shared with Social Marketing, but would be better placed to commit its resources to the completion of intensive fieldwork in funding applications if that appointment was translated into a research associate role.

CESR would be substantially better positioned to enter concurrent funding applications and achieve a higher level of external research income – whilst

continuing research in progress – if it employed additional relevant expertise. We urge the Business School Executive to recruit an experienced researcher to the vacancy created by Mike Richardson's decision to take early severance. We urge that they should also create an additional post (or two fractional posts) at senior level (reader or professor) to be filled by a scholar (or scholars) whose research interests complement the core themes in CESR's agenda and who has/have a strong track record of research income generation.

StephanieTailby

11/2008

Appendix 1

CESR Members

research interests and publications:

1. Dr Mike Clark
2. Dr Phil Cox
3. Professor Andy Danford
4. Dr Susan Durbin
5. Tony Fenley
6. Professor Steve Fleetwood
7. Dr Catherine Fletcher (HLSS)
8. Dr Jane Harrington
9. Dr Sue Hatt (HLSS)
10. Sue Hutchinson
11. Dr Thor Indridason
12. Dr Penny Jones
13. Dr Judith Jordan
14. Lin Lovell
15. Dr Diannah Lowry
16. Dr Kate Mulholland
17. Professor Mairi Maclean
18. Dr Stella Maile (HLSS)
19. Dr Andy Mathers (HLSS)
20. Janet Miller (Winters)
21. Jane Moore
22. John Neugebauer
23. Dr Peter Nicholls
24. Dominic Page
25. Professor Anna Pollert
26. Dr Mike Richardson
27. Dr Elizabeth Rosser (HSC)
28. Professor Stephanie Tailby - CESR Director
29. Dr Graham Taylor (HLSS)
30. Stella Warren
31. Dr Nick Wilton
32. Frances Winch (LAW)

Appendix 2

Publications and other public output

Articles in refereed academic journals

- Danford A., Richardson, M. Stewart, P. Tailby, S. and Upchurch, M.** (2008, forthcoming) 'Partnership, High Performance Work Systems and Quality of Working Life'. New Technology, Work and Employment.
- Danford A., Richardson, M. Stewart, P. Tailby, S. and Upchurch, M.** (2007) 'Capital mobility, job loss and union strategy: the case of the UK Aerospace Industry', *Labor Studies Journal*, 32(3): 298-318.
- Fleetwood, S.** (2008) 'Institutions and Social Structures', *Journal for the Theory of Social Behaviour*.
- Fleetwood, S.** (2008) 'Structure, Institution, Agency, Habit and Reflexive Deliberation', *Journal of Institutional Economics*, Vol. 4, No. 2, 183–203.
- Fleetwood, S. and Hesketh, A.** (2008) 'Theorising Under-Theorisation: Research on the Human Resources' – Performance Link,' *Personnel Review*, Vol. 37, No. 2, pp
- Fleetwood, S.** (2008) 'Workers and their Alter-ego as Consumers', *Capital and Class*, No. 94, 31-47.
- Fletcher, C. et al** (2007) Performing Women: the gendered dimensions of the UK new research economy, *Gender Work and Organization*, Vol. 14 No 5 September 2007, pp437-457.
- Fletcher, C.** (2007) Passing the buck: gender and management of research production in UK Higher Education: management perspectives from a case study, *Equal Opportunities International*, Volume 26, no 4 pp269-288.
- Ghanam, G. and Cox, P.** (2007) Dynamic capabilities: the strategy-HRM intersect?, *International Journal of Intellectual Capital*, Vol. 4, Nos1/2.
- Maclean, M. and Harvey, C.** (2008) Capital Theory and the Dynamics of Elite Business Networking in Britain and France, *The Sociological Review* 105-120
- Maclean, M.** (2008) Old Games - New Rules? Social capital and Privatisation in France 1986-1998, *Business History*
- Nayak, A, Maclean, M, Harvey, C. and Chia, R.** (2008) Entrepreneurship, corporate governance and Indian business elites, *International Journal of Indian Culture and Business Management* Vol. 1, No. 1, 9-27.
- Tailby, S., Richardson, M., Upchurch, M., Danford, A. and Stewart, P.** (2007) 'Partnership with and without trade unions in the UK financial services: filling or fuelling the representation gap?' *Industrial Relations Journal*, 38(3), 210-228
- Taylor, G.** (2008) Labor History Symposium: Andreas Bieler, The Struggle for a Social Europe: Trade Unions and EMU in Times of Global Restructuring *Labor History* Vol. 49, No. 1.

Taylor, P. Baldry, C. **Danford**, A. and Stewart, P. (2008, forthcoming). 'An umbrella full of holes?': Corporate Restructuring, Redundancy and the Effectiveness of ICE Regulations'. Industrial Relations/Relations Industrielles.

Wilton, N. (2008) Business Graduates and Management Jobs: An Employability Match Made in Heaven? *Journal of Education and Work* 21:2

Research monographs

Upchurch, M. **Danford**, A. **Richardson**, M. and **Tailby**, S. (2008). *The Realities of Workplace Partnership*. Basingstoke: Palgrave Macmillan. (Danford drafted 2 out of the book's seven chapters).

Books

Maclean, M. and Szarka, J. (2008) *France on the World Stage: Nation State Strategies in the Global Era*, Palgrave Macmillan, 256pp.

Purcell, J., Kinnie, N., Swart, J., Rayton, B. and **Hutchinson**, S. (2008) *People Management and Performance*, Routledge

Edited volumes

Pulignano, V. Stewart, P. **Danford**, A. and **Richardson**, M. (eds.) (2008). *Flexibility at Work. Critical Developments in the International Automobile Industry*. Basingstoke: Palgrave Macmillan.

Chapters in books

Danford, A. and **Richardson**, M. (2008). 'Lean production and quality of working life on the shop floor: the experience of British and Italian car workers.' In Pulignano, V. Stewart, P. **Danford**, A. and **Richardson**, M. (eds.) *Flexibility at Work. Critical Developments in the International Automobile Industry*. Basingstoke: Palgrave Macmillan.

Danford A., **Richardson**, M. Stewart, P. **Tailby**, S. and Upchurch, M. (2008, forthcoming). 'Union organising and partnership in manufacturing, finance and public services in Britain' in Gall, G. (ed.) *Union Revitalization in Advanced Economies. Assessing the Contribution of "Union Organising"*. Basingstoke: Palgrave Macmillan.

Durbin, S. (2007) 'Who Gets to be a Knowledge Worker? The case of UK call centres', in S. Walby, H. Gottfried, K. Gottschall and M. Osawa (eds.) *Gendering the Knowledge Economy: comparative perspectives*. Hants: Palgrave Macmillan.

Fleetwood, S. (2007) 'Searching for the Human in Empirical Research on the Human Resource – Management Link' Bolton, S. and Houlihan, M (eds.) *Contemporary Human Relations in the Workplace: Searching for the Human in Human Resource Management*, Palgrave Macmillan.

- Fleetwood, S.** (2007) 'Why Neoclassical Economics Explains Nothing at All' in Fulbrook, E. (ed) *Real World Economics: a post-autistic economics reader*, Anthem Press.
- Lowry, D.** (2008) Mobile phones, spillover and the 'work-life balance' in *Mobility and Technology in the workplace*, Hislop, D. (ed.), Routledge, London.
- Maclean, M.** and Harvey, C. (2008) The Continuing Diversity of Corporate Governance Regimes: France and Britain Compared in *International Business and Corporate Governance: Strategy, Performance and Institutional Change*, Roger Strange and Gregory Jackson (eds) Palgrave Macmillan and bns;208-225.
- Maclean, M.** and Harvey, C. (2008) Women on Corporate Boards of Directors: the French Perspective in *Women on Corporate Boards of Directors: Research and Practice*, Diane Balmoria, Morten Huse, Val Singh, Susan Vinnicombe (eds) Edward Elgar andbns;
- Stewart, P., **Danford, A.** Ramalho, J.S. Santana, M.A.) (2008). 'Novas Estratégias Gerenciais E A Qualidade De Vida No Trabalho Na Indústria Automobilística Da Grã-Bretanha E Do Brasil.' In *Guimaraeas, N. Cardoso, A. Elias, P. and Purcell, K. (Eds.) Mercados De Trabalho E Oportunidades: Reestruturação Econômica, Mudança Ocupacional E Desigualdade Na Inglaterra E No Brasil.*
- Wilton, N.** (2008) The Path of Least Resistance: Choice and constraint in HRM strategy in the UK hotel sector in *The Handbook of Hospitality and Tourism HRM*, Tesone, D. (eds) Elsevier, pp.293-316.
- Winters (Miller), J.** (2008) The management of industrial relations in the United Kingdom thoroughbred racehorse training industry in *A global racecourse: Work, culture and horse sports*, McConville, C. (ed.), Australian Society for Sports History: ASSH Studies, 23: 87-100.

Commissioned reports

- Danford, A. Durbin, S. and Richardson, M.** (2008) Skill Development and Employee Participation in the High Performance Workplace. A Case Study Report for the Met Office, May 2008.
- Hutchinson, S., M. Hall, J. Purcell, J. Parker and M. Terry** (2007) Initial findings from organisational responses to the Information and Consultation of Employees (ICE) Regulations - DTI Research Report.
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Series editor: Anna Pollert

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- Pollert, A.** (2007) Review of Theoretical and Methodological Issues. CESR Working Paper 2
- Pollert, A.** (2007) Mapping the Problems. CESR Working Paper 3
- Pollert, A.** (2007) Examining the Problems of Unrepresented Workers in Britain. CESR Working Paper 4.
- Pollert** (2007) What Do Unrepresented Workers do about Problems at Work? CESR Working Paper 5.

Pollert (2007) Problems at Work and Routes to Resolution with the Citizens Advice Bureau. CESR Working Paper 6.

Pollert, A. (2007) Collectivism and Views on Trade Unions among Unrepresented Workers with Problems at Work. CESR Working Paper 7.

Fleetwood, S. (2008) Where Do Organisations End and Labour Markets Begin? CESR Working Paper 8.

Fleetwood, S. (2008) Institutions and Social Structures: Some Clarifications. CESR Working Paper 9.

Taylor, G. and **Mathers**, A. (2008) Organising Unions, Organising Communities? Trades Union Councils and Community Union Politics in England and Wales. CESR Working Papers 10.

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Published online www.uwe.ac.uk/bbs/research/cesr/review

Editor: **Steve Fleetwood**

Pollert A. - The Experience of Vulnerable and Unorganised Workers

Hutchinson, S. - The Role of Front Line Managers in Bringing Policies to Life

Durbin, S. and Neugebauer, J. - Connecting Senior Women (CSW)

Wilton, N. - Higher education, the 'knowledge economy' and 'knowledge workers': does current education policy make sense?

Richardson, M. - State Intervention and the abolition of the National Dock Labour Scheme: The Bristol experience

Clark, M and Arnold, J. - Career Growth among Men in Mid-Life and Beyond: Self-Actualisers, Career-Builders, Coasters and Grafters

Winters, J. - We can't join a union, that would harm the horses: Worker resistance in the UK horseracing industry

Danford, A. - Action Research in Action: The experience of Polish migrant workers

Clark, M. – Book Review: McAdams, Dan P. (2006) *The Redemptive Self: Stories Americans live by* & Clinton, Bill (2007) *Giving: How each of us can change the world*.

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Clark, M. (2008) 'A typology of career growth among men in middle and later career', *Career Research and Development*

Tailby, S. (2007) 'The History of BUIRA and its presence at the 8th European Regional Congress of the IIRA'. BUIRA New Researcher Workshop, European Regional Congress of the IIRA, Manchester University, September 2007.

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Fleetwood, S. 'Ethics and work'. Presentation at multidisciplinary colloquium entitled 'Ethics: engaging in the Issues', UWE, October 2007.

Fleetwood, S. 'Open and closed systems in economics'. Association of Heterodox Economics postgraduate workshop on advanced research method, sponsored by Cambridge Political Economy Society, UWE, July 2007.

Fleetwood, S. 'Teaching metaphysics to management students'. Teaching Research Methods Workshop, British Academy of Management, Special Interest Group, UWE April 2007.

Durbin, S. (2008) 'Senior Women and Networking'. Paper presented to the International Centre for Women Leaders, University of Canfield, April.

Conference papers

Danford A., Durbin, S. Richardson, M. and Tailby, S. (2008). 'Everybody's Talking At Me': The Dynamics of Information Disclosure and Consultation in High Skill Workplaces in the UK'. Paper presented to the 57th Annual Conference of the British Universities Industrial Relations Association (BUIRA), UWE, Bristol, 26-28 June.

Danford A., Richardson, M. Stewart, P. Tailby, S. and Upchurch, M. (2008). Union Organising and Partnership in the UK's Mature Sectors. The Cases of Manufacturing, Finance and Public Services'. Paper presented to the 26th International Labour Process Conference, UCD, Dublin, 18-20 March.

Danford, A. Stewart, P. and Urano, E. (2008). 'The Role of Community Unions in the Unionisation of Latin American Workers in Japan'. Paper presented to the 26th International Labour Process Conference, UCD, Dublin, 18-20 March.

- Durbin, S.** and Conley, H. (2008) 'Diversity, Networks and Gender: a theoretical perspective'. Paper presented to the 8th *EURAM conference*, Ljubljana and Bled, Slovenia, 14-17 May.
- Fleetwood, S.** (2008) 'Powers and Tendencies' presented at *International Association of Critical Realism Conference*, Kings College London, August.
- Fleetwood, S.** Invited discussant in session on Kurki, (2008) *M. Causation in International Relations: Reclaiming Causal Analysis*, Cambridge University Press, *International Association of Critical Realism Conference*, Kings College London, August.
- Fleetwood, S.** (2007) 'Towards an Alternative Account of Labour Markets: The Causal Role of Businesses' paper presented at the *Work Employment and Society Conference*, Aberdeen University, September.
- Fleetwood, S.** (2008) 'Laws and Tendencies' presented at *Quantitative Marxism Conference*, UWE, April.
- Jones, P.** (2008) Tensions and Ambiguities in Partnerships, Paper presented at the *EURAM (European Academy of Management) Annual Conference*, Bled and Ljubljana, Slovenia, 1 May.
- Miller, J.** (2008) A novel form of industrial action: Industrial relations in UK racing stables, *British Society for Sports History*, University of Brighton, September.
- Pollert, A.** (2008) 6th *International Conference in Memory of Marco Biagi*, Fondazione Marco Biagi, Modena, Italy, (with Paul Smith), 'The limits of individual employment Rights: the reality of neo-liberalism'. 17-19 March.
- Pollert, A.** (2007) Fourth Historical Materialism Annual Conference, School of Oriental and African Studies, University of London, 'From Individual to Collective Grievances, Evidence from Non-unionised, Low-Paid Workers in 21st Century Britain', -11 November.
- Pollert, A.** (2007) *International Industrial Relations Association, Europe 2007, The Dynamics of European Employment Relations*, University of Manchester, Theme: Voice at Work: New Challenges, New Forms, with Andy Charlwood, 'Determinants of informal collective action and attitudes towards trade unions among non-unionised workers with problems at work'. 3-6th September.
- Pollert, A.** (2007) *International Industrial Relations Association, Europe, The Dynamics of European Employment Relations, 2007*, University of Manchester, Theme: Voice at Work: New Challenges, New Forms, 'The Experience of Unorganised Workers using the Citizens Advice Bureau as 'Voice' at Work.', 3-6th September.
- Wilton, N.** (2008) Do employability skills really matter in the graduate labour market? Presented at *Paris International Conference on Education, Economy and Society*, Paris, July.

Seminar papers

Fleetwood, S. 'Where do Organisations End and Labour Markets begin, seminar paper presented at the University of Karlstadt, Sweden, November 2007.

Fleetwood, S. 'Alternative Models of Labour Markets', seminar paper presented at the University of Karlstadt, Sweden, November 2007.

Fleetwood, S. 'Where do Organisations End and Labour Markets begin, seminar paper presented at the University of Gothenburg, Sweden, November 2007.

Fleetwood, S. 'Alternative Models of Labour Markets', seminar paper presented at the University of Gothenburg, Sweden, November 2007.

Tailby, S., **Danford**, A., **Richardson**, M., **Stewart**, P. and **Upchurch**, M. 'Model employers? Employees' evaluation of employers' work-life balance provision in public service and finance organisations', seminar paper presented at University of Stirling, November 2007.

CESR one-day conferences

Diversity in an Organisational Context. 13 September 2006. Organisers: Sue **Durbin**, Lin **Lovell**, Janet **Winters**.

CESR seminars

See programme at Appendix 3

UWE Critical Realist Workshop

See programme at Appendix 4

Appendix 3

Seminar Programme 2007/8

31 October 2007

Polish workers in the North: trade union engagement

Ian Fitzgerald, Sustainable Cities Research Institute, Northumbria
University

28 November 2007

*Murphyism in Oxfordshire: Bliss Tweed Mill Strike 1913-14, causes,
conduct and consequences*

Mike Richardson, CESR, University of the West of England

5 December 2007

10 years of the Organising Academy: Purpose, policy and practice

Melanie Simms, IRRU University of Warwick

23 January 2008

*Exploring multi-discrimination: age as a factor defining older women's
experience of labour market participation in the UK*

Sian Moore, Working Lives Research Institute, London Metropolitan
University

6 February 2008

Struggles over time: flexibility and diversity in contemporary workplaces

Harriet Bradley, Department of Sociology, University of Bristol

20 February 2008

*"Breaking up is hard to do": the role of the NTT union in the 15-year
divestiture debate over Japan's national telecommunications carrier*

Ian Gow, Bristol Business School, University of the West of England

Appendix 4

Critical Realist Workshop Programme 2007/2008

October 24 2007

*Introduction (i): Critical realism and the problems with positivism
(scientism)*

Steve Fleetwood, CESR

November 14 2007

*Introduction (ii): Critical realism and the problems with post-structuralism &
post-modernism*

Steve Fleetwood, CESR

December 12 2007

Introduction (iii): Critical realism as a meta-theory for the social sciences

Steve Fleetwood, CESR

March 12 2008

Discussion Group

April 16 2008

'Is Disability Different? Ethics, Capability and Social Ontology'

Gideon Calder, University of Wales

May 21 2008

Andrew Sayer, Lancaster University