



Centre for Employment Studies Research

A Research Centre of
the University of the
West of England,
Bristol

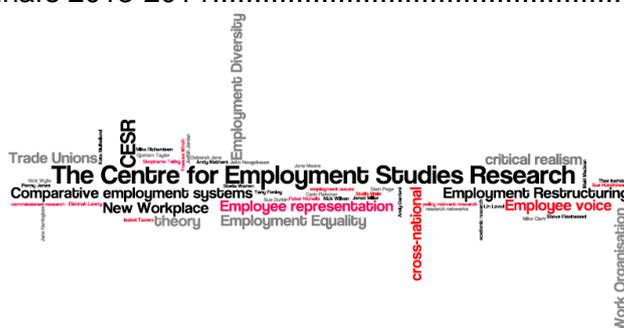
Annual Report
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INTRODUCTION

The Centre for Employment Studies Research (CESR) is constituted as a University of the West of England research centre, a status it has held since 2000 when it was then the Employment Studies Research Unit (Esru). Its purpose is to support a cohesive employment studies research community at UWE and to strengthen its capacity to:

- Produce in significant volume high quality research and academic publications
- Participate in research networks involving other centres of employment studies research in the UK and abroad, and in relevant policy and practitioner forums
- Compete effectively for external research funding
- Disseminate research findings to the full range of interested communities - policy-maker and practitioner as well as academic – for example by organising conference and workshop events, producing a regular bulletin of CESR's research in progress and by making project summaries and working papers available online
- Provide an intellectual environment and programme of research that attracts doctoral students and fully supports their training, offers new researchers opportunities to develop (for example, through involvement in collaborative projects) and makes it possible to recruit and retain established researchers who have attained national and international recognition for their work.

CESR currently has 45 members including doctoral students, early career researchers, established researchers and three visiting/emeritus professors. Whilst in 2012-13 the Centre was considerably strengthened through a number of appointments, 2013-14 saw the departure of two key members, John Neugebauer and Mike Richardson, although Mike stays on as a Visiting Research Fellow. The majority of CESR members are located in the Faculty of Business and Law's HRM subject group. Around a fifth participate as active researchers in other FBL departments and clusters (economics, enterprise, law, leadership and management) and UWE faculties (Health and Applied Social Sciences within Health and Life Sciences) whose employment studies research interests complement CESR's research programme. A full listing is given at Appendix A. CESR members teach on undergraduate and postgraduate programmes in HRM, including the Engaging in Critical Business Enquiry, which is research led; the MA in HRM and Discovery Research modules for Ph.D. students.

CESR members bring a range of perspectives to the analysis of work and employment issues and have disciplinary backgrounds that span the spectrum of the employment studies field: business history, economics, human resource management, industrial relations, labour history, sociology and law. Their shared commitment is to an analytically rigorous investigation of work and employment relations, including the role of social agents and government at all levels, and to the dissemination of research findings to academic, policy-maker and practitioner communities.

CESR's research programme is shaped by a range of influences: the research interests and areas of expertise of its members and continuing research teams; the input of the Advisory Board; and the significant issues posed by academic, practitioner and public policy debates. This report details the current themes in the research programme and the projects in progress in the academic year 2013-14. It documents research outputs and the activities undertaken to disseminate CESR's research.

RESEARCH THEMES AND PROJECTS

Continuing and new research in 2013-14 contributed to five related themes:

- Labour markets, equality, diversity and exclusion
- Work organisation, pay and HR management systems
- Work and well-being
- Employee representation and voice
- Public sector employment relations

Labour markets, equality, diversity and exclusion

A socio-economic model of labour markets

Steve Fleetwood continues to pioneer critical realism in the social sciences through academic texts and journal contributions. He is completing a two volume book on labour markets. The first volume (now complete in draft) is a critical review of the current orthodox or mainstream neoclassical model of labour markets. The second will offer an alternative, heterodox, multi-disciplinary and non-mathematical model of labour markets. During the past year, Steve has published papers in *Historical Materialism* and *Work, Employment and Society*.

Exploring the impact of social class on the experiences of students in Bristol's two universities - The Paired Peers project

Harriet Bradley, with Richard Waller from the University of Bristol, have used data from a three year Leverhulme Trust funded study of the experiences of working and middle class students at Bristol's two universities (the Paired Peers study) to explore how the struggle many working class students confront in getting to university facilitates their subsequent success there. The students for whom going to university was initially just a distant and unlikely aspiration, something to be hard earned rather than something to which they felt entitlement through birth and upbringing, accumulated resilience and self-reliance as a result of the struggles faced, qualities which armed them for challenges in the transition into university life and beyond. Harriet has recently been awarded three years funding from the Leverhulme Trust for *Paired Peers Moving On* – to develop the project further.

The impact of work integrated learning on the development of career management competencies

Nick Wilton continues his research on graduate careers and employability and is currently collaborating with Denise Jackson, Edith Cowan University Melbourne, on research exploring the development of career management competencies and the impact of work-integrated learning on graduate attributes. This comparative research seeks to understanding the impact of different forms of work-integrated learning on orientation to career and graduates' relative ability to navigate an increasingly complex and competitive graduate labour market.

In/formal employment in underground nightclubs

Continuing the theme of employability Janet Miller has initiated a pilot study investigating how individuals engage in work, either formally or informally, within the Electronic Dance Music Culture (EDMC) which provides a range of employment opportunities/experiences for the people who put together a club night. Club nights depend on a large amount of informal or voluntary labour to market an event, to set up and break down equipment and décor and to provide music and lighting. This project aims to address whether this is 'work' as we understand it, what transferable skills are available, whether this represents a career path, and the 'employer' issues of health and safety and other employment safeguards. It is based upon interviews with 'workers' and forms the basis of a funding application to support a wider project.

Senior women: Careers, networks and work-life balance

Sue Durbin's research explores the experiences of women employed as senior managers in predominantly male-dominated organisations and the extent to which they are tokens in a male-dominated management structure. Sue is completing a book to be published by Palgrave Macmillan: *'Women who succeed: Strangers in paradise?'* based upon interviews with women managers in the public and private sectors of the UK.

Female part-time managers: Networks, career mobility and work-life balance

With Jenny Tomlinson at Leeds University Business School, Sue Durbin has explored a relatively under-researched area of women's work, namely part-time working at managerial level. It attempts to explain the labour market position of female part-time managers comparing their employment experiences, career progression and networking while working full-time and part-time. Supported by Leeds University Business School Seedcorn Funding, the study is based upon 30 semi-structured interviews with part-time managers and HR managers/directors in a range of public, private and not-for-profit sector organisations in the UK. It explores these part-time managers' careers, their promotional prospects, mobility, experiences of networking and mentors and role models. The findings have been presented as a research report and published in *Work, Employment and Society, Equality, Diversity and Inclusion* and *Gender, Work and Organisation*. Sue and Jenny are about to write a chapter for an edited book on women in business, which will include chapters from a variety of countries.

A comparative study of the careers of scientists and engineers: A gender analysis

Sue Durbin's third current project analyses the working lives and careers of senior men and women in Science, Engineering and Technology (SET) through 31 semi-structured interviews with senior male and female scientists at the Meteorological Office and at Airbus. The project, funded by CESR, compares the backgrounds and education of male and female scientists and engineers, including identification of key individuals who supported or discouraged their aspirations to become scientists and engineers and the relationship between educational background and later career progression. The project also examines transitions into full-time professional careers, mapping each job change and exploring any barriers or challenges faced by the interviewees.

Global economic crisis and corruption

Following his work on economic insecurity in transition in post-socialist countries, Artjoms Ivlevs is now researching the possible effects of the global economic crisis on individual corruption behaviour. Using data from the Life in Transition-2 survey, administered in 2010 in 30 transition economies, the research finds that the adverse effects of crisis on household well-being, such as job loss of a household member, wage reduction or fall in migrant remittances, are associated with a higher probability of contacting public officials and paying bribes once the contact with a public official has taken place. Within the pool of those offering bribes, the victims of crisis are more likely to pay bribes because public officials ask them to do so and less likely out of gratitude. Overall, the results suggest that (i) crisis victims pay a double price in terms of lower material well-being and the expense of a bribe and (ii) a fall in material well-being leads to a higher incidence of corruption at individual level.

Reconceptualising the relationship between employment and mental health

In his doctoral research Dom Page examined the labour market experiences of 60 people with mental health disabilities through in-depth semi structured interviews, contextualised by data from the *Labour Force Survey* (LFS). The study revisited the relationship between mental health and employment, applying a social model of disability in place of the medical model that understands higher rates of unemployment and under-employment for disabled people as rational (they are impaired and inherently less employable). Dom's research provided clear quantitative and qualitative evidence of economic exclusion and the findings have supported follow-on research. First was research on work and well-being, in collaboration with the South West Healthy Workplace Strategic Alliance. The project provided support and analysis of the South West regional strategy in the NHS emerging from consultations between employers and trade union representatives. It was supported by government funding after the *Black Report*, and outcomes included clear criteria for a challenge fund for local organisations to support workplace health strategies. Second was research funded by The Joseph Rowntree Foundation that investigated employment transitions,

poverty and the impact of disability (published as a report in 2013). This formed part of the Foundations Future of the UK Labour market programme which, in partnership with the UK Commission for Employment and Skills, explored the links between skills, job progression and poverty, and ways to help specific groups of workers and jobseekers. Related to this work, Dom (with Don Webber from UWE and Gail Pacheco from Auckland University of Technology, New Zealand) published in *Work, Employment and Society*. Finally, Dom was successful in an application for the University's Grants for Early Career Researcher funding (*SPUR 6*), for research investigating the impact of the changing welfare regime upon disabled people in the UK.

Re-imagining equality and diversity

Margaret Page's research centres on the changing practices for promoting gender equality in organisations and on arts based inquiry processes for sustaining imagination in organisational learning and change. This year she was awarded a sabbatical term to complete her co-authored monograph *Gender Equality in Public Services, Chasing the Dream*, with Hazel Conley, Queen Mary London University. The monograph, based on research funded by the British Academy, will be published in November 2014, and disseminated at events in Bristol and London. Margaret is an active member of equality forums in Bristol and the South West, including Bristol Women's Commission and Fair Play South West, where she continues to link her research to activism and practice.

Margaret's research draws on inquiry processes that support imagination as a resource within leading and managing organisation and social change. She continues to develop the previous year's research theme of *Re-imagining equality and diversity: An Aesthetic Inquiry* at workshops led by doctoral students introducing arts based methodologies for reflecting on the lived experience of practices for promoting equality and diversity in organisations and for organisational learning and change. This year she will co-lead, with Louise Grisoni at Oxford Brookes, a conference stream on 'the subversive and disruptive potential of arts based inquiry processes' at the *Art of Management* conference at Copenhagen Business School in August 2014.

Digital Inclusion

The government's push to make the benefits system available primarily online makes digital inclusion crucial. The introduction of Universal Credit raises concerns that those groups who need benefits the most may miss out because of digital exclusion. It is widely recognised that the route to digital inclusion must be through the development of human and social capital resources and that increasing access to IT hardware is insufficient. Ana Lopes has secured a seedcorn grant from Higher Education Innovation Funding (HEIF) to support partner collaboration in the development of digital and social inclusion initiatives. Ana and Sian Moore are working with South West TUC and UnionLearn, POA (the trades union for prison, correctional and secure psychiatric workers) and Transform4Work (a partnership project aiming at getting people back on the job market) to promote digital inclusion in the south west by strengthening and extending existing partnerships.

Casualised staff in Higher Education

The casualisation of academic work has been receiving increasing attention. Recently, a Freedom of Information (FOI) request by the UCU union has revealed that the use of zero-hour contracts in this sector is widespread. Ana Lopes has been developing a national research network in this area and has won an internal *SPUR* grant to investigate how far competitive advantage can be delivered by staff on precarious contracts where engagement and commitment may be compromised. The research aims to capture the impact on the academics and upon the delivery of teaching and research in Universities and to develop recommendations for HR managers as well as practical advice for those on casualised contracts.

Work organisation, pay and HR management systems

Apprenticeship and pay

Hilary Drew has been part of a team of three at UWE commissioned by the Low Pay Commission to study the relationship between apprenticeships and earnings. This project builds on the work conducted for the Commission by Behling and Speckesser (2013) for the 2013 Apprentice Pay Survey. The UWE study

provides a detailed analysis of the position of apprentices vis-à-vis other labour market participants, particularly studying distributive effects before and after the introduction of the Apprentice Rate.

Hilary continues to publish from her PhD, which focused on the repercussions of demographic change for firms in Germany, including the incremental rise in the average age of the workforce, unequal inflows and outflows of labour and managing organisational skill levels. She was awarded best paper in the HRM track at the 27th Annual *British Academy of Management Conference* for her paper, *Ageing Workforces: An Empirical Study of German Industrial Three Sectors*.

Hilary has worked with Felix Richie, from the Department of Accountancy, on an impact evaluation of the *Workplace Employee Relations Survey (WERS)* and the *European Social Survey (ESS)* commissioned by the Economic and Social Research Council (ESRC). The four month project received £40,000 in funding and focused upon the role of knowledge conduits and the extent to which research utilising *WERS* and *ESS* data has influenced policy and practice across the UK to date and the mechanisms through which *WERS* and *ESS* have made an impact and could make an impact in the future. It identified the range of organisations and/or individuals who have made use of the studies and the ways in which the data has been used within the UK. Hilary is also researching the role of knowledge-brokers in academia and has published a working paper (with Felix Richie) based on the role of knowledge conduits in *WERS*.

Agricultural Wages Board: Social and economic consequences of abolition

The AWB for England and Wales existed from 1948 as a statutory body with legal powers to set minimum pay rates and other terms and conditions for workers in the industry. Its abolition was proposed by the Department for the Environment, Food and Rural Affairs (Defra) in July 2010 and legislation providing for the repeal of the 1948 Agricultural Wages Act has been passed. Andy Danford and Stephanie Tailby, along with Stella Warren, conducted research to identify: how the interplay of economic and social relations that favoured AWB regulation in the 20th Century developed to favour AWB abolition currently; the approaches in pay determination that are likely to emerge in the wake of the Board, both at the level of the farming enterprise or above (are the employer and union representation bodies able to sustain industry agreements in some form?); the effects of AWB abolition on farming employers' labour utilisation practices, including approaches in skills development and training; the consequences of AWB abolition for the pay and employment conditions of different groups within the agricultural workforce, and for job quality (taken to include working hours and health and safety). A south west of England pilot study (assisted by Unite the Union funding) is the basis for an ESRC grant application, currently in draft. The work was the basis of papers presented at the *International Labour Process Conference* at Rutgers University, USA in March 2013, the *European Sociological Association* conference in Turing in August, and the *Work, Employment and Society* conference at the University of Warwick in September.

The Surveillance of homecare

Continuing with their previous separate research on homecare, Sian Moore and Lydia Hayes have won a British Academy/Leverhulme small grant to research the electric monitoring of homecare imposed by local authority contracting. The project explores its implications upon homecare workers, particularly for the construction and content of working time, for the calculation of hourly and weekly pay, for National Minimum Wage (NMW) compliance and for social relations at work. Its focus is on electronic monitoring and surveillance as novel mechanisms constructing a 'technologically; managed order' in which care-giving can be regulated as paid work. Sian is also involved in a second British Academy/Leverhulme project, *Developing a Framework for Equalities in the Rail Sector*, in conjunction with colleagues from Queen Mary's, University of London. The project involves working with Network Rail and the TSSA and ASLEF trade unions to develop bargaining over equality issues.

Front-line managers: Delivering effective people management

This research extends studies (for the NHS and Chartered Institute of Personnel Development - CIPD respectively) that Sue Hutchinson completed with former colleagues at Bath University (John Purcell and Nick Kinnie) that identified front line managers (FLMs) at the lower tiers of management as key HRM agents and critical to delivering effective organisational performance. FLMs are no longer traditional supervisors. They have increasingly complex, and often ambiguous roles, with growing responsibilities,

particularly in the area of people management. This research suggests the line manager role is subject to considerable constraint, and influenced by contexts internal and external to the organisation. It is, therefore, important to provide insight into the detail of these managers' roles and explain why they are often blamed when strategies and policies fail to be implemented effectively. The current project, with Stephanie Tailby, uses a multiple case study design to explore four core areas: the way FLM roles are defined in different contexts and how they are experienced; the nature of the relationship between FLMs, the HR function and other support functions; factors that enable and inhibit FLMs in delivering effective performance; and the skills, behaviours and environments that make FLMs effective. Three organisational case studies are complete and discussions are taking place on a fourth case study. The two most recent case studies also explored the impact of the HR business partnership model on line managers. Sue is seeking to develop this research and has sought additional funding to support further research with colleagues in Australia. In 2013 Sue's book, *Performance Management: Theory and Practice* was published by the CIPD and two book chapters on flexibility and HRM strategy and communication will be published in 2014.

Sue has also been involved in longitudinal research with colleagues at Warwick University, funded by BIS, ACAS and the CIPD, on the impact of the Information and Consultation arrangements. This resulted in three publications under the *Employment Relations Research Series* (BIS) and more recently two journal articles.

Newcomer engagement

Following on from her doctoral research on newcomer socialisation processes in employing organisations in China, Jenny Chen is exploring how and why newcomers are motivated to engage in teamwork in the new workplace. Analytically her research draws on the activity engagement model, social exchange theory and social identity theory. It asks: what are the motivational underpinnings of newcomer engagement? When is newcomers' interest in engagement likely to be undermined and when is it not? How do orientations towards engagement versus neglect affect newcomers' perceptions and behaviours? How, tactically, do newcomers engage in building self-identity within the team? Jenny's research potentially benefits both academic communities and practitioners, especially in a context in which organisations are struggling to make sense of socialisation practices that can stimulate newcomer innovation and creativity. In 2014 Jenny won an internal *SPUR* grant to develop this work in China.

Work and well-being

International comparative research on new forms of lean production systems in the global automotive sector

Lean production systems now constitute conventional operational management practice in the global automotive industry and its supply chains. Current developments in lean thinking include new ergonomic work organisational design around assembly line systems, concern for reducing the ill effects of lean on production workers (such as repetitive strain injuries and work-centred stress) whilst increasing union and employee input into managerial decisions governing work design (the new 'employee voice' agenda). This project comprises academics from four universities: Andy Danford, from CESR; Paul Stewart, Strathclyde; Adam Mrozowicki, Wroclaw; Wei Zhao, Beijing. The research focuses on production workers' experiences of the new lean systems. Fieldwork comprising interviews and survey questionnaires has been conducted at BMW (Cowley), General Motors (Ellesmere Port), GM Opel (Gliwice, Poland), Volkswagen (Katowice, Poland), Hyundai (Beijing) and Mercedes Benz (Beijing). Specific research themes include the nature of technological change at each plant and impact on work organisation, changes in workload, processes of performance control and monitoring, employee wellbeing issues (including patterns of stress and work-life balance), sickness, ill health and absence management and the effectiveness of staff consultation procedures. The research on China was the subject of a joint article with Wei Zhao on worker attitudes to reform in *Work, Employment and Society*. Andy is further developing his work in this area through a HEIF funded project looking at the evolution of lean production in four automotive plants in Poland and the UK. Following completion of fieldwork, papers were presented at the *Work, Employment and Society* and Critical Labour Studies conferences in 2013. A paper has been submitted to the journal, *Economic and Industrial Democracy*.

Growth, generativity and well-being among men in mid-to-late career

The importance of generativity for the study of work and career has long been recognised, since it concerns individuals' productive contribution to organisations and society and the transmission of skills, knowledge and values between individuals and generations. Generativity may be especially relevant to middle and late career: for example, mid-career has sometimes been described as a time when the influence of formal career structures declines relative to personal motivations and the subjective meanings attached to career. However, generativity has seldom been studied in a career context despite substantial advances in the theory and measurement of the construct over the past 20 years. Mike Clark is currently finalising a theoretical paper which reviews the implications of generativity for careers, especially among older workers. It is written from a psychological standpoint and suggests ways in which generativity is shaped by career, and also how it can shape career. It proposes an agenda for careers research related to generativity. In addition he is in the process of submitting a more empirical piece exploring the relationship between career orientations in midlife and people's pursuit and experience of generativity and personal growth. This is a multi-trait multi-method study and is the first time the relationship between generativity, personal growth and career orientation has been investigated through coded interview narratives. Mike recently collaborated with Dr Hannes Zacher of Groningen University on a chapter concerning the role of generativity in a lifespan approach to leadership in a book to be published in 2014 by Springer.

Employee representation and voice

Statutory Trade Union Recognition

In June 2000 a new statutory trade union recognition procedure, under the Employment Relations Act 1999 (ERA99), came into force, giving UK unions that could demonstrate majority support for collective bargaining, a right to be recognised in the workplace. The Act was introduced following a lengthy period of decline in trade union density and 13 years on has not been shown as able either to reverse that decline nor support a growth in the proportion workplaces with collective bargaining. Sian Moore and Sonia McKay from London Metropolitan University have evaluated the impact of the procedure, culminating in the publication of their book, *Statutory regulation and employment relations - The impact of statutory trade union recognition*, with the TUC's Sarah Veale, in 2013. They conclude that the limitations of the statutory recognition process might have been predicted from analysis of the legislation itself; the complexity of the procedure that it establishes; the thresholds that it lays down for union membership and worker support; and the challenges of defining bargaining units deemed compatible with effective management. However, to understand why the impact of the legislation has been limited it is necessary to go beyond its content and to explore how key actors, unions, workers and employers, responded to the legislation and its requirements; but crucially to demonstrate how the dynamics of workplace relations represent constraints on the achievement of statutory recognition through the procedure.

Worker voice in the small firm: A comparison of worker grievance practices in veterinary practices and racing stables

Worker voice has been defined in a number of ways: the individual articulation of grievances, the collective expression of workers' power, making a contribution to management decisions and providing mutuality through partnership (Dundon *et al.* 2004). In small firms (0-50 employees), in particular, it has been found that workers may adopt one of two strategies: individual articulation of grievances and/or exit if employers fail to address grievances (Moore and Read, 2006). In this continuing study, funded by an award within UWE's Grants for Early Career Researcher (SPUR) scheme (£13k 2011-2012), Janet Miller aims to identify those occasions when workers in small firms opt to use union voice to resolve individual problems through formal mechanisms; when they use individual voice, formally or informally, to resolve problems; what they see as collective problems; and what they see as restraints to resolving problems collectively. Specifically focusing on veterinary nurses and stable staff, the research found that veterinary nurses, used informal collectivism to resist their employers and this had proved successful, both over the issue and in terms of prompting vets to consult first before trying to implement workplace changes. Stable staff had shown a capacity to use informal collectivism, through 'industrial action' to address immediate problems on an *ad hoc* basis, being more inclined to turn to their union for individual representation as a means of resistance. Both sets of workers would use exit if their employers ignored or did not resolve individual issues. Exit could be physical (resigning or absenteeism) or mental (lack of enthusiasm for job; daydreaming while at

work). Resistance turned out to be possible and also fruitful on occasions. Subsequent to her PhD on worker representation in the racing industry Janet had a chapter in a collection on body/sex/work published in 2013 and an article on the 1975 Newmarket Stable Lads' strike was published in *Historical Studies in Industrial Relations* in November 2013.

New order, old habits? The Acas Code of Practice on Discipline

Tony Fenley and Stella Warren have examined the evolution of the *Acas Code of Practice on Discipline*, from its inception in 1977 to its most recent modification in 2010. They are completing an article identifying how government policy makers seek to shape the power relationship between employers and employees and trade unions by examining the management of discipline within the workplace. It reviews changes in the Acas Code as a result of government interventions over a thirty five year period, and makes an initial assessment of a group of practitioners' reactions to the most recent Code which became operative in 2010. It concludes by considering the implications of both workplace and political symbolism in the context of theories of the State.

Development within industrial relations theory

Horen Voskeritsian's doctoral thesis examined the development of the 'New Industrial Relations Theory' and its theoretical relationship to the more 'traditional' body of industrial relations theory. As part of this he has authored the modern history of the British Universities Industrial Relations Association (BUIRA) and his research continues to focus upon the history of the field of industrial relations in Britain and in particular a critique of Professor Bruce Kaufman's historiography. He is also studying the impact of the Greek economic crisis upon Greek employment relations and labour market outcomes; in particular the changing role of collective bargaining and mediation and arbitration.

Labour organising past and present

Mike Richardson contributed to the series of CESR projects in the past decade that interrogated partnership and organising trade union revitalisation strategies (the ESRC Future of Work programme funded study of Partnership at Work in the UK; the British Academy funded study, Employee Development and Participation in High Performance Workplaces; and an EU ESEMK funded study of the Learning High Performance Work Organisation). He has completed a series of historical studies of labour in Bristol and this year saw the publication of 'Bristol and the Labour Unrest of 1910-14', in the *Bristol Radical History Pamphlet*. Mike presented this as a 'talk' at the M Shed, Bristol to an audience of around 50 people in February 2014. He also spoke to a public gathering in Chipping Norton in December 2013 on the 'Bliss Tweed Mill Strike 1913-14: Causes, Conduct and Consequences' – something which attracted attention in the following day's *Guardian* editorial, because of its location in David Cameron's constituency!

Trade union renewal in Western European states

Andy Mathers' recent research has concluded his long-running project on trade union renewal in West European states with an examination of recent developments in French trade unionism. This final phase of the project has resulted in the publication of an article in the *Industrial Relations Journal*. The article confirms the decline of density and the scale of the challenges unions face in organising in the face of restructuring and casualisation. It is argued that unions have retained some policy influence by forming strategic alliances among themselves, although pressures for fragmentation remain strong. Unions' mobilising capacity indicates the need to find new ways of coordinating action at all levels. The article thus not only confirms the inadequacy of density alone as a measure of union vitality, but also highlights the challenges, and some opportunities, facing unions in hostile economic conditions.

Employer and worker mobilisation and union action at British Airways

The protracted (2009-2011) dispute between British Airways (BA) and its cabin crew and their union BASSA (British Airlines' Stewards and Stewardesses' Association) was one of the most significant of recent UK industrial relations history. Sian Moore, working with Professor Phil Taylor from the University of Strathclyde, has investigated the work and labour process of the cabin crew in order to understand the connections between the labour process as contested terrain and the cabin crew's active participation in the dispute. The research involves extensive interviews with 60 crew members employed (or dismissed) by BA during the dispute. It focuses upon the effectiveness of BASSA as a highly-responsive, representative

union that historically has played a crucial role in the regulation of the labour process and which facilitated the creation of a genuine collectivism in action, defending the frontier of control and the 'occupational community' from managerial incursion. BASSA provided the leadership, the organising framework and significantly the ideological resources which mediated workers' experience of the labour process and meant that a diverse workforce (by background, gender, sexuality, ethnicity, nationality and geography) could demonstrate a striking collectivism and clear union identity. Initial work has been published in *Work, Employment and Society*, with further papers exploring the role of social media in the organisation of the strike presented to *BUIRA* conference 2013 and the 2014 *Global Labour University Conference* in Berlin. A proposal for a book providing an oral and photographic history of the dispute, using the photographs of Rob Byford has been submitted.

Labour representation in cotton textiles production in Ahmedabad, Gujarat

This work arises from the British Academy small grants funded (£6,000) project that Stephanie Tailby completed with Liz Rideal, Slade School of Fine Art UCL, over September 2011-February 2012. The research provided access to workplaces in the composite mills and hand looms industry sectors, otherwise denoted as the formal and informal (or unregulated) sectors and to the organisations representing their predominantly male and predominantly female workforces respectively. The empirical and statistical data gathered on work and employment in the two sectors and the very distinct modes of labour interest representation (collective bargaining; political endeavour to bring ILO standards to apply) are being combined in a paper for *Labor History*, currently in draft. (Rideal's visual art exhibition based on the research was on display in Manchester until May 2012 as part of the Whitworth Gallery's *Cotton: Clothing the world* exhibition).

Public sector employment relations

The introduction of private sector lean management methods into the public sector: Consequences for employees and organisational efficiency

The desire to reform the public sector has led to the transposition of private sector methods and practices aimed at generating efficiencies and cost savings. Prefaced by several years of retrenchment, the current financial climate is intensifying the impact of government cuts on public sector provision. Following the implications of the *Gershon Report* (2004), this project investigated the impact of a key element of managerial strategy - lean working - in HM Revenue and Customs (HMRC). Researchers at CESR (Andy Danford), De Montfort (Bob Carter), Manchester (Debra Howcroft), Salford (Helen Richardson), Bradford (Andrew Smith) and Strathclyde (Phil Taylor) universities collected data from key HMRC processing sites. Papers have been presented at *Work, Employment and Society* and *International Labour Process* conferences. The work has now been published in the *Industrial Relations Journal*; *New Technology, Work and Employment*; *Public Money and Management*, and *Public Administration*; *Work, Employment and Society* and *Capital and Class*. Andy presented research findings at the *National Institute of Economic and Social Research* in June 2013.

Performance management in further education: A critical evaluation

Graeme Mather's doctoral research (undertaken at Cardiff Business School) examines performance management in three Further Education colleges. It uses semi-structured interviews with college governors, college managers (at all levels in each organisation), lecturing staff and trade union representatives to explore: why performance management was introduced, how it was introduced, key actors in its introduction and how and why performance management, measurement and evaluation have developed at each college.

The introduction and enactment of Neighbourhood Policing

Paul Bennett's PhD thesis explored the introduction and enactment of Neighbourhood Policing (NP) in the British Police service. NP represents an important, new approach to policing and has had a significant impact on the skills and competencies needed to police effectively. The research has highlighted the conflict between the 'softer' discourses of NP and the harder, more masculine discourses of 'real' police work. Paul's research examines how the key Neighbourhood Policing concept of 'community' was represented in different ways during the training of new Police Community Support Officers (PCSOs) and

highlights how the often oversimplified and stable discourses of community are contested and subject to reconstruction by officers who represent more traditional, force-led approaches to policing. The research explores the relationship between identity performance and organisational culture.

Psychological contract, trust and the employment relationship in times of crisis: A review of the Greek health service

Vlasios Sarantinos' doctoral research considers the impact of the financial crisis for four occupational groups within the Greek NHS. The aim is to evaluate the impact of budgetary restrictions on the psychological contract and employee trust in management. Equally the research considers the configuration of employment relations in public healthcare which is relatively highly unionised and its implications. In 2012 this resulted in a book chapter on the link between human resource management and economic crisis, in a collection on the relationship between ethics and corporate pressures.

Integrated locality teams for services to adults: North Somerset Community Partnership pilot study evaluation

Government policies in the UK health service are encouraging the diversification of providers; the North Somerset Partnership was established to provide community healthcare services to North Somerset following the separation of provider and purchasing in the NHS and requirement for providers to establish alternative organisational forms (under the Right to Request scheme) it won the right to become a social enterprise. Ana Lopes and Stephanie Tailby are developing an embedded evaluation tool which will measure change over time establishing stakeholders' perceptions of the organisation's aims and objectives, including definitions of integrated health and social care, and to identify, through consultation and collaboration, key indicators which can evidence impact. This project has been the basis of a larger ESRC Knowledge Exchange bid on the integration of social and healthcare.

DOCTORAL RESEARCH

The supervision and support of doctoral students researching topics and issues in the employment studies field is an important part of CESR's work. Irrespective of their mode of study (full time or part time) doctoral students are included as members of CESR and participate in its activities. In 2013-14 CESR was delighted to welcome two new part-time students (Nigel Costley, the General Secretary of the South West TUC and Tracy Walsh, a lecturer at Ruskin College) and one full-time student (Joy Emekwe). This year also saw Ganess Dirpal submitting his doctorate.

Ganess Dirpal: Human resource management practices and the performance link: Applying critical realist meta-theory

Ganess's doctoral research aimed to deepen and extend Fleetwood and Hesketh's (2010) meta-theoretical work that critiques the extant investigation of HRM's contribution to organisational performance for positing statistical association rather than attempting causal explanation. It develops empirical analysis and specifically organisational case study research with three aims. First, it evaluates the critical incidence of HRM practices and their impact on company performance through empirical (but not necessarily statistical) study. Second, it explores how changes in HRM practices cause change in performance (if they do). Third, it questions the theories that purport to explain the HRM-performance link and causal configuration through the use of critical realist ontology. In summary, it seeks to identify and explain what really goes on inside the HRM-Performance link black-box.

Robert Byford: Alienation of the self in a 'market' of freedoms: Lived experiences of self-ownership in the UNITE/BA cabin crew dispute.

Rob's study aims to develop an interdisciplinary approach to political theory. Its ontological lens is historical and critical realism, contextual epistemology, dialectic methodology and the use of quantitative and qualitative methods focusing on the 2009-2011 British Airways/UNITE cabin crew dispute. It aims to test ideal normative theory surrounding the libertarian principle of self-ownership against the lived experiences of actors involved in an industrial relations dispute. It intends to demonstrate that labour power alienation is consistent with the self-ownership principle, and to reveal consequent counter-intentional and counterintuitive effects on freedom. As libertarian arguments are key elements of neoliberal theory, neo-liberal political theory may face resultant challenges (Hayek, 1944, 1960; Nozick, 1974; Ortega y Gasset, 1993). The cabin crew dispute demonstrates employer-enforced changes claiming greater control rights over employees as a cause of conflict (Hyman 1977; Tuckman, 2010). Reduced workplace liberties chaperoned restrictive effects to liberties employees previously enjoyed outside the workplace (Carter, 1999; Goodin, 2008). Contradictory definitions of consent, democracy, rights and freedom arose from the opposing parties, judiciary, media and interested observers (Ewing, 2011; Gall, 2006). Refutation of dissenting employees' status as rights holders emerged through opposing agents' individual and collective demonisation of striking employees (Benhabib, 1987). In addition to literature-sourced research, the social science element will contain original research into the perceptions and lived experiences of British Airways cabin crew and trade union representatives interviewed for qualitative data and surveyed for quantitative data.

Mahwish Khan: The feminisation of the teaching profession: A gender analysis of the education sector of Pakistan

Women's labour market participation rate in Pakistan is rising but remains low compared to other South Asian countries (World Bank 2011). One sector where women's employment has shown stronger growth than men's in the past decade is education. The increased number of women in the teaching profession makes it important to question the reasons for feminisation and its impact for women teachers in terms of occupational gender segregation, reward systems and their career advancement (given dual responsibilities of work and home). Mahwish's study develops comparative analysis between the public and private education sectors in Pakistan. The research uses a mixed methods approach to integrate historical and contextual factors from qualitative and quantitative data respectively. The quantitative data are collected through Labour Force Surveys, the policy reports and documents of the Ministry of Education in Pakistan. The qualitative data have been collected through semi-structured interviews with male and female teachers at various levels within the education sector. Seventy interviews in total were conducted

over January to June 2011 among women and men employed in elementary, secondary and higher education institutions in Lahore. Pakistan is considered to be an under researched country and along with other issues, there has been limited in-depth research on the issues related to women's employment in Pakistan. Therefore, it is significant to research the education sector to explore women's employment position and prospect.

Lin Lovell: *Two Edwardian women's movements: An historical perspective*

The National Union of Women's Suffrage Societies (NUWSS) and the Women's Social and Political Union (WSPU) dominated the suffrage movements in Britain in 1905-14. Lin's study compares their constitutions, structures, organisational methods and use of power in order to broaden the literature and to take into account the communication between the Societies' headquarters (in London) and regional organisations. The research concerns questions about leadership, the use of power and how this was interpreted and acted upon within the branches. This should expose new insights into the functioning of the networks in the South West of England and the extent to which within each of the two Societies the branches adopted the same styles and culture as the centre. Lin is currently working on a series of four reviews of the development of feminist thought from the 1860s to 1960s, with the first on the British Suffragette Movement and the history of feminist thought.

Dave Smith: *Union mobilisation and employer counter-mobilisation in UK construction industry: Union organising amongst precarious private sector building workers*

The UK construction is an industry characterised by casualisation and widespread false self-employment (HM Treasury, 2009), this has an impact on union density, which is lower than most other sectors (Brownlie, 2012). In spite of this the private sector building industry has a history of hostile industrial relations; when collective action does occur it tends to be volatile and often met with swift reaction by the employers (Woods, 1979; Arnison, 1988). From the 1972 national builders strike through to the Jubilee Line and Lindsey Oil Refinery, sporadic, explosive, unofficial action organised by rank and file activists rather than full-time union officials has been a particular hallmark of worker mobilisation in UK construction (Davis, 2009). Dave's study explores the factors underpinning and shaping the distinctive patterns of mobilisation in the construction industry asking how far structural factors within the industry encourage or inhibit unofficial mobilisation and identifying the role of subjective factors including employer and state counter mobilisation and the way this influences union activism. It is based upon unique access to a large number of blacklisted workers and their blacklist files will provide rich qualitative data making the proposed research distinctive and documenting a major employer counter mobilisation to organised labour. In 2014 Dave will publish *Blacklisted: The secret war between big business and union activists*, on the blacklisting of construction workers, with Philip Chamberlain from UWE's Department of Creative Industries.

Kate Waller: *Why do women choose to enter Third Sector employment and do those reasons have any impact upon their day-to-day well-being?*

In the current economic climate, the Third Sector is undergoing a root and branch transformation, not just from funding cuts, but from new forms of competition (for funding and delivery of services) from the private sector. This research seeks to build on works by Kosny and MacEachen (2010) and Baines (2006, 2010), which indicate that despite changes to the sector and worsening employment terms and conditions, women still continue to be the backbone of the sector's employees. Kate's research seeks to deepen the understanding as to why this should be so by adding a UK perspective, where there has been little research on this specific point to date. In essence are the choices made by women to enter the sector based on the traditional roles women play in western societies or are they related to an individuals' own internal motivators and drivers? The research intends to employ a mixed methods approach from the qualitative tradition, by comparing and contrasting three similar 'advice giving' organisations within the sector. Data is to be captured via direct observations and semi-structured interviews with employed staff.

Nigel Costley: Trade unions and the law – lessons from thirty years: The Messenger Dispute

The 1983 dispute between the National Graphical Association and the Messenger Group, a small free newspaper business based in Stockport and Warrington, blew up into a national cause and the first significant confrontation between the trade union movement and the Thatcher government. Nigel's study will look into the background of the dispute and how the battle set the union against the law, the courts, the media and the police. It considers how far overt opposition to the new trade union laws was the only or best option for the union at the time? It evaluates the influence of the dispute on subsequent employment law and the emphasis on individual employment rights as opposed to collective and voluntary processes in the workplace. The study also examines the dispute's longer-term impact on subsequent trade union tactics and organising strategies following the defeat, and implications for their revival.

Tracy Walsh: Can the concepts of 'sameness' and 'difference' coexist in autonomous trade union organising structures? Self-organisation and class consciousness in the UK trade union movement

UK Trade Unions have embedded equality measures into their structures in a number of ways; in particular, Unison has been at the forefront in pushing the autonomous organising model as a way of empowering marginalised groups. This research will explore intersectionality theory as a way of understanding the complex relationships between marginalised groups and whether the theory can form the basis for organisation at work. The research will also consider whether separate organising undermines class consciousness or can the two coexist?

Joy Emekwe: In a Man's World? A Comparative Study of Women in Higher Education Leadership in Nigeria and the United Kingdom

Despite the increasing number of women in higher education, why are women still under-represented in leadership positions in Nigerian and British Universities? Women account for one half of nearly every country's population, they are yet to be proportionately represented in all spheres of public life worldwide (William, 1993). Joy's research will be guided by international literature as well as the diverse theoretical and conceptual foundations employed in the examination of factors that may foster/hinder women's career aspirations.

RESEARCH TRAINING AND DEVELOPMENT

The University organises research training programmes for doctoral students and early career researchers, as does the Faculty for business and law research students. In addition are programmes open to all staff, for example on software data analysis packages (such as NVivo).

The University has used QR income (the disbursement of RAE 2008 funding) to support early career researchers in undertaking preliminary work towards external research funding bids. In 2013-14 three CESR members competed successfully for SPUR (grants for early career researchers) funding. Ana Lopes for *Casualised staff in Higher Education*; Jenny Chen for *The effects of personal and contextual factors on newcomer creativity*; and Dominic Page for *The impact of the changing Welfare regime for disabled people in the UK*.

Ana Lopes was also successful in her application for a place at the *South West Crucible*, a development that enables researchers to explore creativity, multi-disciplinary collaborations and public and policy engagement. Ana is also taking part in the Leadership Foundation's *Aurora programme*, a women-only leadership development initiative.

CESR has instituted a mentoring system for early career researchers among its members. In addition it periodically convenes research training workshops. It has an infrastructure that aims to assist members (doctoral students, early career and established researchers) translate research ideas and findings into projects and published outputs: an 'internal seminar' series, the *CESR Review* that carries short articles summarising research in progress and findings not yet published elsewhere and the *CESR Research Paper Series*.

PUBLICATIONS, PUBLIC AND PRACTITIONER ENGAGEMENT

Academic publications and public output

The publications of CESR staff and papers they presented at academic conferences in 2013-14 are listed at Appendix C. As summarised in Table 1, a total of 11 journal articles were published or accepted for publication in the year in 15 different publications (in the economics, organisational theory, gender and work and public management fields in addition to HRM, industrial relations, and work sociology journals).

Table1. Publications and other public output 2012-13

Books	3	Conference papers	26
Chapters in books	12	CESR Review articles	12
Journal articles	20	Commissioned reports	5

Includes works accepted for publication

A number of staff participate in academic journal editorial committees or boards or research commissioning panels. Andy Danford has been appointed for a second time to the ESRC Research Seminar commissioning panel. Andy is the current Chair of the *Work, Employment and Society* Editorial Board, but has now been appointed Joint Editor in Chief (2015-17); in the past year Sian Moore has been elected Deputy Chair and Stephanie Tailby is also a member of the Board. Sue Durbin, Steve Fleetwood and Vlasios Sarantinos are editorial board members for *Gender, Work and Organization*, *Capital and Class* and the *International Business Research* respectively.

Staff act as external examiners to other universities: Sian Moore at Keele University's School of Management's postgraduate degrees in Human Resource Management; Sue Durbin at the University of Leicester, Centre for Labour Market Studies for the Master's programme in HRM and for the University of

Bath, Department of Social and Policy Sciences undergraduate degree in Sociology and HRM and Stephanie Tailby at Christ Church Canterbury University, for the MSc International HRM.

In terms of academic bodies Hilary Drew has recently joined the organising committee of COSINUS, which encourages research on innovation, knowledge and the role of academia, having presented a paper at their 2013 conference in Oran, Algeria. Stephanie Tailby is a member of the Advisory Committee to the University of Warwick's Industrial Relations Research Unit (IRRU) and a joint organiser of the British Universities Industrial Relations Association's (BUIRA) Public Sector Study Group. Ana Lopes was elected to the BUIRA Executive Board in 2013. Dave Smith has been a Guest Editor of the *International Union Rights magazine*. Sue Durbin, Margaret Page and Sian Moore are co-organising with others, a conference stream at the *Gender, Work and Organisation* international conference at Keele University in June 2014, on 'Gender and Austerity, Resistance and Resilience'.

Social Media

CESR joined the 'twitterverse' and has more than 100 followers. Please follow and re-tweet our news and events @CESR_UWE

CESR also has a LinkedIn Group (CESR_UWE)

The CESR Review

CESR aims to engage with the full range of research user communities: policy-makers, practitioners and community organisers as well as academic audiences. One vehicle is the *CESR Review* which is produced twice a year and carries short articles (arising from CESR research or addressing current labour market developments and employment policy issues), interviews with HR and industrial relations practitioners, book reviews and guest articles from academics at other universities. The *CESR Review* aims to: publicise CESR's work and research in progress to a wide range of audiences; provide a resource for HRM practitioners, trade unionists, researchers, lecturers and students in the employment studies and related fields; and afford a medium for the presentation of research and academic analysis that is not constrained by academic journal conventions (allowing a more journalistic and accessible style). The *CESR Review* is published online and is edited by Sian Moore with assistance from Stella Warren. The content of the latest issues is given at Appendix D.

The CESR Research Paper Series

This year CESR re-launched its working papers with a new title, the *CESR Research Paper Series*, under the editorship of Horen Voskeritsian. The aim of the series is to provide a valuable reference point for academically rigorous and policy relevant research on British and international employment relations. It aims to publish both empirical and theoretical papers dealing with the labour market and work, placing special emphasis on the field's multi-disciplinary nature. Apart from disseminating the work of CESR staff, the series also welcomes external submissions of papers dealing with any employment relations topic, widely defined.

Knowledge Exchange and wider impact

CESR members organised a number of successful events in 2013-14. In May 2013 Sue Durbin facilitated a CESR research symposium entitled, *Gender and Austerity*, involving five external speakers and participants from the public, private and not-for-profit sectors including Professor Sylvia Walby. Later that month CESR co-hosted, with Acas, a well-attended South West Employment Relations Forum on the subject of employment relations in a period of low growth: speakers included John Philpott, Director of The Jobs Economist, who presented on 'What kind of 'new normal' for employment relations?'; Nicola Yates, Group HR Director, The UNITE Group Plc on 'Optimising HR approaches to deliver long term sustainability at UNITE Group Plc' and Professor Ian Kessler from Kings College London on his work on healthcare assistants. January 2014 saw the launch of the book *Globalization and Work*, by Stephen Williams, Harriet Bradley, Ranji Devadason and Mark Erickson at a highly successful seminar. External speakers included Roger McKenzie, Assistant General Secretary of UNISON; Professor Bridget Anderson, Deputy Director of COMPAS at Oxford University; and Professor Phil Taylor from the University of Strathclyde.

CESR's seminar series with invited speakers from other UK universities (and occasionally speakers from abroad) is advertised widely (among academic and practitioner communities). The seminars (on average five a year, see Appendix D) attract staff from across UWE faculties with HR practitioners and trade unionists among the audience.

Much of CESR's research involves organisational case studies and typically the reciprocal exchange for research access is a detailed report for each of the participant organisations. In this way CESR has worked with private sector employers (large and small) in: the financial services (DAS Legal, Lloyds TSB, the Nationwide Building Society); PR services (JBP in Bristol); manufacturing (Airbus, Rolls Royce); and public sector organisations (the Ministry of Defence, Bristol City Council, North Bristol NHS Trust and Royal United Hospitals, Bath). The research report that Sue Durbin prepared for the Meteorological Office was submitted to its Diversity and Equality Council, as well as the HR Director and participants in the research and the findings discussed at its Diversity and Equality Council with her participation. CESR research sometimes has been instigated or commissioned by employing organisations, for example, the MoD's interest in Hutchinson's line manager research.

Trade unions have sponsored studies: the investigation of lean management at the HMRC (PCS); Danford *et al.*'s research on the impact of the ICE Regulations (Unite); and Danford and Tailby's pilot study of AWB abolition effects. Janet Miller has been working with the National Association of Stable Staff (NASS) Diversity Committee in a campaign against discrimination in racing stables. Sian Moore has taught on Unite the Union's educational courses for Finance Sector representatives and CESR members have addressed the South West TUC's Annual Conference and spoken at the Tolpuddle Trade Union Festival. Mike Richardson gave a talk on 'Bristol and the Labour Unrest of 1910-14', at the M Shed, Bristol and spoke to a public gathering in Chipping Norton on the 'Bliss Tweed Mill Strike 1913-14: Causes, Conduct and Consequences. Stephanie Tailby was the invited speaker at the January 2014 Manchester Industrial Relations Society, presenting on *Public Sector Restructuring, the case of the English NHS*. Sue Hutchinson and Stephanie Tailby were guest speakers at the CIPD West of England one day conference in March 2014, presenting their research on Strategic HR and the Line.

There have been a number of key national and regional interventions by CESR members over the past year. Hilary Drew, along with other UWE staff, has prepared commissioned research on apprenticeships and pay for the Low Pay Commission. Dave Smith, a CESR Ph.D. student has made a major impact with his work revealing blacklisting in the construction industry. His contribution is mentioned in the Scottish Affairs Select Committee interim report into blacklisting in employment published in March 2014 <http://www.publications.parliament.uk/pa/cm201314/cmselect/cmsscota/543/543.pdf>. Dave is also key note speaker at the 2014 annual session of the International Centre Trade Union Right's (ICTUR) Administrative Council at the International Labour Organisation (ILO) in Geneva, Switzerland; he will be speaking on the 'Blacklisting of trade unionists: a global phenomenon?'

CESR was invited to submit evidence to the Joint Committee of the House of Lords and House of Commons in relation to the Draft Deregulation Bill – Clause 2. Stephanie Tailby and Janet Miller put together a submission with Dr Hazel Conley of Queen Mary's, London. Sian Moore has given evidence to the Kingsmill Commission on exploitation in the Care Sector and been invited to attend the Labour Policy Review symposium on 'One Nation at Work'.

Paul Bennett has acted as an independent reviewer for a police recruitment and selection model aimed at improving the diversity of candidates applying for Police Constable training. In 2012 Sue Durbin was appointed a Board Trustee for Equality South West (a not-for profit organisation based in the South West of the UK) and in 2013 became a member of the scientific committee, International Balkan Countries Women in Business Conference. Harriet Bradley and Margaret Page are involved in the newly launched Bristol Women's Commission, which is in the process of drawing up an action plan - the Women's Strategy for Bristol - to address areas of discrimination and disadvantage which women face. For CESR members, alongside members of other research centres, the Commission offers an opportunity to make a difference and to demonstrate research impact by working alongside service organisations and local communities to promote gender equality at a difficult time. Harriet and Margaret are working on a proposal for some

funding from the Local Enterprise Partnership (LEP) to explore ways organisations can improve openings for women.

Eight CESR staff are Chartered Institute of Personnel Development (CIPD) members and among them Sue Hutchinson has contributed to policy formation at national level (the academic CIPD membership route), is an academic assessor for the CIPD and has contributed to the annual Standards Conference and the regional CIPD branch conference. Jane Moore is active in the local West of England branch as Educational Liaison Officer' this involves representing the students and Universities/Colleges across the Branch and fostering links between UWE and the CIPD.

EiCBE Research Conference

The second *Engaging in Critical Business Enquiry (EiCBE)* undergraduate Research Conference was held on 1 April 2014. Year One Business students showcased their research to the business community as part of a level one research module taken by over 600 students across the business school. Launched in 2012, and taught by members of CESR, EiCBE encourages students to engage with contemporary work themes. Students working in small groups produce research posters around themes including ethics and corporate social responsibility, equality and diversity at work, knowledge economies and control at work. The EiCBE module culminates in the student poster conference with prizes awarded for the best two posters. The conference is the opportunity for students to present their work to invited guests including members of the business community, trade unionists and academic staff and senior management from the University. Matthew James, Melissa Barnes, Kelly Walker and Christina Fuehrer used a mixed method approach to research the causes of poverty for 18-25 year olds in the South West. Matthew explained;



“We all agreed on the theme of poverty as it really interested us and it's been thought-provoking researching the causes. Before I did this research, I had some pre-conceived ideas about the causes of poverty, so it's definitely taught me to be more open-minded in my approach to research in the future. We're really proud of what we've achieved.”

For their research poster Ermira Masha, Kayleigh Leonard, Lucy Allison, Gemma Luck, Katy O'Brien and Jennifer Berwick chose the topical subject of diversity in the banking sector. Their focus was the lack of female representatives in higher management roles. Jennifer commented

“As an all-female group studying business we were really interested in finding out more about this theme, it certainly kept us going during the project and we found that we had lots of information to pull together for the poster. It was also a good opportunity to develop our research skills and to carry out extensive academic research which will also be useful for our next literary review assignment.”

FORWARD PLANNING

CESR's development has established UWE as among the principal UK university centres for employment studies research. This in turn has contributed positively to the development of the HRM teaching group within the Business and Management Department of the Faculty of Business and Law: for example, the ability to attract students to the Masters in HRM programme. It also informs the EiCBE undergraduate module. CESR's development has embedded a research culture within the HRM 'cluster' so that most current staff are research active, the number who are PhD qualified has risen as has the number publishing in 3* or 4* journals.

CESR's success to date has been achieved by bringing together a critical mass of research active staff who have collaborated to develop a coherent research programme and infrastructure (CESR seminars, CESR Review and working papers series) that have assisted the flow of quality research outputs. CESR has benefitted from FBL support, including a willingness to sustain the professorial complement, but also research and lecturing staff with strong research histories. The recruitment of established researchers has made an important contribution to the ability to achieve the critical mass in the first instance and, at later times, sustain it.

The coming year will see a number of key events to promote and develop CESR. Horen Voskeritsian is organising the inaugural conference of the Greek Labour Market Research Network (GLMReN), at UWE on the 6th of June. The GLMReN is an initiative by five academics (from UWE, the LSE, the University of Sussex, the University of Birmingham and Portsmouth University), to bring together UK-based researchers interested in the Greek labour market, to promote research and policy debates on matters of current concern.

In the same month Ana Lopes is involved in the organisation of a conference on Digital Exclusion This regional event will bring key stakeholders together to discuss and promote synergies between agencies involved in the promotion of digital and social inclusion in Devon, with a focus on deprived urban areas and rural communities. Presentations and workshops will focus on the social impacts of welfare reform and digital exclusion and on what further provision is needed in the region. Speakers will include representatives of the Devon Welfare Rights Unit, the Prison Officers Association, Unite the Union, and South West TUC.

Sue Durbin is a board member of Fair Play South West, the women's equality network for the South West of England. She has recently co-authored (with other board members) The South West Women's Manifesto. The Manifesto makes a series of 'calls for action' to those candidates seeking election to public office in terms of tackling women's economic, health, safety and power inequalities in the South West. The Manifesto was launched at an event in Exeter, Devon, entitled, '*The South West Women's Manifesto: a campaign for political change*' on 6 June, 2014. The event will be attended by individuals and organisations from the public, private and not-for-profit sectors.

The CESR Advisory Board comprises local figures who can identify key issues for investigation, can inform applied research and reflect upon CESR's local impact. CESR is delighted to welcome new members onto the Advisory Board; Jackie Longworth, the Chair of Fair Play South West, a voluntary network for women's equality in the South West of England; Brett Sparkes, Unite the Union's Community Coordinator in the south west and Beverley Woodburn, a trade union and local community activist, and former Ruskin College MA student in International Labour and Trade Union Studies. The CESR Advisory Committee meeting is due to meet on June 13th 2014.

Appendix A: Centre for Employment Studies Research (CESR) members

Dr Paul Bennett	Senior Lecturer, HRM
Prof Harriet Bradley	Professor of Women's Employment
Dr Jenny Chen	Lecturer, HRM
Dr Mike Clark	Lecturer, HRM
Prof Andy Danford	Professor of Employment Relations
Dr Hilary Drew	Senior Lecturer, HRM
Dr Sue Durbin	Associate Professor in Employment Studies
Tony Fenley	Senior Lecturer, HRM
Prof Steve Fleetwood	Professor of Employment Relations
Dr Lydia Hayes	Research Fellow
Sue Hutchinson	Associate Professor in HRM
Dr Thor Indridason	Senior Lecturer, HRM
Dr Artoms Ivlevs	Senior Lecturer, Economics
Deborah Jane	Associate Lecturer, HRM
Prof Jackie Jones	Associate Professor in Law
Deborah Kinnear	Associate Lecturer, HRM
Dr Ana Lopes	Research Fellow
Lin Lovell	Lecturer, HRM
Dr Margaret Page	Senior Lecturer, Organisation Studies
Dr Stella Maile	Acting Associate Head of Department, Health & Life Sciences
Graeme Mather	Senior Lecturer, HRM
Dr Andy Mathers	Senior Lecturer, Sociology & Criminology
Dr Janet Miller	Senior Lecturer, HRM
Jane Moore	Associate Head of Department, HRM Postgraduate Programmes
Prof Sian Moore	Joint CESR Director and <i>CESR Review</i> Editor
Dr Dominic Page	Senior Lecturer, HRM
Vlasios Sarantinos	Senior Lecturer, HRM
Prof Stephanie Tailby	Joint CESR Director
Dr Graham Taylor	Associate Professor in Sociology
Dr Horen Voskeritsian	Lecturer, HRM and <i>CESR Research Papers Series</i> Editor
Kate Waller	Associate Lecturer, HRM
Stella Warren	Research Associate, CESR and BSMC
Dr Nick Wilton	Associate Head of Department, Business & Management

PhD Students

Robert Byford
Nigel Costley
Ganesh Dirpal
Joy Emekwe
Mahwish Khan
Dave Smith
Tracy Walsh

Associate Members

Emeritus Professor Stephen Ackroyd, Lancaster University
Emeritus Professor Anna Pollert
Emeritus Professor Theo Nichols, Cardiff University
Dr Catherine Fletcher
Dr Mike Richardson, Visiting Fellow

Appendix B: Doctoral Research Students 2013-14

Robert Byford (2nd year of study)

Alienation of the self in a 'market' of freedoms: Lived experiences of self-ownership in the UNITE/BA cabin crew dispute.

Nigel Costley (1st year of study)

Trade unions and the law – lessons from thirty years: The Messenger Dispute

Ganesh Dirpal (Doctorate awarded)

Human Resource Management Practices and the Performance Link: applying critical realist meta-theory

Joy Emekwe (1st year of study)

In a Man's World? A Comparative Study of Women in Higher Education Leadership in Nigeria and the United Kingdom.

Mahwish Khan (4th year of study)

The feminisation of the teaching profession: A gender analysis of the education sector of Pakistan

Lin Lovell (3rd year of study)

An historical perspective on two UK Edwardian women's movements: A comparison of the difference and similarities of the campaigns of the Women's Social and Political Union (WSPU) and the National Union for Women's Suffrage Societies (NUWSS)

Dave Smith (2nd year of study)

Union mobilisation and employer counter-mobilisation in the UK construction industry: Union organising amongst precarious private sector building workers

Tracy Walsh (1st year of study)

Can the concepts of 'sameness' and 'difference' coexist in autonomous trade union organising structures? Self-organisation and class consciousness in the UK trade union movement.

Appendix C: CESR Publications 2012-13

Books

- Williams, S., **Bradley**, H., Devadson, R. and Erickson, M., (2013) *Globalization and Work*, Cambridge: Polity Press.
- Hutchinson**, S. (2013) *Performance Management: Theory and Practice*, London: CIPD.
- Moore**, S. and McKay, S. (2013). *Statutory regulation and employment relations - The impact of statutory trade union recognition*, Basingstoke, Palgrave Macmillan.

Chapters in Books

- Bradley**, H. (2013) 'Gender' in *The Concise Encyclopaedia of Comparative Sociology*, New York, Brill.
- Hutchinson**, S. (2014). 'HRM strategy and communication' in Miller, D. and Gordon, M. (Eds.) *Meeting the challenges of HRM: A Communication Perspective*, Routledge: USA
- Hutchinson**, S. (2014) 'Flexible Working', in Rees, G. and Smith, P.E. (Eds.) *Strategic HRM*, Los Angeles: Sage.
- Hutchinson**, S. (2013) 'Flexibility, Commitment and Motivation', in Rees, G. and Smith, P.E. (Eds.) *Strategic HRM*, Los Angeles: Sage.
- Lopes**, A. (2013) 'Sex-workers talking and acting for labour rights: The interview in an action research setting' in Smith, K., Staples, J. and Rapport, N. (Eds.) *Extraordinary Encounters: The ethnographic interview, biography and authentic data*, Oxford: Berghahn Books.
- Mather**, G. (2013). 'Managing Underperformance' in Hutchinson, S. (Ed.) *Performance Management: Theory and Practice*, London: CIPD.
- Miller**, J. (2013). 'Racing Bodies' in Wolkowitz, C., Cohen, R., Sanders, X and Hardy, K. (Eds.) *Body/Sex/Work*, Basingstoke: Palgrave Macmillan.
- Neugebauer**, J. (2013) 'Learning and Development' in Hutchinson, S. (Ed.) *Performance Management: Theory and Practice*, London: CIPD.
- Neugebauer**, J. (2013) 'Global Diversity', in Rees, G. and Smith, P.E. (Eds.) *Strategic HRM*, Los Angeles: Sage.
- Page**, M. and Gaggiotti, H. (2013). 'The bridges that change us: inquiring in the middle of the gorge', in Jansen, H., Brons, C. and Faber, F. (Eds.) *Beeldcoaching.Zet in bewaring* (Image Coaching Set in motion). Baarn, Netherlands: Uitgererji Real Life Publishing.
- Sarantinos** V. (2013) 'Ethics, CSR and MNCs: Establishing the link with HRM in times of Economic Crisis', in Leonard, L. and Gonzalez-Perez, M. (Eds.) *Advances in Sustainability and Environmental Justice-Principles and Strategies to Balance Ethical Social and Environmental Concerns with Corporate Requirements*, Vol. 12, Emerald.
- Tailby**, S. (2013) 'Employee Representation' in Bach, S. and Edwards, M. (Eds.) *Managing Human Resources*, London: Wiley. 5th edition.

Refereed Journal Articles

- Bradley**, H. (2014) 'Class relations or class descriptors: towards a critique of Savage et al.', *Sociology* doi: 10.1177/0038038514520855 *published online*.
- Danford**, A., **Durbin**, S., **Richardson**, M., Stewart, P. and **Tailby**, S. (2014) Workplace partnership and professional workers: 'about as useful as a chocolate teapot'? *International Journal of Human Resource Management*, 25(6): 879-894.
- Carter, B., **Danford**, A., Howcroft, D., Richardson, H., Smith, A. and Taylor, P. (2013) 'Taxing times: lean working and the creation of (in)efficiencies in HMRC', *Public Administration*, 91, 1: 83-97.
- Carter, B., **Danford**, A., Howcroft, D., Richardson, H., Smith, A. and Taylor, P. (2013) "Stressed out of my box": Employee experience of lean working and occupational ill-health in clerical work in the UK public sector', *Work, Employment and Society*, 27, 5: 747-767.
- Durbin**, S and Tomlinson, J. (2013) 'Female Part-time Managers: careers, mentors and role models', *Gender, Work and Organization*, 21, 4, 308-320.
- Fleetwood**, S. (2014) 'Critical Realism and Systematic Abstraction', *Work, Employment and Society*, 28, 1, 124 - 138.

- Hall, M., Purcell, J., Terry, M., **Hutchinson**, S. and Parker, J. (2013) 'Trade Union Approaches towards the ICE Regulations: Defensive Realism or Missed Opportunity?' *British Journal of Industrial Relations* 51(2):315-81.
- Ivlevs**, A. (2014) 'Economic insecurity in transition: a primary commodities perspective', *Review of Income and Wealth* 60 (S1): S117-S140
- Ivlevs**, A. (2013) 'Minorities on the move? Assessing post-enlargement emigration intentions of Latvia's Russian speaking minority', *Annals of Regional Science* 51(1): 33-52.
- Milner, S. and **Mathers**, A. (2013) 'Membership, influence and Voice: A discussion of trade union renewal in the French context', *Industrial Relations Journal*, 44 (2): 122-138.
- Miller**, J. (2013) 'Turf wars: Stable lad' strikes and union recognition in the twentieth century', *Historical Studies in Industrial Relations*, 34: 111-140.
- Pacheco, G., **Page**, D., and Webber, D. J. (2014) 'Mental and physical health: re-assessing the relationship with employment propensity', *Work, Employment and Society*, doi: 10.1177/0950017013491450 published online.

Other articles

- Moore**, S. and McKay, S. (2013) 'Is it only a flash of recognition?' *Labour Research Magazine*, 102, 5.
- Richardson**, M. (2013) 'Bristol and the Labour Unrest of 1910-14', *Bristol Radical History Pamphlet*, 27.
- Smith**, D (2014) 'The UK blacklisting scandal', *International Union Rights*, 21, 1.
- Smith**, D. (2014) 'I was on a union blacklist – now I want justice' *Australian Congress of Trade Unions* published online <http://workinglife.org.au/2013/11/20/i-was-on-a-blacklist-now-i-want-justice>.

Conference Papers

- Bradley**, H. (2014) 'The corporate university: neoliberalism and educational change' *British Sociological Association Annual Conference*, Leeds, April.
- Waller, R. and **Bradley**, H. (2014) 'Social Class, Resilience and the Struggle Adjusting to University Life: Comparing the experiences of working- and middle-class students', *British Sociological Association Annual Conference*, Leeds, April.
- Bathmaker, A-M, **Bradley**, H. and Abrahams, J. (2013) 'Narratives of university life: a gendered and classed experience?', *Society for Research into Higher Education*, Celtic Manor, December.
- Bradley**, H. (2013) 'Out of the bubble: Undergraduate destinations in a precarious economic climate', *Work, Employment and Society Conference*, Warwick, September.
- Danford**, A. Stewart, P. and Mrozowicki, A. (2013) 'A comparative analysis of the evolution of lean production in the international automotive industry in Britain and Ireland', *Work, Employment and Society Conference*, Warwick University, September..
- Danford**, A. Stewart, P. and Mrozowicki, A. (2013) 'Workers and new forms of lean in the international automotive industry', *Critical Labour Studies Symposium*, Ruskin College, Oxford, March.
- Drew**, H. And Richie, F. (2013) 'How **do** knowledge brokers work? Implications for policy and practice in the case of WERS', *Innovation Systems and the new role of Universities*, Oran, Algeria, December 14-16.
- Drew**, H. (2013) 'Ageing Workforces: An Empirical Study of German Industrial Three Sectors', *British Academy of Management Conference*, University of Liverpool Management School, September 10-12. *Awarded best paper in HRM track*.
- Drew**, H. (2013) 'Managing ageing workforces: Empirical evidence from Germany', *BUIRA Annual Conference*, Strathclyde Business School, Glasgow, June 27-29.
- Fleetwood**, S. (2013) 'Labour Markets of the Future', *International Association of Critical Realism Conference*, Nottingham University Business School, August (Invited speaker).
- Fleetwood**, S. (2013) 'Ontology of the Current Economic Crisis', *Kritische Soziologie meets Critical Realism*, University of Jena, Germany, February (Invited speaker).
- Forkert, K., **Lopes**, A., Blake, V., Valizade, D., Dewan, I. and Moore, P. (2014) 'Zero-hour contracts in post-16 education: research and campaigning workshop', *Critical Labour Studies Symposium*, Ruskin College, Oxford, March 8-9.

- Lopes, A.** and Dewan, I. (2013) 'Precarious Lecturers = Precarious pedagogies? The impact of short-term contracts on Higher Education teaching practices', *Critical Pedagogies Interdisciplinary Symposium*, University of Edinburgh, September 5-6.
- Lopes, A.** and Webber, J. (2013) 'What can unions learn from sex workers? A comparison of sex worker union organising in France and the UK'. *3rd International Conference on Vulnerable Workers and Precarious Work*, Toulouse Business School, France, September 12-13.
- Lopes, A.** and Webber, J. (2013) 'The GMB Adult Entertainment Branch and trade union regeneration', *BUIRA Annual Conference*, Strathclyde Business School, Glasgow, June 27-29.
- Moore, S.** and Taylor, P. (2014) 'Organising in the Air and on the Ground – Cabin Crew Resistance to BA's Reconfiguration of Work and Employment', *9th Global Labour University Conference*, Berlin, May15-17.
- Moore, S.** and Hayes, L. (2014) 'Contracting for employability in home care: Zero-hours, electronic monitoring and the de-commodification of working time', *International Labour Process Conference*, London, April 7.
- Moore, S.** and McKay, S. (2014) 'Collective labour law explored', *New Frontiers in Empirical Labour Law Research seminar*, Cambridge University, April14-15.
- Moore, S.** (2013) 'Gender and class consciousness in industrialisation: the Bradford worsted industry 1820-1845', *Historical Materialism Conference*, November 7-10.
- Moore, S.** and Taylor, P. (2013) 'Cabin Crew Confidential: an analysis of real time postings in the BA dispute 2009-11', *BUIRA Annual Conference*, Strathclyde Business School, Glasgow, June 27-29.
- Moore, S.** and McKay, S. (2013) 'Ten years of statutory recognition procedure – the incursion of the law into UK industrial relations' *BUIRA Annual Conference*, Strathclyde Business School, Glasgow, June 27-29.
- Moore, S.** and Taylor, P. (2013) 'Cabin Crew Collectivism: The British Airways Dispute 2009-11', *International Labour Process Conference*, Rutgers School of Management and Labour Relations, March 18-20.
- Smith, D.** (2014) 'Blacklisting of union activists: questions for the research community', *Critical Labour Studies Symposium*, Ruskin College, Oxford, March 8-9.
- Tailby, S., Danford, A.** and **Warren, S.** (2013) 'Agricultural Wages Board Abolition: Causes and Consequences', *Work, Employment and Society Conference*, University of Warwick, September 3-5.
- Tailby, S., Danford, A.** and **Warren, S.** (2013) 'De-regulating work and employment in English agriculture', *European Sociological Association Conference*, Turin, Italy, August 27-31.
- Tailby, S., Danford, A.** and **Warren, S.** (2013) 'Fieldwork Matters: Deconstructing the case for the abolition of the Agricultural Wages Board for England and Wales', *International Labour Process Conference*, Rutgers School of Management and Labour Relations, March 18-20

Other presentations

- Bradley, H.** (2014) 'The Future of WP/Access', *UCU conference, Education from the Cradle to the Grave*, January.
- Bradley, H.** (2013) 'Managing to Survive: Gender and household strategies in the recession', *Brighton University*, December.
- Bradley, H.** (2013) 'A Degree is Not Enough: Undergraduate destinations in a precarious economic climate', *BRILLE, UWE*, September.
- Danford, A.** (2013) 'Public sector work reform and lean management techniques', *National Institute of Economic and Social Research*, June.
- Fleetwood, S.** (2014) 'From Labour Market Institutions to an Alternative Model of Labour Markets', *University of Leuven*, March.
- Fleetwood, S.** (2014) 'Institutions and Other Social "stuff"', *Newcastle University*, March.
- Fleetwood, S.** (2014) 'Labour Markets, Institutions and the Relation between Them', *University of Cambridge*, March.
- Fleetwood, S.** (2014) 'What is and Isn't Critical Realism', *Oxford Brookes University*, September.
- Hutchinson, S.** and **Tailby, S.** (2014) Strategic HR and the Line: Insight form a public sector case study of HR business partnering, *CIPD Regional Conference*.

- Moore, S.** (2013) 'Young women in unions – completing the revolution', *Unions21 Workshop at the Match Women's Festival*, July 6.
- Moore, S.** (2013) 'The fragmentation of representation – 'contract-based recognition'', *Seminar Keele University*, 13 November.
- Moore, S.** (2014) 'Why the Tories love the Minimum Wage – hours, unpaid labour and the union bargaining agenda', *UNISON Get Active workshop*, 23 January.
- Moore, S.** (2014) 'Why the Tories love the National Minimum Wage – hours, unpaid labour and the union bargaining agenda', *South West TUC*, 21 March.
- Moore, S.** (2014) 'Zero-hours and the electronic monitoring of homecare work; the de-commodification of working time?' *Seminar University of Strathclyde*, 7 May.
- Richardson, M.** (2013) 'Bliss Tweed Mill Strike 1913-14: Causes, Conduct and Consequences', *Meeting in Chipping Norton*, 18 December.
- Richardson, M.** (2014) 'Bristol and the Labour Unrest of 1910-14', at the *M Shed, Bristol*, 20 February.
- Smith, D.** (2014) 'Undercover police collusion with the Consulting Association blacklist', launch of *Campaign Opposing Police Surveillance*, 27th February, UNITE Headquarters, London.
- Tailby, S.** (2014) 'Public Sector Restructuring in the UK: the Case of the NHS in England', *Manchester Industrial Relations Society*, 23 January.

Research Reports

- Drew, H., King, A. and Richie, F.** (2013) *Impact Evaluation Workplace Employment Relations Survey and European Social Survey: Final report to the ESRC*. Economic and Social Research Council. Available: http://www.esrc.ac.uk/_images/WERS_ESS_tcm8-26047.pdf.
- Durbin, S.** (2013) *From the Classroom to the Boardroom: a gender analysis of the careers of male and female engineers*. Report prepared for Airbus, Bristol.
- Durbin, S.** (2013) *A Gender Analysis of the Careers of Male and Female Scientists*. Report prepared for the Meteorological Office, Exeter
- Hall, T. and **Lopes, A.** (2013) *A Living Wage at UEL?* Report on the working conditions of the cleaning staff.
- Hutchinson, S.** (2013) *Front Line Managers and the effective implementation of people management*. Report for DAS Legal.
- Page, D., Webber, D., Veliziotis, M. and Johnson, S.** (2013) *Is poor health a barrier to finding and keeping good work?* Joseph Rowntree Foundation, York.

Forthcoming Publications

- Zacher, H., **Clark, M.**, Anderson, E. C. and Ayoko, O. B. (in press) 'A lifespan perspective on leadership' in Bal, P. M., Kooij, D. T. A. M., and Rousseau, D. M. (Eds.), *Aging workers and the employee-employer relationship*, Springer.
- Carter, B., **Danford, A.**, Howcroft, D., Richardson, H., Smith, A. and Taylor, P. (2014) 'Changing class relations of supervisors under lean production: the case of HMRC', *Capital and Class*
- Conley, H. and **Page, M.** (2014) *Gender Equality in Public Services, Chasing the Dream*, London: Routledge.
- Durbin, S.** (2014) *Women Who Succeed: strangers in paradise?*, Basingstoke: Palgrave Macmillan.
- Ivlevs, A.** and Hinks, T. (2014) 'Sample selection and bribing behaviour: Evidence from Post-Socialist countries and Western Europe', *Journal of Economics and Statistics*.
- Forkert, K. and **Lopes, A.** (2014) 'We're just trying to help people get experience': The case of unpaid work in British universities', *Triple C: Communication, Capitalism and Critique*.
- Lopes, A.** and Hall, T. (2014) 'Cleaning Up: The Living Wage campaign at the University of East London', *Journal of Industrial Relations*.
- Lopes, A.** and Hall, T. (2014) 'Winning a living wage: the legacy of the living wage campaign at UEL', In Craig, G., Lewis, H., Skrivankova, K. and Waite, L. (Eds.) *Vulnerability, exploitation and migrants insecure work in a globalised economy*. Basingstoke: Palgrave.
- Lopes, A.** and Dewan, I. (2014) 'Precarious pedagogies? The impact of casual and zero hour contracts in Higher Education', *Feminist Scholarship*.

- Mathers, A.** (2014) Review of Castells, M. (2012), *Networks of Outrage and Hope: Social Movements in the Internet Age*, Cambridge and Malden (MA): Polity Press in *Sociology*.
- Mathers, A.** (2014) Review of Williams, S., Bradley, H., Devadson, R. and Erickson, M. (2013), *Globalization and Work*, Cambridge and Malden (MA); Polity Press in *Work, Employment and Society*.
- Mathers, A.** Review of Gall, G. and Dundon, T. (Eds.) (2013), *Global Anti-Unionism*, Basingstoke: Palgrave in *British Journal of Industrial Relations*
- Moore, S.** (2014) 'Gender and the labour process in industrialisation in the Bradford Worsteds Industry', *Historical Studies in Industrial Relations*.
- Moore, S.** and Taylor, P. (2014) 'Cabin Crew Collectivism – Labour Process and the Roots of Mobilisation in the British Airways Dispute 2009-11', *Work, Employment and Society*.
- Moore, S.** and **Tailby, S.** (2014) 'The Role of Collective Bargaining in the Fight against Inequalities and Discriminations', *Cuadernos de Relaciones Laborales*.
- Smith, D.** and Chamberlain, P. (2014) *Blacklisted: The secret war between big business and union activists*, London: Pluto Press.

Appendix D: CESR Review: 2013-14 Issues

January 2014

Williams, S., **Bradley**, H., Devadason, R. and Erickson, M. *Globalization and Work*

Richardson, M. *The Making of Militancy: The Bliss Tweed Mill Strike 1913-14*

Smith, D. *Blacklisting in construction: Questions for the research community*

Gane, P. and **Page**, M. *Research impact with a difference - Bristol Women's Commission*

Interview with Frances O'Grady, General Secretary, TUC

Fenley, A. Book Review: *The psychology of negotiations in the 21st Century: New challenges and new solutions*, Barry M. Goldman and Debra I. Shapiro (eds.), Routledge, May 2012.

July 2013

Lopes, A. and Webber, J. *Organising sex workers in the UK: What's in it for trade unions?*

Bennett, P. *Delinquents, time-wasters and informants: Contrasting constructions of community in PCSO training*

Voskeritsian, H. *Whither Greek trade unionism?*

Bennett, P., **Drew**, H. and **Page**, D. *How CESR informs student research: The Engaging in Critical Business Enquiry module at UWE*

Neugebauer, J. *In conversation with Chris Mullin author, journalist and politician*

Fenley, A. Book Review: *Edward Slavishak, (2008) Bodies of Work – Civic Display and Labor in Industrial Pittsburgh*, Durham and London, Duke University Press



Appendix E: CESR Seminars 2013-2014

2013/14	
20.09.13	<i>What is (and what isn't) critical realism?</i> Steve Fleetwood, CESR
25.10.13	<i>Can individual experiences of work intensification be transformed into collective concerns?</i> Ralph Fevre, University of Cardiff
18.11.13	<i>Theorising 'gifting' in care work: A comparison of public and private sector care workers.</i> Gail Hebson, Manchester University
22.11.13	<i>Joining the Teaching Profession: Gender Analysis of the Education Sector of Pakistan.</i> Mahwish Khan, CESR
17.01.14	<i>Book launch and symposium: Globalisation and Work,</i> Stephen Williams, Harriet Bradley, Ranji Devadason and Mark Erickson
21.02.14	<i>Employment Relations in Italian and Greek Telecommunications.</i> Dr Andreas Kornelakis, University of Sussex
07.03.14	<i>British Industrial Sociology and Organisation Studies: A Distinctive Contribution.</i> Professor Steve Ackroyd, University of Lancaster & CESR
11.04.14	<i>Chasing the Dream: Gender Equality in Local Government.</i> Dr Hazel Conley (Queen Mary, University of London) and Dr Margaret Page (CESR)
02.05.14	<i>The Commercial and Moral Economies of the Victorian Funeral.</i> Helen Frisby, UWE, Bristol
20.06.14	<i>The Shadow Faculty: Hourly Paid Lecturers in UK Universities.</i> Dr Ana Lopes, CESR