



University of the
West of England

Centre for Employment Studies Research

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INTRODUCTION

The Centre for Employment Studies Research (CESR) aims 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 53 members including 11 doctoral students, early career researchers, established researchers and five visiting/emeritus professors. In 2014-15 the Centre lost two key members; Graeme Mather left UWE to take up a post at the University of Staffordshire Business School, while Professor Andy Danford retired after 17 years as a teacher, researcher and research leader. Andy made a large contribution to Employment Studies research, its development at UWE and to the Faculty of Business and Law's (FBL) momentum of research success. Aside from a prolific output of books, chapters and journal articles, he encouraged and supported colleagues – doctoral students, early career researchers, established researchers within CESR and across the Faculty – pursuing their research ambitions.

CESR was strengthened by the appointment of Dr Michail Veliziotis, Dr David Beard, Dr Margaret Roberts Lucy Rees and Deborah Bishop. Michail Veliziotis has joined CESR as a Research Fellow, having previously worked in the Faculty within the economics department; his main research interests are in the fields of labour economics and industrial relations. During a 30-year career at BT, David Beard held a number of senior posts in HR, organisational development and consultancy. He headed BT's international consultancy unit, providing start-up and corporate transformation advice to telecommunications companies in over 60 different countries. Lucy Rees is a Senior Lecturer in HRM specialising in Employment Law and International Employment Law, prior to joining UWE Lucy practised as an employment law solicitor for 15 years. Deborah Bishop also has a practitioner background from the private sector with a particular interest in Resourcing and Performance Management.

CESR was also delighted with the appointment of Hazel Conley as Professor of Human Resource Management in the Faculty; Hazel spent seven years at UWE before departing for Queen Mary., University of London and will take up her post in July 2015. Her research focuses on equality and diversity issues in employment and public service delivery. Her recent research examines the gender pay gap in a European context and equality bargaining in the UK Rail Sector. Hazel has an interest in equality legislation, conducting research on the implementation of the 'Gender Duty' in local authorities. CESR also welcomed Professor Sonia McKay as a new Visiting Professor. Sonia was previously Professor of European Socio-Legal Studies at London Metropolitan University's Working Lives Research Institute Her research centres on discrimination in work and employment, migration and collective organisation and she has published extensively in UK and European employment relations and labour law journals.

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.

This year was marked by a number achievements; Sue Durbin won funding from the Economic and Social Research Council (ESRC) for a knowledge exchange partnership between UWE, the Royal Aeronautical Society (RAeS), the Royal Air Force (RAF) and Airbus to develop a mentoring scheme for female professionals within the aviation and aerospace industry. Hilary Drew's work with Felix Ritchie and Michail Veliziotis on apprentice pay for the Low Pay Commission (LPC) was published and cited by the LPC in the National Minimum Wage: Low Pay Commission Report 2015. Horen Voskeritsian organised the inaugural conference of the Greek Labour Market Research Network (GLMReN), at UWE and Ana Lopes was involved in the organisation of a conference on Digital Exclusion across Devon with a range of key stakeholders.

CESR members published three books; Hazel Conley and Margaret Page co-authored *Gender Equality in Public Services: Chasing the Dream* published by Routledge in 2015. Steve Fleetwood with Zina Abreau from the University of Madeira produced a collection entitled *Women Past and Present: Biographic and Multidisciplinary Studies* engaging with biography, feminist and gender issues. PhD student Dave Smith co-authored *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. This is the story of the illegal strategies that transnational construction companies resorted to in their attempt to keep union activists away from their places of work. The book has attracted much publicity, including a two page article in *The Guardian* by the authors. CESR hosted a successful launch for the book in Bristol and will similarly launch Margaret and Hazel's book in September 2015.]

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 2014-15. It documents research outputs and the activities undertaken to disseminate CESR's research.

RESEARCH THEMES AND PROJECTS

Continuing and new research in 2014-5 contributed to four related themes:

- Labour markets, equality, diversity and exclusion
- HRM, pay and work organisation
- Employee representation and voice
- Public sector employment relations

Labour markets, equality, diversity and exclusion

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

Harriet Bradley is the Principal Investigator for the Paired Peers Phase 2 project, funded by the Leverhulme Trust and entitled Paired Peers Moving On Up? This study, which has attracted considerable interest nationally among both academics and practitioners, builds on the first phase which followed a cohort of students from UWE and Bristol University through three years of study. It is now tracing the careers of some 60 of the original cohort, now in their fifth year since commencing their degrees, in their transitions into the labour market and establishing adult independence. The project, running for three years, will focus on how the graduates' careers are affected by gender, class background and the institution where they studied. Harriet leads a team consisting of Dr Richard Waller (Co-Investigator), Dr Vanda Papafillipou (Research Associate) and Laura Bentley (PhD student), all at UWE, along with Co-Investigators Dr Nicola Ingram (Bath University), Professor Ann-Marie Bathmaker (Birmingham University) and consultant Dr Tony Hoare (Bristol)

Harriet is also currently involved with a small GW4 project funded by the ESRC to build a network and user community around the topic of the gender pay gap, gender segregation and equality policy. Although UWE is not part of GW4 it is hoped that a number of UWE academics from FBL will be involved in this initiative, including Professor Hazel Conley, Professor Jackie Jones, Dr Sue Durbin and Dr Margaret Page.

This year Harriet has been working on a thoroughly revised version of her influential text, *Fractured Identities*, which should be published in the Autumn.

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. With Jenny Tomlinson at Leeds University Business School, Sue has explored a relatively under-researched area of women's work, namely part-time working at managerial level, explaining the labour market position of female part-time managers and comparing their employment experiences, career progression and networking while working full-time and part-time. Sue's research has also encompassed a study of the working lives and careers of senior men and women in Science, Engineering and Technology (SET) at the Meteorological Office and at Airbus. It examined transitions into full-time professional careers, mapping each job change and exploring any barriers or challenges faced by the interviewees.

This year Sue won funding from the Economic and Social Research Council (ESRC) (£83,000), for a knowledge exchange partnership between UWE, the Royal Aeronautical Society (RAeS), the Royal Air Force (RAF) and Airbus - the project funding is matched by funding/in-kind contributions from the three partners. The team at UWE comprises Sue Durbin, Ana Lopes, John Neugebauer and Stella Warren. The project aims to design, implement and develop a mentoring scheme for female professionals within the aviation and aerospace industry. The aviation and aerospace industry is of critical importance to the UK, both in terms of contribution to Gross Domestic Product (GDP) and employment; however it continues to face a skills shortage. Women are under-represented in the industry, comprising only four per cent of commercial and RAF pilots (RAeS 2009) and seven per cent of engineers in the UK (EngineeringUK 2013). This under-representation and the retention of women already in the industry could be addressed if

organisations offer support to female professionals, such as mentoring. Sue's recent study (2013) of aeronautical engineers revealed that while men enjoyed access to a number of mentors, women struggled to do so. The project will impact a number of key groups and audiences through a combination of practical outcomes and dissemination: female professionals, the partner organisations as well as other stakeholders in the industry. The academic research that underpins the new industry-wide mentoring scheme is under way, a website is soon to go live and the scheme itself will be launched in November 2015 at the Annual Conference of the RAeS' Women in Aviation and Aerospace Committee.

This year, as principal investigator, Sue has submitted a bid to the ESRC seminar series for a project entitled, *Challenging Gendered Austerity: emerging forms of resistance linking global and local responses*. The Co-Investigators are from the Universities of Lancaster, Leeds, Queen Mary, University of London, and Oxford Brookes; and a civil society organisation, Bristol Women's Voice. The seminar series will include a large number of international speakers and members of civil society. The bid total is £30,000.

Sue's book *Women who succeed: Strangers in paradise?* will be published by Palgrave Macmillan at the end of November 2015. This is based upon interviews with women managers in the public and private sectors of the UK.

Sue Durbin, as Principal Investigator (with John Neugebauer as co-investigator) has been working on a project, The Vulnerable Organisation: how austerity is affecting third and voluntary sector organisations set up to support women. Two papers have been presented so far at the *Gender, Work and Organization Conference*, Keele, UK (June 2014) in the stream, Women's Equality and 'Austerity': vulnerabilities and resistance; and at the *International Sociological Association Conference*, Yokohama, Japan, July 2014, in the stream, Gender, Class and the Financial Crisis: is neoliberalism gendered?

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 (almost complete in draft) is a critical review of the current orthodox or mainstream, neoclassical or orthodox model of labour markets. The second will offer an alternative, heterodox, multi-disciplinary and non-mathematical model of labour markets. During the last year, Steve has published papers on labour markets in the *Cambridge Journal of Economics*, *Forum for Social Economics*, and the *Journal of Critical Realism*; joint edited a book with Zina Abreau from the University of Madeira, Portugal, entitled *Women Past and Present: Biographic and Multidisciplinary Studies*, and contributed two chapters; jointly edited a special issue of the *Journal of Critical Realism*; and contributed a chapter on critical realism in the prestigious *Oxford Handbook of Sociology, Social Theory and Organisation Studies: Contemporary Currents*, Oxford University Press: Oxford.

Global economic crisis and corruption

Following his work on economic insecurity in transition in post-socialist countries, Artjoms Ivlevs continues to research 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.

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. Having secured seedcorn funding from the Higher Education Innovation Funding (HEIF) Ana Lopes and Sian Moore worked 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 organize a conference on digital inclusion in the south west. The conference, entitled 'Falling Off the Radar: the impact of living off-line' took place in June 2014 in Tiverton and it brought 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. The outcomes of the day formed the basis of a funding bid to the Sir Halley Stewart Trust. The conference report can be found here: <https://www.unionlearn.org.uk/publications/falling-radar-impact-living-line>

Casualised staff in Higher Education

The casualisation of academic work has been receiving increasing attention. Ana Lopes has been researching the impact of casualisation in the UK Higher Education sector. The research aims to capture the impact of casualisation on the academic workforce and upon the delivery of teaching and research in Universities. An understanding of experiences of casualised contracts, including zero-hour contracts, from the perspective of the workforce is crucial to (and missing in) the understanding of the current state and future of higher education in the UK. This research has been supported by A SPUR 6 internal grant. Ana has co-convened a session at the 67th Annual Meeting of the Labor and Employment Relations Association (Pittsburgh, US) on the topic, bringing together a network of researchers working in this area in different countries.

Given the widespread use of casualised contracts in the work place, it is no surprise that there has been increasing concerns about the potential impact of job insecurity on employee behaviour. Jenny Chen, working with Ana Lopes, has been researching job insecurity, well-being and withdrawal behaviour among employees on casualised contracts in UK Universities. This study intends to contribute to the literature on stress by considering simultaneously two distinct routes through which job insecurity may influence employee withdrawal behaviour and well-being. An on-line survey was used to collect data from hourly paid lecturers in the UK higher education sector. One of the implications of this study is that universities that depend on casualised contracts should be aware of the potential negative impact on staff well-being, turnover and work engagement. A graduate intern, Cassandra Kelsey, assisted Jenny and Ana during the research process, supported through UWE's Graduate Internships scheme. A report on the survey's main findings has been published in CESR Review (January 2015) and a journal article is being developed.

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.

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 Foundation's 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.

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

Nick Wilton continues his research on graduate careers and employability and has collaborated 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 understand 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. The research has generated four journal submissions, all of which are currently under review (Journal of Education and Work, Personnel Review, Journal of Vocational Behaviour, Higher Education). Nick has been asked to contribute to an edited text on 'employability', the proposal for which is under consideration by Palgrave.

HRM, pay and work organisation

Apprenticeship and pay

Hilary Drew was part of a team of three at UWE commissioned by the Low Pay Commission (LPC) to study the relationship between apprenticeships and earnings. This project built on the work conducted for the Commission by Behling and Speckesser (2013) for the 2013 Apprentice Pay Survey. The UWE study, published in March 2015, provided 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. The study was cited by the LPC in the National Minimum Wage: Low Pay Commission Report 2015 (available at <https://www.gov.uk/government/publications/national-minimum-wage-low-pay-commission-report-2015>).

Social integration and work engagement among new employees

Following on from her doctoral research on new employee socialisation processes in employing organisations in China, Jenny Chen is exploring how and why new employees are motivated to engage in teamwork in the 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 social integration and new employee engagement? When is employees' interest in engagement likely to be undermined and when is it not? How do group members' attitudes affect new employees' perceptions and behaviours? How, tactically, do new employees engage in building self-identity within the group? What are the strategies by which new employees gain group acceptance? 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 speed up newcomer adjustment and maximise work performance. In 2014 Jenny won an internal SPUR grant to develop this work in both UK and China.

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 published in 2014 by Springer.

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 found that these managers are often overlooked, unsupported and often face considerable barriers in their role as people managers. 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. Sue's research in this area has helped a diverse range of organisations support their line managers as implementers of HR policies and transform the way they work in this area. It has also impacted on the wider HR professional community, significantly through the CIPD, where it has informed policy and professional qualifications and curriculum. It also inspired the ACAS advisory booklet on front line managers. The research was successfully submitted as a REF impact case study in 2014. Her case study based research continues, examining different organisational contexts, including the impact of the HR business partnership model on line managers.

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 in the *British Journal of Industrial Relations*

The Surveillance of homecare

Continuing with their previous separate research on homecare, Sian Moore and Lydia Hayes 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, University of London, including Hazel Conley. The project involves working with Network Rail and the TSSA and ASLEF trade unions to develop bargaining over equality issues.

Employee representation and voice

Statutory Trade Union Recognition

Sian Moore, working with Sonia McKay (previously from London Metropolitan University) continue to evaluate the impact of the statutory trade union recognition procedure introduced in 2000. 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. In 2015 they published a book chapter reflecting on their research methodology in a collection about empirical labour law research ('Collective Labour Law Explored', in *New Frontiers in Empirical Labour Law Research*, Ludlow, A. and Blackham, A. (Eds.) Oxford: Hart Publishing).

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

In her 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.

Developments 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 and Andy Danford 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). Subsequently Mike 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 has now largely completed his project on trade union renewal in Western European states. This has however now developed in a new direction which focuses on trade unionism and Euroscepticism. This is still in the early stages of development, but has resulted in the submission of a chapter for the Routledge Encyclopaedia of Euroscepticism edited by Nick Startin and Simon Usherwood and a presentation at the Critical Labour Studies symposium 2015 at Ruskin College.

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. A book providing an oral and photographic history of the dispute using the photographs of Rob Byford is in preparation and due to be published by Merlin in 2015.

Collective Bargaining and Industrial Conflict in Greece

Horen Voskeritsian continues his research on the impact of the crisis on collective industrial relations institutions across the EU. A paper co-authored with Michail Veliziotis and Andreas Kornelakis (Sussex University) appeared at the ILPC 2015 conference in Athens, Greece and is under consideration at the European Journal of Industrial Relations. A second paper with the same co-authors, focusing on the effects of the austerity policies in Southern European countries is currently being drafted.

Horen is also researching the phenomenon of general strikes in Greece, in a paper co-authored with Professor John Kelly (Birkbeck, University of London). The focus of the paper is to understand the dynamics of the Greek strike and the reasons behind the huge numbers of general strikes in Greece, compared to the rest of the EU.

Public sector employment relations

Gender Equality in public services

Margaret Page holds dual membership of CESR and of the Bristol Leadership Centre in the Faculty of Business and Law. Her research draws upon current themes within organisation studies, such as leadership, learning and change, and is located in the practices of doing equality work in public services. This year her co-authored monograph *Gender Equality in Public Services, Chasing the Dream*, with Hazel Conley, Queen Mary University of London was published by Routledge (November 2014) and the book launched at the UNISON HQ in London in March 2015. With her colleague Sue Durbin she is co-authoring a Special Issue of the journal *Gender Work and Organization* on the theme of gendered resistance to austerity, and they are planning a workshop to promote and extend research with local activists and researchers into the impact of austerity on equality work. Margaret is an active member of equality forums in Bristol and the South West, including Bristol Women's Commission and Fair Play South West gender network, where she continues to link her research to activism and practice. Margaret's research aims to support imagination as a resource within leading organisation and social change.

The introduction and enaction of Neighbourhood Policing

Paul Bennett's PhD thesis explored the introduction and enaction 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

Successive governments have promoted 'competition and patient choice' reforms of the English NHS and also the integration of health and social care delivery ('care closer to home'). Over 2013-14 Stephanie Tailby, Ana Lopes and Stella Warren completed an evaluation study of the transition to integrated locality care teams in North Somerset, with a focus on staff engagement with the new ways of working. The research involved focus groups, an employee questionnaire survey and interviews with managers, community health and social care staff (60 interviews in total). Reports were completed (September 2013, September 2014) for the Joint Management Team representing the health care and social care provider organisations involved. The study has led on to further research on the work and employment effects of the Transforming Community Services agenda initiated by the Labour government in 2006 and completed by the Conservative-Liberal Democrat coalition government in 2011 when Primary Care Trusts were abolished and community health services were obliged to find another organisational home within the NHS or to become a 'standalone' NHS trust or a social enterprise contractor to the NHS.

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 2014-15 CESR welcomed a new full-time student, Ajlaa Mokhtar. This year also saw Ganess Dirpal awarded his PhD and Mahwish Khan submitting her doctoral thesis.

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.

Political Theory debates on restrictions to freedom focus primarily on restrictions emanating from the state. Some employees could argue the most immediate and effective limitations of their individual freedom arise from their obligations to conform to the diktat of their employer. While political theory commonly draws on abstract argument, Pateman (2013) argues that political theory should not be restricted to abstract arguments; it requires "engagement with the world".

Taking an interdisciplinary approach and utilising data drawn from interviews and surveys of cabin crew as well as academic and media literature, the research seeks to examine the individual freedom claims within the political theory foundations of free market capitalism. Contradicting claims regarding the definitions, nature and observance of contract (Phillips 2008, Pateman 1998) consent, democracy, status (Benhabib 2004), rights (Arendt 1998, 2005) and freedom are examined and evaluated with reference to contemporary issues arising from the data including employers' surveillance of employees' social media activities. The context for this research is the British Airways strike and its aftermath. This provides a suitable case study as it demonstrates workers' control and status under pressure with regard to their self-located freedoms.

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.

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?

Laura Bentley: *The graduate labour market in a time of austerity – do gender and social class affect trajectories?*

Laura's study, explores graduate transitions into the labour market in a time of austerity. Working as part of the Paired Peers Research Project, her research draws on data from graduates from two HE institutions within the same city, one a Russell Group University and the other a post-1992 University. In light of the recent Milburn Report (2014) she seeks to identify whether social class has an impact on graduate occupational outcomes and future trajectories. The thesis aims to explore whether these graduates identify gender and societal inequalities, and if so in what terms and to what extent do they discuss such inequalities. She draws on social theorists such as Bourdieu (1980; 1986; 2010 [1984]), to enquire whether the graduates use economic, social and/or cultural capital in order to achieve their aspirations. Alongside class this study draws on the work of Bradley (1996; 2013), Connell (2009; 2011) and Butler (2006) to consider whether gender has an impact on participants' employment choices, attainment and the hours that they work. Through observing occupational outcomes Laura looks at the perceived effects of the institution through which they obtained their degree to see whether this had an effect on their occupational opportunities. She anticipates that elements of the graduates' gender, social class and University status through which they obtained their degree may intersect and affect the trajectories of these graduates

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.

Ajlaa Mokhtar: *Women Senior Managers in Malaysia*

The study of women in management has gained prominence in the West, yet little is known as to whether women from different ethnic backgrounds experience similar or different challenges in achieving senior management levels in Malaysia, particularly within private sector employment. Ajlaa's research asks why women are disproportionately represented in senior management in Malaysia, despite the introduction of quotas by the Government, and explores the challenges that women have encountered in getting to senior positions, in particular the intersection of gender and ethnicity in the case of Malay, Indian and Chinese women. Her thesis will focus upon the extent to which government policies on quotas have impacted upon the internal policies of private sector organizations, and the introduction of support systems such as special training, family-friendly measures, mentoring schemes and networks, to help women to progress to senior management positions.

RESEARCH TRAINING AND DEVELOPMENT

The Faculty organises research training programmes for doctoral students, including the *Ways of Knowing* and *Discovery Research* Modules. The University has used QR income (the disbursement of RAE and REF 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 the *CESR Research Paper Series* promoting research not yet published elsewhere.

PUBLICATIONS, PUBLIC AND PRACTITIONER ENGAGEMENT

Academic publications and public output

The publications of CESR staff and papers they presented at academic conferences in 2014-15 are listed at Appendix C. As summarised in Table 1, a total of 21 journal articles were published or accepted for publication in the year in 19 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	19
Chapters in books	5	CESR Review articles	11
Journal articles	21	Commissioned reports	3

Includes works accepted for publication

A number of staff participate in academic journal editorial committees or boards or research commissioning panels. This year Andy Danford was appointed Joint Editor in Chief (2015-17) of *Work, Employment and Society* and Sian Moore is Deputy Chair of the Editorial Board. Sue Durbin is Associate Editor of *Gender, Work and Organization* and a member of the Editorial Board of the *French Journal for Media Research*. She is a journal reviewer for *Gender, Work and Organization*; *Gender in Management*; *Equality, Diversity and Inclusion Human Relations*; *Urban Studies*; and *European Societies*. Steve Fleetwood and Vlasios Sarantinos are editorial board members for *Capital and Class* and *The Qualitative Report* respectively. Ana Lopes reviews for *Gender, Work and Organisation* and the *French Journal for Media Research*.

Sue Durbin will become an expert reviewer for the Economic and Social Research Council (ESRC) from October 2015. She is also an external training adviser to the Thread Consultancy, a bespoke training and creative agency focusing on leadership and management and personal and creative development.

Staff act as external examiners to other universities: Sue Durbin at the University of Leicester, Centre for Labour Market Studies (Master's programme in HRM/training, performance management and workplace learning and industrial relations and workplace learning) and for the University of Bath, Department of Social and Policy Sciences undergraduate degree in Sociology and HRM. Stephanie Tailby is external examiner at Christ Church Canterbury University, for the MSc International HRM. Vlasios Sarantinos is External Examiner at Northampton University, for undergraduate courses in Business, and at the University of Chester.

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. Hilary participated in the organisation of the 2014 conference, which was held in Bordj Bou Arréridj, Algeria and, with others in the organising committee, currently planning the 2016 conference, to be held in Bristol.

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.

At the *British Academy of Management Conference* (BAM) in 2014, Hilary Drew participated in a personal development workshop for PhD students entitled 'Enhancing Your Bidding Capability' at the Doctoral symposium with Helen Shipton, Nelarine Cornelius, and Nicholas O'Regan. Sue Durbin, Margaret Page and Sian Moore co-organised, with others, a conference stream at the 8th Biennial International Interdisciplinary Conference of *Gender, Work and Organisation* at Keele University on 'Women and Austerity: vulnerabilities and resilience. Sian Moore and Ana Lopes, with academics from the University of Strathclyde and University of Sheffield, organised a stream on 'The Reconfiguration of Working Time in a period of austerity' at the *International Labour Process Conference* in Athens, 2015.

Sue Durbin and Margaret Page are co-editors of a special issue (with Professor Sylvia Walby, University of Lancaster) on Gender Equality and 'Austerity': Vulnerabilities, Resistance, and Change, for *Gender, Work and Organization* to be published in 2015. Margaret Page also 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. Papers are published in a special issue of the e-journal *Organizational Aesthetics*.

Horen Voskeritsian continues to be involved in the steering committee of the Greek Labour Market Research Network, which aims to promote research around the Greek Labour Market among British academics. As a result of the network's 2nd meeting at the LSE, the GLMRn is discussing with Routledge the publication of an edited volume regarding the current state of the Greek labour market. Horen Voskeritsian will be the book's leading editor.

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) and is also linked to the LinkedIn group HR Thinking @Bristol Business School to encourage debate and knowledge-exchange between research and practice for HR practitioners, students and academics across Bristol and the South West <https://www.linkedin.com/grp/home?gid=6733474>.



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. More recently a number of recent MA HRM graduates have summarised research from their dissertations. 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 2014-15.

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.

CESR members have addressed the South West TUC's Annual Conference and spoken at the Tolpuddle Trade Union Festival; Sian Moore has taught on Unite the Union's educational courses for Finance Sector representatives. Ana Lopes has addressed the Gender Equality and Austerity Women's Group Leadership Training for Unite the Union in Torquay, 6-8 March 2015. Sian Moore was an invited speaker at the November 2015 Manchester Industrial Relations Society 50th Anniversary Conference.

There have been a number of key national and regional interventions by CESR members. As part of the British Academy/Leverhulme project, *Developing a Framework for Equalities in the Rail Sector*, Sian Moore contributed to a conference organised by Railtrack and the TSSA union *Everyone - Building a Better Railway Diversity and Inclusion Conference* held on October 8th at Railtrack's training centre in Coventry. Stephanie Tailby and Ana Lopes presented their Employee Evaluation Study to the Joint Management Team at the North Somerset Community Partnership. Sue Durbin was Co-organiser of a one-day conference organized by Fair Play South West, at The Innovation Centre, University of Exeter, to launch a Manifesto for Women in the South West in June, 2014.

Horen Voskeritsian organised the inaugural conference of the Greek Labour Market Research Network (GLMReN), at UWE on the 6th of June 2015. 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 was involved in the organisation of a conference on Digital Exclusion This regional event brought 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 focused on the social impacts of welfare reform and digital exclusion and on what further provision is needed in the region. Speakers included representatives of the Devon Welfare Rights Unit, the Prison Officers Association, Unite the Union, and South West TUC.

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 2014

<http://www.publications.parliament.uk/pa/cm201314/cmselect/cmsscota/543/543.pdf>. Dave was also a 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; 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, London. Sian Moore has given evidence to the Kingsmill Commission on Exploitation in the Care Sector and was 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. Sue Durbin is a Board Trustee for Equality South West (a not-for profit organisation based in the South West of the UK) and a member of the scientific committee, International Balkan Countries Women in Business Conference. Sue is also a board member of Fair Play South West, the women's equality network for the South West of England. Margaret Page is an active member of the Fair Play South West gender network. She and Harriet Bradley are involved in the Bristol Women's Commission, which has drawn 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 have worked on a proposal for some funding from the Local Enterprise Partnership (LEP) to explore ways organisations can improve openings for women.

Twelve 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.

EiCBE Research Conference

On 15 April 2015, CESR members Paul Bennett, Hilary Drew and Ana Lopes were delighted to invite staff, students, alumni and external guests from business community to the third annual *Engaging in Critical Business Enquiry (EiCBE) Undergraduate Research Conference*.

Building on the success of the previous two conferences, this year's event showcased more impressive work from our first year undergraduate students. Taught primarily by members of CESR, students were supported to conduct primary and secondary research around contemporary work themes, including equality and diversity, aesthetic labour, ethical working practices, recruitment and selection and social media at work.

In order to reflect the effort and standard of work produced within the EiCBE module, this year we introduced five new categories for prizes and awarded a total of £500 in prize money to students producing the most outstanding research. The best overall poster focused on the impact of the recession on females on zero hour contracts in the UK





and the runner-up examined gender inequality in the financial sector. Both posters fitted well with the research interests of CESR and demonstrated the extent to which CESR members draw upon their own research areas to inspire and engage students. Posters in the three further categories – best research design, most original research and best poster design – explored technological innovation in the education sector, brand loyalty and greenwashing at UK festivals. Prizes were presented by Nick O'Regan, Associate Dean for Research and Innovation, Raymond McDowell, Head of Department for Business and Management, Nick Wilton, Academic Director (Business and Management) and Karl Brown, UWE alumnus and former president of the Bristol Junior Chamber.

Plans for the 2016 EiCBE Conference are already underway and we hope to see the event growing yet again. Moreover, with the support of our CESR members, we hope to meet our continued objective of encouraging students to engage with contemporary research.

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 and seeks to sustain the professorial complement, but also to support 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 CESR Advisory Board comprises local figures who can identify key issues for investigation, can inform applied research and reflect upon CESR's local impact. These include Jackie Longworth, the Chair of Fair Play South West, a voluntary network for women's equality in the South West of England; Professor Caroline Lloyd from the University of Cardiff; Brett Sparkes, Unite the Union's Community Coordinator in the south west; Beverley Woodburn, a trade union and local community activist, and former Ruskin College MA student in International Labour and Trade Union Studies; Jenny Body, Education and Skills Committee Chair at the Royal Aeronautical Society; Nigel Costley, General Secretary of the South West TUC; Liz McDougall, Bristol City Council; and Robert Johnson, Acas . The CESR Advisory Committee is due to meet on June 30th 2015.

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

Dr Paul Bennett	Senior Lecturer, HRM
Dr David Beard	Senior Lecturer HRM
Deborah Bishop	Associate Lecturer, HRM
Prof Harriet Bradley	Professor of Women's Employment
Dr Jenny Chen	Lecturer, HRM
Dr Mike Clark	Senior Lecturer, HRM
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
Geraldine Haynes	Associate Lecturer, HRM
Sue Hutchinson	Associate Professor in HRM
Dr Thor Indridason	Senior Lecturer, HRM
Dr Artoms Ivlevs	Senior Lecturer, Economics
Prof Jackie Jones	Associate Professor in Law
Deborah Kinnear	Associate Lecturer, HRM
Dr Ana Lopes	Senior Lecturer, HRM
Lin Lovell	Lecturer, HRM
Dr Margaret Page	Senior Lecturer, Organisation Studies
Dr Stella Maile	Acting Associate Head of Department, Health & Life Sciences
Dr Andy Mathers	Senior Lecturer, Sociology & Criminology
Dr Janet Miller	Senior Lecturer, HRM
Prof Sian Moore	Joint CESR Director and <i>CESR Review</i> Editor
Dr Dominic Page	Senior Lecturer, HRM
Dr Vanda Papafilippou	Research Associate, <i>Paired Peers Project</i>
Lucy Rees	Senior Lecturer, HRM
Dr Margaret Roberts	Senior Lecturer, HRM
Vlasios Sarantinos	Senior Lecturer, HRM
Prof Stephanie Tailby	Joint CESR Director
Dr Graham Taylor	Associate Professor in Sociology
Michail Veliziotis	Research Fellow
Dr Horen Voskeritsian	Lecturer, HRM and <i>CESR Research Papers Series</i> Editor
Stella Warren	Research Associate, CESR and CSBCI
Dr Nick Wilton	Associate Head of Department, Business & Management

PhD Students

Laura Bentley	Ganess Dirpal	Lin Lovell	Kate Waller
Robert Byford	Joy Emekwe	Ajlai Mokhtar	Tracy Walsh
Nigel Costley	Mahwish Khan	Dave Smith	

Associate Members

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

CESR Advisory Board

Jenny Body	Nigel Costley	Robert Johnson	Caroline Lloyd
Jackie Longworth	Liz McDougall	Brett Sparkes	
Beverley Woodburn			

Appendix B: Doctoral Research Students 2014-15

Laura Bentley (1st year of study)

The graduate labour market in a time of austerity – do gender and social class affect trajectories?

Robert Byford (3rd 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 (2nd year of study)

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

Ganess Dirpal (Doctorate awarded)

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

Joy Emekwe (2nd 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 (Doctorate submitted)

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

Lin Lovell (4th 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)

Ajlal Mokhtar (1st year of study)

Women in Senior Managers in Malaysia – the intersection of gender and ethnicity

Dave Smith (3rd year of study)

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

Kate Waller (3rd year of study)

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

Tracy Walsh (2nd 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 2014-15

Books

Conley, H. and **Page**, M. (2014) *Gender Equality in Public Services, Chasing the Dream*, London: Routledge, London.

Abreu, de M., and **Fleetwood**, S. (2014) *Women Past and Present: Biographic and Multidisciplinary Studies*, Cambridge: Cambridge Scholars Publishing.

Smith, D. and Chamberlain, P. (2015) *Blacklisted: the secret war between big business and union activists*, Oxford: New Internationalist.

Chapters in Books

Zacher, H., **Clark**, M., Anderson, E. C. and Ayoko, O. B. (2015) 'A life span perspective on leadership' in: Matthijs Bal, P., Kooij, D. and Rousseau, D. M., (Eds) *Aging Workers and the Employee-Employer Relationship*. 1st. UK: Springer, pp. 87-106. ISBN 9783319080079

Fleetwood, S. (2014) 'Gender Inequality in Work', in M de Abreu, S. Fleetwood, *Women Past and Present: Biographic and Multidisciplinary Studies*, Cambridge Scholars Publishing.

Abreau, M. **Fleetwood**, S. (2014) 'Introduction', in M de Abreu, S. Fleetwood, *Women Past and Present: Biographic and Multidisciplinary Studies*, Cambridge Scholars Publishing.

Fleetwood, S. (2014) 'Bhaskar and Critical Realism', Adler, P. Paul Du Gay, P. Morgan, G. Reed, M. *The Oxford Handbook of Sociology, Social Theory and Organisation Studies: Contemporary Currents*, Oxford University Press: Oxford.

McKay, S. and **Moore**, S. (2015) 'Collective Labour Law Explored', in *New Frontiers in Empirical Labour Law Research*, Ludlow, A. and Blackham, A. (Eds.) Oxford: Hart Publishing.

Edited Special Issues of Journals

Martin, L. Wilson, N. **Fleetwood**, S. (2014) Special issue of *Journal of Critical Realism*, Vol. 13, No. 3.

Refereed Journal Articles

Drew, H. (2014) 'Overcoming barriers: Qualitative interviews with German elites', *Electronic Journal of Business Research Methods*, 12 (2), 77-86.

Drew, H., Ritchie, F. and King, A. (2014) 'How do knowledge brokers work? Implications for policy and practice in the case of WERS', *The International Journal of Technology Management & Sustainable Development* 1, 13 (3), 205-218.

Fleetwood, S. (2014) 'From Labour Market Institutions to an Alternative Model of Labour Markets', *Forum for Social Economics*, 1-21, <http://dx.doi.org/10.1080/07360932.2014.970567>

Fleetwood, S. (2014) 'Do Labour Supply and Demand Curves Exist'? *Cambridge Journal of Economics*, Vol. 38 No. 4, 1-27.

Martin, L. Wilson, N. **Fleetwood**, S. (2014) 'Organising for alternative futures: from the philosophy of science to the science of human flourishing', *Journal of Critical Realism*, Vol. 13, No.3, 223-230.

- Fleetwood, S.** (2014) 'Conceptualising Future Labour Markets', *Journal of Critical Realism*, Vol. 13. No. 3, 251-258.
- Ivlevs, A., and Hinks, T.** (2015) 'Global economic crisis and corruption', *Public Choice* 162 (3-4): 425-445.
- Ivlevs, A., and Hinks, T.** (2015) "Sample selection and bribing behaviour: Evidence from Post-Socialist countries and Western Europe", *Journal of Economics and Statistics/ Jahrbücher für Nationalökonomie und Statistik* 235(2): 139-167.
- Ivlevs, A.** (2014) 'Happiness and the emigration decision', *IZA World of Labor* 2014: 96.
- Mearman, A., Pacheco, G., Webber, D. J., **Ivlevs, A.**, and Rahman, T. (2014) "Understanding student attendance in Business Schools: an exploratory study", *International Review of Economics Education* 17: 120-136.
- Lopes, A. and Hall, T.** (2015) 'Organising migrant workers: The living wage campaign at the University of East London'. *Industrial Relations Journal*. ISSN 0019-8692 (Early View)
- Lopes, A. and Dewan, I.** (2015) 'Precarious pedagogies? The impact of casual and zero hour contracts in Higher Education'. *Journal of Feminist Scholarship* 7(8), pp. 28-42.
- Taylor, P. and **Moore, S.** (2015) 'Cabin Crew Collectivism: Labour Process and the Roots of Mobilisation in the British Airways Dispute 2009-11', *Work, Employment and Society*, Vol. 29, No. 1, p. 79-98.
- Ross, C. and **Moore, S.** (2014) 'Utilising Biographical Narrative Interpretive Methods: rich perspectives on union learning journeys and learner motivations' *Journal of Education and Work*, <http://dx.doi.org/10.1080/13639080.2014.978273>.
- Moore, S.** (2014) 'Gender, the Labour Process and Women's Mobilization in the Industrialization of the Bradford Worsteds Industry, 1780-1845', *Historical Studies in Industrial Relations* 35, 1-31.
- Webber, D. J., Pacheco, G., and **Page, D.** (2015). 'Temporary versus permanent employment: Does health matter?' *Australian Journal of Labour Economics*.
- Pacheco, G., **Page, D.**, & Webber, D. J. (2014). Mental and physical health: re-assessing the relationship with employment propensity. *Work, Employment & Society*, 28(3), 407-429.
- Tailby, S. and Moore, S.**, (2014) 'Collective Bargaining; Building solidarities through the fight against inequalities and discrimination' *Cuadernos de Relaciones Laborales*, 32, 2, 361-384.
- Wilton, N.** (2014) Employability is in the Eye of the Beholder: Employer decision-making in the recruitment of work placement students, *Higher Education, Skills and Work-Learning*, 4:3, 242-255
- Other research reports and publications**
- Drew, H., Ritchie, F. and Veliziotis, M.** (2015) *The measurement of apprentice pay: Report commissioned by the Low Pay Commission*. Project Report, Low Pay Commission.
- Drew, H.** (2014) 'Therapeutin oder Spionin? Qualitative interviews with German senior managers'. In: *13th European Conference on Research Methodology for Business and Management Studies, Cass Business School, London, 16 - 17 June 2014 Special Issue ECRM 2014*. London: Academic Conferences and Publishing International.
- Lopes, A.** (2014) *Falling Off the Radar: the impact of living off-line*. Conference Report, available at <https://www.unionlearn.org.uk/publications/falling-radar-impact-living-line>.

Lopes, A., Moore, S., Tailby, S and Warren, S. (2014) *The Effects and Effectiveness of Integrated Locality Care Teams in Adult Services in North Somerset: a 'bottom up' evaluation study*, Report for North Somerset Community Partnership

Pacheco, G., **Page, D.**, & Webber, D. J. (2015) *Does poor health affect employment transitions?* Joseph Rowntree Foundation, York.

D. Backwith, R. Ball, S. E. Hunt and M. **Richardson** (2014), *Strikers, Hobblers, Conchies and Reds: A Radical History of Bristol 1880-1939*, Breviary Stuff Publications.

Smith, D. 'Six years still waiting: the legal implications of blacklisting, in Justice Gap' <http://thejusticegap.com/2015/02/six-years-still-waiting-legal-implications-blacklisting/> 24 February 2015.

Smith, D., and Chamberlain, P. (2015) 'On the blacklist: how did the UK's top building firms get secret information on their workers?' *The Guardian*, 27 February 2015.

Book reviews

Fleetwood, S. (2014) Review of Tyfield, D. (2012) *The Economics of Science: A Critical Realist Overview*. London: Routledge. *Volume 1, Illustrations and philosophical preliminaries*; and *Volume 2, Towards a synthesis of political economy and science and technology studies*, London: Routledge, in *Journal of Critical Realism*.

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* 48 (5).

Mathers, A. (2014) Review of Gall, G. and Dundon, T. (Eds.) (2013), *Global Anti-Unionism*, Basingstoke: Palgrave in *British Journal of Industrial Relations* 52 (4) 2014.

Mathers, A. (2014) Review of McAlevey, J. *Raising Expectations (and Raising Hell): My Decade Fighting for the Labor Movement*, Verso Books, New York, 2014, 332 pp., ISBN: 978 1 78168 315 6, £9.99, paperback, *British Journal of Industrial Relations* 52 (4).

Conference Papers

Bradley, H. (2015) 'Aspirations and Adaptations: young people's careers in the context of neoliberal policies'. *Youth Studies Conference*, Copenhagen, March 2015; updated version to be presented at workshop on Ethnicity, Inequality and Aspirations, SPAIS, Bristol University, August 2015

Bradley, H., J. Abrahams and N. Ingram (2015) 'Narratives of class and gender in graduates' career trajectories', *BSA Annual Conference*, April 2015

Drew, H. (2014). 'Overcoming Barriers: Qualitative Interviews with German Elites'. 13th *European Conference on Research Methodology for Business and Management Studies* ECRM 2014 London.

Drew, H. (2014). 'Between Therapeutin and Spionin?: Qualitative interviews with Senior Management in German Organizations'. *British Academy of Management Conference* 2014: The Role of the Business School in Supporting Economic and Social Development,. University of Ulster, Ulster Business School, Belfast, September 9-11.

Drew, H. and Ritchie, F. (2014) 'Examining the role of knowledge brokers: policy and practice in the case of the Work and Employment Relations Survey (WERS)', *British Academy of Management Conference* 2014: The Role of the Business School in Supporting Economic and Social Development, University of Ulster, Ulster Business School, Belfast, September 9-11.

- Drew, H.** (2014) 'Human Resource Management – Working Together', 3rd *International COSINUS Conference: Innovation Systems and the New role of Universities*, Bordj-Bou-Argeridj, Algeria, September 23-25.
- Drew, H. and Sarantinos, V.** (2014) 'The use of electronic collaborative platforms: a technical conundrum or a way to enhancing student services?', 3rd *International COSINUS Conference: Innovation Systems and the New role of Universities*, Bordj-Bou-Argeridj, Algeria, September 23-25.
- Durbin, S. and Neugebauer, J.** (2014) 'Vulnerable Women, Vulnerable Support: the changing fortunes of third sector organisations during financial austerity', *Gender, Work and Organization Conference*, Keele, June 24.
- Durbin, S. and Neugebauer, J.** (2014) 'The Vulnerable Organisation: austerity and the third sector', *International Sociological Association Conference*, Yokohama, Japan, July, in the stream, RC02: Gender, Class and the Financial Crisis: is neoliberalism gendered?
- Khan, M.** (2015) 'The status of teachers in Pakistan: A gender analysis of knowledge and autonomy in teaching profession', *International Labour Process Conference*, Athens, April 13-16.
- Lopes, A. and Valizade, D.** (2014) Casualization and Union Responses in the UK Higher Education sector, *Labor and Employment Relations Association (LERA) 66th Annual Meeting*, Portland, Oregon, May 28-30.
- Lopes, A.** (2015) 'The Flexible University? Hourly paid teaching in Higher Education', *International Labour Process Conference*, Athens, April 13-16.
- Moore, S., Newsome, K. and Ross, C.** (2015) 'The End of the Supply Chain: Work, Employment and Working-Time in Parcel Delivery', *International Labour Process Conference*, Athens, April 13-16.
- Moore, S. and Taylor, P.** (2015) 'The inter-relationship between on-line identity and social action in the British Airways Dispute 2009-11', *International Labour Process Conference*, Athens, April 13-16.
- Moore, S.** (2014) 'Homecare in hard times Zero-hours and the electronic monitoring of homecare work; the de-commodification of working time?' *In and Against the State: Resisting Austerity*, Queen Mary University London, September 4-5.
- Moore, S. and Hayes, L.** (2014) 'Homecare in hard times; Zero-hours and the electronic monitoring of homecare work; the de-commodification of working time?' *Gender, Work and Organisation Conference*, Keele, June 24.
- Smith, D.** (2014) 'The blacklisting of union activists' *Britain at Work -Oral History conference* - Bishopsgate Institute - May 16.
- Tailby, S., Lopes, A. and Moore, S.** (2014) 'Integrating health and social care service delivery: a bottom-up evaluation of the work and employment relations effects', *Labor and Employment Relations Association (LERA) 66th Annual Meeting*, Portland, Oregon, May 28-30.
- Tailby, S. and Lopes, A.** (2014) 'Engaging with integrated health and social care service delivery? Evidence from an evaluation study', *British Universities Industrial Relations Association Annual Conference*, London UK, June 25th.

Other presentations

- Bradley, H.** 'Class and inequality: continuities and change'. Invited speaker, *CRED Conference on Inequalities*, QMUL, May 2015.
- Bradley, H.** (2014) 'Gender and Globalisation' Invited talk to *Postgraduate Conference, London Metropolitan University*, November 2014.
- Durbin, S., Lopes, A., Neugebauer, J. and Warren, S.** (2014) Why Mentoring Matters. Royal Aeronautical Society, keynote speaker at *Women in Aviation and Aerospace Committee*, one-day conference: Flying High in the Aerospace Industry and launch of an ESRC co-funded project on mentoring.
- Durbin, S.** (2014) Opening Panel Speaker on Conceptualising flexible careers, *Worldwide Universities Network, Flexible Careers Workshop*, University of Leeds, 14th November, 2014.
- Durbin, S.** (2014) Women in the Workplace: role models and mentors. Invited speaker, *Academy of Innovation and Research, University of Falmouth*.
- Durbin, S., Khan, M. and Neugebauer, J.** (2015). Keynote speakers at *Airbus International Women's Day* one-day event, on Women and the Professions: progress and challenges.
- Durbin, S., Lopes, A., Neugebauer, J. and Warren, S.** (2015) Designing a mentoring scheme for women professionals. Keynote speakers, **European Titanium Association Conference**, Women in Titanium Committee session/networking event, NEC, Birmingham, May, 2015.
- Durbin, S., Lopes, A., Neugebauer, J. and Warren, S.** (May) Industry-wide mentoring 'for women, by women'. Keynote speakers at *Airbus The netWork's* lunchtime session, May 2015.
- Durbin, S., Lopes, A., Neugebauer, J. and Warren, S.** (2015) Mentoring: does it matter? Keynote speakers at a *Project You* event, Lloyds Bank, Bristol, June 2015.
- Moore, S.** (2014) 'The Changing Face of Employment Relations: Equality and Diversity' **Manchester Industrial Relations Society 50th Anniversary Conference**, November 21st.
- Moore, S.** (2014) 'Racism, Class and the Racialized Outsider' by Satnam Virdee, Roundtable Discussion, *Historical Materialism Conference*, SOAS, November 8th.
- Moore, S.** (2014) 'Survey of non-members', *Unite seminar for Royal Bank of Scotland Unite Reps*, Eastbourne, October 24th.
- Moore, S.** (2014) 'Everyone Building a Better Railway: Diversity and Inclusion' *Network Rail Conference*, Coventry, October 8th.
- Moore, S.** (2014) 'Roundtable discussion on Satnam Virdee's Racism, Class and the Racialized Outsider', *BUIRA Conference*, University of Westminster, June 25th.
- Smith, D.** (2014-15) ***Blacklisted: the secret war between big business and union activists:-***
 Campaigns for Justice Conference, John Moores University, Liverpool - 5 Sept 2014
 Houses of Parliament - 12 March 2015
 Defend the Right to Protest, SOAS - 24 March 2015
 CWU conference, Bournemouth- 26 April 2015
 FBU conference, Blackpool - 13 May 2015
 PCS conference, Brighton - 19 May 2015
 Institute of Employment Rights / Haldane Society joint event, London - 2 June 2015
 GMB conference, Dublin - 10 June
 ITUC officers briefing, Dublin - 11 June
 Glastonbury Festival - 25-28 June

NSSN conference, London - 4 July
Durham Miners Gala - 10 July
Tolpuddle Festival - 18 July

Tailby, S. (2014) Integrated Locality Care Teams Evaluation Study. Presentation for Joint Management Team, North Somerset Health and Social Care Providers, September 15

Forthcoming Publications

Arnold, J. and **Clark**, M. (2015) 'Running the penultimate lap of the race: A multi-method analysis of growth, generativity, career orientation and personality amongst men in mid/late career', *Journal of Occupational and Organizational Psychology*. ISSN 2044-8325

Durbin, S. (2015) *Women Who Succeed: strangers in paradise?* Basingstoke: Palgrave Macmillan.

Ivlevs, A. (2015) 'Happy moves: assessing the link between life satisfaction and emigration intentions', *Kyklos*

Lopes, A. and Hall, T. (2015) Winning a living wage: The legacy of living wage campaigns. In: Waite, L., Lewis, H., Craig, G. and Skivankrova, K., eds. (2015) *Vulnerability, Exploitation and Migrants*. Palgrave Macmillan.

Forkert, K. and **Lopes**, A. (2015) Unwaged posts in UK Universities: Controversies and campaigns. *Communication, Capitalism and Critique*. ISSN 1726-670X

Mathers, A. (2015) Review of Gumbrell-McCormick, R. & Hyman, R. (2013) *Trade Unions in Western Europe: Hard Times, Hard Choices* Oxford: Oxford University Press pp. 242 ISBN 978-0-19-964441-4 In *Capital & Class* 39 (2) forthcoming in June.

Mathers, A. (2015) 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* (forthcoming).

Appendix D: CESR Review: 2014-15 Issues

September 2014

Khan, M. *The factors influencing women to become teachers in Pakistan.*

Bennett, P., Drew, H. and Page, D. *Engaging in Critical Business Enquiry - Research Conference.*

Page, D. *Changing conceptualisations of mental illness: Revisiting the concept of stigma.*

Hayes, L. *Homecare workers have the right to be paid National Minimum Wage: Is the game now up for employers who have broken the law?*

Coleborn, J. *The representation of women in the role of Chief Pharmacist in Acute Trusts in England*

Moore, S. A Book Review: *Racism, Class and the Racialized Outsider*, Satnam Virdee, Palgrave Macmillan, 27 Jun 2014.

March 2015

Lopes, A., Durbin, S., Neugebauer, J. and Warren, S. *Mentoring professional women in aviation and aerospace.*

Fleetwood, S. *Why we need to abandon the orthodox model of labour markets and develop an alternative*

Chen, J. and Lopes, A. *Hourly paid teachers in UK universities: Findings from an exploratory survey.*

Voskeritsian, H. *Why bargain collectively? Or the dissolution of collective bargaining in times of austerity*

Bolton, P. *The stickiness of the job? The impact of flexible working*

Smith, D. and Chamberlain, P. *Blacklisted. The Secret War between Big Business and Union Activists*

Tailby, S. *CESR says farewell – but not goodbye - to Andy Danford, Professor of Employment Relations*

Appendix E: CESR Seminars 2014-2015

2014/15	
07.11.14	<i>Labour under the Law: The New Law of Master and Servant, and Combination, in the 21st Century</i> , Dr Paul Smith, Historical Studies in Industrial Relations (Editorial Team)
19.11.14	<i>Living in the Margins: Understanding Military Reserve Work</i> , Wendy Loretto, Professor of Organisational Behaviour, University of Edinburgh
05.12.14	<i>Competing institutional logics in organisational fields: IKEA's employment relations in Sweden and Spain</i> , Tony Royle, Professor of International and Comparative Employment Relations, Bradford University School of Management
16.01.15	<i>Does community organising present trade unions a way of rebuilding the union movement?</i> Jane Holgate, Professor of Work and Employment Relations, Leeds University Business School
13.03.15	<i>Bringing it all back home? Re-shoring and the changing global call centre landscape</i> , Phil Taylor, Professor of Work and Employment Studies, University of Strathclyde Business School
15.05.15	<i>Blacklisted. The Secret War between Big Business and Union Activists</i> , Dave Smith CESR and Phillip Chamberlain, Department for Broadcast and Journalism, UWE
03.06.15	<i>Trade Union Responses to the Crisis: What options for solidarity?</i> Rebecca Gumbrell-McCormick (Birkbeck College, University of London) and Richard Hyman (London School of Economics)

