

Work and Equalities Institute Newsletter

June 2020

Since the last newsletter in October 2019, the Work and Equalities Institute has hosted a number of events and been involved in research into and commentary on a variety of topics – including, most recently, the effects of COVID-19 on society.

COVID-19 Research

Jill Rubery has been invited by the Department for Business, Energy and Industrial Strategy to join one of a number of high level working groups examining COVID-19. Jill will contribute to the working group ‘Making the future of work healthier and more sustainable’.

In June Miguel Martinez Lucio and Jo McBride wrote a blog for Policy@Manchester on ‘Recognising the value and significance of cleaning work in a context of crisis’, and Lee Stringer, Tony Dundon and Stephen Mustchin looked at ‘The downsides of homeworking’ in an AMBS blog post. Tony Dundon took part in discussion with Eleni Magrini from Centre for Cities, discussing ‘Valuing workers: how do cities need to change in the post-pandemic economy?’. Tony also worked with Cristina Inversi and Aude Cefaliello to produce a Policy@Manchester blog ‘#Here to deliver: valuing food delivery workers in the future’.

On the 20th May Jill Rubery took part in the Original Thinking Webinar: ‘COVID-19 – Avoiding an employment cliff-edge’. She led a debate on the long-term viability of the UK Government's job retention scheme and related questions. The podcast is [here](#).

Jill Rubery has written blogs for AMBS on ‘Support schemes under the microscope’ and the generosity of ‘Government measures for self-employed by international standards’.

In April Sheena Johnson and Lynn Holdsworth looked at ‘Transport and logistics during the COVID-19 pandemic’ for Policy@Manchester, while Abbie Winton and Debra Howcroft discussed ‘What COVID-19 tells us about the value of human labour’.

Prizes and awards

Tony Dundon and Anthony Rafferty’s 2018 paper “The (potential) demise of HRM” was awarded for being one of the most highly cited articles in the 4* Human Resource Management Journal

Sheena Johnson was appointed as the University of Manchester Research Theme Lead for Social Change and Ageing in the Thomas Ashton Institute (TAI).

Debra Howcroft was appointed Theme Lead for 'Reconnecting the disconnected: new channels of voice and representation' in the ESRC Digital Futures at Work Research Centre.

Post-graduate students

The doctoral student network was awarded funding by the BSA to hold a second symposium on 'Researching the future of work and inequality in uncertain times' in March 2020 and funding from the Jean Monnet Centre for Excellence for its Researching employment (in)equalities in an uncertain Europe: Postgraduate Research Methods Series between April and June 2020.

In November 2019 as part of the ESRC Festival of Social Science, an interactive workshop entitled "*From Exploitation to Hope? A Discussion on Casualised Working*" was organised by four students from The University of Manchester's Inclusive Growth Analysis Unit and WEI PhD network, along with students from MMU's Decent Work and Productivity Research Centre. The workshop, which was aimed at young workers (aged between 18 and 30) working in precarious jobs, facilitated discussion about their experiences, provided information about their employment rights and discussed personal expectations and aspirations. Drawing on this successful event, the same workshop took place with young academics at the University of Manchester in March 2020 as part of The University of Manchester's 'teach out' during Industrial Action.

Grants and projects

Dr Mat Johnson was awarded a UKRI Future Leaders Fellowship to evaluate different ways of promoting decent working conditions through city institutions and networks. This major four-year project will look at labour markets in different cities across the world.

Dr Anthony Rafferty will start a Lord Alliance-funded research project on Labour market inequalities in August.

Dr Martí López-Andreu won a British Academy small grant for a project on The Price of Bogus Self-Employment: Analysing the impact of the individualisation of risks on working lives.

Dr Stefania Marino is involved in a European Commission H2020 award Resolving Precariousness: Advancing the Theory and Measurement of Precariousness across the Paid/Unpaid Work Continuum – (REsPecTMe) being led by Professor Valeria Pulignano, University of Leuven.

New members

We welcomed Dr Kara Ng, previously one of our doctoral students and now a lecturer in Organisational Psychology. Her research looks at why people do 'bad things' at work, particularly the phenomenon of workplace bullying and understanding the role bystanders play.

Dr Martí López-Andreu, who was originally a Marie Curie Intra-European Fellow in EWERC, returned to us from the University of Leicester as a lecturer in HRM and Employment Relations. His research interests are in the field of employment relations and human resource management, especially institutional and organisational changes and their effects on working lives, the state and organised labour

Events

We invited Professor Fang Lee Cooke (Monash Business School, Monash University) to give our third annual lecture 'Can workers be organised if the state isn't? Digitalisation, work and employment in emerging and developing economies', but the event was cancelled. We plan to reschedule for later in the year.

The Inclusive Growth Analysis Unit held its conference 'Inclusive Growth in Cities: Global Lessons for Local Action' on 19-20th November. Jo Cartwright, Tony Dundon, Damian Grimshaw, Mat Johnson, Martí López-Andreu, Miguel Martinez Lucio, Stephen Mustchin and Jenny Rodriguez presented papers in Theme 3: Labour market, work and skills.

Our policy discussion event took place on Friday 22nd November. Sheena Johnson and Miguel Martinez Lucio were joined by David Holman, Steve Craig (Unite the Union) and Wilson Wong (CIPD) to discuss 'The Reality of Wellbeing; beyond a fad and fascination'.

Seminar series

We organised a full seminar series this year, with a number of seminars held in the first semester.

9th October 2019: Dr Angela Dy (Institute for Innovation and Entrepreneurship, Loughborough University London). 'Levelling the playing field: towards a critical-social perspective on digital entrepreneurship'.

10th October 2019 (in conjunction with ManReg): Dr Lydia Hayes (Kent Law School, University of Kent). 'A poverty of labour law? Minimum wage erosion in care work'.

22nd October 2019 Prof Johannes Siegrist (University of Dusseldorf, German). 'The impact of work on (un)healthy aging: how to reduce social inequalities?'.

30th October 2019: Dr Katy Fox-Hodess (Sheffield University Management School, Sheffield University). 'Worker power is a relationship, not a resource: evidence and implications for practice on and beyond the docks'.

13th November 2019: Dr Eleanor Kirk (University of Glasgow). 'Law and legalities in everyday working life: towards a co-constitutive theory'.

27th November 2019: Dr Hannah Schling (King's College London). 'Fungibility and social difference: (re)producing migrant labour's differential 'disposability' in the Czech Republic's export manufacturing sector'.

The seminars we hoped to hold in semester two were unable to go ahead and we plan to reschedule a number of virtual events later in the year.

Recent Publications

Here is a sample of publications from members of the WEI.

Alford, M, Kothari, U & Pottinger, L 2019, 'Re-articulating labour in global production networks: the case of street traders in Barcelona', *Environment and Planning D: Society and Space*.
<https://doi.org/10.1177/0263775819862291>

Barrientos, S 2019, *Gender and Work in Global Value Chains: Capturing the Gains?* Development Trajectories in Global Value Chains, Cambridge University Press. <https://doi.org/10.1017/9781108679459>

Barrientos, S, Bianchi, L & Berman, C 2019, 'Gender and Governance of Global Value Chains: Promoting rights of women workers', *International Labour Review*, vol. 158, no. 4, Vol. 158 No. 4.
<https://doi.org/10.1111/ilr.12150>

Cafferkey, K, Dundon, T, Winterton, J & Townsend, K 2020, 'Different strokes for different folks: Group variation in employee outcomes to human resource management', *Journal of Organizational Effectiveness*.
<https://doi.org/10.1108/JOEPP-12-2018-0114>

Chandola, T, Booker, C, Kumari, M & Benzeval, M 2019, 'Are flexible work arrangements associated with lower levels of chronic stress related biomarkers? A study of 6,025 employees in the UK Household Longitudinal Study', *Sociology*. <https://doi.org/10.1177/0038038519826014>

Connolly, H, Marino, S & Martinez Lucio, M 2019, *The Politics of Social Inclusion and Labor Representation: Immigrants and trade unions in the European context*. Cornell University Press, New York.

Foster, WM, Hassard, JS, Morris, J & Wolfram Cox, J 2019, 'The changing nature of managerial work: The effects of corporate restructuring on management jobs and careers', *Human Relations*, vol. 72, no. 3, pp. 473-504. <https://doi.org/10.1177/0018726719828439>

Hickland, E, Cullinane, N, Dobbins, T, Dundon, T & Donaghey, J 2020, 'Employer silencing in a context of voice regulations: Case studies of non-compliance', *Human Resource Management Journal*.
<https://doi.org/10.1111/1748-8583.12285>

Holman, D, & Niven, 2019, Does affect-improving interpersonal affect regulation influence others' task performance? The mediating role of positive mood. *European Journal of Work and Organizational Psychology*. <https://doi.org/10.1080/1359432X.2019.1666105>

Johnson, M, Rubery, J & Grimshaw, D 2019, 'Public sector employment relations after the crisis: A comparative case study analysis of UK local authorities', *Economic and Industrial Democracy*.

<https://doi.org/10.1177/0143831X18823699>

Johnson, M, Koukiadaki, A & Grimshaw, D 2019, 'The Living Wage in the UK: Testing the limits of soft regulation?', *Transfer : European Review of Labour and Research*.

<https://doi.org/10.1177/1024258919845768>

Johnson, S, Willis, S & Evans, J 2019, 'An examination of stressors, strain and resilience in academic and non-academic UK university job roles', *International Journal of Stress Management*, vol. 26, no. 2.

Liu, Y, Cooper, CL & Tarba, SY 2019, 'Resilience, Wellbeing and HRM: A multidisciplinary perspective', *International Journal of Human Resource Management*. <https://doi.org/10.1080/09585192.2019.1565370>

López-Andreu, M 2019, 'Employment Institutions under Liberalization Pressures: Analysing the Effects of Regulatory Change on Collective Bargaining in Spain', *British Journal of Industrial Relations*.

<https://doi.org/10.1111/bjir.12418>

López-Andreu, M, Papadopolous, O & Mandi, J 2019, *How has the UK hotels sector been affected by the fissuring of the worker–employer relationship in the last 10 years?* Department for Business, Energy & Industrial Strategy.

Martinez Lucio, M, Koukiadaki, A & Tavora, I 2019, 'The legacy of Thatcherism in European labour relations: the impact of the politics of neo-liberalism and austerity on collective bargaining in a fragmenting Europe', *The Institute of Employment Rights Journal*, vol. 2, no. 1, pp. 28-57.

<https://doi.org/10.13169/instemplrighj.2.1.0028>

McBride, J & Martinez Lucio, M 2019, 'Beyond Work Intensification – the contradictions and ironies of the changing nature of ‘unskilled’ work in a context of austerity and organisational change.', *Capital & Class*. (accepted/in press)

Ng, K, Niven, K & Hoel, H 2020, '‘I could help, but...’: A dynamic sensemaking model of workplace bullying bystanders', *Human Relations*. <https://doi.org/10.1177/0018726719884617>

Rafferty, A 2019, 'Skill underutilization and under-skilling in Europe: The role of workplace discrimination', *Work, Employment & Society*, vol. 26, no. 6. <https://doi.org/10.1177/0950017019865692>

Rodriguez, JK & Scurry, T 2019, 'Female and Foreign: An intersectional exploration of the experiences of skilled migrant women in Qatar', *Gender, Work & Organization*. <https://doi.org/10.1111/gwao.12353>

Távora, I 2019, 'Collective bargaining in Portugal in the aftermath of the crisis: trends and prospects', *Industrial Relations Journal*, vol. 50, no. 5-6, pp. 548-563. <https://doi.org/10.1111/irj.12273>