

Work and Equalities Institute Newsletter

April 2021



We are saddened to announce the death of Professor Mick Marchington in February 2021. Mick worked for over 25 years at Manchester, initially joining the Manchester School of Management, UMIST, in the 1980s where he was appointed a Professor of Human Resource Management in 1995, and continued in that role at Manchester Business School after the merger with the University of Manchester until his retirement in 2011. For those 25 years he was a leading member of the HRM, Employment Relations and Law (HRMERL) Group and its teaching and research agenda, leading on the School's accreditations by the Chartered Institute of Personnel and Development (CIPD), providing Masters students with the opportunity and training to become associate members. He was a champion and key supporter of his colleagues, especially mentoring and supervising early career researchers and doctoral students, many of whom have gone on to successful academic careers of their own.

Mick was also a major research leader. He published widely on HRM and was best known for his work on employee voice, and he was editor in chief of the Human Resource Management Journal from 2005 to 2010. He was the founding Director of the Fairness at Work Research Centre (FairWRC), one of the two centres that merged to form the Work and Equalities Institute. He was thus very much a founder of the current institute both by always ensuring that in his work on HRM issues of fairness and equality were centre stage and by encouraging the strong and collaborative teamwork that underpins the WEI. This was particularly strengthened through his leadership of a large ESRC project on Fragmenting Work that involved many of the HRMERL group and organisation studies scholars.

Mick continued to actively support his ex-colleagues and the WEI after becoming emeritus and was still making major contributions to the CIPD right up until his death. For these lifetime contributions he was appointed a Companion of the CIPD.

Mick will be missed as both a colleague and a good friend.

Institute events

The impact of the Covid-19 pandemic on working women

On Tuesday 27 April we will be holding a policy discussion on the topic of 'The impact of the Covid-19 pandemic on working women'. Speakers include Ros Bragg, director of Maternity Action, Isabel Tavora, senior lecturer in HRM and member of the WEI, Zoe Young, director of Half the Sky and Sian Elliott, women's equality policy officer at the TUC. Please visit [Eventbrite](#) to learn more, including how to register to attend.

We held two webinars on the Value of Human Labour. The Covid-19 pandemic has ignited an important debate on the value of human labour, which has increased awareness of the criticality of a wide range of jobs, many of which have been traditionally undervalued, both politically and socially. Read more about the first [webinar](#) and listen to the [podcast](#); and the second [webinar](#) and [podcast](#). You can read the blogs that inspired these webinars [here](#).

In November we co-hosted a meeting with the Manchester Industrial Relations Society, 'Covid at work: the rich get richer, the poor get sick' which discussed aspect of the ongoing health crisis as it impacts upon health and safety at work.

New projects

In September AMBS announced that it would be the lead institution for the national Productivity Institute, which aims to understand how to boost wages and living standards. Jill Rubery and Anthony Rafferty will be contributing to the new institute, particularly in the area of Human Capital. The theme lead for Human Capital is Damian Grimshaw who is an honorary professor at the WEI.

Mat Johnson has started his four-year project on Decent Work and the City, looking at labour markets and working conditions in different cities across the world. He will be joined in the summer by our new research associate Eva Herman.

New members

We are pleased to welcome Laura Jarvis-King, working with Debra Howcroft, Jill Rubery, Isabel Tavora and Emma Banister on a Digit research centre project exploring the experiences of digital work for professionals. Laura has joined us from the University of Leeds, where she has recently completed her PhD on practices and experiences of time at work, and its implications for relations of power, in the indoor sex industry. She has also worked on a number of research projects in the areas of work, digitalisation, professionalisation and transnationalism. Her research interests are primarily focused on time, work and relations of power, with a particular interest in qualitative longitudinal methods. When she's not working, Laura enjoys spending time with her children, sewing, and DIY.

Sanne Velthuis joined us in August 2020, to work with Anthony Rafferty and Ceri Hughes on issues surrounding low pay and progression. She will be leaving us in May to take up a new post at the University of Newcastle.

Ceri Hughes joined the University of Manchester in 2016, starting as the main researcher within the Inclusive Growth Analysis Unit (2016-2019) which was established with the aim of helping to make poverty reduction more central in discussions of economic growth and devolution in Greater Manchester. Her time is currently divided between three research projects: (1) mixed methods PhD research that is drawing on the concept of time as a resource to examine some of the work expectations that are embedded in UK activation policies (2) a project led by Anthony Rafferty in the WEI exploring policy and broader concepts of in-work-progression for those in low-wage work; (3) as a topic expert on inclusive growth for the SIPHER project.

From August we will welcome back Imran Saqib who is returning as lecturer in human resource management.

Departures

Dr Martí López-Andreu left the University of Manchester for Newcastle University Business School where he has taken up the post of senior lecturer in HRM and employment relations. He remains an active member of the institute.

Dr Gail Hebson took voluntary severance to spend more time with her family. For over 20 years she contributed to the work of the Institute and the research centres that proceeded it and, like Martí, retains her links with the institute as an honorary senior lecturer.

Dr Clare Mumford has taken up the post of senior research assistant at the Decent Work and Productivity Centre at Manchester Metropolitan University.

Post-graduate students

We welcomed eight new doctoral students to the institute, and two completed their studies. Sajia Ferdous was awarded her PhD on the topic of 'South Asian British Muslim Women and their later working lives in Greater Manchester - An exploratory study'. Nathaniel Tetteh was awarded his PhD on 'A comprehensive examination of International Framework Agreements within six Multinational Companies in Ghana'.

The student network has remained active, running an online seminar series on 'Tackling contemporary research challenges in uncertain times'. The series is looking at the current Covid-19 context and the challenges faced when undertaking research. These seminars aim to address the different challenges that WEI PGRs are experiencing, and to provide them with some of the tools needed to address and overcome these issues. Speakers include Sarah King-Hele from the UK Data Service, Lee-Ann Fenge from the University of Bournemouth and Alberta Giorgi from the University of Bergamo.

Publications and outputs

Members of the institute have presented their research via blogs, webinars, interviews and other media as well as publications in academic journals.

Now is the time for Ireland to consider a fair-work agenda. [Link](#)

Caroline Murphy and Tony Dundon, Irish Times blog, 19 March 2021.

In the footsteps of the Pankhursts.

Jill Rubery and Eva Herman, fringe presentation at the TUC Women's Conference, 05 March 2021.

Unequal impact? Coronavirus and the gendered economic impact. [Link](#)

Jill Rubery, contribution to Women and Equalities Committee report, 09 February 2021.

The difficulties of working in social care: Is a real living wage possible?

Jill Rubery and Eva Herman, GM4Women2028 panel, 06 February 2021.

Managing job insecurity and creating better quality work. [Link](#)

Jill Rubery, PHE/SOM webinar, 04 February 2021.

Government review of employment law.

Aristea Koukiadaki, BBC Politics North West radio interview, 31 January 2021.

GM4Women2028 Employment Action Group briefing note.

Jill Rubery, Caitlin Schmid, Eva Herman, Abbie Winton, Daiga Kamerāde, 29 January 2021.

Gender equality and in-work poverty: which role for the EU? [Link](#)

Jill Rubery and Isabel Tavora, ETUI/OSE/AKEUROPA conference presentation, 22 January 2021.

Why parents need the right to stay home without risk to their income or jobs when schools are closed. [Link](#)

Jill Rubery and Isabel Tavora, Policy@Manchester blog, 21 January 2021.

Job value and job status during the COVID-19 pandemic: Recognising migrants as 'critical' but neglected workers. [Link](#)

Stefania Marino, Miguel Martinez Lucio and Anthony Rafferty, Policy@Manchester blog, 06 January 2021.

The Pandemic Presents A Once In A Generation Opportunity To Reshape The Future Of Work In Our Cities.

[Link](#)

Mat Johnson, Forbes news interview, 22 December 2020.

Improving conditions for key workers. [Link](#)

Miguel Martinez Lucio University of Manchester COVID Catalysts: Global Inequalities, Flash lecture, 30 September 2020.

Lessons from Lockdown: the Value of Human Labour. [Link](#)

Policy@Manchester digital collection, Tony Dundon, Gail Hebson, Debra Howcroft, Cristina Inversi, Sheena Johnson, Marti Lopez-Andreu, Miguel Martinez Lucio, Chris Phillipson, Jill Rubery, Abbie Winton, August 2020.

Platform work: helping or hindering gender equality?

Jill Rubery, Gender Equality Index conference panel, 29 October 2020.

Unequal impact? Coronavirus and the gendered economic impact. [Link](#)

Jill Rubery, presentation to the Women and equalities Select Committee, 14 October 2020.

Recognising the role of key workers now and in the future employment landscape. [Link](#)

Gail Hebson and Miguel Martinez Lucio, Policy@Manchester blog, 18 August 2020.

Sharing the load: How work sharing can reduce unemployment, improve gender equality, and benefit mental health. [Link](#)

Jill Rubery, Policy@Manchester blog, 03 August 2020.

Bogus self-employment and COVID-19: an added layer of insecurity. [Link](#)

Marti Lopez-Andreu, Policy@Manchester blog, 20 July 2020.

How to start decolonising your business. [Link](#)

Ricardo Twumasi, Charlotte Horne and Jenny Rodriguez, The Conversation blog, 17 July 2020.

Beyond name changes and pulling down statues - how to decolonise business schools. [Link](#)

Bobby Banerjee, Jenny Rodriguez, Sadhvi Dar, The Conversation blog, 13 July 2020.

Recent Publications

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

Dewhurst, E 2020, *Age Discrimination law outside the employment field*. European Commission, Brussels . <https://doi.org/10.2838/214317>

Dundon, T, Martinez Lucio, M, Hughes, E, Howcroft, D, Keizer, A & Walden, R 2020, *Power, politics and influence at work*. Manchester University Press, Manchester .

Ferguson, J, Tazzyman, A, Walshe, K, Bryce, M, Boyd, A, Archer, J, Price, T & Tredinnick-Rowe, J 2020, 'You're just a locum': professional identity and temporary workers in the medical profession', *Sociology of Health & Illness*, vol. 43, no. 1, pp. 149-166. <https://doi.org/10.1111/1467-9566.13210>

Howcroft, D, Mumford, C and Bergvall-Kareborn, B 2021, 'Exploring inequalities in platform-based legal work', in Aroles, J, De Vaujany, F-X, Dale, K (eds.) (pp. 109-135) *Experiencing the New World of Work*, Cambridge University Press.

Lu, L, Kao, S-F, Chang, T-T & Cooper, CL 2020, 'Gender Diversity and Work-life Conflict in Changing Times', *International Journal of Environmental Research and Public Health*. <https://doi.org/10.3390/ijerph17239009>

Ng, K, Niven, K & Hoel, H 2020, 'I could help, but...': A dynamic sensemaking model of workplace bullying bystanders', *Human Relations*, vol. 73, no. 12, pp. 1718-1746. <https://doi.org/10.1177/0018726719884617>

Rubery, J & Tavora, I 2021, The Covid-19 crisis and gender equality: risks and opportunities, in Vanhercke B., Spasova S. and Fronteddu B. (eds.) (pp.71-96) *Social policy in the European Union: state of play 2020*.

Ugarte, SM & Rubery, J 2021, 'Gender pay equity: exploring the impact of formal, consistent and transparent Human Resource Management practices and information', *Human Resource Management Journal*, vol. 31, no. 1, pp. 242-258. <https://doi.org/10.1111/1748-8583.12296>