

Sixth Fairness at Work Conference

21st and 22nd of January 2025

Alliance Manchester Business School (AMBS)



**Work and
Equalities
Institute**

Tuesday, 21 January 2025

9.00-9.30 | Registration

Location: Outside Lecture Theatre 2.008 (Floor 2, AMBS)

9.30-9.45 | Welcome

Location: Lecture Theatre 2.008 (Floor 2, AMBS)

Speaker: Professor Anthony Rafferty, Director, Work and Equalities Institute (WEI)

9.45-10.30 | Keynote Address

Location: Lecture Theatre 2.008 (Floor 2, AMBS)

“Tolerating Evil: The Role of Bystanders in Workplace Bullying”: Explore the 'Darker' Side of Workplace Relationships, Focusing on Bullying and Aggression.

Speaker: Professor Karen Niven (Sheffield University Management School)

Chair: Kara Ng

10.30-10.45 | Coffee Break

Location: The Hive (Floor 3, AMBS)

10.45-12.15 | 1st Parallel Sessions (Four streams)

Each stream includes four 20-minute sessions.

Theme: Union, Solidarity and Action (Room: 3.006a) Chair: Lucas Cifuentes Croqueville Keywords: <i>Unionizing, union density, transnational solidarity</i>	
78. Unionizing Against Algorithms: A Case Study of South Korean Delivery Workers	SuMin Park
24. Are Sectoral Agreements the Vehicle to Rebuild Union Density in Ireland?	Eugene Hickland, Tony Dundon, Tony Dobbins, Niall Cullinane
36. Transnational Solidarity as a Necessity to Achieve Fairness at Work in a Transnational Labour Market	Irene Dingeldey, Ilana Nussbaum-Bitran

Theme: Young Workers and Employment (Room: 3.009) Chair: Jenny Rodriguez Keywords: <i>Student working lives, young people, young workers</i>	
56. Student Working Lives: Sector and Demographic Differences in the Quality of Work	Mark Wilding, Adrian Wright, Mary Lawler
48. L-learning inequalities: young people's engagement in education and paid employment	Kate Hardy, Kim Allen, Rachel Cohen, Kirsty Finn, Lilith Brouwers, Mia Zhong
20. Young workers in the 'missing middle': examining the labour market opportunities and	Edward Yates, Jason Heyes, Kaidong Yu

employment conditions of young non-graduates in England	

Theme: Pandemic, Work, and Wellbeing (Room: 4.009)	
Chair: Imran Saqib	
Keywords: <i>COVID-19 pandemic, job quality, wellbeing</i>	
59. The Short-, Medium-, and Long-Term Effects of the COVID-19 Pandemic on Job Quality of Essential and Non-Essential Workers	Matthias Collischon, Felix Rahberger, Matthias Kelsch, Alexander Patzina
62. Reinforcing Poor Skills Opportunities through Times of Crisis: An Analysis of the COVID-19 Pandemic on Employer-Provided Training in the UK	Michael Francis
1. Un(usual) Crisis: The COVID-19 Pandemic in the Biographical Experiences of American and Polish Healthcare Workers	Adam Mrozowicki, Jacek Burski
11. Wellbeing and the Post-Pandemic Employment Relationship: A Study of Scotland's Further Education Colleges	Brian Gilchrist

Theme: Wages (Room: 2.007)	
Chair: Anne McBride	
Keywords: <i>Wage premium, living wage, minimum wage</i>	
29. Wage Premium of Collective Bargaining Coverage in Germany	Gerhard Bosch, Thorsten Kalina
25. The Living Wage in the UK Care Sector: A Simple Answer to a Complex Problem?	Eva Hermann, Mathew Johnson
67. Closer Interaction Between Minimum Wages and Collective Bargaining? A Six-Country Analysis	Oscar Molina, Juan Arasanz, Rui Branco, Igor Guardiancich, Sander Junte, Aurelian Munteanu, Frederic Turlan

12.15-13.00 | Lunch

Location: The Hive (Floor 3, AMBS)

13.00-14.30 | 2nd Parallel Sessions (Four streams)

Each stream includes four 20-minute sessions.

Theme: Intersectionality, Difference and Inclusion (Room: 3.006a)	
Chair: Jenny Rodriguez	
Keywords: <i>Intersectionality, disability, EDI</i>	
53. An Application of Intersectionality to the US Twentieth-Century Civil Rights Movement	Lawrence Benson
69. How Do You Really Perceive a Disabled Colleague? Obstacle or Inspiration?	Patricia Perlman-Dee
42. Anti-Racism at Work	Jayne Bekoe, Keizah Major

Theme: Workers' Rights and Fair Treatment (Room: 3.009)	
Chair: Stephen Mustchin	
Keywords: <i>Organising, OSH systems, line managers, workers' rights</i>	
18. Organising Among Paid Care Workers in England: Worker, Policy Priorities, and Potential for Progress	Duncan Fisher, Liam Foster
63. When Fairness Matters More than Equality? A Comparison of OSH Systems in Managing Occupational Safety and Health Protection of Frontline Workers	Nadja Doerflinger, Barbara Bechter
7. The Role of the Line Manager in Achieving Greater Fairness and Equality in the Workplace	Adrian Wright, Anthony Bennett, Mark Wilding, Mary Lawler, Dorota Marsh
50. Workers' Rights as Human Rights: A View from Canada	Larry Savage

Theme: EDI Realities at Work (Room: 4.009)	
Chair: Julie Jebesen	
Keywords: <i>Sexual harassment, dignity, care ethics, parental leave, new mothers, discrimination</i>	
52. Relational Working Dignity: A Care Ethics Approach	Laura Mitchell
22. Challenges, Concerns and Good Practices Around Parental Leave Within UK SMEs.	Emma Banister, Helen Norman, Bianca Stumbitz, Amy Burnett, Laura Jarvis-King, Clarice Santos
81. Perceived Discrimination and Sexual Harassment in the Workplace: An Enabling or Opposing Factor?	Valeria Insarauto

Theme: Inclusion in the Workplace (Room: 2.007)	
Chair: Imran Saqib	
Keywords: <i>Diversity networks/ERGs, inequality, care ethics</i>	
74. Navigating Contested Terrains: Strategies Used by Diversity Networks to Negotiate Change in Organisations	Shreya Roy Choudhury, Sheena Johnson, David Holman
79. Work Activity: A New Angle for Analysing Inclusion at Work	Tarik Chakor
5. Why Don't We Talk More About HRM's Relationship to Inequality Regimes? The Case of Healthcare	Anne McBride, Nick Krachler
35. A Multi-Level Analysis of Challenges Faced by Employee Resource Groups (ERGs) as a Voice Channel for Underrepresented Groups	Imran Saqib, Isabel Tavora, Saleema Kauser

14.30-15.45 | 3rd Parallel Sessions (Three streams)

Each stream includes three 20-minute sessions.

Theme: Women and Work (Room: 3.009)	
Chair: Jenny Rodriguez	
Keywords: <i>Women's work, underrepresentation, vulnerabilities</i>	

43. State Monopsony in the Foundational Economy: Undervaluation and Devaluation of Women's Work in Early Years	Jennifer Tomlinson, Kate Hardy, Helen Norman, Xanthe Whittaker, Nathan Archer
68. Women's Underrepresentation in Leadership Roles in the Indian BPO Industry	Parul Srivastava
83. Women's Vulnerabilities in Climate Crisis-Related Extreme Weather	Zoe Haertel

Theme: Precarity at Work (Room: 3.006a)	
Chair: Shreya Roy Choudhury	
Keywords: <i>Precarity, economic pressures, financialization</i>	
47. Economic Pressures and Research Culture: Navigating the Academic Landscape	Julia Schoonover
12. Financialization and Precarity: A Recipe for Disaster, and the New Normal	Carl Packman

Theme: Informality and Flexibility at Work (Room: 2.007)	
Chair: Michael Francis	
Keywords: <i>Precarity, dignity, gig workers, flexible work, job crafting</i>	
10. Workplace Dignity in Precarious Employment: Perspectives from Taiwan's Platform-Based Food Delivery Couriers	Bo-Yi Lee
75. The Effects of Flexible Work Arrangements on Employee Outcomes: A Job Crafting Perspective	Shubhangi Sharma, David Holman, Sheena Johnson

Theme: Health and Social Care (Room: 4.009)	
Chair: Sheena Johnson	
Keywords: <i>Temporary doctors, community nurses, adult social care</i>	
27. Perpetual Liminality: A Qualitative Study of Temporary Doctors	Gemma Stringer
54. Critical Insights into the Control of Community Nurses' Work in the NHS in England	Lise Elliott
23. Work and Employment in Adult Social Care	Emma Hughes, Tony Dundon

15.45-16.00 | Coffee Break

Location: Outside Lecture Theatre G.003 (Ground Floor, AMBS)

16.00-17.30 | Work-Net International Panel

Location: Lecture Theatre G.003 (Ground Floor, AMBS)

Panel Discussion: "Work-Net Representatives on the Importance of Interdisciplinary and Comparative Research"

Speakers: Professor Jill Rubery (Work & Equalities Institute), Professor Duncan Ivison (University of Manchester) and Sangheon Lee (ILO)

Chair: Jim Pendrill

17.30 | Work-Net International Launch

A Global Network of 31 Research Centres on Work and Employment

18.00 | Drinks Reception

19.00 | Formal Dinner

Location: The Mill, AMBS (Ground Floor)

Wednesday, 22 January 2025

8.30-9.00 | Registration

Location: Outside Lecture Theatre 2.008 (Floor 2, AMBS)

9.00-10.30 | 4th Parallel Sessions (Four streams)

Each stream includes four 20-minute sessions.

Theme: Inequalities and Power Relations (Room: 3.006a) Chair: Jenny Rodriguez Keywords: <i>Anti-racism, gender bias, emotional capital, discretion at work, power</i>	
38. EDI in Russell Group Universities: Progress, Challenges, and Prospects	Isabel Távora, Susie Miles, Evelyn Oginni,
66. AI Hiring for gender bias mitigation: Public Hype vs. Capabilities of Recruitment Technology	Nathania Mante, Sarah Barnard
37. Discretion and Power in Work: Firefighters as 'Thinking Professionals'	Irena Grugulis, James Brooks, Hugh Cook
14. Emotional Capital and Inequality: Emotional Strategies and Socioeconomic Disparity in Colombian Call Centres	Carlos Pineda Ramos

Theme: Work Regulation and Industrial Relations (Room: 2.007) Chair: Mat Johnson Keywords: <i>Social dialogue, inequalities, health and safety, transnational labour regulations</i>	
71. Brand New Start for Social Dialogue? The Role of the European Union in Addressing Inequalities in Work and the Role of Industrial Relations	Roberto Pedersini
80. Platform Strategies Towards Health & Safety Regulations in the Gig Economy	Trine Larsen, Lauri Kokkinen, Chris Warhurst, Anna Ilsøe, Beate Baldauf, Meike Brodersen, Jessie Gevaert, Astrid Escrig-Pinol, Ferran Muntané Isart, Nuria Matilla Santander, Hanna Nurmi, Theo Bodin
55. Industrial Relations at the Lithium Mining in Chile	Lucas Cifuentes Croqueville
76. Global fairness: Transnational labour regulation through Global Framework Agreements	Sophie Rosenbohm, Thomas Haipeter

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Theme: Fair Working Conditions and Wellbeing (Room: 4.009)	
Chair: Zahra Shirgholami	
Keywords: <i>Job stress, wellbeing, occupational hazards, fairness</i>	
30. Money or Life: The Relationship Between Job Stress and Job Burnout Among Employees in Chinese Financial Firms	Zhongyi Fang, Jing Tong
8. The Complex Effects of Job Complexity: A Meta-Analytical Investigation of How Job Complexity Relates to Employee Well-Being, Learning, and Job Performance	Anthony Rafferty, Hend Gabr, David Holman, Walaa Saad El Khalifa
45. The Customer as Source of Risk? An Analysis of Occupational Hazards in Frontline Service Work in Germany	Jonas Wehrmann
70. Right to Disconnect and Fair Working Conditions	Philip Schörpf , Bettina Stadler

Theme: From Fairness to Better Work: Experimentation in the Age of Disruption (Room: 3.009)	
Chair: Sheena Johnson	
9. Diversity Management Practices in Favour of Renewal: An Employer Experimentation in a Canadian Union	Blandine Emilien
17. Regulating Sexual Violence in the Workplace: The Rocky Path to Effectiveness	Dalia Gesualdi-Fecteau
30. The Bottom of the Skills Food Chain No Longer? Locating the Transformation of Auto Service Mechanics and Technicians in an Age of Digital and Climate Disruptions	Gregor Murray, Mathieu Dupuis and Julie Hagan (WNID)
82. The 'Digital Moral Economy' of Care in the Age of AI: How Platforms Legitimate Algorithm Management Through Welfare Care Services	Valeria Pulignano, Mathew Johnson, Claudia Marà, Milena Franke

10.30-10.45 | Coffee Break

Location: The Hive (Floor 3, AMBS)

10.45-11.30 | Part 1: Plenary on Social and Political Change in Work and Regulation

Location: Lecture Theatre 2.008 (Floor 2, AMBS)

Topic: "The Evolving Agendas of the European Trade Union Confederation."

Speakers: Professor Richard Hyman (LSE) & Dr Rebecca Gumbrell-McCormick (Birkbeck)

Chair: Stephen Mustchin

11.30-12.00 | Part 2: WEI and ILO Session

Location: Lecture Theatre 2.008 (Floor 2, AMBS)

Topic: "Insights from the Latest ILO Flagship Report on Collective Bargaining"

Speakers: Professor Damian Grimshaw (King's College London) & Andrea Marinucci (ILO)

Chair: Stephen Mustchin

12.00-12.45 | Lunch

Location: The Hive (Floor 3, AMBS)

12.45-14.15 | 5th Parallel Sessions (Four streams)

Each stream includes four 20-minute sessions.

Theme: (In)Equalities and Inclusion (Room: 3.006a)	
Chair: Imran Saqib	
Keywords: <i>Ideal worker, inclusion, gender inequalities, religion, fairness, equity</i>	
41. Ideal Worker Norm, Gender Egalitarianism, and Swiss Men's Part-Time Work: The Role of Occupational Contexts	Jan Mueller, Youngjoo Cha
3. A Great Place to Work. Also for Senior Women: The Label Impact on Their Perceptions of Inclusion and Fairness	Angelique Vuilmet, Thibault Perrin
6. Put Up with Professional Gender Inequalities or Correcting Them? What Women Want	Nathalie Greenan, Anne-Sophie Bruno, Ylenia Curci

Theme: Methodological Approaches for Work and Employment Research (Room: 3.009)	
Chair: Shubhangi Sharma	
Keywords: <i>Methodology, focus groups, surveys, reflexivity, participatory methods, feminist statistics</i>	
13. Unlocking the Potential and Understanding the Challenges of Focus Groups in Industrial Relations Research: A Methodological Exploration	Carlos Fernandez, Miguel Martínez Lucio
44. Reflexive Backstories of Academic Engagement with Policymakers and Practitioners	Jenny K Rodriguez, Maria Hudson, Anne McBride
4. Capturing 'Work' instead of 'Employment': A Participatory Method for Feminist Statistics	Anna-Maria Köhnke

Theme: Worker Voice (Room: 2.007)	
Chair: Stephen Mustchin	
Keywords: <i>Worker voice, (de)regulation, power dynamics and collective power</i>	
21. Co-Creating New Technology in Work: The Quiet Voice of Workers	Emily Erikson, Trine P. Larsen, Chris Warhurst, Peter Dickinson
19. Employee Voice in Temporary Agency Work	Dustin Hafki
33. 'Soft' Fair Work Regulation and Employee Voice: Reflections for 'Hard' Law from a Case in Scottish Social Care	Ian Cunningham, Stewart Johnston, Alina Baluch, Dora Scholarios, Phil James, Eva Jendro
72. Explaining the Ubiquitous Harm of Workplace Sexual Harassment in Hospitality: Power	Ruth Beresford, Bob Jeffery

Dynamics, Industry Level Characteristics, Deregulation and Prospects for Collective	

Theme: Regulation and Work Futures (Room: 4.009)	
Chair: Angel Martin Caballero	
Keywords: <i>Unregulated sector, parcel delivery, collective competencies, eco-equalities, equality mainstreaming</i>	
49. Parcel Delivery in Norway: Unregulated Pocket of the Norwegian Labour Market Model	Kristin Jesnes, Elin Svarstad
60. Building-Up Collective Competencies in Organizations: A Road Towards Fairness at Work and Team Efficiency. The Case of a French Entrepreneurial Network in the Vocational Continuous Training Field	Matthieu Garcia-Mesa, Cathy Krohmer, Francesca Petrella
46. A Fair Deal for Last Mile Delivery?	Joyce Mamode, Sian Moore, Kirsty Newsome and Safak Tartanoglu Bennett
73. Eco-Equalities: Efforts to Progress Just Transitions for Net Zero Jobs in Wales Through Application of an Equality Mainstreaming Policy Development Model	Sara MacBride-Stewart, Alison Parken Rachel Ashworth, Rachel Minto

14.15-15.45 | 6th Parallel Sessions (Four streams)

Each stream includes four 20-minute sessions.

Theme: Equality and Work Futures (Room: 3.009)	
Chair: Ceri Hughes	
Keywords: <i>Decent work, meaningful work, equality, regulatory change</i>	
58. Decent Work and the City: The Opportunities and Limits of Local Experimentation	Mathew Johnson, Eva Herman, Ceri Hughes, Stephen Overell
2. Platforms' Employment Models in the Face of Regulatory Change in Spain and Chile	Angel Martin Caballero
65. "My Work Has a Purpose and This Makes Me Happy": Assessing Experiences of Meaningful Work in the Contemporary Service Economy in Germany	Nadja Doerflinger, Valeria Pulignano
31. The Municipal Lineages of Equality: The New Left as Innovators of Inclusion	Holly Smith, Miguel Martinez Lucio, Stefania Marino, Heather Connolly

Theme: Digitalisation and Work (Room: 3.006a)	
Chair: Sheena Johnson	
Keywords: <i>Digitalization, digital ecosystem, digital connectedness</i>	
39. Varieties of Digital Ecosystems and the Future of Work	Jacqueline O'Reilly, Rachel Verdin
77. The Digitalisation of Work among Disadvantaged Social Groups in India: The Widening Precarity Gap	Sudipa Sarkar, Richard Dickens, Wil Hunt
57. Digitalization-Work-Wellbeing: How Corporate Health Activities Affect Wellbeing and Fairness at Work	Martin Kuhlmann

51. Digital Connectedness and Inclusion-Exclusion: The Unintended Consequences of Digital Work Practices	Laura Jarvis-King, Jill Rubery, Emma Banister, Debra Howcroft, Isabel Tavora

Theme: Regulation and Enforcement (Room: 4.009)	
Chair: Stephen Mustchin	
Keywords: <i>Regulation, enforcement, platform work</i>	
26. Chances, Challenges and Pitfalls of Regulating Platform Work in the Face of the EU Directive: Perspectives of Labour Market Stakeholders from Germany	Fabian Beckmann, Fabian Hoose
32. A Single Enforcement Body for Employment Rights and Labour Market Non-Compliance: Re-imagined as a Fair Work Agency?	Ian Clark, Darryl Dixon, Richard Pickford
34. Blocked Pathways to Better Working Lives: Precarious Transitions of Healthcare Workers in Buffalo and Rochester	Ian Greer, Michelle Chen, Adam Mrozowicki
63. Non-Standard Employment in the Danish Public Sector: Scope, Drivers and Problems	Mikkel Mailand

Theme: Fairness at Work and Employment (Room: 2.007)	
Chair: Imran Saqib	
Keywords: <i>Freedom, fairness, job quality, industrial relations</i>	
28. On the Relation Between Freedom and Fairness in Employment Relations	Georg Barthel
15. Navigating Fairness and Challenges: The Impact of Automation on Job Quality in Chile's Manufacturing Industry	Daina Bellido de Luna
61. Is Fairness at Work Possible Without Employer Coordination?	Melanie Simms

15.30-16.00 | Coffee Break

Location: Outside Lecture Theatre G.003 (Ground Floor, AMBS)

16.00-17.00 | Closing Keynote Address

Location: Lecture Theatre G.003 (Ground Floor, AMBS)

Topic: "Equal Opportunities, Not Photo Opportunities: Dive into the Role of Diversity and Representation as Routes Toward Institutional Change and Equality"

Speaker: Professor Gary Younge (University of Manchester)

Chair: Miguel Martinez Lucio