

## 2018 CERIC Doctoral Conference ‘Inequalities in the Workplace’

20<sup>th</sup> June 2018

### PROGRAMME

9:30 -10:00	<p style="text-align: center;"><b>REGISTRATION AND COFFEE</b> Maurice Keyworth Building (MK) 1.01</p>
10:00 - 10:50 (MK 1.02)	<p style="text-align: center;"><b>Keynote Speech</b></p> <p><u>Chris Forde</u> (<i>Professor of Employment Studies &amp; Co-Director of CERIC</i>): <b>Inequalities of Work in the 21<sup>st</sup> Century – The Rise of the Gig Economy</b></p>
10:50 -11:10 (MK 1.02)	<p><u>Mette Sommer Lindsay</u> (<i>Heriot-Watt University, Department of Languages and Cultural Studies</i>): <b>Construction of disability in deaf-led businesses</b></p> <p>Mette's research project explores the deaf people's everyday lived experiences of work in the emerging sector of deaf-led business. The research is guided by the question why high-skilled/educated deaf people choose self-employment or work in deaf-led businesses over more conventional forms of work.</p>
11:10 -11:30 (MK 1.02)	<p><u>Charlotte Wicks</u> (<i>Leeds University, School of Psychology</i>): <b>What does qualitative research tell us about the experience of employment with Multiple Sclerosis?</b></p> <p>This research project acts as a systematic research review and thematic metasynthesis of qualitative research on the experience of employment with Multiple Sclerosis by analysing thirty-one relevant article between 1989 and 2017.</p>
11:30 -11:40	<p style="text-align: center;"><b>SHORT (COFFEE) BREAK</b></p>
11:40 - 12:00 (MK 1.02)	<p><u>Samantha Crossley</u> (<i>Leeds Beckett University</i>): <b>A critical perspective on addressing sexual harassment in the workplace through ethics, narratives and leadership</b></p> <p>To address sexual harassment in the workplace, this research project aims to shed light into three underdeveloped areas: the relationship between business ethics management and sexual harassment, internal narratives which trigger an association that will impact how situations can be interpreted, and the need for leadership confronting the public discourse on the subject through open dialogue.</p>

<p>12:00 - 12:20 (MK 1.02)</p>	<p><u>Martin Goodman</u> (<i>Leeds University, School of Languages</i>): <b>The exercise of power in modern management and its representation in contemporary French storytelling</b></p> <p>By focusing on contemporary French novels, films and stage plays that represent suffering at work, this research focuses on how modern management exerts power through management control, innovations in work organisations and other policies that only focus on return on investment. In his work Martin puts a particular focus on how bullying prospers in these high-pressure work environments.</p>
<p>12:20 -12:40 (MK 1.02)</p>	<p><u>Kelli Zezulka</u> (<i>School of Performance and Cultural Industries</i>): <b>Creative collaboration and the marginalisation of theatre lighting designers</b></p> <p>Kelli's research aims to address the inequalities that lighting designers face and how language can be used to subvert hierarchies in collaborative teams. In an effort to do so, the authors uses a linguistic ethnographic approach and draws on examples from her fieldwork.</p>
<p>12:40 - 13:00 (MK 1.02)</p>	<p><u>Duncan Fisher</u> (<i>Teeside University</i>): <b>Exploring labour insecurity: the perceptions and experiences of gendered work among young adult care workers in Teeside</b></p> <p>In his presentation, Duncan will share with us the initial findings from his PhD research on the experience of working conditions, practices and precarity of young adult social care workers in Teeside. One element of his research will be a critical interrogation of theories and descriptions of precarious work, and of gendered and emotional labour.</p>
<p>13:00 - 14:00 (MK 1.01)</p>	<p style="text-align: center;"><b>LUNCH BREAK &amp; POSTER PRESENTATIONS</b></p> <p style="text-align: center;"><u>Sophie Morrell</u> (<i>Bradford University School of Management</i>): <b>The transformation of teachers' work in an academy school context: a labour process approach</b></p> <p style="text-align: center;"><u>Meenakshi Sarkar</u> (<i>Leeds University Business School</i>): <b>Employment challenges faced by second generation British Pakistanis and why they work as taxi drivers</b></p>
<p>14:00 - 14:20 (MK 1.02)</p>	<p><u>Zoha Awan</u> (<i>Strathclyde University</i>): <b>Information Regulation and the Gender Pay Gap</b> (Organiser's title since participant did not provide one)</p> <p>The aim of this PhD research is to identify the shortfalls of the current information regulation of the 2010 Equality Act as a tool to tackle the gender pay gap. Drawing on a Marxist-Feminist perspective, Zoha aims to analyse the symbolic power of recently issued company reports in the UK banking sector.</p>

<p>14:20 - 14:40 (MK 1.02)</p>	<p><u>Felix Schulz</u> (<i>Leeds University Business School</i>): <b>The role of intra-firm pay inequality in employee trust in employers and managers</b></p> <p>Using a mixed methods approach and drawing on social psychological theories on unfairness and emotions, this research intends to investigate whether and how pay inequality affects the trust employees have in their employers and managers in an environment of pay secrecy.</p>
<p>14:40 - 15:00 (MK 1.02)</p>	<p><u>Marina Boulos</u> (<i>Leeds University Business School</i>): <b>Inequalities in Organisational Stress Management.</b></p> <p>Marina's PhD focuses on the success factors in the design, implementation process and evaluation of stress management interventions (SMIs). The findings from 40 semi-structured interviews of her multiple case study approach highlighted several inequalities in the implementation of SMIs in the workplace, which she will elaborate on in her presentation.</p>
<p>15:00 - 15:20 (MK 1.02)</p>	<p><u>Lilith Brouwers</u> (<i>Leeds University Business School</i>): <b>Sex Workers' Experiences of Third Parties - Work Relations in Sex work in England.</b></p> <p>With the current UK law criminalising third party work in the sex industry, this PhD research project intends to undertake exploratory research into the role of third parties in the sex industry and the impact of these on working conditions. From a theoretical perspective, Lilith aims to theorise new terminology for work relationships beyond the usual scope of employer-employee relationships.</p>
<p>15:20 - 15:30</p>	<p style="text-align: center;"><b>SHORT BREAK</b></p>
<p>15:30 - 15:50 (MK 1.02)</p>	<p><u>Jiachen Shi</u> (<i>Leeds University Business School</i>): <b>The Development of Strategic Human Resource Management in the Chinese Financial Sector: Understanding the roles of external economic factors and the state</b></p> <p>In light of the rise of China as a world economy, this research project examines the specific effects of Chinese economic development on employers' strategic human resource management decisions by interviewing political and business stakeholders.</p>
<p>15:50 - 16:10 (MK 1.02)</p>	<p><u>Faith Itodo</u> (<i>Leeds University Business School</i>): <b>The Impact of Restructuring, Liberalisation and Privatisation on Employment Relations in Developing Economies: A case study of the Nigerian Electricity Distribution Sector</b></p> <p>Faith's study explores how institutions rather than ownership structures, influence employment related decisions at the workplace level. Or, put differently, how changes at the macro-level (policy and regulation) influence management practices at the micro-level (distribution companies), drawing on secondary data, semi-structured interviews and diagrammatic elicitation.</p>

<p>16:10 - 16:30 (MK 1.02)</p>	<p><u>Fengjie Liu</u> (<i>Leeds University Business School</i>):  <b>The Institutionalization of Collective Labour Conflicts in China</b></p> <p>Drawing on multiple case studies in North and South China, Fengjie aims to address three research questions. First, what are the nature and causes of the rise in collective labour conflicts in China? Second, how effective are the government interventions? And third, what institutions should be in place?</p>
<p>16:30 - 16:50 (MK 1.02)</p>	<p><u>Lydia Suleh</u> (<i>Leeds University Business School</i>):  <b>Inequalities in Skill Developments during Recessions</b></p> <p>This research, explores the policies, practices and outcomes around skill development during recessions, and examines the inequalities involved in the development of employees; in a situation where funds have dwindled, what informs the reaction of employers on who to train? What kind of trainings to provide? And, what strategies are adopted in the training of employees?</p>
<p>16:50 – 17:10</p>	<p><u>Maisie Roberts</u> (<i>Leeds University Business School</i>)  <b>The changing political economy of apprenticeships in England and Germany: a case study of the chemical and pharmaceutical industry</b></p> <p>In light of the changing apprenticeship systems in England and Germany, Maisie’s paper focuses on the effects of these changes within the high-skills and high-productivity environment of the chemicals and pharmaceutical sector.</p>
<p>17:10 - 17:30</p>	<p><u>Jo Ingold</u> (<i>Lecturer in HRM and Public Policy at Leeds University Business School</i>):</p> <p style="text-align: center;"><b>Closing Speech</b></p>