

Centre for Employment Relations Innovation & Change

LEEDS UNIVERSITY BUSINESS SCHOOL



UNIVERSITY OF LEEDS



15 Years Anniversary Brochure

CERIC



CONTENTS

WELCOME FROM THE DIRECTORS	4
CERIC TIMELINE	5
RESEARCH THEMES	6
WORKING GROUPS	7
STAFF PROFILES	8
CERIC directors	8
Core members	10
Support staff	21
RESEARCH TRAINING & DEVELOPMENT	23
Post-doctoral programme	23
Post-doctoral research fellows	24
Doctoral academy	26
Current doctoral students	27
INTERNATIONAL NETWORKS AND VISITORS	28
RESEARCH PROJECTS	30
Selected current projects	30
Selected recent projects	33
SELECTED PUBLICATIONS	36

WELCOME FROM THE DIRECTORS

Welcome to the 15th anniversary brochure from the Centre for Employment Relations, Innovation and Change.

The Centre for Employment Relations, Innovation and Change (CERIC), based at the University of Leeds, is a focal point for research and knowledge transfer around the changing dynamics and future of work, employment and labour markets. It is one of the largest interdisciplinary groups of social scientists working in this field in the UK. CERIC was founded in 2005, by Professor Mark Stuart and Professor Ian Kirkpatrick, and in this anniversary brochure, we are delighted to share with you our key research highlights and achievements from the past 15 years, as well as our future plans.

We will be marking our 15th year anniversary with a range of activities, including a series of webinars showcasing CERIC research, and a dedicated celebration event. Our anniversary activities will focus on our three overarching themes of social inequalities, representation and voice and digital futures of work. We have much to celebrate in terms of research and impact in the past 15 years. We have had a wealth of high impact publications. CERIC has held the Editorship of the leading international journal *Work, Employment and Society* from 2011 to 2014 and the Stewardship of the *British Universities Industrial Relations Association* from 2013 to 2016. We have hosted major

international conferences including the *International Labour Process Conference* in 2011, and *Work, Employment and Society* and the *British Universities Industrial Relations Association* annual conference in 2016, alongside many other events and workshops attracting international delegates, including, most recently, our *Disrupting Technologies* conference in January 2020. Over the years, CERIC has acted as a focal point for visiting researchers, attracting colleagues from Australia, USA, China, Turkey, Spain, Finland, Germany, Italy and Sweden.

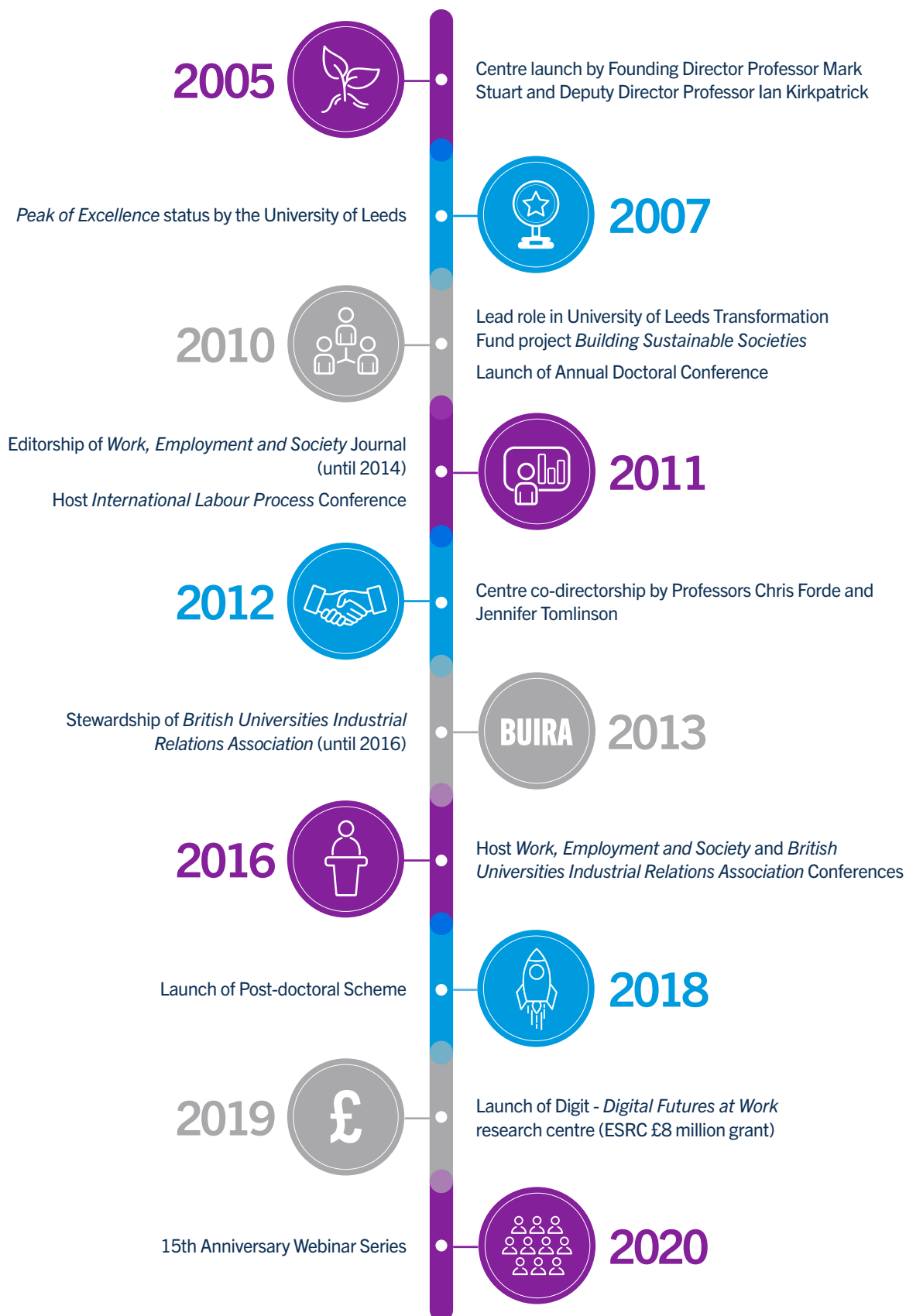
We have exciting years ahead. From January 2020, CERIC is jointly hosting, with the University of Sussex, the ESRC Digital Futures at Work Research Centre (Digit), an £8 million investment in research into the impact of digitalisation on the future of work. This will form a central pillar of our future research activity, alongside other streams of research, notably recognised in our newly established themes and working groups.

We look forward to collaborating with many of you in 2020 and beyond.

Professors Jennifer Tomlinson, Mark Stuart, and Chris Forde



CERIC TIMELINE



RESEARCH THEMES

CERIC's research activities are organised around 3 overarching themes: social inequalities, representation and voice, and digital futures of work.

Social inequalities

As social and economic changes unfold, the patterns and dynamics of inequalities shift and change. Identifying and understanding inequalities within work, employment and employment relations is an important aspect of the work of many CERIC scholars. Our research explores the construction, distribution and persistence of inequalities within a range of domains spanning work, employment, careers, professions and occupations, education and skills, representation and mobilisation. Research interrogates different analytical levels ranging from the individual and organisational to the economic, state and international levels. CERIC has a critical mass of expertise in the area of gender (in)equalities, feminist perspectives and analysis of work-family-care interdependencies. Moreover, scholars have an interest in understanding a range of aspects of inequality such as race and ethnicity, disability, age and class. A further focus of our work on this theme is on mobility, migration and citizenship. Our interest in inclusive work marks an attention to identifying ways to advance equality and to tackle social exclusion in the domains of work, employment and society.

Voice and representation

The challenges for workers in today's labour markets are formidable. Many workers are experiencing increasingly precarious employment and greater exploitation, yet at the same time traditional collective interest representation is declining. Trade union response to the impact of neoliberalism in the economic and political arenas has been muted, despite recognition that there is a need to (re)organise new groups of workers in sections

of the labour market that have remained outside the remit of trade unions. Members of CERIC study the industrial relations and social impact of the restructuring of labour and employment relations (such as the growth of subcontracting and agency employment) and the consequences of this for collective responses to these new conditions. They look at trade unions, community organisations and new forms of labour organising, including research on how technology is impacting upon representation and voice. Research has considered the strategic response of unions to restructuring in both manufacturing and service work (such as hospitality and cleaning); socially responsible restructuring; sex work and sex workers' labour organisation in Argentina; labour unions and the integration of immigrant workers across Europe and the USA, and the extent to which community organising provides a way for unions to expand their research by linking up with organisations outside of the workplace.

Digital futures of work

There is much speculation about how digital technologies are reshaping work, but an absence of robust evidence. A core interest of CERIC is in understanding the impact and interaction of digital technologies for employers, employees and their representatives, job seekers and governments. CERIC research provides theoretically informed, empirically evidenced and policy relevant analysis of the benefits, risks and challenges of digital technologies. From January 2020, a new Economic and Social Research Council (ESRC) funded Research Centre Digit has been established jointly, between CERIC and the University of Sussex. equivalent to £8m commencing in January 2020 for five years. The Digital Futures at Work Research Centre aims to provide a compelling empirical base that will allow policy makers to move beyond current levels of speculation, while contributing intellectually with empirical evidence to contemporary debates on the future of work.



WORKING GROUPS



Each year, CERIC also looks to refresh its research interests, to engage with emerging ideas and debates. The establishment of working groups each January, developed through collaborative discussion, offers one of the ways that we seek to refresh our activities.

In 2019 - 2020, working groups explored:

- the future of pay;
- reconceptualising inclusion;
- technology at work; and
- methodology in the study of work.

A number of these working groups have resulted in concrete research projects, workshops and events, and funding applications are planned. Future working groups are likely to explore climate change, regulation and sustainability and work.

I CERIC DIRECTORS**Professor Mark Stuart (FACSS)**

Founding Director of CERIC, Montague Burton Professor of Human Resource Management and Employment Relations, Leeds University Business School Pro Dean for Research

M.A.Stuart@lubs.leeds.ac.uk

Areas of expertise

Labour-management Partnership and the Modernisation of Employment Relations; Trade Union Change; Skills and Vocational Education and Training; Trade Union-led Learning; Industrial Restructuring; Restructuring; Job Loss and Adjustment; Comparative Perspectives.

Profile

Mark is the Founding Director of CERIC. He has published more than 150 monographs, articles, chapters and reports in the field of employment relations and has attracted more than £10 million of external research income. His current interests focus on digital innovation and the future of work, and, from 2020, he will co-direct, in collaboration with the University of Sussex, a new research centre Digital Futures at Work (Digit), funded by a £8 million grant from the ESRC. A Fellow of the Academy of Social Sciences, Mark is past President of the British Universities Industrial Relations Association (BUIRA), past Editor-in-Chief of Work, Employment and Society and past Chair of the International Section of the Labor and Employment Relations Association (LERA). He is a sub panel 17 member for the 2021 Research Excellence Framework exercise, and editorial board member for Human Resource Management Journal and Labour and Industry. He has held visiting positions in Australia (Sydney, Monash, Griffith), America (Cornell), Sweden (NIWL) and France (Toulouse).



CERIC DIRECTORS

Professor Chris Forde

Co-Director of CERIC,
Professor of Employment Studies

C.J.Forde@lubs.leeds.ac.uk

Areas of expertise

Work; Employment; Migration; Gig Economy; Temporary and Contingent Work; Digitalisation of Work; Restructuring; Job quality; Quantitative and Qualitative Methods.

Profile

Chris' research interests look at the changing nature of work, with a particular focus on the areas of temporary agency working job quality and the gig or platform economy. He also conducts research into migration, looking in particular at the experiences of migrant workers, asylum seekers and refugees. He has published widely across these interests and has received funding for his research from ACAS, BIS, the European Parliament, the International Labour Organisation, and the Home Office.



Professor Jennifer Tomlinson

Co-Director of CERIC,
Professor of Gender and Employment Relations

J.Tomlinson@leeds.ac.uk

Areas of expertise

Gender; Inequalities; Employment Relations; Flexible Working and Work-life Balance; Part-time Work; Professional and Managerial Occupations.

Profile

Jennifer's research focuses on various aspects of gender and (in)equalities in organisations, occupations and labour markets, as well as social theories of gender relations. She has been involved in high profile commissioned work including the Women and Work Commission (2006) and, more recently, she has undertaken research on gender and diversity in the legal profession commissioned by the Legal Services Board (2010) and the Solicitors' Regulation Authority (2017).

Jennifer is now working on an ESRC project funded by the UKRI Rapid Response COVID scheme on the impact of COVID on the sustainability of the Early Years Childcare sector in England and Wales with Kate Hardy (PI) and Helen Norman.



■ CORE MEMBERS



Dr Navneet Agnihotri

Teaching Fellow in Management Consulting

N.Agnihotri@leeds.ac.uk

Areas of expertise

Experience of Professionals; Sensemaking and Identity Work of Knowledge Workers; Management Consultancy and Advisory Practice; Digitalisation and Future of Work; Organisational Change and Leadership.

Profile

Navneet’s research interests are focused on critically exploring the experiences of professionals and managers in organisations. He is particularly interested in sensemaking and identity work of management consultants and other knowledge workers. Currently, Navneet is also interested in how digitalisation is influencing/changing the nature of professional work and shaping its future.



Dr Gabriella Alberti

Associate Professor in Work and Employment Relations

G.Alberti@leeds.ac.uk

Areas of expertise

Labour Migration; Precarious Work; Transnational Mobility; Intersectionality; Equality and Inclusion; Social Movements; Employee Voice; Platform Work; Social Protection; European Union; Brexit.

Profile

Through an intersectional feminist Marxist lens Gabriella’s research focuses on migrant precarious employment, intra-EU mobility, migration and temporary agencies, trade unions, social movements and community organising.

CORE MEMBERS



Dr Manhal Ali
Research Fellow
M.M.Ali@leeds.ac.uk

Areas of expertise

Organisational Economics; Managerial Economics; Digital Economy; Data Science.

Profile

Mahal joined the Leeds University Business School as a Quantitative Digit Research Fellow in February 2020. Prior to that he worked as Post-Doctoral Researcher at the Oxford Department of International Development, University of Oxford. He earned his PhD in Health Economics from the University of Manchester and MSc in Economics from the University of Bristol. Manhal's research interests are in the areas of managerial and organisational economics, applied data science and digital economy.



Dr Sundeep Aulakh
University Academic Fellow
S.Aulakh@leeds.ac.uk

Areas of expertise

Organisation and Management of Professional Service Firms; Sociology of Professions; Legal Profession; Management Consultants; Regulation, Ethics, Compliance; AI Digital Technologies; Discourse Analysis.

Profile

Focusing on professions and professional organisations, Sundeep's research interests include: AI and lawtech discourse, technological innovation in legal services and its impact on providers, practitioners, and the prospects for social justice. She is also interested in professional associations; routes to professionalisation; new organisational forms; diversity, equality and inclusion in professional occupations; and practitioner well-being.



Dr Alexander Beresford
Associate Professor in
African Politics
A.Beresford@leeds.ac.uk

Areas of expertise

African Politics; South Africa; Rwanda; Corruption; Liberation Movements; Labour and Work; Transitional Justice.

Profile

Alexander is currently collaborating with CERIC on projects relating to automation and labour market change in South Africa.



Dr Ioulia Bessa
University Academic Fellow in Work
and Employment Relations
I.Bessa@leeds.ac.uk

Areas of expertise

Flexible Working Arrangements; Work-Life Balance; Life/ Job Satisfaction and Wellbeing; Zero-Hour Contracts; Precarious Employment and Precarity.

Profile

Ioulia's research focus includes non-standard forms of employment and their connection to low pay, insecurity, employment/unemployment in insecure and recessionary contexts, job quality and satisfaction among different European contexts.

I CORE MEMBERS

Dr Zlatko Bodrožić
Lecturer in Information
Management
Z.Bodrozic@leeds.ac.uk

Areas of expertise

Digital Transformation; Evolution of Organisations; Organisation and Sustainability; Innovation; Organisation Development; Digital Technologies; Organisation Theory; Neo-Schumpeterian Theory.

Profile

Zlatko's research focuses on the evolution of technologies, organisational paradigms/management models, and public policy (see for example Administrative Science Quarterly, March 2018). In particular, he is interested in digital transformation and the sustainability of societies. At the European Group of Organisational Studies conferences (2021-2024), he acts as co-ordinator of the Standing Working Group "Organisation Studies in the Anthropocene: System Change, not Climate Change". In December 2019, Zlatko received the Dean's Award for Teaching Excellence.



Professor Andrew Brown
Professor of Economics
and Political Economy
A.Brown@lubs.leeds.ac.uk

Areas of expertise

Value and Growth; Financialisation; The Euro; Job Quality and Job Satisfaction; Wellbeing; Infrastructure Economics; ICT.

Profile

Andrew leads large-scale interdisciplinary research projects across economists, engineers, mathematicians, environmental scientists and social scientists. His paper on critical realism and systematic dialectics was winner of the 2015 Sage prize for Innovation and/or Excellence.



Professor Andy Charlwood
Professor of Human Resources
Management
A.Charlwood@leeds.ac.uk

Areas of expertise

HR Analytics; Subjective Well-being at Work; Job Quality; Working Time; Worker Voice.

Profile

Andy's main research interests are in the areas of job quality, well-being at work, HR and people analytics. He is interested in the ways in which analytics and the digitisation of people management are changing HRM. His research is interdisciplinary in its approach, drawing on ideas and methods from the sociology of work and employment, work psychology and labour economics.



**Dr Zinovijus (Zyama)
Ciupijus**
Lecturer in HRM and Employment
Relations
Z.Ciupijus@lubs.leeds.ac.uk

Areas of expertise

EU Labour Migration; Local Dynamics of Migrant Integration; Kinship and Ethnicity Networks; Experiences of Informal Work and Labour Migrants' Interactions with Voluntary, Trade Union and Statutory Groups.

Profile

Zyama's research interests are primarily centred around international labour migration. He has been engaged in studying migration to destinations unaccustomed to ethnic diversity and representation of labour migrants on local, national and transnational levels. His work is also focused on the role of kinship and ethnic networks in shaping migrants' labour market trajectories.

■ CORE MEMBERS



Dr Hugh Cook

Associate Professor in Employment Relations and HRM

H.S.T.Cook@leeds.ac.uk

Areas of expertise

Strategic HRM Implementation; HRM Outcomes and Job Stress; Trade Union Partnership; Adult Skills and Training; Job Satisfaction.

Profile

Hugh's research focusses on the implementation of strategic HRM systems. He is also interested in trade union bargaining practices, the contribution of trade unions to skills provision in the UK economy, and union modernisation and renewal. Finally, Hugh is part of an ongoing project researching job satisfaction and job quality across multiple professions, including junior doctors.



Dr Jo Cutter

Lecturer in Work and Employment Relations

J.Cutter@leeds.ac.uk

Areas of expertise

Organisational Change; Trade Union Modernisation; Collective Bargaining; Labour Market Institutions and Labour Mobility; Skills and Training Systems; Professional Work; Low Carbon Transitions.

Profile

Jo's research focuses on organisational change, systems of skill formation and worker representation. She is currently undertaking research on these themes in relation to two areas: the impact of climate change mitigation strategies on work, jobs and skills and the re-shaping of UK labour mobility and workers' rights resulting from the 2016 EU 'Brexit' Referendum.



Dr Ian Greenwood

Associate Professor in HRM and Industrial Relations

I.Greenwood@lubs.leeds.ac.uk

Areas of expertise

Deindustrialisation, its Social Consequences and Collective Bargaining for Deindustrialisation; Community Unionism; Industrial Strategy; Life Course Research.

Profile

Ian's current research focuses on bargaining around deindustrialisation, the strategic choices that employers and trade unions make and the social impact of deindustrialisation on steel workers and their communities. Ian is interested in the life course of redundant steel workers, and increasingly the utilisation of film to capture these experiences. He also researches industrial strategy of both the steel industry and in its broader context.



■ CORE MEMBERS



Professor Irena Grugulis
Professor of Work and Skills
I.Grugulis@leeds.ac.uk

Areas of expertise

Learning and Skill; Skills and Work; Skills in the Creative Industries; Skills and Gender; Low skills/low Wage Work; Managerial Work; Managerial Skills.

Profile

Irena’s principal research interests lie in the area of skills, particularly the way that organisations attempt to shape their employees and the impact and implications of this for the employees themselves. The notion of a partial coincidence of interest between employer and employee is central to much industrial relations writing but has been largely neglected in the more prescriptive human resource development literature and Irena has tried to remedy this omission.



Dr Kate Hardy
Associate Professor in Work and Employment Relations
K.Hardy@leeds.ac.uk

Areas of expertise

Sex Work; The Body and Work; Disability; Gender and Work; Black, Informal and Underground Economies; Paid and Unpaid Work and Labour; Theorising Work and Labour; Labour Organising and Social Movements; Trade Union Organising; Women’s Movements; Disability; Agency and Resistance.

Profile

Kate’s overarching research considers issues of gender, work, employment, inequalities and collective organising from a Marxist-Feminist perspective. She has worked on sex work in Argentina and the UK for over ten years, using a collaborative approach to explore employment relations, collective organising and social reproduction. Her wider interests include self-employment, informal work and digital transformations in women’s work.

Kate is now working on an ESRC project funded by the UKRI Rapid Response COVID scheme on the impact of COVID on the sustainability of the Early Years Childcare sector in England and Wales.



CORE MEMBERS



Professor David Hesmondhalgh

Professor of Media, Music and Culture

D.J.Hesmondhalgh@leeds.ac.uk

Areas of expertise

Media Industries, Contemporary and Historical; Music, Society and Culture, including Popular Music; Media Work; Media and Cultural Policy.

Profile

Much of David's research has been about music, media industries and media production. His main cultural policy interests are creative industries policy, arts policy, copyright and cultural labour.



Professor Jane Holgate

Professor of Work and Employment Relations

J.Holgate@leeds.ac.uk

Areas of expertise

Industrial Relations; Labour and Community Organising; Trade Unions; Social Movements; Labour Migration; Equality; Diversity and Intersectionality.

Profile

Jane's main area of research has been around labour and community organising. She has worked closely with unions who are attempting to rebuild the union movement. Other areas of study have been around inequality at work and the impact upon workers. Using an intersectional framework has allowed Jane to explore the impact of identity on all aspects of the employment relationship.



Dr Yujie Hu

Teaching Fellow in Work, Employment Relations and HRM

Y.Hu2@leeds.ac.uk

Areas of expertise

Discrimination; Longitudinal Method; Internationalisation of Higher Education; Challenges for East Asian International Students; Stereotype and Chinese Migrant.

Profile

Yujie teaches research methods, HRM, international employment policy, change management and communication. She is active in CERIC working groups.



Dr Jo Ingold

Associate Professor of Human Resource Management and Public Policy

J.Ingold@leeds.ac.uk

Areas of expertise

Public Policy; Active Labour Market Policies; Recruitment; Workplace Inclusion.

Profile

Jo's research covers active labour market programmes in comparative context; employability and skills; disadvantaged labour market groups; workplace inclusion; recruitment and selection; and evidence and policy making. Her most recent research has focused on employer engagement in employability and skills programmes. Currently Jo is working on re-conceptualising inclusion in the workplace. At the end of August 2020 Jo takes up an Associate Professor of Human Resource Management role in the Department of Management, Deakin Business School, Melbourne, Australia.

I CORE MEMBERS**Dr Jana Javornik**

Associate Professor of Work and
Employment Relations

J.Javornik@leeds.ac.uk

Areas of expertise

Work-family Policy; Female and Parental Employment; Equality; Diversity; Inclusion; Job Design and Workplace; Comparative Methodology; Social Sustainability; Higher Education.

Profile

Jana's research interests focus on comparative work-family policies and their impact across social groups and welfare states, the persistence and change of inequalities at the intersection of production and social reproduction. She also researches on equality, diversity and inclusion in the labour market; opportunity gaps in the labour markets; recruitment, retainment and progression; diversity management and changing organisational practices more broadly. Jana is currently on secondment serving as interim Director-General of Higher Education, Government of Slovenia.

**Dr Hyunyoung Jo**

Lecturer in Human Resource
Management

H.Jo@leeds.ac.uk

Areas of expertise

High-performance Work Systems; Employee Motivation and Behaviour; Well-being at Work; Leadership; Emotional Labour; Service Management.

Profile

Hyunyoung's work is located at the intersection of strategic human resource management, organisational behaviour, and service management. Using quantitative research methods, her current research primarily explores the effects of HR practices on employee and organisational outcomes, focusing on psychological processes behind the behaviour exhibited by employees in various service contexts.

**Dr Simon Joyce**

Research Fellow

S.Joyce1@leeds.ac.uk

Areas of expertise

Platform Work; Gig Economy; Platform Worker Organisation and Resistance; Workplace Level Employment Relations; Industrial Relations Theory; Marxist Theory; The State and Employment Relations; History of Employment Relations.

Profile

Simon's main research interest is in processes of change in employment relations: how changes in state policy, political economic conditions, employer strategy, and management systems affect the everyday experience of work, and how responses to those changes from the people affected by them in turn generate resistances and reshaping of management approaches. He is currently researching platform work and the gig economy.

**Dr Sarah Mollitt**

Senior Teaching Fellow in Work
Employment Relations HRM

S.E.Mollitt@leeds.ac.uk

Profile

As a LUBS funded Doctoral Researcher, Sarah's thesis specifically looked at ways in which agency workers could be strategically deployed to enhance organisational effectiveness and the implications of their use upon the NHS. After completing her PhD, Sarah taught on a part time capacity within Work and Employment Relations division, whilst also working at the Bradford School of management teaching both Undergraduates and Postgraduates on the HRM programs. Since joining Leeds in a full-time capacity in 2013 she has fulfilled a number of roles including Deputy Director for HRM Masters Programme and module leader on the HRM Masters core course.

CORE MEMBERS



Dr Adrian Murton

Lecturer in Management
Consulting

A.C.S.Murton@leeds.ac.uk

Areas of expertise

Organisational Dynamics; Psychodynamics and Organisations; OD and Organisational Change; Equality and Inclusion at Work.

Profile

Adrian's current research interests explore change agency; in particular local initiatives in developing change capabilities in organisations (including in Universities) and communities. Examining the potential for grass-roots activities to bring about change and to challenge narratives around organisational inertia.



Dr Helen Norman

Senior Research Fellow

H.Norman@leeds.ac.uk

Areas of expertise

Fathers; Fatherhood; Parenting; Gender Inequalities in Work and Care; Gender Division of (paid and unpaid) Work; Work-family Reconciliation; Cross-national Comparative Research; Quantitative Methods.

Profile

Helen's research interests focus on fathers and fatherhood, the gendered division of labour and gender inequalities in work, employment and family life. She is also interested in cross-national variations of gender inequalities in work, employment and care practices, and gender equality policies in Europe. Much of her work uses quantitative analysis to explore how policy regimes, gender role attitudes, socio-demographics, employment hours and other employment related factors affect unpaid work (childcare and housework), work-family reconciliation and working-time.

I CORE MEMBERS**Dr Liz Oliver**

Lecturer in Employment Law
E.A.Oliver@lubs.leeds.ac.uk

Areas of expertise

Employment Law; Equality and Inclusive Work; Learning Disability and Employment; Work-family Research; Platform Work; EU Social Law; Brexit; Socio-legal Studies; Action Research.

Profile

Liz's socio-legal research seeks to understand legal issues and developments in a wider social and political context. She has a particular interest in issues of equality and inclusion. Liz's research often has a European dimension. She has contributed a legal analysis to European Parliament funded research in the area of EU social rights and the social protection of workers in the platform economy.

**Professor Andrew Robinson**

Professor of Accounting
and Performance
A.M.Robinson@Lubs.leeds.ac.uk

Areas of expertise

Employee Ownership; Employee Share Ownership; Financial Participation.

Profile

Andrew's research focuses on employee ownership, governance and financial participation. He has published widely on these topics and acted as a consultant to leading international organisations. He has been involved in numerous UK and European research projects on employee ownership and financial participation and is co-founder of the White Rose Employee Ownership Centre (WREOC) which is at the forefront of research into the burgeoning employee owned sector in Britain.

**Dr Alan Roe**

Lecturer in Work and
Employment Relations
busaroe@leeds.ac.uk

Areas of expertise

Collective Bargaining; Employers' Associations; Workplace Conflict; Union Learning; Disability in the Workplace; Bullying in Higher Education.

Profile

As well as his interest in conflict and the employers' agenda in printing, Alan has been involved in research and publications on the nature of trade unionism, job regulation and managerial challenges in the UK.

**Dr Meenakshi Sarkar**

Teaching Fellow in Work,
Employment Relations and HRM
M.Sarkar@leeds.ac.uk

Areas of expertise

Diversity Management; Occupational Segregation; Ethnic Minorities; Migration, Mobility and Citizenship; British Pakistani taxi drivers; Intersectionality; Ethnography; Bourdieusian studies.

Profile

Meenakshi's research interests span across occupational segregation and employment challenges for ethnic minorities. Her doctoral research focussed on the employment challenges faced by British Pakistani men and why a quarter of them drive taxis for a living. Her future research focus is on the impact of the current Covid-19 crisis on ethnic minorities employment, intersectional challenges for ethnic minorities in high and low skilled migration, visa and citizenship challenges for non-EU migrants in a post Brexit world.

CORE MEMBERS



Dr Jiachen Shi

Teaching Fellow in Human
Resource Management
J.Shi3@leeds.ac.uk

Areas of expertise

Strategic Human Resource Management; Rhetoric and Realities of HRM; HRM Reform; External Environmental Forces to SHRM; Chinese Approach to HRM; Labour Law; Economic Institutions; Labour Migration; Contextual Performance; Personalities; Job Satisfaction; Transition Economies; Financial Services Sector.

Profile

Jiachen researches the rhetoric and realities of HRM, and the development of Strategic HRM in transitional economies, specifically looking at the roles of the external economic factor, labour law and the role of the state.



Dr Gary Slater

Associate Professor
in Economics
G.Slater@leeds.ac.uk

Areas of expertise

Labour Economics; Employment Trends and Policy; Agency Work; Occupational Change; Macroeconomic Policy.

Profile

Drawing on labour economics and political economy perspectives, Gary's research explores the dynamics of temporary work, working time and the interplay of technological and occupational change.



I CORE MEMBERS**David Spencer**

Professor of Economics and
Political Economy
D.A.Spencer@leeds.ac.uk

Areas of expertise

Labour Economics; Political Economy; History of Economic Thought.

Profile

David's research interests are in the area of the economics and political economy of work. His published research covers several areas, from theories of work and well-being through to automation and the future of work. He also has broader research interests in political economy and the history of economic thought. He seeks ways to extend the understanding of work in social scientific research and to explore ways in which economics can engage constructively with other disciplines in forging a better understanding of work and social reality more generally.

**Esme Terry**

Research Fellow
E.Terry@leeds.ac.uk

Areas of expertise

Sociology of Work and Employment; Changing Nature of Work; Digital Change; Professions and Occupations; Diversity and (In) equalities; Social Class.

Profile

Esme's key research interests revolve around the changing nature of work, particularly in terms of the impact on workers' activities and experiences. In her role at CERIC she is affiliated with the ESRC funded Digital Futures at Work Research Centre, led jointly by the universities of Leeds and Sussex. She is currently researching employers' and employees' experiences of technological change and digital work across sectors, using a qualitative case study approach. Esme's other core research interests lie in the sociology of work and employment, with a particular focus on inequalities in the workplace. Her research on professional service firms explores the dynamics of the Scottish legal sector, lawyers' experiences of work and the role of social class within the law profession.

**Dr Vera Trappmann**

Associate Professor in Work
& Employment Relations
V.Trappmann@leeds.ac.uk

Areas of expertise

Precarious Work; Trade Union Modernisation; Employee Voice; Restructuring; Steel Industry; Platform Work; CSR; Low Carbon Transitions, Circular Economy; Comparative Employment Relations, Biographical Research.

Profile

Vera has a strong record in research on the transition process from socialism to capitalism in Central and Eastern Europe. Her research covered business elites, company restructuring, individual workers' responses to systemic change, as well labour market policies and civil society reorganisation. Her work is of comparative nature. The interplay between institutions and actors' choices interests her in a number of areas: Precarious Work, Voice and Labour Contestations, Responses to Climate Change, Restructuring, or Corporate Social Responsibility. Vera is the founder of the cross-faculty Research Network on Work Labour and Climate Change.

**Dr Charles Umney**

Associate Professor in Work
and Employment Relations
C.R.Umney@leeds.ac.uk

Areas of expertise

Sociology of Work; Theories of Class and State; Social Policy and Marketisation; Cultural Industries; Trade Union Mobilisation.

Profile

Charles' work focuses on competition and solidarity within labour markets and how this influences working conditions. He has published on various topics within this, including studies of marketisation within health and social care sectors, and how digitalization has driven marketisation in the creative industries. He has recently published a book (Class Matters - Pluto Press 2018) which examines the contemporary relevance of Marxist theories of class.

CORE MEMBERS



Dr Danat Valizade
Associate Professor in
Quantitative Methods
D.Valizade@leeds.ac.uk

Areas of expertise

Job Quality; Labour Market Polarisation; Quantitative Social Science; Employee Voice.

Profile

Danat's research interests coalesce around the changing nature of work, labour market polarisation, disparities in the quality of work and their effect on performance and wellbeing. His empirical research rests on the application of data science, advanced statistical techniques and machine learning algorithms to draw meaningful insights from raw data. His research fosters a better understanding of causal mechanisms underpinning contemporary tendencies in work and employment.



Professor Jonathan Winterton
Professor of Work and Employment
J.C.Winterton@leeds.ac.uk

Areas of expertise

Human Capital; Employment; High Involvement Work; Skill Utilisation; Vulnerable Workers.

Profile

Jonathan's research interests centre on human capital, where he has made contributions along two axes: one concerned with the quality of work and the other with how human capital is developed, deployed and retained. On the quality of work axis, he focuses on the good, in the form of anthropocentric work organization and high involvement work processes; the bad, where restructuring causes precarious work; and the ugly, in the form of modern slavery. On the other axis he has analysed skill formation systems, competence and employability; skill utilization and skills mismatch; and labour turnover and human capital retention.

SUPPORT STAFF



Anastassia Belynskaia
CERIC Project Officer
a.belynskaia@leeds.ac.uk

Profile

Anastassia joined the team in 2017 on a part-time basis after 14 years at the University of Bradford, where she held the role of a Senior Administrator in the Faculty of Social Sciences, assisting with post-award research and knowledge transfer activities and coordinating events, CPD courses and recruitment activities in the faculty. Her current role is to support CERIC directors and academics in their research-related activities, including internal and external events.



William Collins
CERIC Media Officer
W.P.Collins@leeds.ac.uk

Profile

William joined CERIC in 2010 after 4 years working in Disability Services as a one-to-one Disability Support Worker, Note taker and Mentor for staff and students. Alongside his role as Divisional Administrator for the Work and Employment Relations Division, William's role in CERIC is to support the research endeavours of academics and post-graduate researchers, as well as maintaining the CERIC website and external-facing social media platforms.



RESEARCH TRAINING & DEVELOPMENT



Post-doctoral Programme

CERIC has a vibrant group of post-doctoral researchers. In 2018 CERIC launched an innovative, sector-leading funded post-doctoral scheme, which looks to retain the best Leeds PhD students, and to attract strong post-doctoral candidates externally. With the aim to support up to four post-doctoral fellows per year, we have been successful in recruiting candidates with high potential.

Our postdocs are supported to:

- Work on submission of high-quality articles that have the potential to be world class in terms of their rigour, significance and originality.
- Explore and start-up a new track of research, with some preliminary data collection during year one and more fully developed ideas during year two.
- Develop career plans via ongoing, structured mentoring, with appropriate colleagues within CERIC.
- Contribute towards MA dissertation supervision.
- Mentor post-graduate research students in CERIC.
- Participate in and contribute to the research culture at CERIC.

RESEARCH TRAINING AND DEVELOPMENT

Post-doctoral Research Fellows



Dr Camille Barbagallo

C.Barbaggio@leeds.ac.uk

Areas of expertise

Social Reproduction; Women’s Labour; Neoliberalism; Gender and Employment; Motherhood; Childcare Policies; Domestic Work; Sexualised Labour; Unionisation; Organising; Feminism.

Profile

Engaging specifically with Marxist feminist theories of social reproduction, Camille’s research examines the specific ways that gender and race are implicated in processes of reproductive labour and how the governing political rationality of neoliberalism seeks to extend an ethic of the market into all aspects of life, while at the same time, depending on significant amounts of non-marketised and unwaged reproductive labour.



Dr James Brooks

J.Brooks1@leeds.ac.uk

Areas of expertise

Communities of Practice; Work Based Learning; Organisational Memory; Knowledge Transfer and Creation; Emotional Labour; Managing Emotions at Work; Effects of Emotionally Intensive Labour on Mental Health; Power, Resistance and Control in Organisations.

Profile

James’ research considers communities or practice, work based learning and organisational memory situated in the UK Fire and Rescue Service. He is currently involved in research that considers the impact of emotionally intensive labour on mental health and wellbeing within the financial services industry.



Dr Matthew Cole

M.Cole@leeds.ac.uk

Areas of Expertise

Political Economy of Work; Sociology of Work; Employment Relations; Industrial Relations; Value Theory; Service Work; Technological Change; Automation; Artificial Intelligence.

Profile

Matthew is interested in the history of labour process theory, labour organising in service industries, and the political economy of work. His post-doctoral research concerns the dynamics of human and machine intelligence in navigating interactive service work. The research aims to develop indices of the degree of human-machine cooperation and conflict in service work that had previously resisted automation.



Dr Cheryl Hurst

C.M.Hurst@leeds.ac.uk

Areas of expertise

Inequalities; Inclusion; Gender; Qualitative Methods; Leadership; Interventions; Organisational Change; Elite Organisational Actors.

Profile

Through a discursive and institutional lens, Cheryl’s research addresses the persistent inequality seen between men and women in leadership positions. Cheryl explores discursive constructions of elite organisational actors to better understand why there are variations in the adoption, support, and success of gender equality initiatives despite the widespread rhetoric that improving women’s representation is an organisational priority.

RESEARCH TRAINING AND DEVELOPMENT

Post-doctoral Research Fellows



Dr Chris McLachlan

C.J.Mclachlan@leeds.ac.uk

Areas of expertise

Industrial Relations; Restructuring; Deindustrialisation, Trade Unions, Steel Industry; HR Strategy.

Profile

Chris' research explores the consequences of deindustrialization and organisational restructuring for affected workers and communities, along with the associated industrial relations processes. His doctoral research focused on responsible approaches to restructuring in the UK steel industry, examining the different forms of institutional support aimed at ameliorating the negative effects for workers. This research generated insights into the experiences of displaced workers, the role of trade unions in restructuring processes and employer strategies. Chris is taking up a lectureship position at Cranfield University at the end of October 2020.



Dr Maisie Roberts

M.F.Roberts@leeds.ac.uk

Areas of expertise

Apprenticeships; Skills; Vocational Education and Training; International and Comparative Employment Relations; Comparative Political Economy; Future of Work; Impact of Technology on Work and Employment; Digitalisation: Qualitative Research Methodology.

Profile

Maisie's research seeks to understand how apprenticeship systems respond to ongoing policy reforms and institutional changes and the consequential impact of these changes within the workplace, on employers and apprentices. Her new fellowship develops her research into apprenticeships, with a new angle exploring the effects of the fourth industrial revolution on intermediate skills.



Dr Louise Schreuders

L.W.Schreuders@leeds.ac.uk

Areas of expertise

Health and Social Care Workforce; Nurse Staffing; Nursing Care Quality; Frailty; Applied Health and Social Care Research; Care Quality; Analysis of Routine Administrative Data.

Profile

Louise conducts population level applied health services and social care research. Louise has a clinical background as a Registered Nurse and a Graduate Diploma in Public Health. She is particularly interested in how routinely collected administrative data can be used to study health workforce and the impact of direct care and policy on population health outcomes. She values an approach to research which incorporates engagement with public and third sector parties with shared interests.



Dr Xanthe Whittaker

X.Whittaker@leeds.ac.uk

Areas of expertise

Digital Transformations of Work; Automation; People Analytics and AI/Machine Learning in HRM; Labour Process Theory; Organizational Ethnography.

Profile

Xanthe's research focuses on change and continuity in the nature of work. She draws on feminist and classical Marxist frameworks to analyse the political choices and social relations of organizational and technological change in the labour process. Her most recent research is an in-depth analysis of the possible effects of artificial intelligence (AI) and blockchain technologies on the employment sector.

RESEARCH TRAINING AND DEVELOPMENT

Doctoral Academy

The CERIC Doctoral Academy was established alongside CERIC in 2005. Since then, it has trained over 60 researchers. Each year, CERIC welcomes around six new doctoral researchers and our current cohort numbers around 20. Our doctoral researchers come from a diverse range of countries, including the UK, Europe, North America, China and the Indian and African continents engaged in cutting-edge research on a broad range of topics within the area of work and employment, including migration, labour market disadvantage, pay, vocational education, gender and work.

Our doctoral researchers have dedicated workspace in the Business School. CERIC's vibrant community of academic researchers also allows our doctoral researchers to gain experience of research projects alongside their own doctoral studies. This includes research for government, trade unions and businesses which have significant impact on society. Doctoral researchers are integrated into our CERIC research community through our regular CERIC seminars, our 'Big Ideas' papers in progress sessions, our Reading Groups and our CERIC research lunches. The flagship event in the CERIC calendar is the annual CERIC doctoral conference, which has grown in strength and reputation

since it was established in 2011. The conference typically takes place in May and is now recognised as a leading conference for doctoral researchers to present their work and receive constructive feedback from leading experts in the field. There are prizes awarded for the best paper (£500 towards attendance at a conference of choice) and best poster presentation (£100). The conference is organised and led by doctoral researchers, who decide the theme for the day. In addition to the Business School-funded training and development fund and the conference match funding scheme for every doctoral researcher, CERIC regularly provides funding towards additional activities to train the next generation of engaged researchers. This has included publication workshops and methods training.

CERIC Doctoral Programme Directors: Dr Charles Umney and Dr Ioulia Bessa



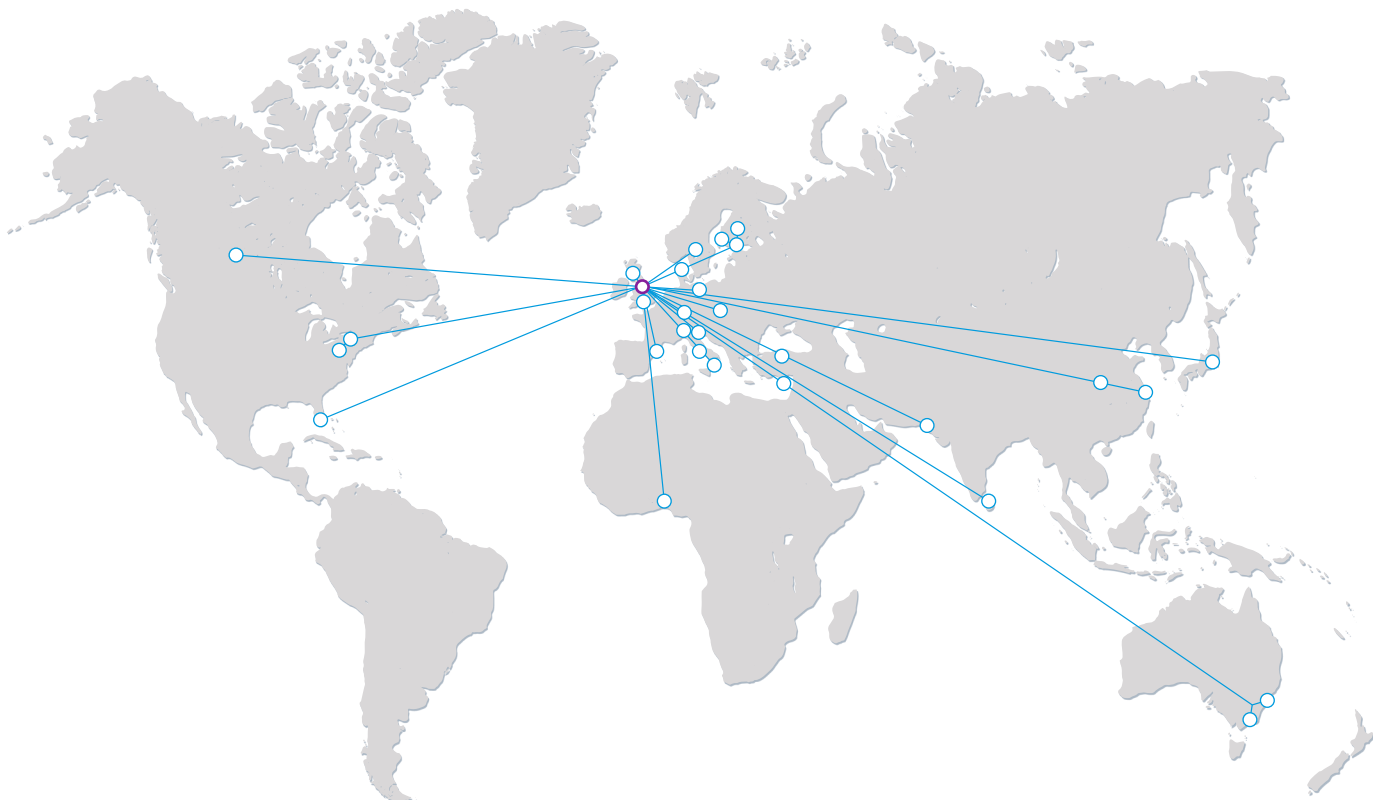
RESEARCH TRAINING AND DEVELOPMENT

Current Doctoral Students

1. **Yusuf Ahmed** “The impact of Initial Teacher Training (ITT) on Teacher Turnover” (supervisors: Andy Charlwood, Charles Umney)
2. **Demh Alghamdi** “Women Second Voice in Saudi Arabia: toward an intersectional perspective in understanding gender inequality at higher education in Saudi Arabia” (supervisors: Gabriella Alberti, Vera Trappmann, Jennifer Tomlinson)
3. **Dunya Alothaim** “Work alienation and workplace technology: The context of Academician Members at King Saud University” (supervisors: Charles Umney, Irena Grugulis)
4. **Mashaal Alsaedi** “Learning at workplace” (supervisors: Alan Roe, Irena Grugulis)
5. **Rana Alyami** “Work Alienation and Workplace Technology: The context of academician members at King Saud University” (supervisors: Chris Forde, Mark Stuart)
6. **Lilith Brouwers** “Conceptualising wider work relations: Third parties in sex work in England” (supervisors: Kate Hardy, Gabriella Alberti)
7. **Jo Burgess** “Gender and Choice: Exploring the Axiom of Disadvantage in Vocational Education” (supervisors: Jennifer Tomlinson, Irena Grugulis, Kate Hardy)
8. **Megan Marie Butler** “Advancing HR management practices using artificial intelligence” (supervisors: Andy Charlwood, Xanthe Whittaker)
9. **Calum Carson** “The Living Wage in the UK: Experiences of Employers and Advocates” (supervisors: Kate Hardy, Gabriella Alberti, Mark Stuart)
10. **Jack Daly** “Understanding the gender pay gap through a framework of hegemonic masculinity” (supervisors: Ioulia Bessa, Vera Trappmann, Jennifer Tomlinson)
11. **Mattia Dessi** “Trade Unions and Black Middle Class in South Africa: a class analysis of the National Union of Mineworkers in the Platinum Mines” (supervisors: Mark Stuart, Alex Beresford)
12. **Nadine Gloss** “Sex Worker Rights Activism in Germany: Constructing Representation through Collective Identity and Mobilisation” (supervisors: Kate Hardy, Elizabeth Oliver, Ian Greenwood)
13. **Almagul Imangaliyeva** “An exploration of soft skills in the human resource management profession” (supervisors: Irena Grugulis, Hugh Cook)
14. **Rebecca Lamont Jiggins** “Reasonable Justice: a critical study of the duty to make reasonable adjustments for disabled people in employment law and practice” (supervisors: Liz Oliver, Jo Ingold)
15. **Fengjie Liu** “The Institutionalization of Collective Labour Disputes in China” (supervisors: Mark Stuart, Charles Umney)
16. **Ne Ma** “Exploring the work-life experience of Chinese single professional women through an intersectional perspective: career aspirations, pressure to get married, and private life” (supervisors: Kate Hardy, Ioulia Bessa)
17. **Clare Matysova** “Shared Parental Leave - A catalyst for progressing gender equality or a reinforcement of the status quo? Exploring the impact of SPL on parents’ decision-making dynamics in the UK” (supervisors: Jana Javornik, Helen Norman, Liz Oliver)
18. **Bianca-Ioanidia Mirea** “An exploration into the dynamics of digital workplaces and workers’ experiences in the platform economy” (supervisors: Chris Forde, Gabriella Alberti, Mark Stuart)
19. **Roopa Nandi** “Digital Revolution – Blurring the distinction between work and non-work” (supervisors: Charles Umney, Irena Grugulis)
20. **Felix Schulz** “The relationship between intra-workplace pay inequality and employee trust in managers: a multilevel moderated mediation analysis” (supervisors: Andy Charlwood, Danat Valizade)
21. **Alexandra Seehaus** “Class Consciousness among Precarious Workers. A comparative study of food couriers and flight attendants in Germany and the UK” (supervisors: Vera Trappmann, Charles Umney, Mark Stuart)
22. **Sarah Spence** “Causes of bullying in NHS midwifery” (supervisors: Andy Charlwood, Kate Hardy)
23. **Lydia Suleh** “Economic recession: impact on training and skills development” (supervisors: Irena Grugulis, Hugh Cook)
24. **Andrew Wool** “Effective Routes to Employment for Young Disabled people” (supervisors: Kate Hardy, Hugh Cook, Jo Ingold)
25. **Gillian Wright** “An examination of the line manager’s perspective on sickness absence management” (supervisors: Jo Ingold, Ioulia Bessa)
26. **Xiaorui Xing** “How do cities attract migrant workers? - a comparative study of Shenzhen and Hangzhou” (supervisors: Jane Holgate, Gabriella Alberti, Jo Cutter)

I INTERNATIONAL NETWORKS AND VISITORS

CERIC has an active visiting scholars' scheme, as well as a more established network of associates and visiting positions.



INTERNATIONAL NETWORKS AND VISITORS

- **Dr Rolle Alho**
University of Helsinki (Finland)
- **Ms Pauline Bader**
University of Tübingen (Germany)
- **Dr Yanli Bai**
East China University of Political Science and Public Administration (China)
- **Professor Marian Baird**
The University of Sydney Business School (Australia)
- **Mr Gary Blake**
Voluntary Action Leeds
- **Dr Max Blumberg**
Blumberg Partnership
- **Dr Thomas Bredgaard**
Aalborg University (Denmark)
- **Mrs Vibeke Byg**
Aalborg University (Denmark)
- **Dr Rosalia Cascon Pereira**
University Rovira i Virgili (Spain)
- **Professor Bert Clough**
Trade Union Congress
- **Dr Rae Cooper**
University of Sydney (Australia)
- **Ms Sonila Danaj**
University of Jyväskylä (Finland)
- **Professor Bradon Ellem**
The University of Sydney Business School (Australia)
- **Dr Birgitta Eriksson**
Karlstad University (Sweden)
- **Professor Gregor Gall**
- **Professor Lena Gonas**
Karlstad University (Sweden)
- **Dr George Gonos**
Florida International University (USA)
- **Dr Ian Greer**
Cornell University's School of Industrial and Labour Relations
- **Professor Bob Hinings**
Athabasca University (Canada)
- **Associate Professor Hiroya Hirano**
Mejiro University (Japan)
- **Dr Christiana Ierodiakonou**
University of Cyprus
- **Dr Marta Kahancova**
Central European Labour Studies Institute (Slovakia)
- **Ms Maria Keil**
Free University Berlin (Germany)
- **Dr Thilakshi Kodagoda,**
University of Colombo (Sri Lanka)
- **Dr Anna Maria Kuokkanen**
Finnish Institute of Occupational Health (Finland)
- **Dr Liisa Lähteenmäki**
University of Turku (Finland)
- **Dr Hongyu Ma**
Northwest Agriculture & Forestry University (China)
- **Professor Robert Mackenzie**
Karlstad University (Sweden)
- **Professor Roderick Martin**
(last UK employer) University of Southampton
- **Professor John McMullen**
Stone King LLP and Visiting Professor at Durham University
- **Professor Timothy Morris**
University of Oxford
- **Dr Annalisa Murgia**
University of Milan (Italy)
- **Dr Martin O'Brien**
University of Wollongong (Australia)
- **Dr Olusegun Oladeinde**
Olabisi Onabanjo University (Nigeria)
- **Dr Burcak Ozoglu**
Middle East Technical University (Turkey)
- **Dr Antonios Panagiotakopoulos**
Norwich Business School (University of East Anglia)
- **Dr Valeria Piro**
University of Padua (Italy)
- **Dr Julie Sadler**
Pennsylvania State University (USA)
- **Mrs Julia Salado-Rasmussen**
Aalborg University (Denmark)
- **Dr Antonio Sanguinetti**
Sapienza University of Rome (Italy)
- **Ms Fabrizia Sarto**
Magna Graecia University of Catanzaro (Italy)
- **Professor Ed Sweeney**
The Aston Logistics & Systems Institute
- **Dr Sharna Wiblen**
University of Wollongong (Australia)
- **Professor Mark Wooden**
University of Melbourne (Australia)
- **Dr Nousheen Zakaria**
Out of Box Ltd (UK) and The Code It Company (Pakistan)

RESEARCH PROJECTS

Selected Current Projects

The impact of COVID-19 on the provision of Early Years childcare in England and Wales

Start/end date September 2020 – January 2022
Funder ESRC/UKRI COVID Rapid Response (£433k)
CERIC investigators Dr Kate Hardy (PI), Professor Jennifer Tomlinson, Dr Helen Norman

Summary

Early Years (EY) childcare is foundational to the UK economy and society given its positive impact on child development and wellbeing. Without provision of formal and informal childcare, parents will not be able to return to work during or after the COVID-19 crisis, exacerbating intra- and interhousehold inequalities. The urgent challenges this project addresses are 1) Disruption to and sustainability of EY childcare provision and 2) Ensuring safe environments for workers, children and families. This project will produce rapid evidence quantifying challenges via four Work Packages. WP1 will involve surveys and interviews with nursery and pre-school group providers. WP2 will provide surveys and interview data experiences of home-based childcare workers. WP3 comprises surveys and interviews with parents and grandparents and WP4 will provide international comparative policy case studies to detail best practice including evidence from countries such as Australia, Germany, Denmark, Sweden. This project will generate large-scale urgently needed evidence on the nature of these challenges, enabling development of solutions and policy measures to support safe and financially sustainable EY childcare provision.

Longitudinal Study: Sex work, violence and HIV in Southern Africa

Start/end date July 2020 – July 2025
Funder AIDSfond (£100k)
CERIC investigators Dr Kate Hardy (PI)

Summary

High rates of HIV infection amongst sex workers have been linked to the high levels of violence that sex workers face from a range of actors. The aim of this research is to ascertain whether the ‘Handsoff’ interventions which aim to empower sex workers and educate the community, families and the police can have a positive and sustainable impact on reducing violence and HIV infections amongst sex workers in: Botswana, Mozambique, South Africa, Zambia and Zimbabwe. The approach uses ‘dialogic collaboration’ which emphasises the importance of relationship building, responsibility and participation in research design and implementation in order to develop more mutual relations between researchers and participants across different geographic locations in the global ‘North’ and ‘South’. We will use a repeated cross-section design, using a survey tool, with focus groups and semi-structured interviews undertaken in order to triangulate the findings of the quantitative data.

COVID-19 and Migration Systems in Transition

Start/end date July 2020 – July 2021
Funder World Universities Network (£10k)
CERIC investigators Professor Chris Forde (PI), Dr Zyama Ciupijus, Dr Jiachen Shi

Summary

The project will explore how migration systems in the UK, China and Australia are evolving as a result of the COVID-19 crisis. The project will examine how stakeholders evaluate the implications of the COVID-19 crisis for migration in terms of migrant workers’ social rights and the challenges facing employers in specific national contexts. The research will be based on stakeholder interviews, interviews with workers, desk based and documentary research. The project is being conducted jointly between the Universities of Leeds, Renmin University of China, and the University of Western Australia.

Insight Development Grant

Start/end date June 2017– June 2021
Funder Social Sciences and Humanities Research Council (SSHRC) (CAD\$80k)
CERIC investigators Dr Kate Hardy (PI)

Summary

Focusing on the regional network Redtrasex (The Network of Latin American and Caribbean Sex Workers), this project will be the first to explore the role and impact of this regional network on local and national sex worker union organising in two country case studies. With the goal of building towards a larger comparative research agenda, this pilot project will focus on Redtrasex and its relationship with local organisations in Colombia and Guatemala. This project will provide new insights into the varying ways in which sex workers in the region are organising in the face of conflicting transnational policy trends. The research will offer new theoretical contributions to how we understand the role of the regional networks in working with national level organisations around labour struggles. In particular, the project will address the ways in which sex workers’ organisations have been able to respond to the challenges of Covid-19, drawing on and expanding their existing practices.

Professional Service Firms and Practitioners of the Future. The Impact of AI-Technologies on Lawyers & Auditors’ Work

Start/end date January 2020 – July 2020
Funder Leeds University Business School Small Research Grant (£13k)
CERIC investigators Dr Sundeep Aulakh (PI)

Summary

Public discourse is dominated by ways in which digital technologies are disrupting the practice and delivery of legal and auditing services. With much of this based on conjecture, this feasibility study is undertaking the preparatory work required for a larger study, which will examine ways in which the day-to-day patterns of professional work are being affected by digital technologies.

RESEARCH PROJECTS

Selected Current Projects

Future of Work Review

Start/end date	January 2020 – April 2020
Funder	European Parliament (€15k)
CERIC investigators	Professor David Spencer (PI), Professor Mark Stuart, Dr Simon Joyce, Dr Xanthe Whittaker and Dr Matt Cole

Summary

This project involves a literature review of academic studies on the impact of digital automation and block chain on the future of work. This is an area of debate with much speculation about whether automation will effect employment, skills, pay, job quality etc. The review aims to sift through competing debates about whether automation leads to job displacement or replacement to explore the wider changes likely to take place in the world of work. A key objective of the research is to offer realistic policy options for the European Union.

The Digital Futures at Work Research Centre (Digit)

Start/end date	December 2019 – December 2024
Funder	The Economic and Social Research Council (ESRC) (£8m)
CERIC investigators	Professor Mark Stuart (Leeds PI), Professor Chris Forde, Professor David Spencer, Professor Andy Charwood, Dr Kate Hardy, Dr Danat Valizade, Dr Ioulia Bessa, Dr Charle Umney and Dr Jo Ingold

Summary

The Digital Futures at Work Research Centre (Digit) aims to advance our understanding of how digital technologies are reshaping work. It examines the impact and interaction of these technologies for employers, employees and their representatives, job seekers and governments. Digit aims to provide a compelling empirical base that will allow policy makers to move beyond current levels of speculation, while contributing intellectually with empirical evidence to contemporary debates on the future of work. Objectives of the Digit include the establishment of a 'Data Observatory' of national and international resources for decision-makers connected with UK Industrial Strategy and welfare policy; an Innovation Fund for financial support for new research initiatives; a career development programme; and the development of an MSc in People Analytics. This research will look at how businesses adopt technologies, ranging from digitalisation to automation, algorithmic management and Artificial Intelligence (AI) and whether this varies according to region, sector and country. Digit will be supported by an advisory board which brings together representatives from organisations including: Ernst & Young, Marks and Spencer, the Department for Work and Pensions, the Chartered Institute of Personnel Development (CIPD), Unionlearn and TUC. Representatives from the Pew Research Centre in Washington, the International Labour Office in Geneva, the German Ministry of Labour and the Royal Society for the encouragement of Arts, Manufactures and Commerce (RSA) are also on the advisory board. Digit is led

by Leeds University Business School and University of Sussex Business School (Professor Jackie O'Reilly, PI) with partners from Aberdeen, Cambridge, Manchester and Monash Universities.

Navigating Reduced Hour Careers: Experiences of Male and Female Executives and Senior Managers

Start/end date	November 2019 – October 2020
Funder	British Academy/Leverhulme (£10k)
Principal investigator	Professor Susan Durbin (University of Bristol)
CERIC investigators	Professor Jennifer Tomlinson

Summary

This project explores the ways in which male and female executives reduce working hours while maintaining highly visible and demanding careers. It is well known the working hours are critical to career advancement and that more women than men seek a reduction in hours at stages in the life-course that are also career defining. Previous research has shown that women face stagnating careers when they reduce their working hours (Durbin and Tomlinson 2010; 2014) but little research has to date focused upon elite careers (exec and senior management) or compared the experiences of men and women who reduce their hours. We ask, in the context of initiatives to create more flexible, inclusive workplace practices, are senior managers and leaders able to successfully navigate careers while working reduced hours? What are the routes to successful reduced hour working at senior levels in major corporations in the UK, and are there any consequences of this form of flexible working for future career development?

Right-wing Populism Among Young Germans and Poles. Analysis of biographical factors for the support of right-wing parties or organisations

Start/end date	July 2019 – December 2020
Funder	German Polish Science Foundation (€69k)
CERIC investigators	Dr Vera Trappmann (PI)

Summary

The project investigates the relationship between precarious work, economic descent and the rise of right-wing populism among young Germans and Poles. Discourse analysis of social media and biographical interviews with political activists in the right spectrum.

Visualising Capabilities: A Graphical Analysis of Work-Family Policies from a Capability Perspective

Start/end date	April 2019 – November 2023
Funder	Swedish Institute for Social Research (SOFI) at Stockholm
CERIC investigators	Dr Jana Javornik

Summary

This project focuses on the extent to which work-family policies

RESEARCH PROJECTS

Selected Current Projects

enhance men and women’s capabilities to balance work and life. We seek to understand and visualise the policy designs in relation to individual, community and societal factors and how this affects people’s work-life capabilities across Europe.

Research Network on Work, Labour and Climate Change

Start/end date February 2019 – February 2022
Funder Leeds University Business School Small Research Grant (£21,778)
CERIC investigators Dr Vera Trappmann and Dr Jo Cutter

Summary

Tackling the challenges of climate change calls for dramatic changes in the way societies produce and consume. Nevertheless, there is a huge gap in studies investigating the relationship between climate change action and society, in particular how it will affect jobs and working conditions, and livelihoods. This network on Work, Labour and Climate Change across the University of Leeds gathers expertise, stimulates debate and is committed to delivering ideas for society, labour and businesses on how to produce and live in a zero-carbon environment and a more ecological sustainable way more generally. The network is ambitious in striving to mitigate climate change.

Platform Work Contestation

Start/end date February 2019 – September 2020
Funder Leeds University Business School Challenge Fund Grant (£19,550)/ International Labour Office (\$12k)
CERIC investigators Dr Charles Umney, Dr Vera Trappmann, Dr Simon Joyce, Dr Ioulia Bessa, Professor Mark Stuart

Summary

Labour protests by platform workers are a critical and growing subject of interest for trade unions and union-friendly researchers. However, to date, studies of platform labour protests have been relatively limited in scope, often taking the form of small-n comparative case studies. By contrast, we intend to develop the Leeds Index of Platform Labour Protest (henceforth the Leeds Index), which assembles a comprehensive database of reported instances of platform labour unrest across the world. CERIC researchers are currently working with the International Labour Office (ILO) to ensure the survey has global reach.

CAPABLE - Enhancing Capabilities? Rethinking Work-life Policies and their Impact from a New Perspective

Start/end date 2018 – 2023
Funder European Research Council (€2m)
Principal investigator Dr Mara A. Yerkes (Utrecht University)
CERIC investigators Dr Jana Javornik, Clare Matysova

Summary

This is a large cross-national study on work-life policies and their impact on gender (in)equalities in work-life

‘balance’ in Europe from a capability perspective. Leeds contributes two case studies, the UK and Slovenia.

Mental Health and Emotional Labour in Debt Collectors

Start/end date June 2018 – ongoing
Funder Innovate UK Knowledge Transfer Partnership (KPT) with Lowells Group (£100,497)
CERIC investigators Dr Hugh Cook (PI), Professor Irena Grugulis, Dr James Brooks

Summary

This is a new project investigating mental health issues and associated HRM systems in front-line call-centre-based debt collectors. So far, we have conducted focus groups with around 150 participants, exploring mental health challenges and the implementation of organisational practices to mitigate mental health risks. The work continues as a productivity focussed KTP.

Relationship Between Care Home Staffing and Quality of Care: A Mixed Methods Approach

Start/end date July 2017 – July 2020
Funder The National Institute for Health Research (NIHR) (circa £900k)
Principal investigator Professor Karen Spilsbury (School of Healthcare)
CERIC investigators Professor Andy Charlwood (Co-I), Dr Danat Valizade (Co-I)

Summary

The aim of this study is to explore and explain the relationship between use of the care home workforce (and the mix of care home staff) and how this affects quality of care; outcomes for residents, relatives and staff; and how money is used to pay for care and its impact on quality. In the UK, 405,000 older people live in 18,000 independently owned care homes (5,153 nursing and 12,525 residential homes). People are entering care homes older, sicker, frailer and have needs that require specialist help, such as dementia. These increased demands on care homes will continue as health and social care systems adapt to having less money from government. Staffing is the largest expense in most care homes and quality depends on the staff working in the home. In recent years quality of care and staffing in the care homes has often been criticised by professionals, people who live in homes and their relatives, and the policy makers making decisions about how much society can afford to pay for this part of the care system. Beyond recognising that ‘staff influence quality’, this project aims to understand more about people who work in care homes and how they affect quality; including how people living in care homes experience care and how much quality costs.

RESEARCH PROJECTS

Selected Recent Projects

LSSI Knowledge Exchange Fellowship

Start/end date	April – October 2019
Funder	ESRC Impact Acceleration Account (£10k)
CERIC investigator	Dr Jana Javornik (PI)

Summary

The KEF focused on the translation and application of earlier research on benchmarking to the Business in the Community (BITC)'s annual listing of employers championing gender equality in the workplace (TT50); this involves a comprehensive submission and assessment process and attracts a range of employers with over 3.9m people. The project reviewed and redesigned the submission, advice, application and assessment processes for its 10-year anniversary in 2020.

Re-conceptualising Inclusion at Work

Start/end date	1 March – 31 July 2019
Funder	Leeds University Business School 2019 Challenge Fund (£18k)
CERIC investigators	Dr Jana Javornik (PI), Dr Jo Ingold, Professor Jenny Tomlinson, Dr Liz Oliver, Dr Chery Brunk

Summary

The project explored organisational practices in the UK to better understand the challenges and complexities of inclusion, diversity and equality in the context of a highly diverse workforce. We developed a network of more than 40 large employers across the UK from both private and public sectors, organised a full-day knowledge exchange workshop in central Leeds in July 2019 and contributed to the 2019 Global Equality and Diversity Conference and Awards in London.

Evaluation of the Migrant Access Project Plus

Start/end date	February 2018 – July 2019
Funder	Leeds City Council (£20k)
CERIC investigators	Dr Gabriella Alberti, Professor Chris Forde, Dr Louise Warwick-Booth (Leeds Beckett University)

Summary

The project evaluated Leeds City Council's Migrant Access Plus Project. The MAP Plus project aimed to promote community cohesion and enhance resilience and sustainability of local communities in Leeds. It used innovative asset-based engagement tools to bring new migrant and settled communities to work together in a way that mutually benefits the wellbeing of everyone in their local area. The evaluation work provided qualitative insight into perceptions of integration and tensions in communities, along with evidence of the impact of support on the migrant communities' abilities to access to housing and primary care services.

Online Platforms and Worker Representation in Live Music

Start/end date	September 2017 – September 2018
Funder	Hans Boeckler Foundation (€10k)
CERIC investigators	Dr Charles Umney, Dr Ian Greer

Summary

This project surveyed and analysed the kinds of online intermediaries that exist in the field of live music in the UK and Germany. It differentiated between “traditional agents”, “digitalized agencies” and “live music platforms”, asking two questions: a) Whether we were able to see a “platformisation” of live music (in other words, could we find an “Uber for live musicians”?) and b) what the consequences of digitalization were for musicians' working conditions. In answer to a), we found that platformisation is very limited in live music, and the more advanced forms of digitalization tend to follow hybrid online-offline models rather than the creation of ideal-typical platforms. However, in response to b), we noted that even those uneven and hybrid forms of digitalization that did exist had the potential to undermine working conditions by tightening market discipline on live music workers.

The Social Protection for Workers in the Platform Economy

Start/end date	December 2016 – November 2017
Funder	European Parliament (€128,745)
CERIC investigators	Professor Chris Forde (PI), Professor Mark Stuart (PI), Dr Simon Joyce, Dr Liz Oliver, Dr Danat Valizade, Dr Gabriella Alberti, Dr Kate Hardy, Dr Vera Trappmann, Dr Charles Umney, Calum Carson

Summary

This study investigated the social protection of workers in the platform economy at the request of the European Parliament's Employment and Social Affairs Committee. The report reviewed literature and previous research on the platform economy with the aims of defining it and developing a typology for understanding its nature. It discussed the growth and drivers of the platform economy, as well as benefits and challenges for workers, reporting findings from 50 interviews conducted with expert stakeholders in eight European countries and from an original survey of 1,200 platform workers. It dissected the different normative layers that need to be considered when looking at the challenges of social protection of platform workers from a legal perspective. Finally, the report drew conclusions and made recommendations concerning arrangements for the provision of social protection for workers in this growing sector of the economy.

RESEARCH PROJECTS

Selected Recent Projects

Migration, Equality and Social Cohesion: Promoting Inter-Community Dialogue in Times of Change

Start/end date	November 2016 – January 2018
Funder	Leeds Social Sciences Institute, ESRC Impact Acceleration Account (£8.5k)
Principal investigator	Professor Louise Waite (School of Geography)
CERIC investigators	Dr Gabriela Alberti, Professor Chris Forde

Summary

The key objectives have been to promote, through knowledge exchange between academics, local authorities and third sector partners, innovative strategies to engage with new migrant communities locally and facilitate dialogue between settled residents and new arrivals through a series of 'listening laboratories', as well as promote migrant voice at the city level.

Mapping Advantages and Disadvantages: Diversity in the Legal Profession in England and Wales

Start/end date	November 2016 – October 2017
Funder	Solicitors' Regulation Authority (£26k)
CERIC investigators	Professor Jennifer Tomlinson (PI), Dr Sundeep Aulakh, Dr Danat Valizade, Professor Andy Charlwood

Summary

This project mapped advantages and disadvantages in terms of diversity in the legal profession in England and Wales. Funded by the Solicitors Regulation Authority, it used their data set of nearly 200,000 solicitors practicing in the legal profession and data on over 8000 firms. The study examined (1) how the legal profession has changed in terms of the diversity characteristics of practising lawyers; whether there are there increasing numbers of lawyers with social characteristics associated with advantage (male gender, white ethnicity) or disadvantage (female gender, minority non-white ethnicity); and (2) how social characteristics associated with social advantage and disadvantage affect career progression in the legal profession. By clustering and mapping a range of individual and firm-level characteristics, this study advanced our understanding of complex inequalities, their formation in the profession and their consequences for diversity and inclusion.

Young Precarious Workers in Poland and Germany: A Comparative Sociological Study on Working and Living Conditions, Social Consciousness and Civic Engagement

Start/end date	March 2016 – December 2019
Funder	German Research Council (circa €800k)
CERIC investigators	Dr Vera Trappmann (PI)

Summary

The project analysed precarious working and living conditions of young workers in Germany and Poland and how these influenced the emergent forms of social, class and political consciousness, individual life strategies and collective civic engagement.

The Beginning of the End of the Housing Crisis

Start/end date	2016 – 2017
Funder	Feminist Review Fund (£7.5k)
CERIC investigators	Dr Kate Hardy (PI)

Summary

Between September 2016 and April 2017, a participatory action research project was undertaken in the London Borough of Newham, examining the experiences of those facing potential or actual homelessness. Its findings reflect extremely high levels of hidden homelessness; serious physical and mental health issues arising or being exacerbated as a result of insecure housing, and an apparently systemic attempt to remove vulnerable people from the London borough.

Evaluation of the Union Learning Fund Rounds 15/16 and Unionlearn

Start/end date	July 2015 – March 2016
Funder	TUC Unionlearn (£127K)
CERIC Investigators	Professor Mark Stuart (PI), Dr Jo Cutter, Dr Hugh Cook, Dr Danat Valizade

Summary

The evaluation built on three previous rounds of ULF evaluation undertaken by CERIC (with approx. £300k of funding), and included a large survey of employers, an employee survey and systematic analysis of administrative data. The study was the first to link employer and learner survey data in relation to union-led learning and was able to chart change from a previous survey of employers conducted by CERIC. It also offered a cost-benefit evaluation of the government's financial return to investment in ULF. The study's findings were used extensively by the TUC to promote the benefits of the union learning agenda and to engage with government officials.

RESEARCH PROJECTS

Selected Recent Projects

Employer Engagement in Employability and Skills Programmes in the UK and Denmark

Start/end date	February 2014 – December 2017
Funder	ESRC Future Research Leaders Programme (£300k)
CERIC investigators	Dr Jo Ingold (PI), Dr Danat Valizade, Professor Mark Stuart

Summary

This research examined the ‘demand-side’ of the welfare to work agenda, by comparing the engagement of employers in active labour market programmes in both countries. The study involved a survey of over 1,500 employers and over 100 interviews with employers and providers of employment services in the UK and Denmark.

Work, Care and Global Transitions

Start/end date	2011 – 2016
Funder	University of Leeds (£1m)
CERIC investigators	Dr Jo Ingold, Dr Ioulia Bessa, Professor Mark Stuart (PI), Professor Sue Yeandle (CIRCLE) (PI)

Summary

CERIC researchers collaborated with researchers in the Faculty of Education, Social Sciences and Law on a major University of Leeds Transformation Fund project looking at Building Sustainable Societies. The research explored the challenges posed by population ageing and global economic uncertainties for systems of work and care.

The Effects of Marketization on Societies: The Case of Europe (TEMS)

Start/end date	January 2012 – December 2016
Funder	European Research Council Starter Grant (€1.15m)
CERIC investigators	Professor Ian Greer (PI), Dr Charles Umney

Summary

In the European Union and beyond, policymakers have come to use the market as a general-purpose policy tool. Dissatisfied with the existing institutions of capitalism, they have introduced price-based competition into new areas of life and ratcheted up competition where markets were already present. Although the recent financial crises have sparked protests and fuelled criticisms of the capitalist system, policymakers are responding with public sector and welfare state reforms that, in fact, constitute an intensification of market relations in society. We label the introduction and intensification of price-based competition ‘marketization’. The aim of the project was to establish a new strand of comparative institutional research into this phenomenon, by developing, grounding, and testing a general theory of marketization. The main proposition that the team assessed was that marketization leads to an increase in inequality, in terms of income, security, and participation; three separate mechanisms are proposed mediating this effect. Qualitative data were collected in four workplace contexts (ports, hospitals, social work, and freelance live music) in four European countries (Finland, France, Greece, and Slovenia).



SELECTED PUBLICATIONS

2020 and forthcoming

Alberti G and Iannuzzi FE (2020) Embodied intersectionality and the intersectional management of hotel labour: the everyday experiences of social differentiation in customer-oriented work, *Gender, Work & Organization*. Online First.

Aulakh S (forthcoming) The March of the Accountants. In Abel R Hammerslev O Sommerlad H and Schultz U (Eds.) *Lawyers in 21st-Century Societies: Vol. II*. Hart Publishing.

Bessa I Charlwood A and Valizade D (2020) Do Unions Cause Job Dissatisfaction? Evidence from a Quasi-Experiment in the United Kingdom, *British Journal of Industrial Relations*. Online First.

Brooks J Grugulis I and Cook H (forthcoming) Rethinking situated learning: participation and communities of practice in the UK Fire and Rescue Service, *Work, Employment and Society*. Online First.

Ciupijus Z, Forde C and Mackenzie R (2020) Micro and meso-regulatory spaces of labour mobility power: the role of ethnic and kinship networks in shaping work-related movements of post-2004 Central Eastern European migrants to the UK. *Population, Space and Place* 25(1): 1-11

Cook H, MacKenzie R and Forde C (2020) Union partnership as a facilitator to HRM: Improving implementation through oppositional engagement. *The International Journal of Human Resource Management* 31(10): 1262-1284

Hardy K and Gillespie T (forthcoming) Infrastructures of social reproduction: dialogic collaboration and feminist comparative urbanism. In Peake L et al eds (2021) *A Feminist Urban Theory for Our Time*, Antipode, London.

Ingold J (2020) Employers' perspectives on benefit conditionality in the UK and Denmark. *Social Policy and Administration* 54(2): 236-249

Ingold J (2020) Employer engagement in active labour market programmes: the role of boundary spanners. *Public Administration* 96(4): 707-720

Mrozowicki A and Trappmann V (forthcoming) Precarity as a Biographical Problem? Young Workers Living with Precarity in Germany and Poland, *Work, Employment and Society*. Online First.

Muzio D Aulakh S and Kirkpatrick I (2020) *Professional Occupations and Organizations (Elements in Organization Theory)*. Cambridge: Cambridge University Press.

Norman H (2020) Does paternal involvement in childcare influence mothers' employment trajectories during the early stages of parenthood in the UK? *Sociology* Vol 54(2): 329-345

Oliver L, Carter C, Stubbs C and Aiello A (2020) Generating interdisciplinary insights to regulate for inclusive employment. In Fielden S Moore M and Wright G eds (2020) *Handbook of Disability at Work*, Springer International Publishing AG

Roe A and Athelstan A (2020) Defending Wellbeing at Work: A Case Study of Autism. In Dundon T and Wilkinson A eds *Case Studies in Work, Employment and Human Resource Management*. Cheltenham UK: Edward Elgar.

Schol F and Ingold J (forthcoming) Activating the 'ideal jobseeker': experiences of individuals with mental health conditions on the Work Programme', *Human Relations*. Online First.

Spencer D and Slater G (2020) No automation please, we're British: technology and the prospects for work. *Cambridge Journal of Regions, Economy and Society* 13(1): 117-134.

2019

Avgoustaki A and Bessa I (2019) Examining the link between flexible working arrangement bundles and employee work effort. *Human Resource Management*

Ciccia R and Javornik J (2019) Methodological Challenges for Comparative Welfare State Research: Capturing Intra-Country Variation in Cross-National Analyses. *Journal of Comparative Policy Analysis: Research and Practice*. 21(1): 1-8

Greer I Samaluk B and Umney C (2019) Toward a precarious projectariat? Project dynamics in Slovenian and French social services, *Organization Studies*, 40(12), 1873-1895

Javornik J and Oliver L (2019) Converting shared parental leave into shared parenting: the role of employers and use of litigation by employees in the UK in Yerkes MA Javornik J and Kurowska A eds *Social Policy and the Capability Approach*, Bristol: Policy Press

Jo HY, Aryee S, Hsiung H-H and Guest D (2019) Fostering Mutual Gains: Explaining the Influence of High-Performance Work Systems and Leadership on Psychological Health and Service Performance. *Human Resource Management Journal* 30(2): 189-225

Jo HY, Aryee S, Hsiung H and Guest D (2019) Human Resource Management, Entrepreneurial Behavior, and Unit Performance in a Retail Context. *Academy of Management Proceedings*

Joyce S, Stuart M, Forde C and Valizade D (2019) Work and social protection in the platform economy in Europe. *Advances in Industrial and Labor Relations* 25: 153-184

McLachlan C, MacKenzie R and Greenwood I (2019) The role of the steelworker occupational community in the internalization of industrial restructuring: the 'layering up' of collective proximal and distal experiences, *Sociology* 53(5): 916-930

SELECTED PUBLICATIONS

Monaghan M and Ingold J (2019) Policy practitioners' accounts of evidence-based policy making: The case of Universal Credit, *Journal of Social Policy* 48(2): 351-368

Tomlinson J, Valizade D, Muzio D, Charlwood A and Aulakh S (2019) Privileges and penalties in the legal profession: an intersectional analysis of career progression. *British Journal of Sociology* 70(3): 1043-1066

Stuart M (2019) Training and development – whose interests does it serve? In Gall, G. (ed) *Handbook on the Politics of Labour, Work and Employment*. Edward Elgar

Stuart M (2019) Industrial Relations of Training. In Unwin L and Guile D (eds) *International Handbook of Vocational Education and Training*. Wiley.

Yerkes MA, Javornik J (2019) Creating capabilities: Childcare policies in comparative perspective. *Journal of European Social Policy* 29(4): 529-544

Yerkes MA, Javornik J and Kurowska A eds. (2019) *Social Policy and the Capability Approach: Concepts, Measurements and Application*. Policy Press

2018

Alberti GL and Però D (2018) Migrating Industrial Relations: Migrant Workers' Initiative within and outside Trade Unions. *British Journal of Industrial Relations* 56(4): 693-715

Alberti G, Bessa I, Hardy K, Trappmann V and Umney C (2018) Editorial Introduction 'In, Against and Beyond Precarity: The Struggles of Insecure Workers' *Work, Employment and Society* 32(3): 447-457

Aulakh S and Kirkpatrick I (2018) New governance regulation and lawyers: When substantive compliance erodes legal professionalism. *Journal of Professions and Organization* 5(3): 167-183

Aulakh S and Loughrey J (2018) Regulating Law Firms from the Inside: The Role of Compliance Officers for Legal Practice in England and Wales. *Journal of Law and Society* 45(2): 254-281

Ciupijus Z, MacKenzie R and Forde C (2018) 'The worker branch in Yorkshire as a way of organizing Polish migrants: exploring the process of carving out diasporic spaces within the trade union structure', *Journal of Ethnic and Migration Studies* Online First

Cohen R Hardy K and Valdez Z (2018) Introduction to the Special Issue, Everyday Self-Employment, *American Behavioural Scientist* 63(2): 119-128

Cook H, MacKenzie R and Forde C (2018) Union partnership as a facilitator to HRM: Improving implementation through oppositional engagement, *The International Journal of Human Resource Management* 31(10): 1262-1284

Gall G and Holgate J (2018) Rethinking Industrial Relations: appraisal, application and augmentation. *Economic and Industrial Democracy* 39(4): 561-576

Gillespie T Hardy K and Watt P (2018) Austerity Urbanism and Olympic Counter-legacies: Gendering, Defending and Expanding the Urban Commons in East London, *Environment and Planning D: Society and Space* 36(5): 812-830

Hardy K and Cruz K (2018) Affective organising: organising self-employed sex workers in Argentina, *American Behavioural Scientist* 63(2): 244-261

Hardy K and Rivers-Moore M (2018) Compañeras de la calle: sex worker organising in Latin America, *Moving the social: journal of social history and the history of social movements* 59: 97-114

Holgate J (2018) Trade unions in the community: building broad spaces of solidarity. *Economic and Industrial Democracy. Online First*.

Holgate J, Simms M and Tapia M (2018) The limitations of the theory and practice of mobilization in trade union organizing. *Economic and Industrial Democracy* 39(4) 599-616

Jo HY, Aryee S, Hsiung H-H and Guest D (2018) High performance work systems and role performance: A cross-level test of the AMO framework. *Academy of Management Proceedings*

Ogbonnaya C and Valizade D (2018). High performance work practices, employee outcomes and organizational performance: a 2-1-2 multilevel mediation analysis, *The International Journal of Human Resource Management* 29(2): 239-259

Schulte L Greer I Umney C Symon G and Iankova K (2018) Insertion as an alternative to workfare: Active labour-market schemes in the Parisian suburbs, *Journal of European Social Policy*, 28(4), 326-341

Tomlinson J, Baird M, Berg P and Cooper R (2018) Flexible careers: advancing scholarship and practice, *Human Relations* 71(1): 4-22

Wilkinson K, Tomlinson J and Gardiner J (2018) The perceived fairness of work-life balance policies: A UK case study of solo-living managers and professionals without children, *Human Resource Management Journal* 28(2): 325-339

2017

Bessa I and Tomlinson J (2017) Established, accelerated and emergent themes in flexible work research. *Journal of Industrial Relations* 59(2): 153-169

Brown A, Spencer D and Veronese Passarella M (2017) The Extent and Variegation of Financialisation in Europe: A Preliminary Analysis. *Revista de Economia Mundial (World Economy Journal)*. 49-70

SELECTED PUBLICATIONS

Charlwood A, Trusson C and Stuart M (2017) Human Capital Metrics: Assessing the Evidence of the Value and Impact of People Data, CIPD Technical Report. Chartered Institute of Personnel and Development. London.

Forde C, Stuart M, Joyce S, Oliver L, Valizade D, Alberti G, Hardy K, Trappmann V, Umney C and Carson C (2017) *The Social Protection of Workers in the Collaborative Economy*, Report for European Parliament Employment and Social Affairs Committee, December 2017

Forde C and Stuart M (2017) Employment and Social Situation in the USA, European Parliament, Employment and Social Affairs Committee. Brussels. IP/A/EMPL/2017-01

Ingold J and Valizade D (2017) 'Employers' recruitment of disadvantaged groups: exploring the effect of active labour market programme agencies as labour market intermediaries', *Human Resource Management Journal* 27(4): 530-547

Javornik J and Kurowska A (2017) Work and Care Opportunities under Different Parental Leave Systems: Gender and Class Inequalities in Northern Europe. *Social Policy & Administration* 51(4): 617-637

Umney C, Greer I, Onaran O and Symon G (2017) The state and class discipline: European labour market policy after the financial crisis. *Capital and Class* 42(2): 333-351

Umney C and Coderre-LaPalme G (2017) Blocked and New Frontiers for Trade Unions: Contesting 'the Meaning of Work' in the Creative and Caring Sectors, *British Journal of Industrial Relations*, 55(4), 859-878

Umney C (2017) Moral economy, intermediaries and intensified competition in the labour market for function musicians, *Work, employment and society*, 31(5), 834-850

van Berkel R, Ingold J, McGurk P, Bredgaard T and Boselie P (2017) An introduction to employer engagement in the field of HRM. Blending social policy and HRM research in promoting vulnerable groups' labour market participation. *Human Resource Management Journal Special Issue: Employer engagement*, 27(4): 503-513

Wilkinson K Tomlinson J and Gardiner J (2017) Exploring the work-life challenges and dilemmas faced by managers and professionals who live alone, *Work Employment and Society* 31(4): 640-656

2016

Alberti G (2016) Moving beyond the dichotomy of Workplace and Community Unionism: The Challenges of Organising Migrant Workers in London's Hotels. *Economic and Industrial Democracy* 37(1): 73-94

Angrave D, Charlwood A, Kirkpatrick I, Lawrence M, Stuart M (2016) HR and Analytics: Why HR is set to fail the big data challenge. *Human Resource Management Journal*. 26(1): 1-11

Aulakh S and Kirkpatrick I (2016) Changing regulation and the future of the professional partnership: the case of the Legal Services Act, 2007 in England and Wales, *International Journal of the Legal Profession* 23(3): 277-303

Cook H, MacKenzie R and Forde C (2016) HRM and performance: the vulnerability of soft HRM practices during recession and retrenchment. *Human Resource Management Journal*. 26(4): 557-571

Cruz K Hardy K and Sanders T (2016) False Self-Employment, Autonomy and Regulating for Decent Work: Improving Working Conditions in the UK Stripping Industry, *British Journal of Industrial Relations* 55(2): 274-294

Forde C and Slater G (2016) Labour market regulation and the 'competition state': an analysis of the implementation of the Agency Working Regulations in the UK. *Work Employment and Society*, 30 (4): 590-606

Forde C and Slater G (2016) Temporary agency work: evolution, regulation and implications for performance. *Journal of Organizational Effectiveness: People and Performance* 3(3): 312-322

Hardy K (2016) Uneven Divestment of the State: Social Reproduction and Sex Work in Neo-developmental Argentina, *Globalizations* 13(6): 876-889

Ingold J and Monaghan M (2016) Evidence translation: an exploration of policymakers' use of evidence. *Policy and Politics* 44(2): 171-190 – Winner of the Ken Young Best Paper Prize 2017 and one of the top-five most read articles in *Policy and Politics* in 2016

Randle K and Hardy K (2016) Macho, mobile and resilient? How workers with impairments are doubly disabled in project-based film and television work, *Work, Employment and Society* 31(3): 447-464

Stuart M and Huzzard T (2016) Unions, the skills agenda and workforce development Warhurst C Mayhew K Finegold D and Buchanan J (eds) *Oxford Handbook of Skills*, Oxford: OUP.

Umney C (2016) The labour market for jazz musicians in London and Paris: Formal regulation and informal norms. *Human Relations* 69(3): 711-729

Valizade D, Ogbonnaya C, Tregaskis O and Forde C (2016) A mutual gains perspective on workplace partnership: Employee outcomes and the mediating role of the employment relations climate. *Human Resource Management Journal*, 26(3): 351-368



CERIC

CERIC

15 YEARS ANNIVERSARY

Centre for Employment Relations,
Innovation and Change
Leeds University Business School
Maurice Keyworth Building
University of Leeds
Leeds LS2 9JT
www.business.leeds.ac.uk/ceric



UNIVERSITY OF LEEDS

University of Leeds
Leeds, United Kingdom
LS2 9JT
Tel. 0113 243 1751
www.leeds.ac.uk