

## 2024 Annual Conference Programme

[Queen Mary, University of London - School of Business and Management](#)

July 17<sup>th</sup>-19<sup>th</sup>, 2024

### Day 1 - 17th July

9:30-11:00	<b>Registration &amp; Breakfast</b> ( <a href="#">Bancroft Building – Foyer</a> )			
11:00-12:30	<b>Keynote:</b> <b>“Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It”</b> <b>Professor Adia H. Wingfield</b> ( <i>Washington University in St. Louis</i> ) - ( <a href="#">Arts 2 – Lecture theatre</a> )			
12:30-13:15	<b>Lunch</b> ( <a href="#">Bancroft Building – Foyer</a> )			
13:15-14:45	<b>Parallel Sessions - 1</b>			
	<b>Unions &amp; Organising</b> ( <a href="#">Bancroft Building – Room 2.40</a> , Chair: Tessa Wright)  <i>Trade unions and collective bargaining on flexible working arrangements – from negotiated innovation to renewed conflict?</i> Susan Milner (University of Bath)  <i>Beyond the organising model, which way forward for union revitalisation?</i> Alexis Vassiley (Edith Cowan University)	<b>Employment &amp; Union Responses During and After COVID-19</b> ( <a href="#">Bancroft Building – Room 1.13a</a> , Chair: Giorgos Gouzoulis)  <i>Labouring through the pandemic: Union responses to workplace COVID-19 vaccine mandates in Canada</i> Larry Savage*, Alison Braley-Rattai (Brock University)  <i>The perfect storm: Reliability, reciprocity and resilience in air traffic control</i> Peter Turnbull (University of Bristol)*, Huw Thomas (University College Dublin)	<b>Platform Work &amp; the Gig Economy</b> ( <a href="#">Bancroft Building – Room 1.15</a> , Chair: Maria Koumenta)  <i>Ride or die: making the long-overdue case for food delivery gig work as highly skilled</i> Adam Badger (Newcastle University)  <i>Platform Economy: Evidence of Double Movement Dynamics</i> Elisa Pannini (University of Greenwich)	<b>IR &amp; Intersectionalities</b> ( <a href="#">Bancroft Building – Room 2.41</a> , Chair: Manoj Dias-Abey)  <i>Outsourcing as Indirect Discrimination and Institutionalised Racism: Trade Union Struggles in the Courts and in the Streets</i> Eleanor Kirk (University of Glasgow)*, Vera Wegmann (University of Greenwich)  <i>Low Paid Precarious Work - The reproduction of racialised work</i> Essie Omoma (University of Greenwich)

**Building union legitimacy to negotiate on new bargaining agendas**

Jo Cutter (university of Leeds)

**Logistic workers between community organizing and unionism: Rights to work and rights to be**

Tommaso Pio Danese\*, Katia Pilati, Andrea Signoretti (University of Trento)

**Firm-provided further training during and after Covid-19: Did co-determination make a difference?**

Kathrin Weis (Federal Institute for Vocational Education and Training, Bonn)

**When Crisis Calls, Do Unions Come Running? The Influence of Trade Unions for the Implementation of Job Retention Schemes in Northern Europe**

Clara Heinrich (Universität Göttingen)

**Digital Platforms For (Female) Domestic Workers In Chile: Precarization, Invisibilization, & Mercantilization**

Francisca Alvarez-Figueroa (University of Manchester)\*, Natalie Rodríguez (Pontificia Universidad Católica De Valparaíso)

**Strategy of Platforms: A Comparative Case of Uber in India and the UK**

Adarsh Kumar (Friedrich Schiller University Jena)

**Intersectionality as a silent force: interrogating employment tribunal discrimination claims**

Laura William (University of Greenwich)\*, Jenny K. Rodriguez (University of Manchester)

**Climate change policies and gender equity: What are the views of women who work in construction?**

Linda Clarke (University of Westminster)

15:45-15:00 **Coffee Break** ([Bancroft Building – Foyer](#))

15:00-17:00 **Parallel Sessions - 2**

**Precarious Work**

([Bancroft Building – Room 2.40](#), Chair: Xuebing Cao)

**The Pandemic of Sexual Harassment in Low Paid and Precarious Hospitality Work**

Bob Jeffery\*, Ruth Beresford (Sheffield Hallam University)

**A Comparative Analysis of the Recognised Seasonal Employer (RSE) and migrant horticultural workers: An Intersecting Landscape of Precarious Employment Conditions, Cultural Disconnection, and Hazardous Work Environments**

Danae Anderson\*, Felicity Lamm, Andy Ang (Victoria University of Wellington)

**Night work, fatigue and health: Unpacking the notion of ‘self-exploitation’**

Ruth Ballardie (University of Greenwich)\*, Sian Moore (Anglia Ruskin University)

**Employee Voice in Temporary Agency Work**

Dustin Hafki (University of Strathclyde)

**Class, Careers, & Job Quality**

([Bancroft Building – Room 1.13a](#), Chair: Giorgos Gouzoulis)

**Social Class Origin and Job Quality in the United Kingdom**

Mark Williams\*, Maria Koumenta (QMUL)

**‘It’s not something you ask for, is something they offer you!’ The role of agentic voice in career advancement of women in the UK hospitality industry**

Shreyashi Chakraborty (University of Greenwich)\*, Simona Stefureac (Worldwide Business Research)

**Working Lives of Indian Non-film Musicians in the Age of Platformisation**

Aditya Lal (University of Leeds)

**Work satisfaction or small gains? The case of blue-collar workers in an artisanal SME**

**Workforce Management & Empowerment**

([Bancroft Building – Room 1.15](#), Chair: Jo Cutter)

**Beyond technological determinism: A theoretical synthesis and review of the relational effects of digital technology/AI on work and employment relations**

Scott Hurrell (University of Glasgow)\*, Steve Vincent (Newcastle University)

**Perceptions of class conflict among platform food couriers in Germany and the UK**

Alexandra Seehaus (Leeds University)

**Violence and Harassment in the World of Work: The intersection of OHS Measures and IR**

Kantha Dayaram (Curtin University) \*, Manuela Galetto (Warwick University)

**IR, Power, & Politics**

([Bancroft Building – Room 2.41](#), Chair: Chris McLachlan)

**Employment Relations Effects on Socio-Politically Regressive Beliefs: Cross-National Empirical Evidence from Europe**

Ryan Lamare\*, Margaret Huizinga (University of Illinois Urbana-Champaign)

**Worker mistreatment, advice and advocacy - the case of a ‘not-so-new’ industrial relations actor**

Phillip Taylor\*, Kendra Briken, Ian Cunningham, Anastasios Hadjisolomou, Eva Jendro, Stewart Johnstone (University of Strathclyde)

**Contingent employment and institutional change in China**

Frido Wenten (LSE)

**Yellow dogs and wild cats: the many myths of union renewal**

***From Disempowerment to Empowerment: The case of precarious migrant workers organising in the Italian logistics sector***

Gabriella Cioce (University of Sheffield)

***State impact on the precarisation of the UK hospitality sector: Covid-19 case***

Kiril Pasevin (Leeds University)

Jana Stefan (Anglia Ruskin University / University of Milan) \*, Arianna Marcolin, Marco Guerci, Maria Laura Toraldo, Edoardo Ezio Della Torre (University of Milan)

***Leadership as a Factor of Retention and Career Growth for Women***

Chinelo Nwachukwu (University of Leeds)

Roger Seifert (Keele University)\*, Wen Wang (Leicester University)

18:00-21:00 **BBQ & Drinks Reception - [Canalside \(France House\)](#)**

## Day 2 - 18th July

9:00-9:30 Breakfast ([Bancroft Building – Foyer](#))

### 9:30-11:00 Parallel Sessions - 3

#### **IR in the Construction Industries**

([Bancroft Building – Room 2.40](#), Chair: Tessa Wright)

***Managing Ethical Conflicts: Capitalism, Unfree Labour and the Construction Industry***  
Chris Pesterfield (University of Bristol)

***The Long Road to Gender Equality in the European Construction, Wood and Forestry Industry***

Coralie Guedes\*, Rosa Schiano-Phan, Maria Christina Georgiadou, Fernando Duran-Palma, Linda Clarke (University of Westminster)

***Displaced steel workers long-term experiences of post-redundancy transition support***

Alexis Rydell (Dalarna University)\*, Robert MacKenzie (Karlstad University), Chris McLachlan (QMUL), Jennifer Hobbins (Swedish Defence University), Roland Ahlstrand (Dalarna University)

#### **International Perspectives in IR**

([Bancroft Building – Room 1.13a](#), Chair: Xuebing Cao)

***Can trade policy influence meaningful labour reform? The case of the EU-South Korea free trade agreement***

Liam Campling (QMUL)

***You won't be young forever: Lessons from building youth union involvement in Aotearoa New Zealand***

Zoe Port (Massey University)

***Sustainability of Employee Voice: The Case of the Nigerian Oil and Gas Industry***

Okeoghene Enebeli\*, Michael Oyelere (Coventry University)

#### **Pay Gaps & Social Mobility**

([Bancroft Building – Room 1.15](#), Chair: Giorgos Galanis)

***Charting the Decline of the Union Pay Premium in Britain***

Rhys Davies (Cardiff University)\*, Alex Bryson (UCL)

***Occupational Licensing and Social Mobility***

Maria Koumenta\*, Mark Williams (QM UL)

***Organizational Governance and Trade-Offs Between Pay and Subjective Employee Well-Being: A Comparative Analysis***

John Budd (University of Minnesota)\*, Ryan Lamare (University of Illinois Urbana-Champaign)

#### **IR & Climate Change**

([Bancroft Building – Room 2.41](#), Chair: Alex Wood)

***Defining Just Transition***

Giorgos Galanis\*, Lilit Popoyan (QMUL), Alessandro Sapiro (University of Naples), Mauro Napoletano (Université Côte d'Azur), Olivier Vardakoulis (Climate Action Network)

***Entwined transformations: Informal Workers and Climate Change***

Anita Hammer (King's College London)

***There are no jobs on a dead planet: Exploring the counter-hegemonic discourses of trade unions in the transition to a just low carbon economy***

Torsten Geelan (University of Copenhagen)

**Labour contention for a (an environmentally) Just transition: trade unions strategies in the Italian steel industry: The case of the ILVA steel plant in Taranto (Italy)**

Margherita Sabrina Perra (University of Cagliari)\*, Katia Pilati (University of Trento), Lidia Greco (University of Bari)

**Labour transformation across space and time: A case study of two villages in South India**  
Yadu C R (RV University)

**Gender pay gap reporting on the ground: A sector comparison in the UK**  
Manuela Galetto (University of Warwick)\*, Fuk Ying Tse (University of Birmingham), Claire Evans (University of Warwick)

11:00-11:15 **Coffee Break** ([Bancroft Building – Foyer](#))

11:15-12:45 **Keynote:**

**“Industrial Relations Research in the Era of Crises: Rethinking How Unions & Politics Interact”**

**Professor Ryan Lamare** (University of Illinois Urbana-Champaign) - ([Arts 2 – Lecture theatre](#))

12:45-13:30 **Lunch Break** ([Bancroft Building – Foyer](#))

13:00-14:30 **2024 Annual General Meeting (AGM)** - ([Arts 2 – Lecture theatre](#))

14:30-16:00 **Parallel Sessions - 4**

**IR & the Politics of Work**

([Bancroft Building – Room 2.40](#), Chair: Chris McLachlan)

***The Welsh Government – A new actor in ER?***

Leon Gooberman\*, Marco Hauptmeier (Cardiff University)

***Coping strategies with the effects of French works council reform***

Marcus Kahmann\*, Kevin Guillas-Cavan (IRES)

***The organisational requirements for confrontational trade unionism: dilemmas and challenges experienced in recent UK trade union campaigns***

Gregoris Ioannou (Manchester Metropolitan University)\*, Giorgos Charalambous (University of Nicosia)

**Union Activism**

([Bancroft Building – Room 13a](#), Chair: Giorgos Gouzoulis)

***The British labour movement and the strikes in Hong Kong 1925/6 and Trinidad 1937: worlds apart and worlds together***

Xuebing Cao\*, Roger Seifert (Keele University)

***The role of trade unions in promoting social justice, equality and diversity through public procurement***

Tessa Wright \*, Joyce Mamode (QMUL)

***‘Class struggle’ to ‘build a new working class movement’: The constitutive rhetoric of Mick Lynch (General Secretary, RMT)***

Kathryn Boyle (Glasgow Caledonian University)

**Political Economy of Work**

([Bancroft Building – Room 1.15](#), Chair: Maria Koumenta)

***Growing Up in a Union Household: Impacts of Adult Union Status on Children’s Life Course***

John Budd (University of Minnesota)\*, Aaron Sojourner (W. E. Upjohn Institute), Tom VanHeuvelen (University of Minnesota), Ben Zipperer (Economic Policy Institute)

***Personal Indebtedness & Union Membership: Evidence from PSID microdata, 2001-2021***

Po Yin Wong\*, Giorgos Gouzoulis, Giorgos Galanis (QMUL)

***Occupational autonomy and wage divergence: Evidence from European survey data***

Thomas Rabensteiner\*, Alexander Guschanski (University of Greenwich)

**Trade Unions & Worker Mobilisation**

([Bancroft Building – Room 2.41](#), Chair: Alex Wood)

***Labour mobility power use in the grey economy: Factors enabling or restraining marginalised workers’ access to labour mobility power***

Lilith Brouwers\*, Chris Forde, Gabriella Alberti (University of Leeds)

***Mobilisation as an emerging regulatory and organising tool: Building workers’ power in the era of liberalisation***

Martí Lopez-Andreu (Newcastle University)

***Spatialities of dockworker organising at a major port in England, 2013-2018***

Jonny Jones (UCL)

	<p><b>Convergence and divergence in Irish Employment Relations after Brexit: evidence from the banking sector in the Republic and Northern Ireland</b> Agnese D'Anna (University College Dublin)</p>	<p><b>British trade unionism in the 1980s reassessed: Are recurring assumptions about union membership and strikes flawed?</b> Ed Blissett (University of Hertfordshire)</p>	<p><b>Are Internships a root to structural inequalities in the employment relationship?</b> Naomi Wells *, Ian Clark, Maranda Ridgway (Nottingham Trent University)</p>	<p><b>Trade Union's Organisational Logic, and its implication for member representation</b> Marcia Dlanjwa *, Brian Garvey, Kendra Briken (University of Strathclyde)</p>
16:00-16:15	<p><b>Coffee Break</b> (<a href="#">Bancroft Building – Foyer</a>)</p>			
16:15-17:45	<p><b>Parallel Sessions - 5</b></p>			
	<p><b>Employment Rights &amp; Trade Union Acts</b> (<a href="#">Bancroft Building – Room 2.40</a>, Chair: Manoj Dias-Abey)</p> <p><i>The Trade Union Act 2016: A lesson in unintended consequences</i> Duncan Adam (Manchester Metropolitan University) *, Deborah Dean (University of Warwick), Manuela Galetto (University of Warwick), Melanie Simms (University of Glasgow)</p> <p><i>The dead hand of contract law in inhibiting the individual and collective employment rights of gig workers: What can be done?</i> Patricia Leighton (University of South Wales)</p> <p><i>The Effectiveness of Trade Unions as a mechanism of Voice for Employees in the Nigerian Banking Sector</i> Gogo Anyanwu Jr (Leeds University)</p> <p><i>Platforms' contentious compliance with employment regulations in Spain and Chile</i> Angel Martin-Caballero (University of Manchester)</p>	<p><b>IR &amp; Marketisation</b> (<a href="#">Bancroft Building – Room 1.13a</a>, Chair: Giorgos Galanis)</p> <p><i>Liquid assets: work, precarity and power in the financialized firm</i> Lisa Magnani (Macquarie University)</p> <p><i>Losing Unequally: Financialisation, Productivity &amp; the Finance Wage Premium</i> Iris Nikolopoulou (Université Paris Cité)*, Giorgos Gouzoulis (QMUL)</p> <p><i>Transnational/global regulation of work independent from private property</i> Joern Janssen (IG BAU)</p> <p><i>Extending the Disconnected Capitalism Thesis – The financialisation of FC Barcelona</i> Pau Lopez Gaitan (University of Bristol)</p>	<p><b>Platform Work &amp; the Gig Economy - 2</b> (<a href="#">Bancroft Building – Room 1.15</a>, Chair: Jo Cutter)</p> <p><i>Weapons of the riders: Everyday algorithmic resistance of migrant food-delivery workers in China's platform economy</i> Hui Huang (Shanghai Jiao Tong University)</p> <p><i>What do platform workers in the UK gig economy want: labour rights, codetermination, and trade unions</i> Alex Wood (University of Bristol)*, Nick Martindale (University of Oxford), Brendan Burchell (University of Cambridge)</p> <p><i>Uniting Voices: Exploring the Evolution and Challenges of Content Moderators' Collective Action</i> Tiago Vieira (European University Institute) *, Pedro Mendonça (University of Edinburgh), Nadia Kougiannou (University of Nottingham), Maria Clara Oliveira (University of Coimbra)</p>	<p><b>Strike Activity</b> (<a href="#">Bancroft Building – Room 2.41</a>, Chair: Mark Williams)</p> <p><i>'Equal Pay or We Walk Away': Litigation and Industrial Action in the Glasgow City Council Equal Pay Dispute</i> Frances C. Galt (Manchester Metropolitan University)</p> <p><i>The nature and consequences of the 2022–24 UK strike surge</i> Dave Lyddon (Keele University)</p> <p><i>The Strike as an Organizational Weapon During Crisis Periods: A Reflection of the Strength of Professional Unions in Israel</i> Aviad Menashe (Open University, Israel)*, Hadara Bar-Mor (Netanya Academic College, Israel)</p> <p><i>Clean Energy Transition on Whose Shoulders: The Experience of the Strike by Workers in the Atacama Salt Flat</i> Lucas Cifuentes (University of Manchester)</p>
19:00	<p><b>Conference Dinner &amp; Awards Ceremony - <a href="#">Town Hall Hotel (Bethnal Hall)</a></b></p>			

## Day 3 - 19th July

9:00-9:30 **Breakfast** ([Bancroft Building – Foyer](#))

### 9:30-11:00 **BUIRA Study Group Meetings**

**Equality and Diversity in Work and Employment BUIRA Study Group**  
([Bancroft Building – Room 2.40](#))

**International and comparative ER**  
([Bancroft Building – Room 1.13a](#))

**BUIRA Scotland**  
([Bancroft Building – Room 1.15](#))

**BUIRA London/History of Industrial Relations**  
([Bancroft Building – Room 2.41](#))

11:00-11:15 **Coffee Break** ([Bancroft Building – Foyer](#))

### 11:15-12:45 **Parallel Sessions - 6**

**Trade Union Identity & Employee Voice**  
([Bancroft Building – Room 2.40](#), Chair: Peter Turnbull)

*Work, employment and voice in adult social care*  
Emma Hughes (University of Leeds)\*, Tony Dundon (University of Limerick)

*The role of trade union identity, emotions and framing processes in shaping mobilisation in the context of healthcare marketisation*  
Genevieve Coderre-LaPalme (University of Glasgow)

*Experts by experience: The opportunities of organisational autonomy for long-term care workers through collective bargaining*  
Jason Schneck \*, Nicolas Pons-Vignon (SUPSI)

**Digitalisation, AI, & Work**  
([Bancroft Building – Room 1.13a](#), Chair: Maria Koumenta)

*Digital Mediations in the Workplace (DigiMed): Implications for wellbeing, equality, and diversity*  
Jereme Snook\*, Jereme Snook (Sheffield Hallam University), Tom Vickers, David Dahill, Banu Ozveri (Nottingham Trent University)

*Artificial Intelligence and the Futures of Work*  
Greg Bamber (Monash University)

*Digitalisation and Climate Change: Implications and Preparedness of Labour Market Actors*  
Michelle O'Sullivan\*, Caroline Murphy, Jonathan Lavelle, Lorraine Ryan, Juliet McMahon, Tony Dundon (University of Limerick)

**Geopolitics & IR**  
([Bancroft Building – Room 1.15](#), Chair: Giorgos Gouzoulis)

*Workplace Geopolitics: Industrial Relations, International Relations and International Political Economy*  
Harry Pitts (University of Exeter)\*, Huw Thomas (University College Dublin)

*Employing the 'ethnonational other': borders and labour under settler-colonialism*  
Jonathan Preminger (Cardiff University)

*The Impact of Brexit on European Works Councils*  
Marcus Kahmann\*, Anna Frisone, Kevin Guillas-Cavan (IRES), Patrick Witzack (Ruhr Universität Bochum), Marco Hauptmeier (Cardiff University), Markus Hertwig (Ruhr Universität Bochum), Federico Fuchs (Cardiff University)

**IR, Collectivism, & Social Change**  
([Bancroft Building – Room 2.41](#), Chair: Jo Cutter)

*Rediscovering collectivism in HRM research, policy and practice*  
Stewart Johnstone\*, Kenda Briken, Ian Cunningham, Anastasios Hadjisolomou, Eva Jendro, Tony McCarthy (Strathclyde University)

*Revisiting Fox's frames of reference: ideology, identity, and social change*  
Patrick McGovern (LSE)

*Brave Spaces: Using Art to Co-Create Knowledge with Independent Trade Unions in the UK*  
Vera Wegmann. Ella Jones (University of Greenwich)

***“It’s like we are invisible”:* voiceless female workers in the gig economy**  
Nabiyla Risfa Izzati (QMUL)

***Algorithmic Work: Are Gig and Cloud Workers Experiencing Quality Jobs?***  
Yuliya Vanzhulova Tavares (QMUL)

***The Aliens Order 1920, the ‘work permit’ and the making of the national labour market***  
Manoj Dias-Abey (University of Bristol)

***The Liminal Space Between Employment and Unemployment: The Transition Journey of Displaced Hotel Workers in Sweden***  
Elin Storman \*, Alexis Rydell (Dalarna University)

12:45-13:45

Brown-bag Lunch - Book launch: ***“Trade Unions and the British Industrial Relations Crisis An Intellectual Biography of Hugh Clegg”*** by **Prof. Peter Ackers** (Loughborough University) - ([Bancroft Building – Room 2.40](#))

13:45-15:15

Closing Plenary:  
***“Will there be a Fair Deal for labour under Labour?”***  
**Nicola Countouris** (UCL), **Keith Ewing** (King’s College London), **Lord John Hendy KC** (House of Lords; IER) - ([Arts 2 – Lecture theatre](#))

15:15-15:30

Conference closes

\* Presenting Co-author

# Mile End Campus

## Educational/Research

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Peter Landin Building (Computer Science)	6
Engineering Building	15
G.E. Fogg Building	13
G.O. Jones Building	25
Geography	26
Graduate Centre	18
Joseph Priestley Building	41
Library	32
Law	36
Lock-keeper's Cottage	42
Mathematical Sciences	4
Occupational Health and Safety Directorate	12
People's Palace/Great Hall	16
Queens' Building	19
iQ East Court	64
Scape Canalside Teaching Rooms	65
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## Residential

Albert Stern Cottages	3
Albert Stern House	1
Beaumont Court	53
Chapman House	43
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Creed Court	57
France House	55
Fellden House	46
Hatton House	40
Ifor Evans Place	2
Lindop House	21
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## Information

Visitors who require further information or assistance should please go to the Security Office.

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Electronic cigarettes permitted on outside spaces **only**.

These premises are alarmed and monitored by CCTV, please call Security on +44 (0)20 7882 5000 for more information.

### Key

- Library/bookshop
- Fitness centre
- Refreshments: Bar/Eatery/Coffee place
- Staff car park
- Bicycle parking
- Bicycle lockers
- Cash machine
- Water fountain
- Smoking area/shelter
- Gender-neutral toilet

CopyShop	56
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Disability and Dyslexia Service	31
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Ground Café	33
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Octagon	19a
Portering and Postal Services	17
Qmotion Sport & Fitness Centre	7
Sports Hall	38
Security	23
St Benet's Chaplaincy	64
Student Enquiry Centre	34
Student Union Hub and Multi Faith Rooms	9
Union Shop	52
Village Shop	11
Westfield Nursery	40

**Building closed for major refurbishment**



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