

## 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](#))

15:00-16:45 **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)

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)

***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)***

**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)

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

***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)

**IR & Climate Change**  
([Bancroft Building – Room 2.41](#), Chair: Alex Wood)

***Defining Just Transition***  
Giorgos Galanis\*, Lilit Popoyan (QMUL), Alessandro Sapio (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)

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

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)

***Convergence and divergence in Irish Employment Relations after Brexit: evidence from the banking sector in the Republic and Northern Ireland***

Agnese D'Anna (University College Dublin)

**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)

***British trade unionism in the 1980s reassessed: Are recurring assumptions about union membership and strikes flawed?***

Ed Blissett (University of Hertfordshire)

**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)

***Are Internships a root to structural inequalities in the employment relationship?***

Naomi Wells \*, Ian Clark, Maranda Ridgway (Nottingham Trent University)

**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)

***Trade Union’s Organisational Logic, and its implication for member representation***

Marcia Dlanjwa \*, Brian Garvey, Kendra Briken (University of Strathclyde)

16:00-16:15 **Coffee Break** ([Bancroft Building – Foyer](#))

16:15-17:45 **Parallel Sessions - 5**

**Employment Rights & Trade Union Acts**  
([Bancroft Building – Room 2.40](#), Chair: Manoj Dias-Abey)

*The Trade Union Act 2016: A lesson in unintended consequences*  
Duncan Adam (Manchester Metropolitan University),  
\*, Deborah Dean (University of Warwick),  
Manuela Galetto (University of Warwick), Melanie Simms (University of Glasgow)

*The dead hand of contract law in inhibiting the individual and collective employment rights of gig workers: What can be done?*  
Patricia Leighton (University of South Wales)

*The Effectiveness of Trade Unions as a mechanism of Voice for Employees in the Nigerian Banking Sector*  
Gogo Anyanwu Jr (Leeds University)

*Platforms' contentious compliance with employment regulations in Spain and Chile*  
Angel Martin-Caballero (University of Manchester)

**IR & Marketisation**  
([Bancroft Building – Room 1.13a](#), Chair: Giorgos Galanis)

*Liquid assets: work, precarity and power in the financialized firm*  
Lisa Magnani (Macquarie University)

*Losing Unequally: Financialisation, Productivity & the Finance Wage Premium*  
Iris Nikolopoulou (Université Paris Cité)\*, Giorgos Gouzoulis (QMUL)

*Transnational/global regulation of work independent from private property*  
Joern Janssen (IG BAU)

*Extending the Disconnected Capitalism Thesis – The financialisation of FC Barcelona*  
Pau Lopez Gaitan (University of Bristol)

**Platform Work & the Gig Economy - 2**  
([Bancroft Building – Room 1.15](#), Chair: Jo Cutter)

*Weapons of the riders: Everyday algorithmic resistance of migrant food-delivery workers in China's platform economy*  
Hui Huang (Shanghai Jiao Tong University)

*What do platform workers in the UK gig economy want: labour rights, codetermination, and trade unions*  
Alex Wood (University of Bristol)\*, Nick Martindale (University of Oxford), Brendan Burchell (University of Cambridge)

*#cancel\_efood: Online activism in support of delivery platform workers*  
Grigorios Tsardanidis (QMUL)

*Uniting Voices: Exploring the Evolution and Challenges of Content Moderators' Collective Action*  
Tiago Vieira (European University Institute) \*, Pedro Mendonça (University of Edinburgh), Nadia Kougiannou (University of Nottingham), Maria Clara Oliveira (University of Coimbra)

**Strike Activity**  
([Bancroft Building – Room 2.41](#), Chair: Mark Williams)

*'Equal Pay or We Walk Away': Litigation and Industrial Action in the Glasgow City Council Equal Pay Dispute*  
Frances C. Galt (Manchester Metropolitan University)

*The nature and consequences of the 2022–24 UK strike surge*  
Dave Lyddon (Keele University)

*The Strike as an Organizational Weapon During Crisis Periods: A Reflection of the Strength of Professional Unions in Israel*  
Aviad Menashe (Open University, Israel)\*, Hadara Bar-Mor (Netanya Academic College, Israel)

*Clean Energy Transition on Whose Shoulders: The Experience of the Strike by Workers in the Atacama Salt Flat*  
Lucas Cifuentes (University of Manchester)

19:00 **Conference Dinner & Awards Ceremony - [Town Hall Hotel \(Bethnal Hall\)](#)**

**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 (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

ArtsOne	37
ArtisTwo	35
Arts Research Centre	39
Bancroft Building	31
Peter Landin Teaching Rooms	10
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
Temporary Building	61

## Residential

Albert Stern Cottages	3
Albert Stern House	1
Beaumont Court	53
Chapman House	43
Chesney House	45
Creed Court	57
France House	55
Fellden House	46
Hatton House	40
Ifor Evans Place	2
Lindop House	21
Lodge House	50
Lynden House	59
Maurice Court	58
Maynard House	44
Pooley House	60
Selincourt House	51
Scape Canalside (Residents only)	66
Varey House	49
Reception	54
<b>Facilities</b>	
Advice and Counselling Service	27
Canalside	63
Careers Centre	64
Clock Tower	20

## Information

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

The smoking of cigarettes or tobacco products is **only** permitted at designated smoking areas / shelters indicated on this map.

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
The Curve	47
Disability and Dyslexia Service	31
Drapers' Bar and Kitchen	8
Ground Café	33
The Nest	24
Housing Hub	48
IT Services	31
QM Social	29
Occupational Health Service/ Student Health Service	28
Octagon	19a
Portering and Postal Services	17
Qmotion Sport & Fitness Centre	7
Sports Hall	38
Security	23
St Benet's Chaplaincy	23
Student Enquiry Centre	64
Student Union Hub and Multi Faith Rooms	34
Union Shop	9
Village Shop	52
Westfield Nursery	11

**Building closed for major refurbishment**

40



For building accessibility information, please scan this QR code

