



# 4<sup>th</sup> Fairness at Work International Conference

## Justice at Work: Challenges and Possibilities

10<sup>th</sup> and 11<sup>th</sup> September 2018

Alliance Manchester Business School

THE UNIVERSITY OF MANCHESTER

# Day 1: Monday 10<sup>th</sup> September 2018

- 09.00 – 10.00 Registration and coffee
- 10.15 – 10.30 Welcome and introduction  
Room B10
- 10.30 – 12.00 **Plenary: “Past and Present: Trade Unions and Renewal”**  
Chair: Jenny Rodriguez  
Speakers:  
“The TUC’s role in industrial disputes by affiliate unions: an historical critical assessment” – Ralph Darlington, University of Salford  
“Unions, young workers, and innovation” – Melanie Simms, University of Glasgow
- 12.00 – 13.00 Lunch
- 13.00 – 14.45 **Parallel streams**

## **Stream 1: Inclusiveness and Governance**

Room B3

Chair: Gail Hebson

Author(s)	Paper
Matthew Alford, Stephanie Barrientos, Margareet Visser	Polycentric public-private governance of global production networks: implications for decent work in South African fruit.
Daniel Diaz Vera	NGOs on Governance: a tool for accountability or to reinforce neoliberal hegemony?
Karen Jaehrling, Christin Schröder, Mat Johnson, Aristeia Koukiadaki, Stephen Mustchin, Laura Watt (WEI, AMBS, University of Manchester, UK)	Governance structures in public procurement: A ‘paradigm shift’ without consequences?
Jihene Sghaier	Towards better public policies for inclusive growth: an econometric assessment of OECD countries and BRICS countries.

### **Stream 2: Regulation, Justice and Voice**

Room B8

Chair: Isabel Tavora

Author(s)	Paper
Rae Cooper, Ariadne Vromen, Elizabeth Hill, Marian Baird and Elspeth Probyn	Young women, inequality and voice at work.
Aude Cefaliello	What could be the role of the Trade Unions in the development of a litigation strategy before the Court of justice of the European Union to improve Occupational Health and Safety?
Bilge Filiz	Changes in social policies in EU and flexible social justice (Flexi-tice).
Nathaniel Tetteh	The two-pronged approach to dealing with the labour problem: the union 'capture' strategy and the exclusion strategy.

### **Stream 3: Perspectives on Just Work**

Room B10

Chair: Arjan Keizer

Author(s)	Paper
Mat Johnson, Miguel Martinez Lucio, Stephen Mustchin, Jo Cartwright, Jenny Rodriguez, Damian Grimshaw, Tony Dundon	The city region and the regeneration of good industrial relations: rhetoric, language and politics in the case of Greater Manchester.
Debra Howcroft, Mat Johnson And Francine Morris	Creative clusters and labour markets in Greater Manchester.
Mat Johnson, Damian Grimshaw, Laura Watt, Miguel Martinez Lucio	Making people 'job ready' or making jobs 'people ready'? The complex role of the state, labour market intermediaries and employers in shaping labour market inclusion and successful work transitions.
Stephen Mustchin, Marti Lopez Andreu and Mat Johnson	Just work! The demands on job seekers to meet subsistence needs in flexible labour markets.

14.45 – 15.15    Coffee

15.15 – 16.45 **Parallel streams**

**Stream 1: Fairness, Equality and Pay**

Room B3

Chair: Jenny Rodriguez

Author(s)	Paper
Sheila Blackburn	Just wages and fair competition: would a return to wages councils assist sectoral collective bargaining?
Tony Dobbins and Peter Prowse	Unfairness at work: English football's elite clubs fail to pay staff a real living wage.
Patrick McGurk, Leroi Henry, Sian Moore and Michael Seeraj	An open goal: the 'Rooney Rule' for BAME managers in English football.
Sook Kim, Vanessa Gash, Wendy Olsen, Min Zhang Nadine Zwiener	Class differences in the predictors of the UK gender pay gap.

**Stream 2: Regulation and Workers' Rights**

Room B8

Chair: Cristina Inversi

Author(s)	Paper
Liz Oliver and Mark Stuart	Mapping the regulation of the platform economy using regulatory space.
Lorena Poblete	The last step in the recognition of domestic workers' rights. The case of dispute resolution mechanisms in Argentina.
Eugene Hickland, Jimmy Donaghey, Tony Dundon, Niall Cullinane and Tony Dobbins	The paradox of regulating for voice and reinforcing silence.

### Stream 3: Challenging Work Experiences

Room B10

Chair: Mat Johnson

Author(s)	Paper
Sajia Ferdous	Women and their later working lives in Greater Manchester.
Mark Read	Doing belief: Quaker utopian claims lived out in the twenty-first century workplace.
Jen Remnant	Just deserts? How employers support older employees with cancer.
Gemma Wibberley, Carol Jones and Tony Bennett	When performance management is actually a domestic violence issue.

### Stream 4: Precariousness and Work

Room E21

Chair: Miguel Martinez Lucio

Author(s)	Paper
Gerhard Bosch	Does the German social model support the convergence of living conditions in the EU?
Margaret Prior	Changing work, not changing people: rethinking disability disclosure and inclusive employment.
Eva Herman, Gail Hebson, Jill Rubery	Developing a dimensional continuum of precarious work.
Yvonne Lamptey	Challenges of informal workers: Behavioural perspectives from Ghana.

#### 17.00 – 18.00 **Plenary: “Uberization, Technology and Control and Resistance of Work”**

Room B10

Chair: Tony Dundon

Speakers:

“Uber’s business model and the challenge of legitimacy” - Debra Howcroft, Work and Equalities Institute, The University of Manchester

“Algorithmic control and digital resistance in the platform age” - Alex Wood, Oxford University

19.00 – 22.00 Conference Dinner

Christie’s Bistro

The University of Manchester Main Building

# DAY 2: Tuesday 11<sup>th</sup> September 2018

09.00 – 10.00 Registration and Coffee

10:00 – 11:15 **Plenary: “Pensions: Conflict and Change in a Neo-Liberal Context”**

Room: B10

Chair: Stephen Mustchin

Speakers:

Jo Grady, University of Sheffield

Andrew Pendleton, University of Durham

Vicki Wass, University of Cardiff

11:30 – 13.00 **Parallel Streams**

## **Stream 1: Fairness and Equality**

Room B3

Chair: Stefania Marino

Author(s)	Paper
Emma Banister and Ben Kerrane	SPL and the pursuit of gender equality: working fathers as carers – the barriers to choice.
Laura Riley and Emmanuelle Marmonier	Understanding worker experience in Scottish technology firms through the integration of inequality regimes.
Corina Sheerin and Colin Whitston	Equality, equity and gendered spaces in the Irish labour market: investment management and retail: a case study.
Krystal Wilkinson	Fairness and embodiment in relation to (in)fertility and work.

## **Stream 2: Agency, Trade Unions and Voice**

Room B8

Chair: Stephen Mustchin

Author(s)	Paper
Daina Bellido de Luna Maye	De-collectivising strategies in Chile.
Ruth Reaney and Niall Cullinane	Shared problems, shared solutions? Assessing multi-union coordination in negotiating pacts for employment and competitiveness in France.
Safak Tartanoglu	New forms of labour agency in global garment production networks: the case of Bravo workers in Turkey.
Isabel Tavora	Collective bargaining in Portugal: understanding the current blockages.

### **Stream 3: The Gig Economy**

Room B10

Chair: Mat Johnson

Author(s)	Paper
Richard Heeks	Decent Work and the digital gig economy: a developing country perspective
Scott Hurrell	'They're workers stupid!' The gig economy and employment status
Cristina Inversi	Flexibility and other myths in the regulation of the gig economy
Roger Walden	To Uber and beyond: employment status, the 'gig economy' and the Taylor Review

13.00 – 13.50 Lunch

13.50 – 15.30 **Parallel streams**

### **Stream 1: Fairness and Justice at Work**

Room B3

Chair: Safak Tartanoglu

Author(s)	Paper
Gail Hebson and Clare Mumford	Crafting a good quality job from a bad quality job; mapping the relationship between objective and subjective job quality.
Caroline Lloyd and Jonathan Payne	A tale of two sectors: the impact of robotic and artificial intelligence technologies on jobs, skills and job quality in Norway and the UK.
Roger Seifert	Justice at work? Labour management failures in the Ministry of Justice.
Laura William, Susan Corby and Birgit Pauksztat	Access to justice: disabled people and employment tribunals.

**Stream 2: Health and Wellbeing at Work**

Room B8

Chair: Sheena Johnson

Author(s)	Paper
Ria Deakin	A safe place for all? The role of social dialogue in tackling harassment in the workplace.
Sheena Johnson Lynn Holdsworth, Helen Beers and Nina Day	Ageing workers: health and wellbeing in professional drivers.
Kara Ng, Karen Niven and Helge Hoel	“I’m going to be more flexible with my values”: The role of moral disengagement in understanding bystander reactions to workplace bullying.
Adrian Wright and Gemma Wibberley	Wellbeing within a co-working workspace.

**Stream 3: Professions and Careers**

Room B10

Chair: Jill Rubery

Author(s)	Paper
Tiyesere Chikapa	The Makeshift career orientation among Malawian women in formal employment: An alternative to traditional, protean and kaleidoscope career orientations.
Susanna Whawell	Stepping up or stepping off – why women in UK professional services choose not to join the board.
Ashley Williams	How do stereotypes of gender and sexuality influence LGBT career construction?



#### **Stream 4: Regulation and Work**

Room E21

Chair: Jenny Rodriguez

Author(s)	Paper
Clifford Bacon	The limits of 'professionalisation from above': Exploring the problematic reshaping of 'street level' policing.
Jane Ferguson, Abigail Tazzyman, Keiran Walshe, Alan Boyd, Julian Archer, Marie Bryce, Tristan Price and John Tredinnick-Rowe	"You're just a locum": temporary work in the medical profession.
Eva Jendro	The effects of public sector reform on firefighters' orientations to work.
Emma Hughes, Tony Dundon, Miguel Martinez Lucio, Debra Howcroft, Arjan Keizer, Roger Walden	A fragmented future of work and employment.

17:45 – 19:30 **TUC Fringe Event**

#### Work and Equalities: Futures and Challenges

Using research undertaken by the Work and Equalities Institute, the meeting aims to discuss how equality at work has been challenged and undermined by recent political developments. There will be various trade union and academic speakers including Heather Wakefield, Lynn Collins, Jill Rubery, Debra Howcroft, Tony Dundon, and Miguel Martinez Lucio, who will reflect on how the concept of equality is central to the labour movement agenda and how its reinvention and deepening in the age of Uberisation, Brexit and Trump is both necessary and possible.

This event will be held from 18:00 to 19:30 at the TUC Congress, Manchester Central Convention Complex, Room Central 8.

Please Note: Additional registration is required for this event. If you are interested in attending, please contact [wei@manchester.ac.uk](mailto:wei@manchester.ac.uk) for further details.