

# Contributors

---

**Adina Batnitzky** is a Postdoctoral Research Fellow in the School of Geography at the University of Oxford. Dr Batnitzky holds a BA with honours from Barnard College, Columbia University and an MA and PhD in Sociology from Brown University, where she was a trainee in demography at the Population Studies Training Center. She is currently working on an Economic and Social Research Council (ESRC) Gender Equality Network funded research project entitled 'Gender, Ethnicity, Migration and Service Sector Employment'. Her doctoral thesis examined the health consequences of unequal divisions of household labour on women's health in Morocco.

**Rosemary Crompton** is Professor of Sociology at City University, London. Her most recent book is *Employment and the Family*, published by Cambridge University Press in 2006. Other books include *Restructuring Gender Relations and Employment* (Oxford University Press, 1999), *Women and Work in Modern Britain* (Oxford University Press, 1998) and *Class and Stratification* (Polity, 2008). She is currently Principal Investigator on the ESRC project, 'Class, gender, employment and family' linked to the GeNet Research Network ([www.genet.ac.uk](http://www.genet.ac.uk)).

**Angela Dale** is Professor of Quantitative Social Research at the Cathie Marsh Centre for Census and Survey Research (CCSR) at the University of Manchester. She was CCSR's founding director from 1995 to 2002 when she was appointed Director of the ESRC Research Methods Programme. From 1993 to 2006 she led the CCSR team providing academic access and support for microdata samples (Samples of Anonymised Records) from the UK Census of Population. Research interests centre around gender and the labour market, with a particular emphasis on ethnic differences and the life course.

**Simon Deakin** is Professor of Law at the University of Cambridge and a Fellow of Peterhouse. He is the director of a programme of interdisciplinary research on corporate governance at the Centre for Business Research and is a senior research associate of the Judge Business School at Cambridge. He has recently been a visiting professor at Columbia University and the EUI, Florence, and is currently a visiting fellow at the Institute for

Technology, Enterprise and Competitiveness at Doshisha University, Kyoto. He is the author, with Frank Wilkinson, of *The Law of the Labour Market: Industrialization, Employment and Legal Evolution* (Oxford University Press, 2005) and, with Gillian Morris, of *Labour Law* (4th edn, Hart Publishing, 2005). He was elected a Fellow of the British Academy in 2005.

**Shirley Dex** is Professor of Longitudinal Social Research and Head of the Bedford Group of Lifecourse and Statistical Studies at the Institute of Education, University of London. She has held posts at the Judge Business School, University of Cambridge, the Institute for Social and Economic Research at the University of Essex, and the Economics Department at the University of Keele. From 1998 to 2003 she was Research Advisor to the Joseph Rowntree Foundation's Work and Family Life Programme. She has published many books and articles on women's employment and cross-national comparative research, equal opportunities, families and work, ethnic minorities and employment, flexible working arrangements in organisations, work and care and family policy. Recent books include *Families and Work in the 21st Century* (York Publishing Services and Joseph Rowntree Foundation, 2003) and with H. Joshi (eds) *Children of the 21st Century* (Policy Press, 2005).

**Sarah Dyer** is a lecturer in Human Geography at the University of Oxford. She is currently undertaking research with Linda McDowell and Adina Batnitzky exploring gender, ethnicity, migration and service sector employment. She also has research interests in ethics and the relationship between science and society. Sarah has previously worked as a lecturer at King's College, London.

**Peter Elias** is a Professor in Employment Research at the University of Warwick. As a full-time researcher based at Warwick since 1975, he has developed a number of research interests and worked on a wide variety of employment-related research projects. These range from the evaluation of large-scale government programmes designed to affect labour market behaviour, statistical monitoring of the status of particular groups in the labour market, the study of occupational change and research on the relationship between further and higher education, vocational training and labour market outcomes. Related to these research themes, he has developed methods for the measurement and analysis of labour market dynamics and has an interest in the classification of labour market activities. He has published his research extensively in a wide variety of journals, book, research reports and papers. He is a Fellow of the Royal Statistical

Society and from 1998 to 2002 he was a member of the ESRC Research Resources Board. In October 2004 he was appointed as the ESRC Strategic Advisor for Data Resources.

**John Ermisch** is a Professor of Economics at the Institute for Social and Economic Research, University of Essex and a Fellow of the British Academy. Formerly, he was Bonar-Macfie Professor in the Department of Political Economy at the University of Glasgow (1991–94), and a senior research officer at the National Institute of Economic and Social Research. From 1991 to 2001, he was one of the co-editors of the *Journal of Population Economics*, and was President of the European Society for Population Economics in 1989. His research is broadly concerned with how the family and markets interact. He is the author of *An Economic Analysis of the Family* (Princeton University Press, 2003), *Lone Parenthood: An Economic Analysis* (Cambridge University Press, 1991) and *The Political Economy of Demographic Change* (Heinemann, 1983), as well as numerous articles in economic and demographic journals.

**Colette Fagan** is Professor of Sociology at the University of Manchester and co-Director of the University's European Work and Employment Research Centre. Between 2004 and 2007 she was a co-ordinator of the European Commission's Expert Group on Gender, Social Inclusion and Employment. Her research focuses on gender relations in employment and domestic life, with a particular focus on cross-national comparative analysis and working time. She has recently co-edited *Gender Divisions and Working Time in the New Economy: Public Policy and Changing Patterns of Work in Europe and North America* (Edward Elgar, 2006) and co-authored 'Patterns of labour market integration in Europe – a life course perspective on time policies' in *Socio-Economic Review* (2006).

**Susan Harkness** is a Senior Lecturer in the Department of Social and Policy Sciences at the University of Bath. Her research interests include women and employment; lone parent employment and well-being; and child poverty and outcomes. She has previously worked as a lecturer in the Department of Economics at the Universities of Bristol and Sussex, and as a researcher at the Centre for Economic Performance at the London School of Economics.

**Susan Himmelweit** is Professor of Economics at the Open University. Her research is on gender issues in economics, particularly those to do with work–life balance and care, including currently a joint study that forms part of the GeNet on 'Within Household Inequalities and Public Policy', and a recently published report *Supporting Parent and Carer*, written jointly with

Professor Hilary Land for the Equal Opportunities Commission. She is a member and past chair of the UK Women's Budget Group, a think tank monitoring and advising government on the gender aspects of social and economic policy. She is on the editorial board of *Women, Politics and Policy* and an Associate Editor of the journal *Feminist Economics* of which she was joint guest editor of special issues on 'Lone Mothers' (2004) and 'Children and Family Policy' (2000). She is the president-elect of the International Association for Feminist Economics.

**Heather Joshi** is Professor of Economic and Developmental Demography at the Institute of Education, University of London, where she is also the Director of the Centre for Longitudinal Studies, the department which houses three national birth cohort studies of 1958, 1970 and the Millennium, resources for the research community. Her own research at the intersection of economic and demographic issues has covered gender, family, lifetime earnings, co-education, health inequalities, migration and neighbourhood effects. Publications include *Unequal Pay for Women and Men: evidence from the British Birth Cohort Studies* (with Pirella Paci, MIT Press, 1998), *Children of the 21st Century: From Birth to Nine Months* (contributor and editor with Shirley Dex, Policy Press, 2005) and 'Production, Reproduction and Education: women, children and work in contemporary Britain', in *Population and Development Review*, **28**(3), in 2002. She was one of the first economists to analyse the Women and Employment Survey in 1984 which opened a vein of research on women's lifetime incomes which lead to the award of an Officer of the Order of the British Empire (OBE) in 2002.

**Jane Lewis** is Professor of Social Policy at the London School of Economics and Political Science (LSE). She has a longstanding interest in gender and social policy, and in the comparative study of welfare regimes. Her recent books include *Should we Worry about Family Change* (2003) and *The End of Marriage? Individualism and Intimate Relations* (2001).

**Joanne Lindley** is a Senior Lecturer in Economics at the University of Sheffield. Her research interests include the economics of education, migration, labour market discrimination and the effect of globalisation on mobility and labour market adjustment.

**Clare Lyonette** is a research officer working in the Department of Sociology at City University, London. Since completing her PhD, she has been working with Professor Rosemary Crompton on a series of cross-national comparative studies, funded by the ESRC, and is currently working on the project 'Class, Gender, Employment and Family', which is part of the

ESRC-funded GeNet research project (<http://www.genet.ac.uk>). Her main research interests are in gender, women's employment, and caring responsibilities, and her published work includes both work and elder-care and work-life conflict issues. She recently co-edited (with Professor Crompton and Professor Suzan Lewis) a book entitled *Women, Men, Work and Family in Europe*, published by Palgrave Macmillan (2007).

**Jean Martin** is a Senior Research Fellow in the Department of Sociology, University of Oxford where she teaches survey methods. She retired in 2005 from the Office for National Statistics where she was Director of the Social Analysis and Reporting Division. She was responsible for designing, managing and analysing many large-scale social surveys, including the 1980 Women and Employment survey. She has specialised in survey methodology, heading the Data Methodology and Evaluation Division at the Office for National Statistics (ONS). She is a Visiting Professor at the University of Surrey and an Honorary Fellow at the University of Bristol.

**Linda McDowell** is Professor of Human Geography at the University of Oxford and a Fellow of St John's College, where she is the director of the St John's Research Centre. Her interests are in gender divisions of labour, economic and social change in the UK, migration and feminist theory. Her most recent books are *Redundant Masculinities?* (Blackwell, 2003) and *Hard Labour* (UCL Press, 2005). She currently holds a Leverhulme Major Research Fellowship (until October 2008) and is writing a book about bodies at work. As well as the GeNet project on migrant workers in the service sector in Greater London, she has an Australian Humanities Research Council (AHRC) grant to investigate Asian women's political action in the UK since 1976.

**Colm McLaughlin** is Lecturer in Industrial Relations and Human Resources at University College Dublin and a Research Associate of the Centre for Business Research at the University of Cambridge. His former positions include Lecturer at the University of Auckland and ESRC Postdoctoral Research Fellow at the University of Cambridge. He is currently working on the ESRC GeNet project 'Addressing Gender Inequality through Corporate Governance'. His research interests include labour market equity; labour market protections and low-paid work; reflexive governance; and comparative industrial relations.

**Susan McRae** is Professor of Sociology (Emeritus) at Oxford Brookes University, where she was formerly Dean of Social Sciences and Pro Vice-Chancellor for Research and Graduate Studies. From 1994 to 1999, she was

Director of the ESRC Programme on Population and Household Change. Her research interests include women's employment, family and household change, and inequality. She is the author of *Cross-Class Families* (1986), *Maternity Rights in Britain* (1989), *Cohabiting Mothers* (1993) and editor of *Changing Britain: Families and Households in the 1990s* (1999).

**Diane Perrons** is the Director of the Gender Institute at the London School of Economics. Her main publications include *Globalization and Social Change; People and Places in a Divided World* (Routledge, 2004) and the anthology *Gender Divisions and Working Time in the New Economy Changing Patterns of Work, Care and Public Policy in Europe and North America* (Edward Elgar, 2006) with Colette Fagan, Linda McDowell, Kathryn Ray and Kevin Ward. Diane's research focuses on the social and spatial implications of global economic restructuring, paying particular attention to inequality and intersectionality between different dimensions of inequality, changing employment composition and social reproduction of daily life.

**Kate Purcell** is a sociologist and Professor in Employment Research at the University of Warwick having returned to the Institute for Employment Research in September 2006, after seven years as Professor and Director of the Employment Studies Research Unit at the University of the West of England. She has researched and written widely on gender, employment and labour market change and has increasingly focused on policy-related research on the socio-economic impact of higher education expansion. She is currently Director of the biggest-ever investigation of the relationship between higher education and employment – the Higher Education Careers Services Unit (HECSU)-funded Futuretrack six-year longitudinal study of 2006 Universities and Colleges Admissions Service (UCAS) applicants – where the 130 000 respondents to the first stage are being surveyed at six points between 2006 and 2012 to track their experiences, career-relevant decisions, and early career outcomes.

**Anthony Rafferty** is a Research Associate at the Cathie Marsh Centre for Census and Survey Research (CCSR), Manchester University. Prior to joining CCSR, he worked as a researcher at Birkbeck College, University of London, acting as a Regional Officer for the National Evaluation of the Sure Start government early years programme. He has also worked as a researcher and teaching assistant at Nottingham Policy Centre, Nottingham University, and as a research assistant in the School of Psychology, Cardiff University.

**Kathryn Ray** is a Research Fellow at the Policy Studies Institute. Her research interests focus around intersections of gender and race in inequalities and

identities. Her current work focuses on the employment–family interface and work–life balance issues, and changing racisms and identities in contemporary Britain. She is co-editor of *Gender Divisions and Working Time in the New Economy* (Edward Elgar, 2006), and co-author of *Social Cohesion in Diverse Communities* (JRF, 2007).

**Ceridwen Roberts** is a Senior Research Fellow in the Department of Social Policy and Social Work at the University of Oxford. She was formerly Director of the Family Policy Studies Centre (FPSC) for eight years until 2001. Prior to joining the FPSC she held research and research management posts in the UK Department of Employment and academia as an industrial sociologist. While in government she developed and managed an extensive programme of research on women in the labour market. From 1998 to 2004 she was the UK expert on the European Commission's Observatory on the Social Situation, Demography and Family. She has lectured, published and appeared on television and radio in a wide range of family policy issues and currently has research projects on family policy issues and grand-parenting as well as a project in the ESRC Gender Equality Network on 'Tackling Inequalities in Work and Care: Policy Initiatives and Actors at the EU and UK levels'. She is an Academician of the Academy of Social Sciences and sits on its Council, was chair of the Social Research Association 2001–05 and is currently its vice-chair and a member of the ESRC Research Strategy Board.

**Jill Rubery** is Professor of Comparative Employment Systems and Deputy Director for Human Resources, at Manchester Business School, University of Manchester. She is a co-director of the European Work and Employment Research Centre at Manchester and has co-ordinated for 15 years the European Commission's expert group on gender and employment. Her research interests include segmented labour markets, comparative employment systems, theories of pay and the influence of gender on the organisation of the labour market. She was elected a fellow of the British Academy in 2006 and is an emeritus fellow of New Hall, Cambridge. Recent publications include with M. Marchington, J. Grimshaw, J. Rubery and H. Willmott (eds), *Fragmenting Work: Blurring Organisational Boundaries and Disordering Hierarchies* (Oxford University Press, 2005) and J. Rubery and D. Grimshaw, *The Organisation of Employment: an International Perspective* (Palgrave, 2003).

**Jacqueline Scott** is Professor in Empirical Sociology at the University of Cambridge and a Fellow of Queens' College. She directs the Economic and Social Research Council's Research Network on Gender Inequalities in

Production and Reproduction. Her former positions include Director of Research at the ESRC Centre for Micro Social Change at the University of Essex, where she was involved in the original design and implementation of the British Household Panel Study. Her research interests include life-course research; gender-role change; attitudinal research; and ageing and well-being. She has recently co-edited the *Blackwell Companion to the Sociology of Families* (2004); and the Sage Benchmark Series on Quantitative Sociology (2005).

**Kelly Ward** is a Data Manager at the National Centre for Social Research (NatCen) and works on two major surveys, the Health Survey for England (HSE) and Longitudinal Study of Young People in England (LSYPE). She was formerly a Research Officer at the Centre for Longitudinal Studies examining the changing occupational careers of women and men, using the birth cohort studies National Child Development Study (NCDS), British Cohort Study 1970 (BCS70), National Survey of Health Development (NSHD) and Millennium Cohort Study (MCS). Her research interests include data linkage, survey methodology; occupational histories and life-course trajectories.

**Kevin Ward** is Professor of Human Geography and Co-Director of the European Work and Employment Research Centre at the University of Manchester. He has written over 60 articles and book chapters on state reorganisation, the politics of urban and regional development and social reproduction and labour market restructuring, which have appeared in journals including: *Antipode*, *Area*, *Environment & Planning A*, *Environment & Planning C*, *Geoforum*, *Sociological Review*, *Transactions of the Institute of British Geographers*, *Urban Studies and Work*, *Employment and Society*. He currently serves on the editorial boards of *Geography Compass* and *Antipode*, is the Editor of the RGS-IBG (Human Geography) Book Series, and he has recently co-edited. *Neo-liberalization; States, Networks, Peoples* (with Kim England, Blackwell, 2007).