Contributors

**Sarah Ashwin** is Professor of Industrial Relations in the Employment Relations and Organisational Behaviour group of the Management Department at the London School of Economics. She has been studying the Russian workers’ movement and trade unions since 1991. Her publications on the subject include *Russian Workers: The Anatomy of Patience* (Manchester University Press, 1999) and *Russian Trade Unions and Industrial Relations in Transition* (co-authored with Simon Clarke, Palgrave, 2003).

**Dr Maurizio Atzeni** is Lecturer in Labour and Industrial Relations, Loughborough University, and Research Fellow at the Centre for Industrial Relations, University of Cagliari, Italy, and at the Centre for Labour Investigation (CEIL-Piette/Conicet), Buenos Aires, Argentina. He coordinates with Pablo Ghigliani the research network Labouragain at the International Institute of Social History, Amsterdam, the Netherlands. His recent publications include a research monograph on labour conflict in Argentina (Palgrave, 2010), an edited collection on alternative work organisations (Palgrave, 2011), several book chapters on unionism in Argentina and journal articles on workers’ collective action for the *Industrial Relations Journal* and on workers’ self-management for *Work, Employment and Society*.

**Janis Bailey** is Associate Professor in the Department of Employment Relations and Human Resources, Griffith University, Gold Coast, Australia. Her recent publications include articles on school-aged workers published and forthcoming in *Journal of Industrial Relations, Australian Bulletin of Labour, Industrial Relations Journal* and *Work, Employment and Society*, and articles on the intersection of labour and environmental history published in *Labour History*. She is co-editor of a forthcoming book on young people at work (Ashgate, 2011) with co-authors Robin Price, Paula McDonald and Barbara Pini. In 2009, she carried out research for the Liquor, Hospitality and Miscellaneous Workers’ Union regarding a pay claim for ambulance officers, and was an expert witness in the subsequent Industrial Commission hearing, and in 2007 co-authored major commissioned reports on the effects of Australia’s WorkChoices legislation on low-paid women workers.

**David Beale** is a Visiting Research Fellow and was formerly a Lecturer in Employment Studies at Manchester Business School, University of
Manchester. His work on union responses to new management practices and restructuring has been published in the *British Journal of Industrial Relations, Industrial Relations Journal* and *Employee Relations*. He was awarded a PhD from the University of Manchester Institute of Science and Technology in 2000 on this subject and is currently working with Ernesto Noronha on a project about public sector trade unions and the challenges they face in two Indian states. He has considerable experience as a workplace union representative and branch officer, as well as in wider labour movement organisations and campaigns, and worked for ten years as a union education tutor. Another – and at times overlapping – research interest of his is workplace harassment and bullying, with his work with Helge Hoel published in the *British Journal of Industrial Relations, European Journal of Industrial Relations* and *Work, Employment and Society.*


**Dae-oup Chang** is a Senior Lecturer in Development Studies in the Department of Development Studies, School of Oriental and African Studies (SOAS), London. His research interests include labour relations in East Asia, political economy of East Asian development and critique of the developmental state. His current research aims to investigate East Asia’s place in global capitalist development by analysing changing capital-labour relations in East Asian countries, regional integration of East Asia and its implication for the globalising circuit of capital. In so doing, he has been working with a wide range of labour organisations including Asia Monitor Resource Centre, Asian TNCs Monitoring Network, Building and Wood Workers International, and other national union federations and grass-root labour NGOs in Asia. His recent publications include *Capitalist Development in Korea: Labour, Capital and the Myth of the Developmental State* (Routledge, 2009) and ‘Informalising labour in Asia’s global factory’ in *Journal of Contemporary Asia* (2009, 39/2).

**Sylvie Contrepois** is Senior European Researcher at London Metropolitan
Dr Fang Lee Cooke is Professor of Human Resource Management and Chinese Studies at the Department of Management, Faculty of Business and Economics, Monash University, Australia. Previously, she was Professor at Manchester Business School, University of Manchester. Her research interests are in the areas of employment relations, gender and employment, diversity management, strategic HRM, knowledge management and innovation, outsourcing, Chinese outward FDI and employment of Chinese migrants. Fang is the author of *HRM, Work and Employment in China* (Routledge, 2005), *Competition, Strategy and Management in China* (Palgrave Macmillan, 2008), and *Human Resource Management in China: New Trends and Practices* (Routledge, 2011). Cooke is also the co-editor (with Chris Rowley) of *The Changing Face of Management in China* (Routledge, 2010). She has a developing interest in HRM and employment relations issues in India and in Asia more broadly. Her studies on diversity management, innovation and HRM in India have been published in *Human Resource Management* (with Debi Saini, 2010).

Dr Pauline Dibben is a Senior Lecturer at the University of Sheffield. Published volumes include a co-authored textbook *Employment Relations: A Critical and International Approach* (CIPD, 2011) and two co-edited collections, *Contesting Public Sector Reforms: Critical Perspectives: International Debates* (Palgrave, 2004) and *Modernising Work in Public Services: Redefining Roles and Relationships in Britain’s Changing Workplace* (Palgrave, 2007). Dibben has also published in the field of employment relations, job security and public sector reform in journals such as *Work, Employment and Society, Journal of World Business, British Journal of Management* and *Public Administration*.

Dr Heiner Dribbusch is a Senior Researcher with the Institute of Economic and Social Research (WSI) within the Hans-Boeckler-Stiftung in Düsseldorf, Germany. His major research areas are industrial relations and trade unionism with a special focus on union organising, collective bargaining and industrial action. His major publications in English are ‘German trade unions between neoliberal restructuring, social partnership and internationalism’ in *Labour*.

Bill Fletcher Jr is a Senior Scholar with the Institute for Policy Studies, the immediate past President of TransAfrica Forum, and the co-founder of the Center for Labor Renewal. He served as the Belle Zeller Visiting Professor at Brooklyn College-City University of New York from 2005–2007. He is co-author (with Dr Fernando Gapasin) of Solidarity Divided which analyses the crisis in organised labour in the US. He is co-author (with Peter Agard) of The Indispensable Ally: Black Workers and the Formation of the Congress of Industrial Organizations, 1934–1941, a pictorial examination. Fletcher has served in the union movement as a grassroots activist, organiser/representative, and as a senior staff person.

Dr Gregor Gall is Research Professor of Industrial Relations and Director of the Work and Employment Research Unit at the University of Hertfordshire. He was previously Professor of Industrial Relations at the University of Stirling. Gall is the author of The Meaning of Militancy? Postal Workers and Industrial Relations (Ashgate, 2003), The Political Economy of Scotland: Red Scotland? Radical Scotland? (University of Wales Press, 2005), Sex Worker Union Organising (Palgrave, 2006), Labour Unionism in the Financial Services Sector: Fighting for Rights and Representation (Ashgate, 2008) and Tommy Sheridan: From Hero to Zero? A Political Biography (Welsh Academic Press, 2011). He is also the editor of four volumes on union organising (Routledge 2003, 2005, Palgrave 2009, 2009) and editor of forthcoming volumes on anti-unionism, and new forms of workplace conflict. He has written a fortnightly column in the Morning Star, the daily newspaper of the labour movement in Britain, since 2005, and has carried out commissioned research for a number of unions like Connect, FBU and PCS.

Pablo Ghigliani is a full-time Researcher at the Consejo Nacional de Investigaciones Científicas y Técnicas (CONICET) and Professor of Social History in the Universidad Nacional de La Plata, Argentina. He is author of The Politics of Privatisation and Trade Union Mobilisation: The Electricity Industry in the UK and Argentina (Peter Lang, 2010).

Richard Hurd is Professor of Labor Studies and ILR Associate Dean for External Relations, Cornell University, Ithaca, NY, US. He has worked
closely with labour organisations, developing training programmes and offering technical assistance on strategic issues, including trade union management, organisational change, internal and external organising, strategic planning, and leadership development. He has co-edited three volumes published by Cornell University Press, Rekindling the Movement (2001), Beyond the Organizing Model (1998) and Restoring the Promise of American Labor Law (1994) as well as publishing extensively in journals like Industrial and Labor Relation Review and the Labor Studies Journal and those with a practitioner orientation like New Labor Forum, Perspectives on Work and Working USA.

John Kelly is Professor of Industrial Relations, Department of Management, Birkbeck College, University of London and previously worked at the London School of Economics. His main areas of research are comparative labour relations, unions and industrial relations theory and recent publications include Ethical Socialism and the Trade Unions: Allan Flanders and the Reform of British Industrial Relations (Routledge 2010), Rethinking Industrial Relations (Routledge, 1998) and the co-authored Parties, Elections and Policy Reforms in Western Europe: Voting for Social Pacts (Routledge, 2011), Varieties of Unionism (OUP, 2004) and Union Organization and Activity (Routledge, 2004). In addition, he has published in a wide range of journals including the British Journal of Industrial Relations, Comparative Political Studies, European Journal of Industrial Relations, and Industrial Relations.

John McIlroy is Professor of Employment Relations at Middlesex University Business School. He was formerly Reader in Sociology at The University of Manchester and Professor of Industrial Relations at Keele University. He has recently co-edited Histories of Labour: National and International Perspectives (Merlin Press, 2010), Trade Unions in a Neoliberal World (Routledge (paperback), 2010), Making History: Organisations of Labour Historians in Britain (Maney Publishing, 2010) and Industrial Politics and the 1926 Mining Lockout (University of Wales Press, second edition, 2009). His articles have appeared in periodicals from Past and Present and the Journal of Contemporary History to the British Journal of Industrial Relations, Industrial Relations Journal, Industrial Law Journal, the New Statesman and Marxism Today. For 25 years, he organised and taught classes for trade unionists and published extensively on educational issues. He is Secretary of the Society for the Study of Labour History.

Ronaldo Munck is Head of Civic and Global Engagement, Dublin City University, Ireland, and visiting Professor of Sociology at the University of Liverpool. He has written widely on international labour issues from a critically

**Ernesto Noronha** has a PhD from the Tata Institute of Social Sciences, Mumbai, India, and is currently a Professor at the Indian Institute of Management, Ahmedabad, Gujarat, India. His academic interests include technology and work, labour and globalisation, organisation control, unionisation, ethnicity and diversity at the workplace and research methodology. Besides being a contributor to various international journals he has published two books, *Employee Identity in Indian Call Centres: The Notion of Professionalism* (Sage, 2009, co-authored with Premilla D’Cruz) and *Ethnicity in Industrial Organisations: Case of Two Organisations in Mumbai* (Rawat, 2005). He contributed to research on the Indian ITES-BPO sector with the current work examining the experiences of lawyers and engineers working in the knowledge process outsourcing organisation in India. Given his interest in the issues of informal labour, he has been photographing the working lives of people in the brick kilns of Ahmedabad.

**David Peetz** is Professor of Employment Relations, Griffith University, Gold Coast, Australia. He previously worked at the Australian National University and in the then Commonwealth Department of Industrial Relations. He has been a consultant for the International Labour Organization in Thailand, Malaysia and China, and undertaken work for unions, employers and governments. He is author of *Brave New Workplace: How Individual Contracts are Changing Our Jobs* (Allen and Unwin, 2006) and *Unions in a Contrary World: The Future Of The Australian Trade Union Movement* (Cambridge University Press, 1998).

**Dr Thorsten Schulten** is Senior Researcher with the Institute of Economic and Social Research (WSI) within the Hans-Boeckler-Stiftung in Düsseldorf, Germany. His major research areas are international political economy, industrial relations, wage policy and collective bargaining, and European integration. His major publications in English are ‘Towards a European minimum

**Richard L. Trumka** was elected President of the American Federation of Labour and Congress of Industrial Organizations (AFL–CIO) in 2009 after serving for 14 years as its Secretary Treasurer. A member of its Executive Council since 1989, Trumka chaired the Strategic Approaches and Capital Stewardship Committees and was instrumental in developing tactics to rally the support of international labour on behalf of US workers struggling for workplace justice against multinational conglomerates. When first elected to the AFL-CIO, Trumka was serving his third term as President of the United Mine Workers of America (UMWA). A third generation coal miner from Pennsylvania, Trumka began working in the mines at age 19 and soon became an activist in the Miners for Democracy reform movement. As UMWA president, he led the union in one of the most successful strikes in recent American history against the Pittston Coal Company resulting in significant advances in enhanced mine workers’ job security, pensions and benefits. While working in the mines, Trumka attended Pennsylvania State University where he received his BS degree. In 1974, he earned a law degree from Villanova University.


**Adrian Wilkinson** is Professor of Employment Relations, Griffith University, Gold Coast, Australia, and Director of its Centre for Work, Organisation and Wellbeing. He has written nine books and over 100 articles in refereed journals,

Geoffrey Wood is Professor in Human Resource Management at the University of Sheffield. Previously, he was Professor and Director of Research at Middlesex University Business School. He has also held visiting fellowships at Cranfield University, Victoria University of Wellington, New Zealand, the American University in Cairo, Egypt, Cornell University, Ithaca, NY and Rhodes University, Grahamstown, South Africa. He has served as Commissioned Researcher for the South African Truth and Reconciliation Commission. He is also Visiting Professor, Nelson Mandela University. He is co-editor of *Modernising Work in Public Services* (Palgrave, 2007), *Industrial Relations in Africa* (Palgrave, 2007), *Institutions, Production and Working Life* (Oxford University Press, 2006) and *Trade Unions and Democracy* (Manchester University Press, 2004).