
Contributors

Brian Abbott was formerly Senior Lecturer in Employment Relations at Kingston University, London. His research interests include the role of civil society organisations in representing the interests of workers. His work has been published in a number of leading journals, including *Work, Employment and Society*; *Human Resource Management Journal* and *Industrial Relations Journal*.

Gabriella Alberti is Associate Professor in Work and Employment Relations at Leeds University Business School. Her research explores various aspects of migrant labour and its intersections with precarious work, state policies, unions, free movement, welfare rights and social movements. She has published on the experiences of precarious migrants in London's hospitality sector in *Work, Employment and Society* (2014) and co-authored the European Parliament report on EU Social and Labour Rights and EU Internal Market Law (2015) and a paper in the *International Journal of Human Resources Management* (2017) on the experiences of temporary migrants across hospitality and construction. With colleagues at Leeds, she edited a special issue of *Work, Employment and Society* on precarity and insecure workers.

Siobhan Austen is a professor, Discipline Lead of Economics at Curtin University and Director of the Women in Social and Economic Research (WiSER) cluster. Her research expertise is in the economic analysis of the gendered aspects of key social and economic policy debates around population ageing, retirement incomes and labour-force participation. She is currently leading a large project on resource allocation in older Australian couple households. Siobhan is an associate editor of *Feminist Economics* and is on the editorial boards of the *Journal of Economic Issues* and *Economics and Labour Relations Review*. She is a member of the Australian Bureau of Statistics' Gender Statistics Advisory Group and the Work and Family Roundtable.

Alan Bogg is Professor of Labour Law at the University of Bristol. Prior to that, he was Professor of Labour Law at the University of Oxford, and a fellow and tutor in law at Hertford College, Oxford.

Sharon C. Bolton is Professor of Organisational Analysis at the University of Stirling Management School. Her research interests broadly cover the sociology of work with a particular focus on the emotional labour process, skills and employment, precarious work, public-sector management, the nursing and teaching labour process, gender, management and the professions, and dignity in and at work. Recent research has focused upon an exploration of skills shortages and employment in the hospitality sector, the quality of work in Europe and meaningful work. Her research interests lie in some perennial questions concerning what it is to be human; how we can better understand the relationship between people, work and society; and what is the fundamental conception of humanity embedded in the political economy? To support her analyses, she utilises conceptual frameworks including moral economy, labour

process theory, Goffman's interaction order, sociology of professions and ethics of care.

Zinovijus Ciupijus is Lecturer in HRM and employment relations at Leeds University Business School. He completed a doctoral thesis examining social and labour market experiences of migrants in a medium-sized northern England town. He has also written and published articles on European Union labour mobility and migrant support groups.

Rachel Lara Cohen is Senior Lecturer in Sociology at City University, London. She takes a mixed-methods approach to the sociology of work and employment and is especially interested in non-standard work, including self-employment. She has written about body work, emotional labour and work–life boundaries as well as feminism and quantitative methods. Her work has appeared in *Work, Employment and Society*; *Sociology*; *Sociological Review* and *Gender, Work and Organization* among other publications.

Neil Davidson lectures in Sociology in the School of Social and Political Science at the University of Glasgow. He is the author of six books, including the Deutscher Prize-winning *Discovering the Scottish Revolution* (2003) and *How Revolutionary Were the Bourgeois Revolutions?* (2012, 2017). Most recently, he co-edited and contributed to *No Problem Here: Understanding Racism in Scotland* (2018).

Patricia Findlay is Professor of Work and Employment Relations at the University of Strathclyde and Director of the Scottish Centre for Employment Research. Her research interests are in mutual gains, workplace innovation, job quality and fair work, skills implication of automation, workplace learning (including union-led learning), skills and skills valuation, and employer–employee partnerships. Recent journal publications have been in *Public Administration Review*, *Journal of Industrial Relations*, *Work and Occupations* and *Employee Relations*.

Chris Forde is Professor of Employment Studies at Leeds University Business School. His research interests look at the changing nature of work and he has conducted research into temporary agency working, looking at the changing structure of the agency industry and the experience of work for agency temps; migration, looking in particular at the experiences of migrant workers, asylum seekers and refugees; and restructuring, job quality, discipline and grievance at work, and the effects of collective bargaining on performance. He has published widely across these interests and received funding for this research from ACAS, the European Parliament, the International Labour Organisation and the Home Office.

Gerald Friedman is Professor of Economics at the University of Massachusetts. He worked on the research staff of the International Ladies' Garment Workers' Union before gaining a PhD in economics at Harvard. He has published *State-Making and Labor Movements: The United States and France, 1876–1914* (1998), *Reigniting the Labor Movement: Restoring Means to Ends in a Democratic Labor Movement* (2008) and *Microeconomics: Individual Choice in Communities* (4th edn 2018). He is also the author of numerous articles on topics in the labour history of the USA and Europe, on the evolution of economic thought, labour economics, economic theory, the history of slavery in the Americas, and on current economic issues. He has been a media correspondent on economics, consultant to unions, and drafted funding plans for campaigns for single-payer health insurance in many states in the USA.

Gregor Gall is Visiting Professor at Leeds University Business School and an affiliate research associate at the University of Glasgow. He was previously Professor of Industrial Relations at the universities of Stirling, Hertfordshire and Bradford and has published 11 books, co-authored another, edited eight books and co-edited another three. Among these is *The International Handbook of Labour Unions: Responses to Neo-Liberalism* (2012). He has also published over 100 articles in peer-reviewed academic journals. These outputs have focused on understanding collective mobilisation, especially through union organisation; the architecture of interest representation (through union recognition); and tensions in the employment relationship that lead to workplace conflict. He is also co-editor of *Scottish Labour History*, editor of *Scottish Left Review* and director of the Jimmy Reid Foundation.

Brian Halpin is a lecturer at the University of California. His research focuses on low-wage workers, low-wage labour markets, and precarious employment relations. His work has been published in *Social Problems* (2015) on erratic and unpredictable scheduling practices in the food service industry and in *Work and Occupations* (2017) on analysing the employment management work in which low-wage workers must engage when confronted with the realities of non-standard work arrangements.

Bill Harley is Professor of Management in the Faculty of Business and Economics at the University of Melbourne. He has a PhD in industrial relations, both from the University of Queensland. His primary research focus is on issues of power and control in organisations, with a particular interest in managerial practices and their impact on employees' experiences of work. His work has been published in journals including *Journal of Management Studies*, *British Journal of Industrial Relations* and *Industrial Relations*, *Human Resource Management Journal* and *Organisation Studies*.

Jason Heyes is Professor of Employment Relations at the University of Sheffield and Director of its Work, Organisation and Employment Relations Research Centre (WOERRC). His research interests lie at the interface between employment relations, political economy and social policy. He has published widely on topics including labour market regulation, flexicurity and vocational education and training. His current research is concerned with the forms and consequences of national labour administration systems, underemployment and well-being, and the experiences of employed carers.

Chris Howell is James Monroe Professor of Politics at Oberlin College. He is the author of numerous articles on labour politics, comparative political economy and left parties in Western Europe, and three books, *Trajectories of Neoliberal Transformation: European Industrial Relations Since the 1970s* (with Lucio Baccaro), *Regulating Labor: The State and Industrial Relations Reform in France* and *Trade Unions and the State: Constructing Industrial Relations Institutions in Britain, 1890–2000*. The latter won the 2005 *Labor History* prize, *Labor History Journal*, for best book in labour studies.

Therese Jefferson is currently on secondment to the Australian Research Council (ARC) as Executive Director for Social, Behavioural and Economic Sciences. Prior to commencing at the ARC, Therese was Research Professor at the Curtin University in Perth, Western Australia. Her research interests are in gendered aspects of employment, economic security and labour markets, with special interest in the economic well-being of

people in later life and the use of mixed methodologies in economics. During her career, she has been involved with a wide range of applied economic and social research that has been commissioned by industry and policy organisations, including the Workplace Gender Equality Agency, Human Rights and Equal Opportunity Commission and Fair Work Australia. Her research has also been published in a range of national and international journals.

Steve Jefferys is Emeritus Professor of European Employment Relations at London Metropolitan University, where he was Director of the Working Lives Research Institute from its founding in 2002 until its closure in 2015. In that role he led a research team that primarily worked on changing European comparative industrial relations in response to restructuring, and in particular on the prevalence and different forms and understandings of racism, and on the creation of different social identities. His most recent work, published in *Savoir/Agir* (2018), *Travail et Emploi* (2016), *Transfer* (2015) and in *Les cultures d'entreprise Européennes au défi d'un nouveau monde* (2017), focuses on understanding the relationship between contemporary European populisms, racisms and nationalisms and growing union weakness. He is currently completing an accessible, historical study of the left in Paris (1830 to the present) to be published online in 2019. It is both a history and a guide to French and internationally known individuals on the left, the places they lived and acted in, and to their ideas grouped around themes ranging from trade unionism, anarchism, socialism and communism to feminism and environmentalism.

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Linley Lord is Professor at Curtin University, Australia. She is Co-Lead of Curtin's Athena SWAN Project and Director of the Maureen Bickley Centre for Women in Leadership (MBC) in the Faculty of Business and Law. The MBC was established in 2008 to promote and enable the increased representation of women in leadership roles. Her current research interests include women's pathways to corporate boards, women in non-traditional areas of employment and women's experience as leaders. She is a member of the Chamber of Minerals and Energy (WA) Gender Diversity Reference Group and has been a sessional member of the State Administrative Tribunal since its inception in 2005. Prior to her academic career, she gained considerable experience as a change agent through appointments that included Project Officer for Equal Employment Opportunity focusing on local government (WA); first Equal Opportunity Coordinator for the West Australian Fire Brigades Board (now FESA) and as national Equal Opportunity Manager for the Reserve Bank of Australia.

Robert MacKenzie is Professor of Working Life Science at Karlstad Business School, Karlstad University, Sweden. His work has sought to link research on the social and economic experiences of workers with broader patterns of socio-economic restructuring and changes in the regulation of the employment relationship. This has led to research on the role played by unions, contract form and the socio-economic experiences of migrants.

Miguel Martínez Lucio is Professor of International HRM and Comparative Industrial Relations at the University of Manchester. He has researched on questions of work and employment relations with a special focus on the impact of organisational change on work, the revitalisation of unions, and the transformation of the state and regulation. He has a research interest in the fragmentation of, and reorganisation in, worker voice and representation.

Stephen Mustchin is Lecturer in Employment Studies at the University of Manchester. His research focuses on industrial relations, work and labour market regulation, and he has written and published on topics including union renewal, public-sector restructuring and employment, training and skills, and conflict at work.

Greg Patmore is Professor Emeritus of Business and Labour History and chair of the Business and Labour History Group and the Co-operative Research Group at the University of Sydney Business School. He previously served as president of the Australian Society for the Study of Labour History and editor of its journal, *Labour History*, and he continues to serve on the journal's editorial board. His current research projects include an Australian Research Council-funded history of Australian co-operatives, and a history of the Berkeley Consumer Co-operative in the USA. His publications include *Worker Voice: Employee Representation in the Workplace in Australia, Canada, Germany, the UK, and the US, 1914–1939* (2016) and *Australian Labour History* (1991).

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Vicki Smith is Research Professor of Sociology at the University of California, Davis. She is author of *Crossing the Great Divide: Risk and Opportunity in the New Economy* (2001) and co-author with Ester B. Neuwirth of *The Good Temp* (2008). She has also published many articles and chapters on new forms of work organisation, the rise of non-standard work, and changes in employment relationships.

Mark Stuart is Professor of Human Resource Management and Employment Relations and Director of the Centre for Employment Relations Innovation and Change (CERIC) at the University of Leeds. He has researched and published extensively on union change, the modernisation of employment relations and the industrial relations of skills. Current projects include a study of 'Social Protections in the Platform Economy', for the European Parliament. Recent co-authored monographs include *Employment and Social*

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Steve Williams is Reader in Employment Relations at the University of Portsmouth. His research interests include the role of new and emerging actors in employment relations and the nature of civil regulation in work and employment relations. Steve's recent books include *Employment Relations under Coalition Government: The UK Experience, 2010–15*, edited with Peter Scott (2016), and the fourth edition of his textbook *Introducing Employment Relations: A Critical Approach* (2017).

