



Social inequalities entering civvy street: researching the importance of class and gender in determining labour market outcomes of military veterans

ESRC DTP Joint Studentship

The University of Warwick and the University of Nottingham

[Full details of the academic content of the studentship - Social inequalities entering civvy street: researching the importance of class and gender in determining labour market outcomes of military veterans](#)

To be co-supervised by Professor Clare Lyonette from the Institute for Employment Research at the University of Warwick and Professor Tracey Warren from the School of Sociology and Social Policy at the University of Nottingham:

- Professor Clare Lyonette: <https://warwick.ac.uk/fac/soc/ier/people/clare/>
- Professor Tracey Warren: <https://www.nottingham.ac.uk/sociology/people/tracey.warren>

Background to the research project:

This project will address an important ongoing concern: how to provide equity of opportunity within the civilian labour market among military veterans in a time of restricted budgets and continued change.

Research has already shown that transitions into 'civvy street' can be challenging and distressing for many veterans and their families¹. Perceptions of ex-military as 'mad, bad and sad' have long affected the employment options open to veterans after transition². These perceptions are shaped strongly by class and gender inequalities, intensifying for working class military men and women with lower qualifications than those in higher ranks. To date, little academic research has centred on class and gender differences in achieving a successful outcome after military service. This project will focus upon a diverse group of veterans from a variety of class backgrounds and life-course stages to determine those factors which act as facilitators, and those which act as barriers, to successful employment outcomes in 'civvy street'.

The project will draw upon theoretical debates engaging with class and gender inequalities in an austere labour market. Potential additional literatures concern identities, 'greedy' institutions, total institutions, and masculinities and femininities in the workplace. However, the applicant can suggest alternative theoretical approaches in their application.

Methodology and techniques to be employed:

It is anticipated that the project will utilise creative mixed methods to produce original in-depth insights into the employment experiences of veterans to provide a rounded picture of inequalities in employment opportunities. The aim is to research female and male veterans from a variety of class backgrounds and life-course stages in order to identify patterns in labour market outcomes. Employers from sectors most likely to employ veterans may also be interviewed. The analysis of statistics on class, gender and employment patterns can be used to frame the broader picture of intersecting inequalities in the contemporary labour market. However, we would be open to considering proposals from the applicant regarding the methodological approach and evidence of previous relevant/applicable research methods training and experience, including qualitative research methods would be welcome. Applicants should have experience in the study of work and employment, and in social inequalities (preferably including class and gender).

¹ Lyonette et al (2018) *Self-employment among the Armed Forces Community*. Forces in Mind Trust.

² Ashcroft (2014) *The Veterans Transition Review*. KPMG.