



**Industrial Relations Research Unit
Warwick Business School
University of Warwick**

Annual Report, 2013

INTRODUCTION AND OVERVIEW

IRRU embraces the research activities of the industrial relations community at Warwick Business School (WBS). The aims of IRRU are to produce high quality, independent research which is critical in nature, thereby to contribute to the conceptual and empirical development of the field and to improve the information and analysis available to national and European-level policy and practitioner communities. Achieving these aims requires maintaining a critical mass of active researchers. This involves securing research funding to enable the employment of dedicated research staff and to provide research support and bought-out time for those IRRU members holding lecturing positions. Achieving our aims also requires sustained engagement with the policy and practitioner communities, at national and European levels. Our activity on this during 2013 is detailed in section 3 below.

Three main themes frame IRRU's current research, and activity on each of these is elaborated in section 2 below. Main developments under each theme during 2013 included:

❖ *Europeanisation and internationalisation of employment relations*

IRRU co-organised, with the University's new Global Research Priority group on Global Governance, a one-day workshop on Global Labour Governance on the 26th of April, attended by 24 staff from five different departments (WBS, Sociology, PAIS, Law, IER). The workshop set out a research agenda on global labour governance around four themes: global labour governance theory, multinational companies, informal labour, international organisations. International partners (CRIMT Montreal, Renmin, Monash, Witwatersrand) have joined the research agenda. Preparatory research within IRRU included: work for a joint survey with Renmin University on multinationals and labour standards in China; exploratory research by Donaghey and Reinecke on the responses to the Rana Plaza disaster in Bangladesh; a position paper on global labour governance by Meardi and Marginson, forthcoming in *Work, Employment and Society*.

Parallel to these new developments on global labour governance, Juliane Reinecke has started a project, funded by the Independent Social Research Foundation, on human and labour rights issues in the global value chain of minerals from conflict zones. The research covers the definition of responsibilities for forced and bonded labour and focuses on the Democratic Republic of Congo. It involves interviews with respondents from industry, the US government and NGOs.

❖ *Equality, diversity, careers and work-life balance*

Melanie Simms and Sophie Gamwell completed a project on young people's experiences of (un)employment, funded by Unionlearn. Through interviews with companies, trade unions, young people, and careers advisers, the researchers identified the shortage of information and guidance on skill development, and at some, if rare, good examples of innovation from companies, unions and NGOs.

Dimitrinka Stoyanova, with colleagues at St. Andrews University, has conducted research funded by the British Academy on the career structure of comedy performers, based on interviews and focussing on the implications of informality and networks.

Kim Hoque and Sophie Gamwell have conducted research on agency work and international recruitment in the health and social care sectors. Hoque's work, with colleagues at Leeds and Birmingham Business Schools, draws on data on agency working in nursing and qualified social worker roles across six study organisations, to assess the extent to which there is a 'special attention' approach towards the management of professional agency workers, and whether the legal context prevents agency workers gaining de facto employment rights. Gamwell has undertaken work with colleagues in India, the Philippines and Viet Nam, funded by the

International Labour Organisation, on good and promising practices in the international recruitment of health workers into the UK.

❖ *Employee representation and employee voice*

Kim Hoque, in collaboration with Unite and colleagues from Cass Business School and Royal Holloway, completed the analysis of a survey of union members in the UK finance sector, which uncovered a positive relationship between representation and job quality perception.

Associate Fellows Mark Hall and John Purcell started an analysis of the 2011 Workplace Employment Relations Survey data on Information & Consultation of employees, funded by ACAS.

Jimmy Donaghey, with Associate Fellows Mark Hall, John Purcell and Mark Carley, completed a research project funded by the European Foundation for the Improvement of Living and Working Conditions designed to map and analyse national I&C practice across the EU member states in the light of the EU's Information & Consultation Directive (2002/14/EC).

IRRU has continued as the UK national centre for the EU 'Observatories' covering industrial relations, working conditions and restructuring, supplying features and reports on national developments, and undertaking thematic comparative analysis, embracing all 28 EU member states, for the Observatories. Its tender for a further four years contract from April 2014 was successful.

2013 was the census year for the Research Excellence Framework (REF) in British Universities and IRRU concentrated its efforts on publications (listed in Annex C) and on producing three research impact case studies: on information and consultation of employees; on the regulation of uncertainty in European labour markets; and on employee representation in the performing arts.

The most important academic event in 2013 for IRRU was organising and hosting, in collaboration with other departments, the Work, Employment and Society Conference at Warwick on 3-5 September 2013. The Conference registered a record number of paying delegates and excellent feedback scores; the conference topic, the roles of the state, was addressed in particular in plenary sessions on state theory, the public sector and migration, and by keynote speeches by leading Chinese labour activist Han Dongfang and by sociologist Saskia Sassen. Jimmy Donaghey, Guglielmo Meardi, Deborah Dean and Melanie Simms will edit a special issue of *Work, Employment and Society* based on the conference.

Additional initiatives by IRRU, aimed at increasing the capacities for research in the field, were the creation of a Midlands group of the British Universities Industrial Relations Association, and of an inter-department centre, Connecting Research on Employment and Work (CREW) to increase synergies with researchers in other parts of the University.

The speaker for the eleventh annual Warwick-Acas lecture in honour of Sir Pat Lowry was John Taylor, Chief Executive of ACAS.

1 STAFFING

There are currently 13 academic staff in IRRU, twelve of whom are also active in teaching in the Warwick Business School. IRRU also has 13 associate fellows and three Emeritus Professor members. IRRU's membership during 2013 is listed in Appendix A.

2013 was another year of considerable change in terms of staffing. Mark Hall, Michel Goyer, Melanie Simms and Sukanya Sen Gupta left during the year, and Sophie Gamwell and Paul Marginson will be leaving in Spring 2014. All departing members have contributed enormously to the spread of

research and competence, as well as the collegiality of IRRU. Paul Marginson, in particular, had been the Director for ten years (2002-12); his ground-breaking work on the EU and on multinational companies will be the focus of an international workshop to be held in June 2014 and he expects to maintain research collaboration with IRRU.

IRRU welcomed three new colleagues who joined WBS as Assistant Professors. Dimitrinka Stoyanova joined from St. Andrew University and has produced important work on employment relations in the creative industry. Shainaz Firfiray, previously at IE Business School, has worked, among others, on work-life balance. Dulini Fernando, previously at Loughborough University, has published in particular in the area of gender and careers. In addition, Manuela Galetto, already an IRRU member as a Research Fellow and then a Teaching Fellow, remains in IRRU after obtaining herself the position of Assistant Professor. As an implication of the change of staffing, IRRU's area of research on equality and diversity has enlarged to include working lives, careers and work-life balance.

WBS is expected to invest more in the area of HRM and employment relations following the decision to offer a Part-Time MSc in HRM and Employment Relations in London, which may lead to further strengthening of IRRU especially on HRM.

IRRU was pleased to welcome Associate Fellow Valeria Pulignano (University of Leuven) for a research and teaching visit in March.

2 RESEARCH PROJECTS

Theme 1: Europeanisation and internationalisation of employment relations

Global Labour Governance

Within the initiative on global labour governance by IRRU and the University's Global Research Programme on Global Governance, a number of start-up activities have been launched, with the aim of developing a larger research portfolio and major research project.

Jimmy Donaghey and Juliane Reinecke have started exploratory research on the response to the 2013 Rana Plaza disaster. This industrial incident has triggered an unprecedented level of cooperation among companies, social movements, labour organisations and other NGOs in formulating a response, in particular the Accord on Fire and Building Safety in Bangladesh. This cooperation among various actors makes it a revealing case to understand how co-operation around the issue of socially responsible global supply chains is formulated at the intersection of local, national and transnational levels. The research, based on interviews with involved organisations, also seeks to further develop the analytical framework to examine the interface of labour based and consumer based social standards. Key research questions include: How did companies cooperate with other industry members in formulating a response? How did companies cooperate with NGOs and trade unions in formulating a response? What were the challenges in this process? How were they overcome? What constitutes best practice in terms of the development of socially responsible supply chain management?

IRRU has strengthened its collaboration with Renmin University for research on labour standards in China. Guglielmo Meardi visited the School of Labour and Human Resources in October, and Dr Wei Huang of Renmin visited Warwick in January 2014. Collaboration has focussed on launching in China a similar survey of multinationals to those that IRRU, with other research partners, conducted in the UK, Ireland, Spain and Canada. The survey on foreign multinationals in China would combine a part on HRM structures, comparable to that of the previous surveys, with a module on participation to labour standards initiatives. Meardi and Marginson, as well as IRRU Associate Fellow Tony Edwards of King's College, will travel to Renmin in the Summer to finalise the project with Professor Weiguo Yang and Dr Wei Huang of the School of Labor and Human resources, and with Prof. Weidong Wang of the National Survey Centre in Beijing. The plan is to conduct a pilot project with funds from the National Survey Centre and to submit a large funding application to the National Science Foundation.

In a parallel project funded by the Independent Social Research Foundation, Juliane Reinecke investigated the issues of business responsibilities and responses to human rights abuse (including forced and bonded labour) in the global value chain of conflict minerals from the Democratic Republic of Congo. Through extensive document and interview materials from across three continents, Reinecke examined the process through which responsibility for a problem is attributed to particular actors, which is crucial for the framing of global policies on human and labour rights. While private companies have taken on increasing responsibilities for what were previously considered public issues, what counts as public or private responsibilities remains highly contested. The case study on the Democratic Republic of Congo examined the process of responsabilisation involving NGOs, state and industry and identified mechanisms through which responsibility frames are made binding and resilient, showing how private and public responsibilities may emerge and shift over time and involve a broad spectrum of actors in complementary and conflicting roles.

Coordinated wage bargaining in Europe

Building on work on changes in collective bargaining as a mode of labour market governance in several European countries, undertaken as part of the EC FP7 project 'Gusto', Paul Marginson has

undertaken secondary analysis of a range of sources to examine the impact of the crisis on the arrangements for multi-employer bargaining which are a core feature of industrial relations in most western European countries.

The continued viability of coordinated, multi-employer bargaining arrangements as a cornerstone of labour market regulation across western Europe has come under increased threat since the onset of the crisis. Already, ongoing pressure for decentralization had corroded the capacity of sector agreements to specify universal standards applicable at company level. Procedural mechanisms articulating the two levels had become looser and more open-ended. Under the crisis, this process has been taken further in northern European countries, whilst in southern Europe - under pressure from the European institutions - a frontal assault on multi-employer bargaining arrangements is now underway. Crisis-induced measures to strengthen European economic governance intensify the pressures for coordination of bargaining across borders, but the conditions for successfully realising this have significantly worsened given the undermining of existing capacities for effective coordination within national bargaining systems.

Relatedly, Marginson secured a contract from Eurofound for a comparative analysis of changes in wage setting mechanisms in the EU's twenty-eight member states, to be completed in the first quarter of 2014. As well as tracking changes in the levels, coverage and flexibility of collective wage bargaining arrangements, the analysis investigates whether changes are originated by employers and trade unions themselves; and/or influenced by pressure from governments; and/or required by international institutions as a condition of financial rescue packages. It will also assess the relative influence of macro-economic, micro-economic and political/institutional pressures on the different kinds of change taking place.

In a parallel development, Manuela Galetto has built on the comparative research on collective bargaining in the health sector from the 'Gusto' project to investigate more in depth the implications for gender equality. The analysis focuses on the extent to which recent procedural and substantive changes in the mechanisms of labour governance in the hospitals sector (in particular decentralisation and individualization of pay determination) have had disproportionately negative effects on the female workforce, and on possible responses given that the European Commission has placed greater emphasis on the role of social partners on addressing the gender pay gap.

Change in national industrial relations in the EU

Guglielmo Meardi spent two months at the Max-Planck Institute für Wissenschaftsforschung in Cologne to advance the book stemming from his ESRC fellowship (2010-12) on comparative employment relations. He presented the first version of his analysis at research seminars in Cologne and at the Böckler Stiftung (research foundation of the German Trade Union Confederation), pointing at the effects of international forces on weakening industrial relations associational and on the paradoxical side effect of increased political and legal regulation, and based on empirically-based assessments of the effects of migration, multinational companies and EU policies.

Two particular implications of the research are leading to follow-up work. First, the resulting relevance of the historical institutional approach has been applied to explain the surprising similarities in the development of tripartism in Spain and Poland, two countries where it was introduced within the context of democratic transition, and where parallel functions, dysfunctions and, recently, crisis can be observed. Secondly, Meardi identified some unintended consequences of recent reforms in Southern Europe, and he presented them in academic and policy publications and events. Meardi is now involved, as an academic advisor, in a European Union Industrial Relations and Social Dialogue project on collective bargaining in European countries affected by the sovereign debt crisis. The project, led by former IRRU member Aristeia Koukiadaki of Manchester Business School, focuses on the impact of industrial relations reforms on collective bargaining in the manufacturing

sector in Ireland, Portugal, Spain, Italy, Slovenia, Greece and Romania. He is also an advisor on a Norwegian project led by the FAFO Center in Oslo on multi-level governance in the European labour market, and on a German-Austrian one led by Linz University on the Europeanisation of trade unions.

Theme 2: Equality, inequality and diversity at work

Youth unemployment and skill development initiatives

A project by Melanie Simms and Sophie Gamwell, with Ben Hopkins of Aberystwyth University, looked at issues of young people's skills and experiences of (un)employment against the background of a very difficult labour market. Funded by Unionlearn, it involved interviews with employers, trade unionists, young people, and career advisers about the challenges facing young people in finding work and training opportunities. Although there were good examples of innovation from companies, unions and NGOs the story was, overall, a bleak one. Young people and the mechanisms to support them into work have suffered especially badly in the current recession. Structured careers advice is, at best, patchy and poorly funded. Large numbers of employers lack information about funding for skills training and even where they do engage with these systems (e.g. through providing apprenticeships) they find it hugely difficult, frustrating and time consuming. Young people reported numerous 'scams' where work advertised was not what was offered. In the absence of clear support mechanisms, successful transition into work (let alone good work) was largely a matter of luck. The Executive Summary of the report can be found on the Unionlearn website (<http://www.unionlearn.org.uk>).

Careers and Working Lives

Dimitrinka Stoyanova, with colleagues at St. Andrews University, looked at the realities of working in comedy in the UK for a project funded by the British Academy. Drawing on over 70 semi-structured biographical interviews with professional stand-up comedians and other key respondents such as television and radio producers, she examined how careers are pursued in the industry. Existing academic literature on the creative industries tells us that artistic labour markets are characterized by informal relations and social networks. As career progression is largely unstructured, individuals navigate their working path by building relationships and making a name for themselves in the industry. The preliminary findings suggest that this is also the case in the world of comedy. Comedy is found to be a rather extreme case of individualisation and fragmentation and this employment environment presents a number of challenges to those working in it. This also raises a series of questions about the working lives of comedy performers: the meaning of being a 'professional' comedian, the negotiations of careers, the role of gatekeepers and social networks.

Manuela Galetto has co-edited an Italian book on today's diverse modes of relationships and their implications on public spheres of life such as work, consumption practices and access to welfare.

Employer Disability Practice

Drawing on data from a survey of trade union Disability Champions, Kim Hoque, with a colleague at Cass Business School, assessed the impact of Disability Champions on employer disability policy in Britain. While the majority of Disability Champions report having had a positive impact, they report greater influence on employer willingness to conduct disability audits and to amend and improve employer equal opportunities practices with regard to disability than employer willingness to make reasonable adjustments. The analysis also suggests that Disability Champion effectiveness might be improved by: increasing the time they are able to spend on their duties; encouraging the establishment of workplace disability committees; ensuring they have the confidence and skills to

provide guidance and support to members suffering discrimination; encouraging the spread of joint regulation of disability decision-making; and ensuring Disability Champion retention.

Procurement professional involvement

Kim Hoque, with colleagues at Leeds and Birmingham Business Schools, has studied the implications of the increase in procurement professional involvement in the professional services engagement process. The research investigated: the stages of the engagement process at which procurement professionals have become more involved and the form this involvement has taken; second, whether greater procurement involvement has resulted in a movement towards a 'procurement model' or an 'adversarial approach'; and third, whether greater formalisation has led to the curtailment of relational activity. The evidence from interviews with procurement professionals, suppliers and client line managers, suggested personal engagement is in some cases being disrupted and often being replaced with an aggressive, 'adversarial' form of procurement management. In explaining why this is the case, respondents pointed to the overly cost-focused approach of many procurement professionals, and insufficient skills and experience to facilitate effective involvement with providers.

Agency work

Kim Hoque, with colleagues at Leeds and Birmingham Business Schools, has conducted a study on the employment relation issues of agency work in nursing and qualified social worker roles. Using data on agency working in nursing and qualified social worker roles across six study organisations to assess the extent to which there is a 'special attention' approach towards the management of professional agency workers. The analysis found that there is indeed a prima facie case for a 'special attention' approach, but its adoption is piecemeal at best. In understanding why this might be the case, some line managers remain unconvinced by the appropriateness of such an approach, viewing agency workers as a variable cost. Also, the perceived benefits of a special attention approach are frequently outweighed by competing cost control priorities. Related to this, the legal context in which the agency rather than the client organisation is designated as the agency worker's employer encourages the outsourcing of employer responsibilities to agencies, and also discourages the adoption of a special attention approach in order for the agency's status as the legally-defined employer to be maintained, and to prevent agency workers gaining de facto employment rights.

Agencies and international recruitment

Sophie Gamwell has undertaken work with colleagues in India, the Philippines and Viet Nam, funded by the International Labour Organisation, on good and promising practices in the international recruitment of health workers into the UK. The research outlines the context of an increasingly internationally mobile health care workforce, within which exploitation by unscrupulous recruitment agencies is widespread. Even in the context of the UK, where charging fees for recruitment is unlawful, 50% of internationally recruited nurses report having paid fees. This research focuses on organisations that implement ethical recruitment, and their reasons for doing so. It reports on the practices they undertake, such as quality checks, support for relocation, partnership working with NHS trusts and monitoring of partner organisations in source countries.

Theme 3: Employee representation and employee voice

Union representation and job quality in the UK finance sector

Kim Hoque, in collaboration with Unite and with colleagues from Royal Holloway University of London and Cass Business School, looked at whether employee perceptions of job quality are better in instances where an onsite union representative is present. He also attempted to identify whether the relationship between onsite representatives and job quality is explained by employee perceptions of union collective voice. The analysis, based on a survey of union members in the UK finance sector, demonstrates that employee perceptions of several dimensions of job quality are better where an onsite representative is present, and that this can be explained by the higher perceptions of union collective voice that onsite representatives engender.

Further developments in representation and voice

Jimmy Donaghey, Mark Hall, John Purcell and Mark Carley completed their review of the EU's Information and Consultation Directive (2002/14/EC), which was already described in last year's Annual Report. Their findings indicate that while the Directive did not initiate a new wave of meaningful consultation in countries that introduced general I&C legislation for the first time, it did play a 'nudging' role in encouraging some organisations, particularly multinationals based in the UK and Ireland, to establish and/or strengthen I&C processes. Similarly, the wide flexibilities allowed by the Directive and national legislation to the social partners did not encourage the widespread adoption of I&C practices. This research was cited by the European Commission in its July 2013 response to the "Fitness Check" of the I&C Directives.

Associate Fellows Mark Hall and John Purcell, with Adam Duncan of the Institute for Employment Research, started an analysis of the 2011 Workplace Employment Relations Survey data on Information & Consultation of employees, funded by ACAS. The research found that, possibly as an effect of the new I&C regulations, the decline in Joint Consultative Committees (JCC) was halted between 2004 and 2011 and their number increased in medium-size companies (100-250 employees). JCC are more frequent and more resilient in workplaces where trade unions are also present, and are often combined with other forms of communication.

Guglielmo Meardi set up an international network of researchers interested in the representation of groups particularly affected by the crisis in UK, Germany, Italy, USA and Argentina.

Summary of IRRU's Impact Cases

IRRU prepared and submitted three of the eleven Warwick Business School's research impact cases for the 2013 Research Excellent Framework.

1. *Marketization and the Consequences of Insecurity in European Labour Markets - Informing the Policy Debate (Paul Marginson and Guglielmo Meardi)*

The economic crisis of 2008 intensified existing uncertainties in the labour market and disrupted earlier European policies concerning flexibility and security in labour markets. Focussing on uncertainty and insecurity in labour markets, research by WBS addressed the capacity of public and private employee relations and corporate governance arrangements, including collective bargaining and immigration, to offset these negative consequences. European policy makers are now gaining an interest in mitigating the effects of marketization. As a result, this timely research has challenged conventional wisdom that marketization promises unqualified gains and has stimulated significant ongoing policy and trade union debate across Europe.

2. *Informing Law and Practice - Information and Consultation of Employees (Mark Hall)*

The European Union's (EU) Information and Consultation of Employees (ICE) Directive was adopted in the UK in 2004. It comprised a series of regulations which gave employees the right to be informed and consulted about a range of issues in their organisation. Previously the UK had no

provision for work councils (a representative structure where management meet with employee representatives to discuss working conditions) so the new ICE Regulations had a large impact on industrial relations activities. Professor Mark Hall's research filled a gap in knowledge of how employers, employees and trade unions were responding to the ICE Regulations and the changed legal environment. The research has been used to inform UK policy making, to underpin significant European reviews of the legislation and to improve professional practice through training and information.

3. Reducing Inequality in European Performing Arts (Deborah Dean)

Professional performing is unique because it is a gender-integrated profession. However, previous national-level data indicated the existence of a systemic disadvantage for professional older women performers in relation to their male peers. Our research, 'Age, Gender and Performer Employment in Europe', was the first reliable study of the reality of the work experience for female performers across Europe. It significantly raised awareness of systemic gender and age inequality for female performers amongst performers unions, employers, decision-makers, and legislators at national and European level. The research has featured in several publications. The research was led by Dr Deborah Dean, Associate Professor of Industrial Relations at WBS, with contributions from Dominick Luquer, FIA General Secretary, Dearbhal Murphy, FIA Deputy General Secretary, and members of the FIA Gender Project Steering Group. The research was funded by various bodies including the FIA and European Commission.

Doctoral research

IRRU staff continued to supervise a number of doctoral students researching topics in industrial relations during 2013. The students are registered under WBS's doctoral programme. The sixteen students concerned, and the topics of their research, are listed in Appendix B. Two students, Orestis Papadopoulos and Jeong Hee Lee, were awarded their doctorates following examination.

In January 2014, IRRU, represented by Paul Marginson and students Meryl Bushell and Joyce Mamode, participated in the annual European Doctoral Workshop in Industrial Relations, being held in Amsterdam.

European Observatory network

During 2013, IRRU continued as the UK national centre for the network of EU-wide 'observatories' operated by the European Foundation for the Improvement of Living and Working Conditions (Eurofound), based on a four-year research contract that runs until 2014. The network embraces the European Industrial Relations Observatory (EIRO), the European Working Conditions Observatory (EWCO) and the European Restructuring Monitor (ERM). IRRU's role is to provide up-to-date information on key employment and industrial relations developments, restructuring data, research findings and policy analysis, aimed primarily at practitioners and policymakers at national and EU levels and published online. A consortium consisting of IRRU and the Institute of Employment Studies (IES) is one of a small group of European research institutes responsible for coordinating a range of EU-wide comparative analytical reports for the three observatories. Following Mark Hall's retirement at the end of March, coordination and editing of IRRU's input to the observatories was undertaken by Paul Marginson for the rest of the year.

In response to Eurofound's call for tenders to provide information services for a further four-year period, up to 2018, IRRU submitted a tender prepared in collaboration with Warwick's Institute of Employment Research in August. The collaboration with IER reflected the wider range of expertise required under the new tender, extending into labour market analysis as well as industrial relations and working conditions. The bid has been successful.

IRRU has been the UK national centre for EIRO since the latter's establishment in 1996. This involves providing a range of inputs including *information updates* on key UK developments and debates, *survey data reports* which highlight methods and findings from major national surveys, such as WERS 2011 in the current year, and national contributions to *comparative analytical reports* which focus on a particular topical issue and its treatment across Europe, and to sectoral *representativeness studies* which assess the representative capacity of employers' organisations and trade unions across the EU. These various inputs appear as records on EIRO's online database, which is publicly accessible at <http://www.eurofound.europa.eu/eiro>. During 2013, Sophie Gamwell was responsible for writing a proportion of the required material, with further contributions mainly being provided by Mark Hall (following retirement as associate fellow) and associate fellow Mark Carley. Paul Marginson was commissioned to undertake a comparative analytical report for EIRO on changes in wage setting mechanisms since the onset of the crisis.

EWCO (<http://www.eurofound.europa.eu/ewco/>) was established more recently than EIRO and IRRU became its UK correspondent in 2005. It covers career and employment security, the health and well-being of workers, skills and work-life balance, with a particular focus on survey-based material. Again, IRRU provides a range of inputs including information updates, and national contributions to comparative analytical reports. In 2013 this was mainly provided by Sophie Gamwell, former IRRU colleague Helen Newell and Duncan Adam of the Institute of Employment Research.

IRRU has been the UK contributor to the ERM (<http://www.eurofound.europa.eu/emcc/erm/index.htm>) since 2006. This involves reviewing press and online sources for UK cases of restructuring that: entail an announced or actual reduction of at least 100 jobs; involve sites employing more than 250 people and affect at least 10% of workforce; or create at least 100 jobs. Brief details of all such cases are recorded in standardised *fact sheets*, enabling the compilation of EU-wide statistics comparing countries, sectors, types of restructuring and employment effects. During 2013, 135 ERM factsheets were written by Sophie Gamwell and former IRRU doctoral researcher Christina Niforou. National contributions to comparative analytical reports were prepared by Gamwell.

A comprehensive listing of IRRU's inputs to the three observatories during 2013 is contained in Appendix C.

3 PUBLICATIONS AND PRACTITIONER ENGAGEMENT

The findings of IRRU's research are addressed to the academic and to the practitioner and policy-making communities. IRRU staff publish books and reports, articles in academic journals and contributions to edited collections, and present papers at academic conferences. They also disseminate research findings, and draw attention to their implications, in publication outlets (electronic and hard copy) which are oriented towards practitioners. These include IRRU's inputs to the European Observatory network (see Appendix C). Findings are also disseminated through presentations by IRRU staff to high-level policy and practitioner audiences, nationally and internationally. As part of its practitioner engagement, IRRU also organises jointly with Acas the annual Lowry lecture.

Academic publications and dissemination

A full list of the publications of IRRU staff and the papers they presented at academic conferences during 2013 is provided in Appendix C. The publications included 20 articles in different refereed journals and 3 chapters in edited books. In addition to refereed journals in industrial relations, the published articles ranged across journals in several disciplines including management studies, political economy, labour law and sociology. Papers were presented at international conferences

across a range of disciplines. Conference and research papers by IRRU staff are made available on IRRU's web-site: <http://www2.warwick.ac.uk/fac/soc/wbs/research/irru/publications/>

IRRU's research seminar series provides a forum for the presentation of findings and provisional conclusions from ongoing research projects. Most of the speakers are academics from other institutions; on occasion the speaker is a member of IRRU staff. During 2013 eight seminars were held; Jimmy Donaghey coordinated the series.

Guglielmo Meardi was invited as a concluding keynote speaker to the most important field's conference of the year, the European Congress on the International Labour and Employment Relations Association in Amsterdam in June.

Practitioner engagement and dissemination

The Spring 2013 issue of IRRU Briefing was circulated widely amongst the practitioner and academic communities. It carried features on youth unemployment, multinationals, information and consultation of employees, and European labour market governance.

The twelfth annual Warwick-Acas public lecture in honour of Sir Pat Lowry was held in London and given by John Taylor, who had recently retired from his position as Chief Executive Officer (CEO) at Acas. The title of the lecture was 'The Workplace in Transition: A Decade of Change and Challenge'. It focused on the increased complexity of employment relations and pointed in particular at some often neglected positive developments in dispute resolution and prevention.

The lecture is published in the on-line Warwick Papers in Industrial Relations series, available at: <http://www2.warwick.ac.uk/fac/soc/wbs/research/irru/wpir/>

IRRU co-organised with ACAS Midlands the re-launch of the Midlands Forum for Work, which aims at bring together employers, HR Directors, unionists and academics in the regular discussion of topical issues in employment relations.

Kim Hoque has been extensively involved and quoted in media debates over zero hours contracts (BBC Radio Ulster; Financial Director; Personnel Today; Pay and Benefits Magazine; Tageswoche; Employers' Law; HR Director; Birmingham Post; Wigan Observer; The Manufacturer) and the national minimum wage/ living wage (appearances on Radio 5 live and 3 Counties Radio; Birmingham Mail; Morning Star; HR Director; Employee Benefits). He was invited by the Recruitment and Employment Confederation to participate in their Flexible Work Commission roundtable

Guglielmo Meardi commented on the labour market implications of the political crisis in Italy on CNN, BCC World and CNBC.

Paul Marginson was interviewed by BBC News on the Grangemouth refinery dispute in October.

Juliane Reinecke gave an invited talk on certification schemes to the ICCO (International Cocoa Organization) in June in Douala, Cameroon.

IRRU prepared an on-line publication on Warwick's Knowledge Centre on 'Global labour governance: an idea whose time has come?', which prompted enquiries by regional news media.

4 RESEARCH FUNDING

IRRU's research projects are funded from a range of national and European sources, including research councils, governmental organisations, non-governmental organisations and charitable foundations. The sources of funding of new and ongoing projects, and those completed during 2013, are listed in Appendix D.

5 PUBLIC AND PROFESSIONAL ACTIVITIES

Guglielmo Meardi, Deborah Dean, Jimmy Donaghey, Michel Goyer and Melanie Simms, together with three colleagues from other Warwick departments, organised the 2013 Work, Employment and Society Conference at Warwick. The Conference brought 358 sociologists of work from around the globe to Warwick on the 3-5 September. The programme paid particular attention to the role of the state in the social regulation of employment, with plenary sessions on state theory, on the public sector and on international migration. Among the keynote speakers there was Han Dongfang, influential Chinese labour dissident and Director of the China Labour Bulletin in Hong Kong.

Jimmy Donaghey is member of ESRC's Peer Review College that assesses research grant applications in business and management studies.

Paul Marginson continues as a member of the European Trade Union Institute's Advisory Group. He is Associate Editor of *Industrial and Labor Relations Review* and member of the International Advisory Boards of *British Journal of Industrial Relations* and *European Journal of Industrial Relations*

Kim Hoque is member of the expert group advising the Employee Engagement Task Force, established by BIS. He is Associate Editor of *Human Relations* and is on the editorial board of *Industrial Relations Journal*, *Equal Opportunities International*, *Journal of Vocational Education and Training* and *Scandinavian Journal of Management*.

Guglielmo Meardi is member of the International Advisory Board of *European Journal of Industrial Relations* and of the Editorial Boards of *Industrielle Beziehungen*, *Emecon: Employment and Economy in Central and Eastern Europe*, *Przeegląd Zachodni* (Polish Journal of Western European Studies), *Warsaw Forum of Economic Sociology*, *Stato e Mercato*, *E-Journal of International and Comparative Labour Studies* and *Sociopedia.ISA* (on-line encyclopaedia of the International Sociological Association). He attended the Second Global Deans' Forum on Labour Science Deans at Renmin University in Beijing on the 14-15 October, where he presented IRRU's research and teaching programmes.

Geoff Wood is member of the editorial boards of the *International Journal of Management Reviews*, *Work Employment and Society*, *Human Resource Management Journal*, *Irish Journal of Management*, *Evidence-Based HRM* and the *Leadership and Organization Development Journal*.

Deborah Dean is member of Academic Reference Group for the Warwick Commission on the Future of Cultural Value.

Geoff Wood, Jimmy Donaghey, Kim Hoque, Paul Marginson and Guglielmo Meardi are Academic fellows of the Chartered Institute of Personnel and Development (CIPD). Deborah Dean, Manuela Galetto, Juliane Reinecke and Shainaz Firfiray are CIPD academic members.

Appendix A

IRRU Staff during 2013

Academic and Research Staff

Deborah Dean
Linda Dickens**
Jimmy Donaghey
Dulini Fernando (from January 2014)
Shainaz Firfiray (from January 2014)
Manuela Galetto
Sophie Gamwell
Michel Goyer (until May 2013)
Mark Hall (until March 2013)
Kim Hoque
Paul Marginson
Guglielmo Meardi
Juliane Reinecke
Sukanya Sen Gupta (until September 2013)
Melanie Simms (until August 2013)
Keith Sisson**
Dimitrinka Stoyanova (from September 2013)
Michael Terry**
Geoff Wood

** Emeritus Professor

Support Staff

Val Jephcott IRRU Research Co-ordinator

Associate Fellows

James Arrowsmith (Massey University)
Jacques Bélanger (Université Laval, Québec)
Mark Carley
Paul Edwards (University of Birmingham)
Tony Edwards (King's College, London)
Anthony Ferner (De Montfort University)
Mark Gilman (University of Kent)
Mark Hall
Richard Hyman (LSE)
Jane Parker (Massey University)
Valeria Pulignano (Katholieke Universiteit Leuven)
Helen Rainbird (University of Birmingham)
Monder Ram (University of Birmingham)

Appendix B

Doctoral Researchers and Topics

Anne Antoni	Ethical Behaviours At Work
Rina Binte Muhammad Musta	An Ageing Workforce: Implications for Human Resource Management
Meryl Bushell	The impact of social capital on the participation of women on corporate boards
Martin James†	An Ethnography of Managers' Action
Victoria Jelcic	The Rise Of Women: Effects of Croatia's Accession into the EU
Euk Hwan Kim	Mechanisms Linking HRM Practices to the Strategic Development of Knowledge Resources in MNCs
Jeong Hee Lee	Trade Union Response to Changes in Employment Relations toward Indirect Employment: comparative study of Korea and the UK
Ide Humantito	Anticorruption Institutional Entrepreneurs in Government Agencies in Indonesia: Internal Auditor Whistleblowing
Joyce Mamode	The Contribution of Trade Union Equality Reps to the Workplace Equality Agenda
Jude McNabb	Sex, Power and Academia: Teacher-Student relationships in Higher Education
Valentina Paolucci	Short Term Contract Regulations in a Context of Dynamic Labour Market Demands
Orestis Papadopoulos	A Comparative study of the Greek and Irish Youth Employment Policies
Jieun Ryu	Emergence Of Korean Social Enterprise: Top-Down And Bottom-Up Approaches
Joey Soehardjojo	A Study of Transnational and Institutional Factors in Emerging Market Economy of Indonesia
Emma Stringfellow†	A Comparative Study of the Responses of Trade Unions in France, Germany and Sweden to the Discourses and Policies of Managing Diversity
Hendrik Tiesinga	Labs for Systemic Innovation

† ESRC award

Appendix C

IRRU Publications during 2013

Note: For jointly authored publications, names in square brackets are people who are not members of IRRU.

Journal articles and book chapters

[G Cooke], J Donaghey and [I Zeytinoglu], 'The nuanced nature of work quality: evidence from rural Newfoundland and Ireland' *Human Relations* 66, 4, 503-527

[N Cullinane, T Dundon, A Dobbins, E Hickland] and J Donaghey, 'Beyond Union Avoidance? Exploring the Dynamics of Double-breasting Voice Regimes in Ireland' in G Gall and T Dundon (eds), *Global anti-unionism: Nature, Dynamics, Trajectories and Outcomes*, Macmillan

[T Edwards], P Marginson and [A Ferner], 'Multinationals in cross-country context: intergration, differentiation and interaction between MNCs and nation states', *Industrial and Labor Relations Review*, 66, 3

[M Franklin, N Searle], D Stoyanova and [B Townley], 'Innovation in the Application of Digital Tools for Managing Uncertainty: The Case of UK Independent Film' *Creativity and Innovation Management* 22, 3, 320-333

M Galetto, 'Patterns of trade union participation in the territorial pacts of a Northern Italian region' *Labor History*, 54, 3, 256-270

[M Keune] and P Marginson, 'Transnational industrial relations as multi-level governance', *British Journal of Industrial Relations*, 51, 3, 473-497

[J R Lamare, P Gunnigle], P Marginson and [G Murray], 'Union status and double breasting at multinational companies in three liberal market economies' *Industrial and Labor Relations Review*, 66, 3

P Marginson, [J Lavelle, J Quintanilla, D Adam and R Sanchez], 'Variations in approaches to European Works Councils in multinational companies', *Industrial and Labor Relations Review*, 66, 3

G Meardi, 'Les relations professionnelles européennes sous pression internationale: Une comparaison de six pays', *Revue de l'IRES*, 74, 35-58

G Meardi, 'Europäische Arbeitsbeziehungen unter internationalem Druck – Ein Sechs-Länder-Vergleich', in T. Müller and S. Rüb (eds), *Arbeitsbeziehungen, Wirtschafts- und Sozialpolitik unter den Bedingungen der Globalisierung und Europäischen Integration*, Baden-Baden: Nomos, 295-312

G Meardi, 'Zbiorowe stosunki pracy w Europie pod presją międzynarodową: Porównanie sześciu krajów', *Polityka Społeczna*, 40, 9, 15-22

G Meardi, 'Emerging Systems of Employment Relations in Central Eastern European Countries' in V Pulignano and J Arrowsmith (eds), *The transformation of employment relations in Europe*, Routledge, 69-87.

G Meardi and [V Trappmann], 'Between Consolidation and Crisis: Divergent Pressures and Sectoral Trends in Poland' *Transfer*, 19, 2, 195-204

G Meardi, [S Strohmer and F Traxler], 'Race to the East, Race to the Bottom? Multinationals and Industrial Relations in Two Sectors in the Czech Republic', *Work Employment and Society*, 27, 1, 39-55

[A Martín] and G Meardi, 'Actitudes hacia la inmigración y compromiso igualitario en Europa', *Política y sociedad*, 50, 2, 629-654

[A Martín], G Meardi and [O Molina], 'Crisis económica, incertidumbre y actitudes hacia la inmigración', *Cuadernos de Relaciones Laborales*, 31, 1, 167-194

[C Bischoff] and G Wood, 'Selective Informality: The Self Limiting Growth Choices of Small Business in South Africa', *International Labour Review*, 152, 493-505

[C Bischoff] and G Wood, 'SMEs and Employment Creation: A Case Study of Manufacturing MSEs in South Africa', *Development Southern Africa*, 30, 4-5, 564-579

[P Dibben], G Wood and [G Klerck], 'The Limits of Transnational Solidarity: The Congress of South African Trade Unions and the Swaziland and Zimbabwe Crises', *Labor History*, 54, 5, 527-539

[C Brewster, M Demirbag, H, Le] and G Wood, 'Management Compensation in MNCs: Cross-National Empirical Evidence', *Management International Review*, 53, 5, 741-762

[C Brewster, S Chahine, M Goergen] and G Wood, 'Trust, Owner Rights, Employees and Firm Performance', *Journal of Business Finance and Accounting*, 40, 5-6, 589-619

[C Brewster, M Brookes, P Johnson] and G Wood, 'Direct involvement, partnership and setting: a study in bounded diversity', *International Journal of Human Resource Management*, 19, 11, 2004-2023

[M Goergen, C Brewster] and G Wood, 'The Effects of National Setting on Employment Practice: The Case of Downsizing', *International Business Review*, 22, 6, 1051-1067.

Practitioner and other publications

G Meardi, 'Lezioni dall'Europa Centro-Orientale', *Inchiesta*, 38, 180, 56-59

G Meardi, 'La Polonia e l'Europa', *Il Mulino*, 3/13, 479-486

G Meardi, 'I diritti sindacali nell'Europa Centro-orientale', *iMec*, 2:7, 6

G Meardi, 'Est Europa, sindacati al crocevia tra passato e futuro', *Alternative per il socialismo*, 25, 71-78

Forthcoming

Books

[R Deeg, A Wilkinson] and G Wood (eds), *Oxford Handbook of Employment Relations: Comparative Employment Systems*, Oxford: Oxford University Press

[A Wilkinson], J Donaghey, [T Dundon and R Freeman] (eds), *Research Handbook of Employee Voice*, Cheltenham: E Elgar

[G Giuliani], M Galetto and [C Martucci] (eds) *L'amore ai tempi dello tsunami. Affetti, sessualità e modelli di genere in mutamento*, Verona: Ombre Corte (forthcoming)

Journal articles and book chapters

[N Cullinane] and J Donaghey, 'Employee Silence' *Research Handbook of Employee Voice* (2014)

[N Cullinane], J Donaghey, [T Dundon, T Dobbins and E Hickland] 'Regulating for Mutual Gains? Non-Union Employee Representation and the I&C Directive', *International Journal of Human Resource Management*

- J Donaghey, J Reinecke, [C Niforou and B Lawson], 'From Employment Relations to Consumption Relations: Balancing labor governance in global supply chains', *Human Resource Management*
- [T Dundon, T Dobbins, N Cullinane], J Donaghey and [E Hickland], 'Employer occupation of regulatory space of the Employee Information and Consultation (I&C) Directive in Liberal Market Economies' *Work, Employment and Society* 27
- M Galetto, P Marginson and [C Spieser], 'Collective bargaining and reforms to hospital healthcare provision', *European Journal of Industrial Relations*, 20, 2
- [M Goyer], J Reinecke and J Donaghey. 'Globalization and employment relations governance' in A Wilkinson, G Wood, and R Deeg (eds), *The Oxford Handbook of Employment Relations: Comparative Employment Systems*, Oxford: Oxford University Press
- K Hoque, [N Bacon and D Parr], 'Employer disability practice in Britain: assessing the impact of the Positive About Disabled People 'Two Ticks' symbol', *Work, Employment and Society* (2014)
- K Hoque and [N Bacon], 'Unions, joint regulation and workplace equality policy and practice in Britain: evidence from the 2004 Workplace Employment Relations Survey', *Work, Employment and Society* (2014)
- P Marginson, [M Keune and D Bohle], 'Negotiating the effects of uncertainty? The governance capacity of collective bargaining under pressure', *Transfer*, 20, 1
- [A Martin] and G Meardi, 'Public opinion, immigration and welfare in the context of uncertainty' *Transfer*, 20, 1
- G Meardi. 'The State' in A Wilkinson, G Wood, and R Deeg (eds), *The Oxford Handbook of Employment Relations: Comparative Employment Systems*, Oxford: Oxford University Press, 617-636.
- G Meardi, 'The (Claimed) Irrelevance of Employment Relations', *Journal of Industrial Relations*
- G Meardi, 'Employment Relations under External Pressure: Italian and Spanish Reforms during the Great Recession', in M Hauptmeier and M Vidal (eds) *The Comparative Political Economy of Work and Employment Relations*. London: Palgrave, 332-350
- G Meardi and P Marginson, 'Global labour governance: Potential and limits of an emerging perspective', *Work, Employment and Society*
- [M Simms] and D Dean, 'Mobilising contingent workers: the importance of cultures of solidarity', *Economic and Industrial Democracy*
- [A Wilkinson], J Donaghey, [T Dundon and R Freeman] (eds), 'Handbook of Research on Employee Voice' Cheltenham: E Elgar, 528pp
- [A Wilkinson, T Dundon], J Donaghey and [K Townsend], 'Partnership, collaboration and mutual gains: evaluating context, interests and legitimacy', *International Journal of Human Resource Management* 25
- [N Wu, N Bacon] and K Hoque, 'The adoption of High Performance Work Practices in small businesses: the influence of markets, business characteristics and HR expertise' *International Journal of Human Resource Management*
- [A Ataulaha, I Davidson, H Le] and G Wood, 'Corporate Diversification, Information Asymmetry and Insider Trading', *British Journal of Management*
- [C Brewster, J Walker] and G Wood, 'Diversity Between and Within Varieties of Capitalism', *Industrial and Corporate Change*
- [J Cheah, K Mazouz, S Yin] and G Wood, 'Foreign Direct Investment from Emerging Markets to Africa - the HRM Context', *Human Resource Management (US/Wiley)*

Warwick Papers in Industrial Relations

J Taylor, 'The Workplace in Transition: A Decade of Change and Challenge', no 97, *Warwick Papers in Industrial Relations*, Warwick Business School, April, 12pp

Conference Papers and Presentations

D Dean, 'Confounding expectations: are arguments accounting for obstacles to dimensions of gender equality in trade unions correct?' Work, Employment and Society conference, September, Warwick

J Donaghey, J Reinecke, [C Niforou and B Lawson], 'From Employment Relations to Consumption Relations: Balancing Labor Governance in Global Supply Chains', International Labour Process Conference, March, New Brunswick

J Donaghey, J Reinecke, [C Niforou and B Lawson], 'From Employment Relations to Consumption Relations: Balancing Labor Governance in Global Supply Chains', 29th EGOS Colloquium, Sub-theme 35: Organizations and their Consumers: Bridging Production and Consumption, July, Montreal

S Gamwell, 'Contextualising choice: why workers take agency work in social care', Work, Employment and Society conference, September, Warwick

[N Conway], K Hoque and [M Fortin], 'Counting the cost of a bit of respect for women's pay and workplace attitudes: Linking gender, pay, procedural justice, and related attitudes using WERS 2011', European Association for Work and Organisational Psychology conference, May, Münster

P Marginson, 'Coordinated bargaining in Europe: an institution in crisis?', BUIRA, June, Strathclyde

P Marginson, 'Author meets critic' session – Discussant of J Arrowsmith and V Pulignano's book 'The Transformation of Employment Relations in Europe' ILERA European congress, June, Amsterdam

P Marginson, 'Coordinated bargaining: From incremental corrosion to frontal assault?', IREC, September, Bucharest

P Marginson and G Meardi, 'What is Global Labour Governance and What Is it For?' Work, Employment and Society conference, September, Warwick

G Meardi, 'Unions between national politics and transnational migration: A comparison of Germany, UK and France', SASE, June, Milan

G Meardi 'The (Claimed) Growing Irrelevance of Industrial Relations', Plenary Address, ILERA European congress, June, Amsterdam

G Meardi and [V Trappmann], 'Between Consolidation and Crisis: Divergent Pressures and Sectoral Trends in Poland', ILERA European Congress, June, Amsterdam

G Meardi 'EU enlargement: What did it mean for 'social Europe'?', Central European University, May, Budapest

J Reinecke, 'The Church, OccupyLSX and the City: Interactional Framing in Social Movements', CMS Division. Academy of Management Annual Meeting 2013, August, Orlando

J Reinecke and [S Ansari], 'To Be Fair or Care? Fairtrade and the Standardization of Ethical Practices', OMT Division. Academy of Management Annual Meeting 2013, August, Orlando, USA [Best Environmental and Social Practices paper award, OMT division, Academy of Management 2013]

J Reinecke and [S Ansari], 'The Unintended Consequences of Social Movements: The Shifting Relationship between Occupy London and the Church of England', 29th EGOS Colloquium, Sub-theme 28: Troubled Times, Big Issues, Institutional Crises: Insights from Organization Theory, July Montreal

J Reinecke and [S. Ansari], 'The emergence of a new category: A case study of "conflict-free" gold', 29th EGOS Colloquium, Sub-theme 48: The Emergence of Categories, Identities, Fields and Organizational Forms, July, Montreal

J Reinecke and [S. Ansari], 'The Unintended Consequences of Social Movements: The Shifting Relationship between Occupy London and the Church of England', Inequality, Institutions and Organizations Conference, June, Beedie School of Business/ Simon Fraser University, Vancouver

J Reinecke and [S. Ansari], 'Developing Producers or Certifying Development? How and Why Temporal Structures Matter for Organizations Serving Low-Income Communities, OTREG May, Cambridge

Research/ practitioner seminar presentations

J Reinecke, 'Comparative Study on Certification Schemes', ICCO International Workshop on Cocoa Certification, June, Douala, Cameroon.

D Dean, 'Deviant Typicality: equality bargaining in a trade union that should be different from others', University of Warwick, December

J Donaghey, 'From Employment Relations to Consumption Relations: Balancing labor governance in global supply chains', University of Technology, Sydney, February

J Donaghey, 'Employee voice and European policy' at Symposium on "Regulating for Employee voice on the island of Ireland", National University of Ireland, Galway, October

G Meardi, 'Il futuro del sindacato: Lezioni dall'Europa Centro-Orientale', FIOM – Fondazione Sabattini, Rome, April

G Meardi, 'European Industrial Relations *after* state tradition?', Wirtschafts- und Sozialwissenschaftliches Institut, Düsseldorf, November

IRRU/UK contributions to the European Industrial Relations Observatory (EIRO), European Working Conditions Observatory (EWCO) and European Restructuring Monitor (ERM) submitted during 2013

EIRO information updates

January 2013	Unions censure cut in consultation period for redundancies: M Hall Controversial 'shares for rights' employment status: M Hall
February 2013	Parental leave and flexible working rights reform: M Hall
March 2013	Rise in migrant workers impacts workers and employers: M Hall Information and consultation case highlights corporate complexity: M Hall
April 2013	Government gives the nod to minimum wage increases: M Hall
May 2013	Key employment law reforms take effect: M Hall Opposition to Post Office and Royal Mail changes: M Hall
June 2013	Groundbreaking industrial relations agreements signed ahead of nuclear power project: M Hall Unions welcome government review of zero hours contracts: M Hall
July 2013	UK redundancy consultation requirements under pressure: M Hall
September 2013	Controversy over introduction of ET fees: M Hall Zero hours contracts continue to make the headlines: M Hall TUC makes complaint on UK implementation of temporary agency directive: S Gamwell
October 2013	Teachers' unions suspend further strike action following offer of talks: M Hall Cross-party support for boosting the minimum wage: M Hall
November 2013	CBI backs continued UK membership of a reformed EU: M Hall Threatened closure of petrochemicals plant averted: M Hall Unions call for employee representation on company board: M Hall

EWCO information updates

May 2013	Survey shows higher apprentices are more employable than graduates: S Gamwell
July 2013	Survey reveals impact of long hours on well-being: S Gamwell
September 2013	'Fear factor' increases for public sector workers: S Gamwell
December 2013	UnionLearn study of youth unemployment: S Gamwell

ERM fact sheets

135 factsheets on corporate restructuring prepared by Sophie Gamwell and Christina Niforou.

UK contributions to comparative analytical reports and survey data reports

January 2013	Annual update on pay 2012: M Carley
February 2013	Annual Update 2012 - Working Time Developments: M Carley
April 2013	EWCO – Update of inventory of national surveys on working conditions: D Adam (outside main contract)
May 2013	EIRO CAR – Pay developments into the 21st century: H Newell EWCO CAR – New forms of employment: H Newell EWCO CAR – Mid-career review, internal mobility and intergenerational initiatives to extend working life: H Newell
June 2013	ERM CAR – Restructuring in the public sector: S Gamwell EIRO CAR – Role of social dialogue in industrial policies: H Newell
July 2013	EIRO CAR – Impact of demographic change on policies for reconciliation of work and family life: D Adam EIRO SDR - 2011 WERS: M Hall REP – Road transport and logistics: M Carley
September 2013	REP – Chemical industry: S Gamwell REP – Woodworking: M Carley ERM – Update of legal instruments database: S Gamwell
October 2013	EIRO CAR – Changes in wage-setting mechanisms in the context of the crisis and new economic governance: H Newell EIRO SDR - 2012 Skills and Employment Survey: D Adam
November 2013	EIRO Ad Hoc – Questionnaire on order and content of local and European I&C: M Hall

Appendix D
Research Funding
New, ongoing and completed grants during 2013

European Commission (Paul Marginson) INTREPID - Employment Relations in Multinational Companies: Cross National Comparative Analysis	£8,640	01/02/09- 31/01/13
European Foundation (M. Hall) Network of European Observatories	£68,412	01/03/12- 28/02/13
European Foundation (M Hall) Comparative analytical report on the impact of the crisis on industrial relations	£12,494	12/07/12- 11/06/13
UnionLearn (Melanie Simms) Policies against youth unemployment	£33,330	01/10/12- 31/03/13
ESRC Seminar Series- (UCLAN Lead) (Linda Dickens) The Changing Face of Regulation	£2,470	01/10/12- 30/09/13
Independent Social Research Foundation (Juliane Reinecke) Global Value Chains and conflict minerals	£41,000	01/01/13- 31/12/13
European Foundation (P Marginson) Network of European Observatories	£68,604	01/03/13- 30/04/14
European Foundation (P Marginson) EIRO Survey Data Report: 2011 Workplace Employment Relations Survey	£1,342	15/07/13- 30/11/13
European Foundation (P Marginson) Additional Reporting services for the Observatory network	£6,281	30/09/13- 31/05/14
European Foundation (P Marginson) Comparative analytical report: wage setting mechanisms in the context of the crisis and the new economic governance	£12,804	17/09/13- 31/05/14
British Academy (D Stoyanova) Academic Research on the Working Lives of Freelance Comedy Performers	£5,497	01/04/12- 31/03/14