



**(Fairness at Work Research Centre)**

**3<sup>rd</sup> Fairness at Work  
International Conference**

**Fairer Futures?  
Understanding Standards and Practices at Work  
in a Challenging Global Context**

**12<sup>th</sup> & 13<sup>th</sup> September 2016  
*Alliance Manchester Business School*  
CONFERENCE VENUE: THE ROSCOE BUILDING  
THE UNIVERSITY OF MANCHESTER**

**In conjunction with the  
Health Services Research Centre**

Monday 12<sup>th</sup>

**09.00 Registration – coffee**

**10:15 – 12.00 Plenary and welcome**

**Room: ROSCOE Theatre B Chair: Paula Hyde**

**PLENARY**

**Rosemary Batt, Cornell University**

Financialization and its impact on health care

(respondent Peter Folkman)

**Madeleine Bunting, Writer, columnist**

Labour of Love

(respondent Diane Burns)

**12:00 – 13:00 Lunch Roscoe Main Foyer**

**13:00 - 14:45**

**Room: Roscoe 1.007 Chair: Helge Hoel**

<b>Author(s)</b>	<b>Paper</b>
Stefania Marino	Labour migration and trade union responses: a comparison of Italy, the Netherlands and the
Jill Rubery, Chloe Watts, Anne McBride	Working time and the junior doctors' dispute: whatever happened to work-life balance?
Gail Hebson	The reablement role in domiciliary care: an opportunity for new caring selves and new skills

**Room: Roscoe 1.008 Chair: Ria Deakin**

Author(s)	Paper
Roger Chapman	Investors in People: Developments and Futures
Elinor O'Connor	Why is Veterinary Practice so Stressful? Occupational Stress in UK Veterinary Surgeons
Sam Farley	Workplace Cyberbullying: A review of the literature and strategies for prevention

**Room: Lecture Theatre B**

Author(s)	Fairer futures for older people: what can be done?
Julie Froud, Joe Earle	Social innovation in domiciliary care
Debra Price	Working with older people at home
Jamie Burton	What the law can do

**14.45-15.15 Coffee****15.15 – 16.45****Room: Roscoe 1.007 Chair: Damian Grimshaw**

Author(s)	Paper
Arjan Keizer	Blending Industrial Relations and HRM? The inclusion of part-time workers by Japanese unions in the retail industry
Martí López-Andreu	The erosion of employment securities in Spain: the effects of an institutional change in job security, collective bargaining and employment patterns during austerity.
Isabel Tavora, Aristeia Koukiadaki and Miguel Martinez Lucio	'The outcomes and social consequences of the changes to collective bargaining during the crisis and in its aftermath in seven European countries'

**Room: Roscoe 1.008 Chair: Steve Sumner**

Author(s)	Roundtable Discussion
Anne McBride & Helge Hoel  Panel Discussion: Panel participants: Heather Bond, Roger Chapman, Steve Craig, David Perfect, Steve Sumner, Wilson Wong	Managing equality and diversity: the case for a new British standard.

**Room: Lecture Theatre B Chair: Madeleine Bunting**

<b>Panellists</b>	<b>Fairer futures for older people: Panel Discussion</b>
Dot Gibson, National Pensioners Convention, Plus further panellists tbc	Fairer futures for older people: How can we do things better?

**PLENARY 16.45-18.00 Roscoe 1.008 or Theatre B**

**Room: Roscoe Chair: Stephen Mustchin**

<b>Authors</b>	<b>Papers</b>
Tony Dundon and Anthony Rafferty	The Immiseration of HRM
Salvo Leonardi , Fondazione Di Vittorio	The Role of Transnational Collective Agreements and Labour Standards

**FairWRC Conference Dinner Christies in the University of Manchester Main Building 7.00**

Tuesday 13<sup>th</sup>

**09.00 – 10.00: Registration and Coffee**

**10:00-11:15 Plenary**

**Room: Roscoe Theatre B Chair Tony Dundon**

<b>Author(s)</b>	<b>Paper</b>
Carol Woodhams	Pay Gaps: The 'Class' Proposition.
Rachel Cohen	Structuring and Living Non-standard Work: Time, Space and Materiality

**11:30- 13.00**

**Room: Roscoe 1.007 Chair: Jenny Rodriguez**

<b>Author(s)</b>	<b>Paper</b>
Damian Grimshaw, Jo Cartwright, Arjan Keizer and Jill Rubery	The employment effects of market exposure: the case of the contract cleaning industry
Sheena Johnson	Older workers and organisational practice now and in the future
Helen Norman	Does father involvement shape mothers' employment trajectories?

**Room: Roscoe Theatre B Chair: Isabel Tavora**

<b>Author(s)</b>	<b>Paper</b>
Stephanie Ware Barrientos	Downgrading or upgrading of garment workers in global retail value chains?
Roger Walden	The Trade Union Act 2016 - a fundamental attack on [a] free society'
Sara Charlesworth & John Howe	Employment Standards & their Enforcement in Australia: Successes & Challenges in Aged Care

**13:00 - 13:50 Lunch**

**13:50 - 15:30**

**Room: Roscoe Theatre B Chair: Gail Hebson**

<b>Author(s)</b>	<b>Paper</b>
Ria Deakin	The appropriateness of using workplace mediation to deal with workplace bullying
Stephen Ashe and James Nazroo	Racist Bullying and Harassment at Work: A Qualitative Analysis of the 2015 Race at Work Survey
Francine Morris	Age diversity in the UK: a public and private sector comparison

**Room: Roscoe 1.007 Chair: Roger Walden**

<b>Author(s)</b>	<b>Paper</b>
Birgitta Bergvall-Kåreborn and Debra Howcroft	A Typology of Crowdsourcing Platforms
Sudi Sharifi & Julia Claxton	My office or our office: illusory - real spatial equity in organizational restructuring
Miguel Martinez Lucio	Remembering Regulation - action and memory in relation to rights
Heather Connolly	Undocumented workers and the labour movement in France

**15.15 Coffee**

**15:30 – 16.45 Plenary**

**Room ROSCOE Theatre B Chair Sheena Johnson**

<b>Author(s)</b>	<b>Paper</b>
Damian Grimshaw	Doing the right thing? Implementing and sustaining living wage pay policies in three organisations
Richard Saundry	Fairness, Justice and Resolution – the Contradictions of Conflict Management

**16.45-17.00**

Closure of Conference

