

## ILPC 2015 Athens: Timetable of Proceedings

### Monday 13<sup>th</sup> April

09.00  
11.30

**PhD Workshop:**  
*Surviving or thriving as a labour process PhD,*  
with Maeve Houlihan, University College Dublin  
(Room B, Mezzanine Floor, Titania Hotel)

09.00  
12.00

**Registration**  
**Lobby – Hotel Titania**

12.00  
13.00

**Welcome**  
  
**Gregory Papanikos, Head of ATINER**  
*The Greek economic crisis: facts and myths*

Room B, Mezzanine Floor, Titania Hotel

13.00 14.30		<b>Parallel Session One</b>						
Session	Contemporary Experiences of Work	Employee Voice and Unorganized Workers	Developments in Service Work	Women and Work	Personnel Politics: Employment Relations, Policy & HRM	Precarious Work	Atypical Employment	Market Driven Regimes
Chair	Lila Skountridaki	Paul Edwards	Maeve Houlihan	Heather Mackay	Paul Edwards	Maurizio Atzeni	Stephen Ackroyd	Knut Laaser
Room	Room B, Mezzanine	Room A, Mezzanine	Room D, 10 <sup>th</sup> Floor	Room C, Mezzanine	Room E, 10 <sup>th</sup> Floor	Room F, 10 <sup>th</sup> Floor	Room G, 10 <sup>th</sup> Floor	Room H, 1 <sup>st</sup> Floor
Paper	<p><b>Valentina Maehlmeyer</b> ‘Foreign ideas in Russian translation: case of teamwork in an MNC in Russia’</p> <p><b>Bente Rasmussen</b> ‘The ethnification of crafts and manual jobs in Norway’</p> <p><b>James Wickham</b> ‘Settling down somewhere else: migration, employment conjuncture and the life course’</p> <p><b>Annika Schonauer &amp; Jorg Flecker</b> ‘Dynamics of service value chains: delocalization and relocation of digital work’</p>	<p><b>Tony Dundon, Niall Culinane, Eugene Hickland, Tony Dobbins &amp; Jimmy Donaghey</b> ‘Triggering employee voice: examining the capacity of unorganized employees to invoke workplace rights’</p> <p><b>Adrienne Eaton, Susan Schurman &amp; Martha Chen</b> ‘Organizing informal workers: lessons from nine case studies around the globe’</p> <p><b>Ian Cunningham, Donna Baines, John Shields &amp; Wayne Lewchuck</b> ‘We’re all in it together: worker participation in voluntary social services during austerity’</p>	<p><b>Jorg Kirchoff &amp; Jan Karlsson</b> ‘The relative power of the service triad’</p> <p><b>Giovanna Fullin &amp; Diego Coletto</b> ‘In the customer’s shoes: lived experiences of front line service workers and managerial use of identification with customers’</p> <p><b>Jan Karlsson &amp; Ann Bergman</b> ‘The working life story of a female cabin attendant’</p>	<p><b>Anna Paraskevopoulou</b> ‘Precarious work and gender’</p> <p><b>Lesley Mearns</b> ‘Impact of employability and career development of being a female married to a member of the British Army’</p> <p><b>Mahwish Khan</b> ‘The status of teachers in Pakistan: a gender analysis of knowledge and autonomy’</p> <p><b>Julie Prowse, Peter Prowse &amp; Robert Perrett</b> ‘Women take care and men take charge: an analysis of trade union leadership in the public and commercial services union’</p>	<p><b>Jo Cutter</b> ‘Trade unions and bargaining for learning’</p> <p><b>Patrick McGurk</b> ‘Employer engagement with the Workplace Programme in the retail sector’</p> <p><b>Ian Clark &amp; Robert Macey</b> ‘How is Financialization Contagious? How Do HR Practices Help Capture Work and Workplace Outcomes in Financialized Firms?’</p>	<p><b>Lee Pegler</b> ‘Old Chains and New BRICS – Labour Security and Agency within the Orange Juice Value Chain in Brazil’</p> <p><b>Karin Astrid Siegmann</b> ‘Precarious Workers as Agents in Non-governmental Labour Regulation’</p> <p><b>Bridget Kenny</b> ‘Shelved: South African precarious shop workers and the limits of recognition’</p>	<p><b>Mona Braten &amp; Kristine Nergaard</b> ‘Part-time work in retail – what’s the problem’</p> <p><b>Andranik Tangian</b> Impact of atypical employment on the European demography’</p> <p><b>Pille Strauss-Raats</b> ‘Temporary safety. Comparative case of occupational health and safety of temporary agency work in Sweden, Poland and Belgium’</p> <p><b>Stuart Rosewarne</b> ‘Contesting migrant worker precariousness: the turn to ethics versus redressing information asymmetries?’</p>	<p><b>Paula McDonald, Jennifer Bartlett, Barbara Pini &amp; Tina Graham</b> ‘A 40 million dollar business run by teachers: market-driven practices in private high schools’</p> <p><b>Linda Colley &amp; Robyn Keast</b> ‘The effects of neo-liberal reforms on community sector workers and careers in Australia’</p> <p><b>Yannis Gabriel &amp; Amy Fraher</b> ‘Encounters with the corporate body snatchers: the US piloting profession in times of downsizing and restructuring’</p>

14.30 15.00	<b>Coffee and cake - Mezzanine and 10<sup>th</sup> Floor</b>							
15.00 16.30	<b>Parallel Session Two</b>							
Session	Contemporary experiences of work	Contested Terrains	Developments in Service Work	Trade Unions and Worker Organization	Personnel Politics: Professionalization of HRM	Precarious Work	Reconfiguration of Working Time	Market Driven Regimes
Chair	Abigail Marks	Tony Dundon	Donna Baines	Andrew Danford	Steve Vincent	Immanuel Ness	Kirsty Newsome	Kevin Doogan
Room	Room B, Mezzanine	Room A, Mezzanine	Room D, 10 <sup>th</sup> Floor	Room C, Mezzanine	Room E, 10 <sup>th</sup> Floor	Room F, 10 <sup>th</sup> Floor	Room G, 10 <sup>th</sup> Floor	Room H, 1 <sup>st</sup> Floor
Papers	<p><b>Gillian Maxwell &amp; Kirsteen Grant</b> ‘High performance practices: comparing manager and employee perceptions in Scotland’</p> <p><b>Kay Greasley &amp; Paul Edwards</b> ‘Evaluating well-being innovations: making sense of the evidence’</p> <p><b>Ingo Winkler &amp; Mustafa Khalil Mahmood</b> ‘A phenomenological study into how temps experience management at the client companies’</p> <p><b>Rose Remedios; Suzanne Ryan &amp; Roslyn Larkin</b> ‘Employee Retention: An argument for embedding the family’</p>	<p><b>Paul Thompson &amp; Paula Macdonald</b> ‘Employer and employee uses of social media at work: a new contested terrain?’</p> <p><b>Paul K. Edwards &amp; Paulina Ramirez</b> ‘When should workers embrace or resist new technology’</p> <p><b>Martin Upchurch &amp; Rickard Grassman</b> ‘Web 2.0 media in the workplace: a contested terrain’</p>	<p><b>Jo McBride &amp; Miguel Martinez Lucio</b> ‘The symbolic value of work: the case of cleaning’</p> <p><b>Rachel Cohen</b> ‘Emotional, aesthetic, body and sex work: a critical analysis of conceptual and empirical intersection’</p> <p><b>Tamara Daly &amp; Pat Armstrong</b> ‘Are we past precarity? liminality and invisible labour in residential long-term care’</p>	<p><b>Wei Chen</b> ‘Grassroots trade union in strike: a case study on workers’ resistance against factory transformation in post-Mao China’</p> <p><b>Hsiao-Hui Tai</b> ‘Transition of trade unions in Taiwan: from paternalism to collectivism’</p> <p><b>Simon Joyce</b> ‘Rethinking shop stewards and workplace bargaining: processes, opportunities, resources and dynamics’</p>	<p><b>Linglin Zhao</b> ‘Driving forces for the Professionalization of HRM in china’</p> <p><b>Nick Wylie</b> ‘HR outcomes without HR Managers: Exploring the personnel politics of professional jurisdictions’</p> <p><b>Ian Roper</b> ‘Human resource management as a "profession"’</p>	<p><b>Martín Cecchi</b> ‘Formal Precariousness: work and life in the global factory localized in the US-Mexico Border’</p> <p><b>Devi Sacchetto</b> ‘Working in an European Free Zone: Foxconn workers in Turkey’</p> <p><b>David Bensman</b> ‘Precarious Work in two Logistics Sectors’</p>	<p><b>Angelika Schmidt, Melani Seferlis &amp; Helmut Kasper</b> ‘Empirical evidence of the tightrope walk between unlimited work-time and private life’</p> <p><b>Paul Brook, Bob Carter, Jo Grady, &amp; William Green</b> ‘I had a vague idea from medical school’: early-career clinicians’ changing expectations of working in the NHS’</p> <p><b>Mona Mustafa</b> ‘The need to legitimise work: Home based workers and their relationship with family and friends’</p>	<p><b>Ulrich Walwei</b> ‘From deregulation to re-regulation: trend reversal in German labour market institutions and its possible implications’</p> <p><b>Stephen Ackroyd</b> ‘The Anglo-Saxon Economy and systematic features of contemporary organizational change’</p> <p><b>Fredrick Movitz</b> ‘(At least) six degree of separation: problematizing shareholder value and institutional ownership using Swedish Pension funds as an example’</p>

16.45 18.00	<p style="text-align: center;"><b>Keynote: Danny Blanchflower (University of Stirling/ Dartmouth College)</b></p> <p style="text-align: center;"><i>Unemployment, underemployment, inactivity and wages</i></p> <p style="text-align: center;"><b>Room B, Mezzanine Floor, Titania Hotel</b></p>
18.00 19.30	<p style="text-align: center;"><b>Wine reception, finger food, and book launch</b> at the Hotel Titania Roof Garden</p> <p style="text-align: center;"><i>Putting Labour in its Place</i></p> <p style="text-align: center;"><b>Kirsty Newsome, Phil Taylor, Jennifer Bair and Al Rainnie (eds.).</b></p>
20.00 22.00	<p style="text-align: center;"><b>PhD Dinner</b> at the American Hellenic Union (map available at reception)</p>

## Tuesday 14<sup>th</sup> April

### Parallel Session Three

09.00 10.30	Parallel Session Three								
Session	Contemporary experiences of work	Contested Terrains	Developments in Service Work	Trade Unions and Worker Organisation	Personnel Politics	Precarious Work	Reconfiguration of Working Time	Market Driven Regimes	Labour Market Developments
Chair	Peter Prowse	Paul Thompson	Rachel Cohen	Jo McBride	Irena Grugulis	Maurizio Atzeni	Ana Lopes	James Richards	Jason Heyes
Room	Room B, Mezzanine	Room A, Mezzanine	Room D, 10 <sup>th</sup> Floor	Room C, Mezzanine	Room E, 10 <sup>th</sup> Floor	Room F, 10 <sup>th</sup> Floor	Room G, 10 <sup>th</sup> Floor	Room H, 1 <sup>st</sup> Floor	Room I, 1 <sup>st</sup> Floor
Papers	<p><b>Andrew Smith</b> ‘Work-life articulation in the context of UK public sector employment change’</p> <p><b>Katharine Venter, Denise Currie &amp; Martin McCracken</b> ‘Doing good and doing well: experiences of a double bind in the non-profit and voluntary sector’</p> <p><b>Laura Williams</b> ‘Models of disability in practice: Accounting for the experiences of disabled employees in the workplace’</p> <p><b>Ake Sandberg</b></p>	<p><b>Yannis Gabriel &amp; Tim Lang</b> ‘Some parallels of workplace resistance and resistance to consumerism and some steps towards a cross-fertilization’</p> <p><b>Rebecca Gatt</b> ‘The middle manager’s manifestation of their structural dual role regarding resistance and consent’</p> <p><b>Mairead Lynch</b> ‘Between a rock and a hard place: managers on the front line of interactive service work’</p>	<p><b>Ruth Bailardie &amp; Richard Gough</b> ‘Learning healthcare with limited resources and clinical work intensification: comparing Australian and Canadian emergency departments’</p> <p><b>Gwen Chen &amp; Wu Tang</b> ‘Work Collegueship, friendship or both? A case study of employment relations in a Taiwanese hotel resort’</p> <p><b>Ian Greer Graham Symon, Lisa Schulte, and Katia Iankova</b> ‘Creaming and parking’ in welfare-to-work services: contracting and front line work in Germany, the UK, and France’</p>	<p><b>Mike Rigby &amp; Miguel Garcia Calavia</b> ‘Embeddedness as a trade union strategy: the case of Spain’</p> <p><b>Christina Niforou &amp; Orestis Papadopolous</b> ‘Collective bargaining in an era of crisis: preliminary micro-level assessment’</p> <p><b>Adrienne Eaton &amp; Rebecca Givan</b> ‘Union efforts to improve health care quality: the case of the committee of interns and residents’</p>	<p><b>The possibility of HRM</b></p> <p><b>Angela Knox</b> ‘We’re gonna need some more coffee’: Rethinking the link between product market strategies, skill and pay’</p> <p><b>ILona Suojanen</b> ‘Happily managed – Is a happy employee an outcome of good management?’</p> <p><b>Martin Kuhlmann</b> ‘Personnel departments and the lack of age(ing)-related work policies’</p>	<p><b>Jane Holgate</b> ‘Sydney Alliance: a broad-based community organising potential for rebuilding links between trade unions and civil society?’</p> <p><b>Gabriella Alberti</b> ‘Mobilizing and bargaining at the edge of informality: The ‘Tres Cosas campaign’ by outsourced migrant workers at the University of London’</p> <p><b>Ian Clark &amp; Trevor Calling</b> ‘Regulatory Reach in Britain’s Informal Economy: A Study of Car Washes in an Urban Area’</p>	<p><b>Xanthe Whittaker</b> ‘Blurred Production Lines: Control, Autonomy and Free Labour in the Digital Economy’</p> <p><b>Kirsty Newsome, Sian Moore, &amp; Cilla Ross</b> ‘The End of the Supply Chain: Work, Employment and Working-Time in Parcel Delivery’</p>	<p><b>Chris Rhomberg</b> ‘It wasn’t the internet: industrial collapse &amp; journalistic work in the American newspaper business’</p> <p><b>Shelley Condratto, Reuben Roth &amp; Mercedes Steedman</b> ‘The casualization of work and the rise of precariousness in Canada’s nickel mining industry’</p> <p><b>Knut Laaser &amp; Sharon Bolton</b> ‘Banking on each other: the moral economy of performance management systems in the UK’</p> <p><b>Fiona Cosson</b> ‘I learnt to make a shoe right through’: Narratives of Work, Community and Change in a Shoe and Boot Town’</p>	<p><b>Horen Voskeritsian, Andreas Kornelakis &amp; Michailis Veliziotis</b> ‘Pragmatic or Ideological? Labour Market Reforms under Austerity in Peripheral Eurozone Countries’</p> <p><b>Sofia Boutsiouki</b> ‘Youth transition to the labour market and entrepreneurial dynamics: can a spark</p> <p><b>Gerbrand Tholen</b> ‘The influence of company and sector difference on skill demand: evidence from graduate occupations’ light a fire?’</p>

10.30 11.00	<b>Coffee Break</b>								
11.00 12.30	<b>Parallel Session Four</b>								
<b>Session</b>	Contemporary experiences of work	Contested Terrains	Participation and Partnership – a new model?	Trade Unions and Worker Organization	Personnel Politics: Ethics, Restructuring & HRM	Precarious Work	Reconfiguration of Working Time	Market Driven Regimes	Professional Work
<b>Chair</b>	<b>Chris Smith</b>	<b>Jan Karlsson</b>	<b>Chris Warhurst</b>	<b>Tony Royle</b>	<b>Paul Edwards</b>	<b>Immanuel Ness</b>	<b>Phil Taylor</b>	<b>Heather Mackay</b>	<b>Andrew Smith</b>
<b>Room</b>	Room B, Mezzanine	Room A, Mezzanine	Room D, 10 <sup>th</sup> Floor	Room C, Mezzanine	Room E, 10 <sup>th</sup> Floor	Room F, 10 <sup>th</sup> Floor	Room G, 10 <sup>th</sup> Floor	Room H, 1 <sup>st</sup> Floor	Room I, 1 <sup>st</sup> Floor
<b>Papers</b>	<p><b>Paul Thompson &amp; Kendra Briken</b> ‘The contradictions of cognitive capitalism’</p> <p><b>Heidi Ashton &amp; D. Ashton</b> ‘High value added, high skills, low wages: the case of freelance dancers’</p> <p><b>Nick Butler &amp; Dimitrinka Stoyanova Russell</b> ‘Precarious work in the creative industries: the case of stand-up comedians’</p>	<p><b>Margaret Prior</b> ‘A life without limits? Control, consent and resistance in the British armed forces employment relationship’</p> <p><b>Ahmed Derbala</b> ‘Privatisation, power and management control systems in less developed countries: towards a power-informed theoretical model’</p> <p><b>Fabrice Guilbaud</b> ‘How inmate workers resist exploitation and alienation’</p>	<p><b>Danford &amp; Richardson</b> ‘Why partnership cannot work and why militant alternatives can? Historical and contemporary evidence’</p> <p><b>Tumpel, Huhn, Rybnikova &amp; Hartz</b> ‘Participation &amp; identity in cooperatives: empirical exploration of a conflicting relationship’</p> <p><b>Cook &amp; Mackenzie</b> ‘Partnership with Big Retail: the best case scenario and damage limitation’</p> <p><b>Haden, Alsos, Jensen, &amp; Trygstad</b> ‘Participation at company level – is the micro-model still out there’</p>	<p><b>Stefano Gasparri</b> ‘Studying work in theory and practice: insights for a globalizing academia from the IR trajectory in Italy’</p> <p><b>John Lewer</b> ‘From industrial relations to employment relations: selling out or buying in?’</p> <p><b>Ylva Falholm</b> ‘Cracks in workers’ collective – windows for change towards gender equal mining workplaces’</p> <p><b>Horen Voskeritsian &amp; Panos Kapotas</b> ‘State Interference in Industrial Relations: The Requisition of Personal Services as a Strike-breaking Mechanism in Greece’</p>	<p><b>Sophie Gamewell</b> ‘Outsourcing conscience: when the HR ‘ethical gatekeeper’ is operationally detached’</p> <p><b>Stewart Johnstone</b> ‘HRM and workforce relations in difficult times’</p> <p><b>Chris Mclachlan</b> ‘Socially Responsible Restructuring: the role of HRM’</p>	<p><b>Andrew Lawrence</b> ‘Redeeming the ‘Precariat’ threat: from marginality to protest’</p> <p><b>Tania Garcia-Ramos</b> ‘Labor Precariousness, State Paradoxes and Resistance Struggles in the United States’</p> <p><b>Stelios Gialis</b> ‘Atypical and irregular employment in Southern EU cities: resurgence of an industrial reserve army’</p>	<p><b>Ana Lopes</b> ‘The flexible university? Hourly paid teaching in Higher Education’</p> <p><b>Frank Engster</b> ‘In search of lost labour time’</p> <p><b>Stephanie Tailby, Anna Lopes, &amp; Stella Warren</b> ‘Stretch out and Speed up in community nursing’</p>	<p><b>Kevin Doogan</b> ‘Zero hours contracts and labour market flexibility’</p> <p><b>Elke Ahlers</b> ‘Do work systems which are guided by economic targets have an impact on working conditions of employees?’</p> <p><b>Caglar Dolek</b> Class Experience of Private Security Guards in Turkey</p>	<p><b>Clive Trussion, Bob Russel, &amp; Sangeti De</b> ‘The Ambiguities of Managed Professionalism: Working In and With IT’</p> <p><b>Alicja Bobek</b> ‘Together or apart? Irish and foreign born professionals working in the Irish health sector’</p> <p><b>Çağla Ünlütürk</b> ‘Transformation of Medical Labour Process and Deprofessionalization of Physicians in Turkey’</p>

12.30  
13.30

**Lunch at Titania Hotel**

**Vergina Restaurant – Mezzanine Floor**

13.30  
14.30

**Keynote: Guy Standing (SOAS)**

*A Precariat Charter:  
A Progressive Agenda for today's Dangerous Class*

Room B, Mezzanine Floor, Titania Hotel

14.30 15.30	<b>Parallel Session Five</b>							
Session	Contemporary experiences of work	Contested Terrains	Identity at Work	Trade Unions and Worker Organization	Personnel Politics: HRM in context(s) (Part 1)	Precarious Work	Reconfiguration of Working Time	In Work Poverty
Chair	Chris Smith	Paula McDonald	Abigail Marks	Adrienne Eaton	Jo Grady	Maurizio Atzeni	Sian Moore	Ian Cunningham
Room	Room B, Mezzanine	Room A, Mezzanine	Room D, 10 <sup>th</sup> Floor	Room C, Mezzanine	Room E, 10 <sup>th</sup> Floor	Room F, 10 <sup>th</sup> Floor	Room G, 10 <sup>th</sup> Floor	Room H, 1 <sup>st</sup> Floor
Papers	<p><b>Santanu Sarkar</b> ‘Determinants and antecedents of workplace violence and homicides in India’</p> <p><b>Chandrima Roy</b> ‘The crisis has passed but the effects are still with us – contemporary work and employment in the Indian BPO industry’</p> <p><b>Heather McKay</b> ‘The U.S. Community College Model in India: A Skills Solution?’</p>	<p><b>Donna Baines &amp; Diane Van den Broek</b> ‘Coercive care? Control and coercion in the restructured care workplace’</p> <p><b>Elena Shulzhenko &amp; Jens Holmgren</b> ‘Saying “no” to distributed working: resistance to a new information technology in public home nursing in Denmark’</p>	<p><b>James Richards &amp; Nicola Cohen</b> ‘Shaping employee social identity through a self-organised Facebook page’</p> <p><b>Will Atkinson</b> ‘Developing on historical perspective on work in the UK film industry through an oral history archive’</p>	<p><b>Tony Royle, Yvonne Rueckert &amp; Bengt Furaker</b> ‘Opportunity and constraint in organizational fields, institutional logic and employment relations in IKEA Retail in Sweden and Spain’</p> <p><b>Laura Mankki, Kairit Kall, Markku Sipola &amp; Nathan Lillie</b> ‘The Development of the Model of Organizing Across the Finnish-Estonian Border’</p>	<p><b>Virginia Doellgast, David Marsden, &amp; Sarmiento-Mirwaldt</b> ‘Institutions as rules and resources: explaining cross national divergence in call centres’</p> <p><b>Jingqi Zhu</b> ‘A multi-level analysis of HRM policies and practices in Chinese MNCs’</p>	<p><b>Burçak Özoğlu</b> ‘Resistance, upheaval and the new working class in Turkey: from labour process to society’</p> <p><b>Melehat Kutun &amp; Rana Gurbuz</b> ‘Neo-liberalism, Neo-conservatism and Precariousness of Women in Turkey’</p>	<p><b>Nicola Cianferoni</b> ‘Working time patterns and collective bargaining in the Post-Fordist era’</p> <p><b>Anastasios Hadjisolomou &amp; Kirsty Newsome</b> ‘Rebels of the clock: The manifestation of working time in the lean regime of food retailing. A comparison between UK and Cyprus’</p> <p><b>Fredrik Movitz &amp; Michael Allvin</b> ‘Changed Rules, Management Abdication and Conflicting Demands: Re-Configuration of Working Time in Sweden’</p>	<p><b>Antonios Panagiotakopoulos, Ioulia Bessa &amp; Mark Stuart</b> ‘Welfare state policies and in-work poverty: a comparative analysis of Greece and the U.K.’</p> <p><b>Jason Heyes</b> ‘Underemployment and Wellbeing Before and After the Great Recession’</p>



## Coffee Break – Mezzanine and 10<sup>th</sup> Floor

Parallel Session Six								
Session	Contemporary experiences of work	Contested Terrains	Identity at Work	Trade Unions and Worker Organization	Personnel Politics: HRM in context(s) (Part 2)	Precarious Work	Reconfiguration of Working Time	Job Quality
16.00 17.00	Room B, Mezzanine	Room A, Mezzanine	Room D, 10 <sup>th</sup> Floor	Room C, Mezzanine	Room E, 10 <sup>th</sup> Floor	Room F, 10 <sup>th</sup> Floor	Room G, 10 <sup>th</sup> Floor	Room H, 1 <sup>st</sup> Floor
Chair	Robert Mackenzie	Stephen Ackroyd	Maeve Houlihan	Jane Holgate	Irena Grugulis	Immanuel Ness	Anastasios Hadjisolomou	Jo McBride
Papers	<p><b>Jinyun Liu</b> ‘Research on the new generation of Chinese workers’</p> <p><b>Chris Smith &amp; Yu Zheng</b> ‘The capital and labour functions in Chinese companies overseas: overturning the orthodoxy on expatriates in use in MNCs’</p>	<p><b>Xuebing Cao</b> ‘Fiddle, resistance and control: the case of doctors; informal payments in China’</p> <p><b>Sharon Bolton, Vasilis Charalampopoulos, &amp; Lila Skountridaki</b> ‘Selective Resistance: Doctors, NPM and the Greek NHS hospital service’</p>	<p><b>Abigail Marks</b> ‘Navigating employment transitions through the life course: restructuring and work-based identities in the telecommunications industry’</p> <p><b>Sian Moore &amp; Phil Taylor</b> ‘The inter-relationship between online identity and social action in the British Airways Dispute 2009-2011’</p>	<p><b>Konstantina Kougiannou</b> ‘Inside the I&amp;C meetings: opening the black box that distinguishes active consultants from the communicators’</p> <p><b>Ruth Reaney &amp; Niall Cullinane</b> ‘Between micro-corporatism and historical institutionalism: labour relations, the recession and the French automobile industry’</p>	<p><b>Monica Bäck</b> ‘Do Middle Managers have room for manoeuvre in Swedish human services organisations?’</p> <p><b>Steve Vincent</b> ‘How does context affect the practice of HRM?’</p>	<p><b>Stefano Bellucci</b> ‘The undefinable notion of precarious labour in Africa: the nature of wage employment exploitation and forms of resistance in global perspective’</p> <p><b>Lucas Cifuentes</b> ‘New workers mobilization, labor process and neoliberalism in Chile’</p>	<p><b>Tania Bazzani</b> ‘The re-configuration of working time in an age of austerity. Comparing the Italian case with the Danish and Spanish systems in a European Union perspective’</p> <p><b>Deborah de Moortel</b> ‘The relation of company-oriented flexible working hours with mental well-being in times of economic growth and recession’</p> <p><b>Doug Young</b> ‘The Voluntary Sector Volcano – Ready to Blow? Financial Austerity and Public Service Reform’</p>	<p><b>Chris Warhurst, Stephen Whelan &amp; Sally Wright</b> ‘A lucky country? Jobs growth in Australia during the global financial crisis’</p> <p><b>Sally Wright</b> ‘Why is job quality so difficult to define’</p>

17.00 18.15	<b>Symposia</b>		
Session	<p style="text-align: center;"><b>Labor relations, trade union organisation and minimum wage arrangements across member states of European Union countries</b></p> <p><b>Jan Bondy</b> - Ambassador, Czech Republic, Athens</p> <p><b>Margus Rava</b> - Ambassador, Embassy of Estonia, Athens</p> <p><b>Pauli Makela</b> - Ambassador, Embassy of Finland, Athens</p> <p><b>Charlotte Wrangberg</b>, Ambassador, Embassy of Sweden, Athens</p> <p><b>Ivan Starcevic</b>, Ambassador, Embassy of Croatia, Athens, Greece</p>	<p style="text-align: center;"><b>Work, Employment, Society. Alternatives to Austerity in Greece and Beyond</b></p> <p><b>Alkistis Tsoulakou</b> - Nokia/Siemens, Athens</p> <p><b>Dikaios Psikakos</b> - Solidarity4all, Athens</p> <p><b>Leonie Sharp</b> - UNISON, Yorkshire and Humberside, UK</p> <p style="text-align: center;">(TBC) - Teachers Union, Athens</p>	<p style="text-align: center;"><b>Hybrid Control Regimes and the Labour Process: Mobile-Telecom, Construction and Mining Industries in Turkey</b> (University of York, Istanbul Technical University, Marmara University)</p> <p style="text-align: center;"><b>Deniz Tuncalp, Nihan Yildirim, Fuat Ercan, Derya Gultekin Karakas</b> ‘Decentralized workplace and mobile labour: Re-shaping labour process in Turkey’s mobile telecom operators’</p> <p style="text-align: center;"><b>Havva Ezgi Doğru</b> ‘Understanding ‘mysterious’ rise of the construction sector in the contemporary Turkey: Accumulation by accumulation’</p> <p style="text-align: center;">...</p> <p style="text-align: center;"><b>Rana Gurbuz, Yuksel Akkaya, Fuat Ercan</b> “‘We came here to work, not to die!’: Hybrid Control Regimes over Coal Mining Workers in Turkey’</p>
Room Chairs	<p><b>Room B, Mezzanine Floor</b></p> <p><b>Gregory Papanikos, ATINER</b></p>	<p><b>Room C, Mezzanine Floor</b></p> <p><b>Kendra Briken, University of Strathclyde</b></p>	<p><b>Room A, Mezzanine Floor</b></p> <p><b>Havva Ezgi Dogru, University of York</b></p>

19.30  
Late

**Conference Dinner, Hotel Titania**  
Vergina Restaurant – Mezzanine Floor

## Wednesday 15<sup>th</sup> April

### Parallel Session Seven

10.00 11.30	<b>Parallel Session Seven</b>							
Session	Contemporary experiences of work	Contemporary experiences of work	Identity at Work	Trade Unions and Worker Organization	Personnel Politics: HRM in Context(s) (Part 3)	Precarious Work	Professional and Employer Associations	Market Driven Regimes
Chair	Paul Thompson	Knut Laaser	Maeve Houlihan	Irena Grugulis	Steve Vincent	Maurizio Atzeni	Stephen Ackroyd	Darren McGuire
Room	Room B, Mezzanine	Room A, Mezzanine	Room D, 10 <sup>th</sup> Floor	Room C, Mezzanine	Room E, 10 <sup>th</sup> Floor	Room F, 10 <sup>th</sup> Floor	Room G, 10 <sup>th</sup> Floor	Room H, 1 <sup>st</sup> Floor
Papers	<p><i>Louise Fitzgerald</i> ‘Reconfiguring the work of environmental activists’</p> <p><i>Sara Haviland &amp; Heather McKay</i> ‘Where agency meets structure: information sharing and skills acquisition through the US Workforce Development system’</p> <p><i>Lesley Mearns</i> ‘The movement of work from Urban Centres to rural locations: the impact on the employment relationship’</p>	<p><i>Patrick Thill &amp; Vassil Kirov</i> ‘Restructuring and social dialogue in the Luxembourg banking sector’</p> <p><i>Timo Anttila, Tomi Oinas, Armi Mustosmäki, Jouko Nätti</i> ‘Organization of work in Nordic countries: analyzing change in public and private sector 1990-2010’</p> <p><i>Thomas Hastings &amp; Jason Heyes</i> ‘European labour market policies in the wake of the economic crisis: patterns of convergence and divergence in the EU’</p>	<p><i>Kim Bosmans &amp; Christopher Vanroelen</i> ‘Dirty work, dirty worker? Positive and negative occupational identity construction and the impact of mental well-being among domestic workers’</p> <p><i>Ingo Winkler</i> ‘The identity of temporary agency workers. A study from Denmark’</p> <p><i>Friedericke Hardering, Mascha Will-Zocholl &amp; Heather Hofmeister</i> ‘Meaningful work in the health care system: how physicians ascribe meaning to their work’</p>	<p><i>Jameel Hampton</i> ‘Disabled workers and the Federation of South African Trade Unions, 1979-1985’</p> <p><i>Virginia Doellgast, Maxine Bellego &amp; Elisa Pannini</i> ‘After the social crisis; the transformation of labour relations and work organization at France Telecom’</p> <p><i>Santanu Sarkar</i> ‘Functional barriers to workers’ cooperative in getting off the ground: synthesis of a failed case in India’</p>	<p><i>Chiara Benasi</i> ‘Do specific skills still lead to stable employment? The role of weakening "beneficial constraints" in German core manufacturing sectors’</p> <p><i>Chen Ying</i> ‘Managerial state and the Party's managers: Restructuring workforce and labour management in China's local state-owned enterprises’</p>	<p><i>Stelios Gialis</i> ‘Strawberry pickers, precarious labour and Labour Geography: studying the agency of immigrant workers against informal working arrangements in Greece’</p> <p><i>Georgia Petraki</i> ‘Public Benefit work programs in Greece: A novel form of “rented” labour’</p> <p><i>Constantine Manolchev</i> ‘Experiences of Precarity in a Childcare Context: a Phenomenological Case-Study of a Nursery in the South West of England’</p>	<p><i>Marco Hauptmeier, Leon Goberman &amp; Edmund Heery</i> ‘The morphology of employer organization in the UK’</p> <p><i>Jane Lethbridge</i> ‘Public sector reform, professional autonomy and democratic professionalism – perceptions from trade unions and professional associations</p> <p><i>Manuel Nicklich</i> ‘Sustainable establishment of new vocations? The two realities of industry related services’</p>	<p><i>Kelly Pike</i> ‘Women and work in Kenya’s clothing EPZs’</p> <p><i>Andy Clarke &amp; Ewan Gibbs</i> ‘Voices of social dislocation, lost work and economic restructuring: narratives from marginalized localities in New Scotland’</p> <p><i>June Corman</i> ‘Exploring the meanings of paid work and job loss in a deindustrialized setting’</p> <p><i>Diane Keeble-Ramsay &amp; Ross Kemble</i> ‘Labour process theory: new ways of explaining any shift in power and exploitation in post-financial crisis’</p>
11.30 12.00	<b>Conference closes</b>							

