



Working Lives Research Institute Annual Report 2010

WLRI Aims

The WLRI undertakes academic, applied and socially committed research and teaching emphasising equality and social justice into all aspects of working lives.

We work for and in partnership with trade unions and other social movements and for charities and research councils and government departments internationally, within Europe and in the UK.



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In November 2010 Professor John Kirk, a much loved and respected member of staff, died after a long and courageous battle against a brain tumour. John is much missed by all at WLRI. He represents the best traditions of WLRI, a commitment to working people, an understanding of their working lives and a determination to document them truthfully.

Highlights

WLRI staff published 19 peer-reviewed articles during the year and four books, one of which was jointly authored by our colleague, Professor John Kirk, who sadly died in November.

The WLRI's new Professional Doctorate in Researching Work kicked off in January with a 12-strong intake of students.

The WLRI completed a report for the Fundamental Rights Agency in Vienna on the impact on trade unions and employers in the 27 EU member states of the Racial Equality Directive, ten years after it had been issued. The report was published on-line and a summary version published in hard copy.

Staff published 15 book chapters and 24 research reports.

A major 34-European country report was completed for and published on-line and in hard copies by the EU Commission's DG Employment and Social Affairs on trade union practices on anti-discrimination and diversity.

The WLRI hosted a day-long meeting of 64 European trade unionists and NGO activists to discuss their diversity and discrimination policies in Madrid in March.

The WLRI joined forces with two other London Metropolitan University Research Institutes within the Faculty of Applied Social Sciences.

The WLRI helped with the production of a website based on the 'Striking Women: voices of South Asian women from Grunwick and Gate Gourmet' exhibition at the Londonmet Women's Library.

The 18-month research project on port-based welfare workers for seafarers was completed and published by the ITF Seafarers' Trust.

A three-year ESRC project examining how ethnic minority workers raise workplace grievances was completed successfully and to time with a 50-strong workshop at the TUC.

A 15-month research project on conciliation, arbitration and mediation in six European countries was concluded after 50 social partner representatives came together at a workshop in London.

Director's introduction

2010 was the year in which the restructuring we have been researching across Europe over the last five years came directly to London Metropolitan University. It was exposed to major cuts in income from the government, and has been faced with the need to reorganise to be able to continue to provide the maximum access possible to students from all social backgrounds, not just the privileged. This challenge will still be with us in 2011 and will get tougher when the new government's socially-divisive policy of replacing all direct investment in higher education in the arts, humanities and social sciences by student loans comes to fruition in 2012.

London Metropolitan University, under its new Vice Chancellor, responded by regrouping into seven faculties, each of which will have much more control over its focus, teaching and research than before. In this process three of the University's leading research institutes, ourselves (the WLRI), the Institute for the Study of European Transformations and the Human Rights and Social Justice Research Institute, have joined forces with the Faculty of Applied Social Sciences, under its Dean, Professor John Gabriel. John's research interests are very close to ours, focusing as he does on racism in relationship to politics, culture and the media, and having a strong interest in oral history. The faculty offers over 30 high quality undergraduate, postgraduate and short courses in a wide range of subject areas, and several WLRI staff are now teaching in it and other faculties in the university, forging closer links between research and teaching.

We began 2010 by kicking off our own new teaching programme, the Professional Doctorate in Researching Work, with an intake of 12 students from a range of backgrounds in non-governmental organisations and trade unions (from both the UK and Ireland). Along with our Certificate of Professional Development in Union Learning, and our new MA programme in Work and Social Change, these courses are now part of the Faculty's academic offer. Linked to these programmes we have held a highly successful seminar series.

The year saw some major projects being completed. Two pan-European projects led by WLRI led to reports being published on work-based anti-discrimination

practices by the European Commission in Brussels and the Fundamental Rights Agency in Vienna. An incredibly rich ESRC study of ethnic minority voice at work also ended, with photograph exhibitions in libraries in different parts of London and a major workshop at the TUC. But, as ever, other stimulating projects have taken their places. New grants were won from the Joseph Rowntree and Nuffield Trusts, as well as from the EU to examine media coverage of discrimination issues, worker mobility, restructuring and social dialogue, and from the International Transport Workers Federation surveying seafarers' communication practices. Other important new projects include research for the PCS union of its members' views, and on the biographies of union learners.

In November 2010 Professor John Kirk, a much loved and respected member of staff, died after a long and courageous battle against a brain tumour. John is much missed by all at WLRI. He represents the best traditions of WLRI, a commitment to working people, an understanding of their working lives and a determination to document them truthfully. There were some other changes. Sonia Allouache took maternity leave in May and Roushanthi Sivanesan was appointed as her maternity replacement. In December Professor Allan Williams left to move to the University of Surrey, having spent nearly five years as a senior member of the Working Lives Research Institute. In October, Jane Holgate left to join the Centre for Employment Relations, Innovation and Change at the University of Leeds as a Lecturer in Work and Employment Relations, while in February Christine Wall joined the School of Architecture and the Built Environment at the University of Westminster as a Senior Research Fellow.

Steve Jefferys



How the WLRI works

The Institute was established in August 2002 as an independent multidisciplinary unit within the London Metropolitan University. It has the status of an independent department and one-quarter of its salary costs are met by the University. Since September 2010 it has been located within the Faculty of Applied Social Sciences (FASS). Its purpose is to undertake socially committed academic and applied research into all aspects of working lives, emphasising equality and social justice.

The WLRI bridges the academic and non-academic worlds and has close links with the TUC Library Collections and the Women's Library, both Special Collections at the University.

The WLRI's researchers work on projects within London, nationally within the UK, across Europe and internationally. These focus on the following interdisciplinary and interlocking issues on three main themes:

Researching labour markets – restructuring, segmentation, migration and the employment relationship

- Labour market divisions on the basis of gender, race, ethnicity, sexuality,
- Discrimination;
- Employment practices and employment law;
- Migrant workers, refugees, asylum seekers and work;
- Changing organisations in the global economy;
- Changing forms of work in a knowledge-based society.

Researching identities, representation and organisation

- The histories and agency of working people, minorities and social movements and their organisations
- Industrial relations, accommodation and conflict at work
- Employee representation and voice at work;
- Social dialogue and partnership
- Organisation and management including human resource management

Researching the quality of work and working lives

- Health (especially in restructuring) and psycho social issues in work
- Training and lifelong learning
- Work/life balance

At any one moment the Institute is involved in 20-30 externally-funded research projects. These are funded by a many academic and non-academic organisations, including EU Framework 7 (DG Research) and the EU DG Employment, the UK Research council, the ESRC, as well as by the TUC and Britain's largest trade unions, Unite and Unison, and many others and by several charities. Our research leads to written reports for the funders, photographic exhibitions, films, seminars and conference presentations, newspaper or academic journal articles and training sessions. Outputs are also fed back into the Institute's associated teaching programmes. In 2010 we took on the first cohort of students on the Professional Doctorate programme in Researching Work. We have also continued our teaching on a CPD course on Union Learning, BA and MA courses in Trade Union and Labour Studies. In 2011 we are launching an MA programme in Work and Social Change.

Staff and doctoral students

In January 2011 the Institute had 22 staff and a further fifteen internal and external research associates.

Fourteen of the staff work full-time for the Institute and the others are either part-time appointments or in one case seconded part-time another part of the Faculty.

WLRI Executive

Steve Jefferys	Director, Professor of European Employment Studies
Sonia McKay	Professor of European Socio-Legal Studies
Sian Moore	Reader
Nigel Morter	Principal Lecturer, Centre for Trade Union Studies
Erol Kahveci	Professor of Seafarers' Working Lives

WLRI Academic Staff

Nick Clark	Senior Researcher
Sylvie Contrepois	Senior Researcher (Europe)
Leroi Henry	Senior Researcher
Janroj Keles	Researcher
Leena Kumarappan	Researcher
Eugenia Markova	Researcher
Anna Paraskevopoulou	Researcher
Cilla Ross	Reader
Andrea Winkelmann-Gleed	Senior Researcher
Max Watson	Researcher
Tessa Wright	Senior Researcher

WLRI Support Staff

Roushanthi Sivanesan	Finance Officer (maternity cover)
Sonia Allouache	Finance Officer
Jawad Botmeh	Research Administrator
Linda Butcher	Senior Finance Officer
Janet Emefo	Administrative Assistant
Max Watson	Research Administrator

PhD Students

Krzystof Boroch	Part-time (supervisors: Jefferys, Johnson)
Jane Copley	Full-time (supervisors: Holgate, Moore)
Kouider Djilali	Full time (supervisors: Jefferys, McKay and Williams)
Karina Golovko	Full-time (supervisors: Colgan, Moore)
Paul Hampton	Part-time (supervisors: Morter, Jefferys, Moore)
Olgu Karan	Full-time (supervisors: Kahveci, Williams, Moore)

Research at WLRI

The research under way at any one time at the Institute is always diverse in terms of its funding, scale and focus, but reflects our concern for socially committed academic and applied research into all aspects of working lives – contemporary and historical. Gender, race, ethnicity and class – as well as other social divisions and bases for mobilisation – are central to our

research. The breadth and interdisciplinary nature of this research is demonstrated by our contribution to three broad and overlapping areas at regional, national, European and international levels. The examples listed below are not exhaustive, but hopefully give a flavour of the research into working lives we carried out this year.

Researching labour markets – restructuring, segmentation, migration and the employment relationship

Research on the organisation, segmentation and restructuring of labour markets is supported by a wide range of funding bodies. Migration is an important theme under this heading and in 2010 we completed

our work on a project looking at irregular migrants and their living conditions in Norway. In 2010 we began the second stage of the HIREs project on health and restructuring. We also completed a project on innovative approaches towards demographic change. A smaller UK-focused project currently investigates the impact of the fragmentation of healthcare provision on the experiences of nurses working in prisons.

Funder	Project title	Current or final results in brief
DG Employment (EU)	Health in Restructuring (HIREs+) network	The Project disseminated the policy recommendations from the previous HIREs project on addressing the health implications of restructuring to key stakeholders and decision makers through workshops in 13 EU countries.
ESF6 INTERREG IVC and European Regional Development Fund (EU)	ESF6 CIA – Capitalising Innovative Approaches towards Demographic Change. Exchange of best practices related to the management of older workers across regions in eight EU Member States	In the UK the project worked with the East of England Development Agency and Age UK and has produced an action plan with the aim of integrating good practices related to the employment of an age diverse workforce in the East of England region. The action plan was developed following discussions with employers and businesses in the region, company visits, focus groups, a European conference and thematic workshops with input from other European project partners.
DG Employment (EU)	Psycho-social risks, services and social dialogue	The project explored how the 2004 EU framework agreement on psycho social risks in the workplace had been implemented across six countries. In the UK WLRI held workshops with key social actors to explore the ways that psycho social risks in the health sector were addressed through social dialogue.
UDI Norway	How to live irregularly in Norway: A qualitative study of the living conditions of irregular migrants	The project which was co-managed by WLRI found that irregular migrants in Norway lived in extremely precarious conditions and that their exclusion from health care, welfare and the right to work had created a particular dependency which they found it impossible to escape from.

Funder	Project title	Current or final results in brief
RCN	Working lives of nurses in HM Prisons	This project investigated the implications for and effect on prison nurses of the development of a mixed economy in the supply of healthcare services within the prison services of the UK. We have interviewed a large number of nurses working in prisons, including those in the privatised sector.
European Foundation (Dublin)	The impact of the financial crisis on social dialogue in the UK banking sector	The UK part of a nine-country study commissioned from IRES Bologna by the European Foundation, it involved interviews with British trade unions and employers in the sector. It found that some banks were more likely to try and involve the unions in managing redundancies as a result of the crisis. A WLRI working paper was put on the website.

Researching identities, representation and organisation

Researching discrimination in the workplace and forms of representation and organisation that respond continued to represent a major strand of our research in 2010. We completed the research on the ESRC funded three-year project on ethnic minority representation at work which examined the question of whom do ethnic minority workers turn to for help, support and representation when they have problems at work: people in the workplace community including unions, support organisations in the local community such as CABs, social networks within their ethnic communities, or other forms of community organisations such as faith or political groups. For the public services trade union PCS we completed our evaluation of its training programme for equality representatives. For UNISON we began our work on the Hidden workforce project to highlight the exploitation of hidden workers.

In the last few months of the year we began our work on two significant projects on migrants and employment. The Nuffield Foundation has funded a project which aims to compare what employers state are the employment terms of migrant domestic workers and what they are in practice.

Our work on the impact of social change on communities and community identity has been enhanced through our partnership on the EU funded project on the impact of urbanisation on coastal environments

Workplace reorganization, and how this influences worker representation, is a theme that runs through much of our work. For example, a project funded by the RCN looked at how trade union recognition agreements operated in relation to the independent health care sector.

The impact of the law upon representation and organisation is explored under a new Leverhulme Fellowship on trade union recognition that started in December 2009 and continued into 2010. Our ESRC Case Studentship has enabled our PhD student Jane Copley to research the continuing appeal of professional and white collar trade union membership. We completed our work in partnership with ACAS and with colleagues in four other European countries, on a project examining trends in individual and collective conflict and the responses of conciliation, arbitration and mediation processes (CAMS).

Research on labour market discrimination is central to the Institute's research. This year we completed our 34-country study on mapping anti-discrimination initiatives undertaken by trade unions



Funder	Project title	Current or final results in brief
Public and Commercial Services Union	Evaluation of PCS Equality Representatives' Training, Development & Support Programme	The evaluation found that the PCS Equality Reps project had increased the number and profile of Equality Reps within the union and provided a stronger and clearer equality agenda for the PCS.
Unison	Hidden workforce project	The project aims to highlight the exploitation of hidden workers, focus on the organising challenge, identify barriers to support and show how UNISON organisers and activists can support hidden workers
European Commission	The impact of urbanisation on coastal environments	This eight country study began by identifying the relationships between changes in social and natural environments, in terms of sea level changes, migration and population changes
Royal College of Nursing	The benefits of trade union recognition in the healthcare sector	This case study of an independent healthcare provider was completed in early 2010 and was presented at a conference organised by the RCN in July 2010. The study found that while the agreement had brought some benefits to the union it could still be made more effective.
ESRC	EMRAW – Ethnic minority workers' experiences at work	Interviews with 185 workers who had problems at work revealed that there was a dearth of employment advice available and that the situation is getting worse, with little knowledge about how to access professional advice. A final conference was held at the TUC on 13 September.
DG Employment (EU)	Mapping trade union practices on anti-discrimination in the EU	The study demonstrated that trade unions at all levels in Europe had developed initiatives that promoted equality and diversity, with 130 initiatives being identified and 15 case studies undertaken.
Nuffield Foundation	Migrant Domestic Workers' Employment Rights	The project compares what employers tell the UK Borders Agency about domestic workers' pay and conditions in visa applications with what workers report actually receiving. It also examines workers' knowledge and views of means of enforcing their rights at work. Conducted in association with Justice for Domestic Workers.
Royal College of Nursing	The benefits of trade union recognition in the healthcare sector	This case study of an independent healthcare provider was completed in early 2010 and was presented at a conference organised by the RCN in July 2010. The study found that while the agreement had brought some benefits to the union it could still be made more effective.
Leverhulme	Trade union recognition	The project has now completed its survey of UK trade unions and recognition agreements, looking at the impact of the statutory procedure. WLRI researchers involved in the project will work on a book on recognition in 2011.

Funder	Project title	Current or final results in brief
DG Employment (EU)	Social dialogue and the changing role of Conciliation, Arbitration Mediation Services in Europe (CAMS)	The 15-month project examining Alternative Dispute Resolution systems in France, Italy, Portugal, Poland and the UK concluded with a successful international workshop in London in January 2010. A short version of the concluding report was published as an ACAS Research Report.
Unionlearn (Trade Union Congress)	This wide-ranging research explores the extent to which union learning can facilitate equality and diversity in access to learning and precipitate further personal development for learners	This project will use a range of interview techniques including BNIM methodology. The report will be ready in 2011.
European Commission/ Center for the Study of Democracy, Sofia, Bulgaria	Integration of refugee children in the educational systems of Greece, Cyprus and Malta	The project analyses and catalogues best practices in the integration of refugee and asylum seeking children at schools in Greece, Cyprus and Malta. The written input is to be included into a handbook which would serve as a tool for developing a standardised approach to evaluating the educational integration of refugee children in the EU.



Presentation of the WLRI report on union recognition in the private healthcare sector to RCN representatives

Researching the quality of work and working lives

Researching working lives is a major strand in our research, and encompasses a range of contemporary and historical projects focussing particularly on the experiences of workers in the UK, Europe and internationally. In a project funded by the British Library we have been supporting the collection and digital recording of trade union documents in the Sudan. The ITF Seafarers' Trust funded a major international project examining the work of port-based welfare workers and organisations with the aim of contributing to improvements in seafarers' welfare and work on this project, along with another project funded by the ITF on seafarer communication, was completed in 2010.

We are also key players in an EU FP7 project, SPHERE, which examines how historical and contemporary articulations of regional, national and European identities are being transformed in regions experiencing economic restructuring and regeneration. Here we are researching in South Yorkshire and in the Corbeil-Evry

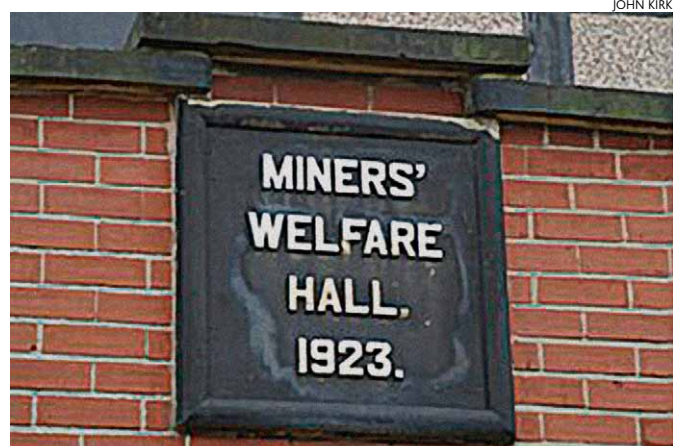
Essonnes region South of Paris, with other partners in Silesia (Poland), Zonguldac (Turkey), Alicante (Spain) and in Nuremberg (Germany). This research aims to assess the consequences of transformatory economic restructuring for the workplace, family and locality, demonstrating how such changes impact upon individual and collective identities, traditions and customs. The project will be completed in 2011.

In addition, in 2010 our colleagues at the TUC Library Collections received a grant from the Lipman Miliband Trust to translate Russian language documents, posters and photo albums brought back by labour movement delegations to the Soviet Union in 1920-25.



TUC LIBRARY COLLECTIONS

Funder	Project Title	Current or final results in brief
UNISON	UNISON's Children – the wider impact of low pay on the children of UNISON members	The project report challenges the government's assumption that work is necessarily always the route out of child poverty as nearly six in 10 poor children live in families that are in working poverty.
UNI Europa & EFCI/FENI	Social Dialogue in the Contract Cleaning Sector	Examined the national level outcomes of 18 years of European Social Dialogue in the sector – key areas being daytime working, undeclared work and “best value” tendering. Recommendations made for future social dialogue.
International Transport Federation	Seafarer Communications and Knowledge of Rights	Analysis of over 1,000 questionnaires completed in face-to-face interviews with seafarers from 58 nationalities in ports in Belgium, the Netherlands, Turkey and the UK revealed that searching on the internet was the most common method by which they attempted to get advice when faced with work problems, but access to such facilities and their costs when at sea were major barriers
International Transport Federation	Port-based welfare workers and organisations	On-line questionnaire returns from 1,107 port welfare workers around the globe, and face to face interviews with 60 port welfare workers and specialists in 21 ports confirmed the growing challenges to providing support as a result of changes in the intensification of work of seafarers. A summary of the research was published by the ITF Seafarers' Trust and the WLRI in September 2010.
EU DG Research Framework 7	SPHERE – Space, place and the historical and contemporary articulations of regional, national and European identities through work and community in areas undergoing economic restructuring and regeneration	At the beginning of 2010 members of the SPHERE project team visited Paris and its surrounds, as part of the project examining the impact of economic regeneration on work identities and regional landscapes. A second visit was made Southern Poland in September. A book was prepared which will be published in 2011 and photographic exhibitions in each country are being compiled. The first national reports are in the process of being produced.



Publications

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Markova E, *Effects of migration on sending countries: lessons from Bulgaria*, GreeSE Paper 35, Hellenic Observatory Papers on Greece and Southeast Europe, European Institute, London School of Economics.

McKay S and Clark N, *The benefits of recognition in the private healthcare sector*, RCN, London

McKay S, *Trade union practices on anti-discrimination and diversity*, published by the European Commission, Directorate General Employment, Social Affairs and Equal Opportunities.

Moore S and Wright T, *PCS Equality Representatives' Training, Development & Support Programme: Final Evaluation Report*.

Moore S, 'Integrating union learning and organising strategies' unionlearn Research paper 8.

Moore S, *Establishing Equality Reps in UNISON: An Interim Evaluation* UNISON.

Moore S, *Unison Migrant Workers Participation Project – Evaluation Report* UNISON.

Paraskevopoulou A, *The impact of the Racial Equality Directive: a survey of trade unions and employers in the Member States of the European Union, Greece in FRA*, The impact of the Racial Equality Directive Views of trade unions and employers in the European Union, Fundamental Rights Agency, http://fra.europa.eu/fraWebsite/attachments/RED_Greece.pdf

Ross C, and Moore S, *The impact of low pay on UNISON families*, UNISON (August).

Key events

Date	Person	Project	Nos.	Description
2010				
2 December	Chris Coates	Cradley Heath Centenary Talk	40	An event in celebration of the 1910, women chainmakers from Cradley Heath protest and strike
9 October	Steve Jefferys	200 th Anniversary of founding of Marseille Industrial Tribunal	500	One of the 8 keynote speakers during the one day event – talking about the CAMS research. Invited as a result of the work of the French CAMS advisory group.
23 November	Sonia McKay	Labour Rights in Ken Loach's filmography: When Fiction meets Reality	60	Invited commentary on Bread and Roses with response from Loach, organised by the Faculty of Laws, University College, London
13 October	Erol Kahveci	Port workers' welfare	30	Report launch to meeting of port welfare workers from across the UK
22 September	Eugenia Markova	'Bulgarian migration in London and on the island of Rhodes, Greece'	60	Organised by the Open Society Institute, Sofia, Bulgaria
13 September	Jane Holgate Janroj Keles Leena Kumarappan	Help and representation for problems at work. What has happened to support networks and advice centres? A report on ethnic minority workers in London		Launched at the TUC 2010 with a range of practitioner speakers at an afternoon workshop
5 August	Andrea Winkelmann-Gleed	London Older People's Assembly	100	Greater London Authority
July 10	Jane Holgate Janroj Keles Leena Kumarappan	Work, identity and community in Ealing: a photographic exhibition	n/k	Held at Ealing Library in Southall for four weeks in July 2010
13 July	Sonia McKay and Nick Clark	'State of the union – Employment Relations ... The Independent Sector and the Non- NHS' RCN National Employment Issues Conference	40	Presentation of the research conducted for the RCN
5 July	Sonia McKay	'Organising vulnerable workers' TUC conference	30	Presentation as part of a conference organised by the TUC.

Date	Person	Project	Nos.	Description
18 June	Jane Holgate Janroj Keles Leena Kumarappan	Minority ethnic groups: work and representation		Presentation TUC Black workers Committee, TUC.
21 June	Sian Moore	The Hidden Workforce	50	Fringe Meeting at UNISON Annual Conference
21 May	Anna Paraskevopoulou	'Children, Families and the Migration Experience: Opportunities and Challenges'	100	Conference organised by the University of Middlesex.
22 March	Sonia McKay	Keynote speech on the European-wide Mapping of Anti-Discrimination practices	64	Madrid conference organised by the WLRI.
12 March	Sonia McKay	'Immigration and the challenged left'	70	Colloquium funded by the Amiel Milbourne Trust, London, and organised by Italian trade unionists and academics based in London
25 February	Sonia McKay	'The employment situation of migrants in the UK' Greece, Cyprus and Malta	40	Keynote address, NIACE IMPACT seminar, Birmingham
13 February	Jane Holgate Janroj Keles Leena Kumarappan	'Workers Advice Centre session and photographic exhibition' in collaboration with Hackney Unites		Held all day Saturday at Dey-Mer Kurdish/Turkish Community Centre, Hackney
12 February	Anna Paraskevopoulou and Eugenia Markova	'Migration and innovation in SME London hotels: disconnected mobilities?'	20	Lancaster University, Mobilities, Migration, Service Work and Place Workshop
28 January	Sonia McKay	'The challenges to health and safety in the context of migration'	50	Conference on migration and health, organised by the Centre for Parliamentary Studies, Brussels
21 January	Sylvie Contrepois	An industrial and cultural tour of two French towns	25	A tour organised for the SPHERE project involving partners from five European countries and the local advisory group

Teaching at the WLRI

In January 2010 the WLRI embarked upon its first postgraduate programme, a part-time Professional Doctorate in Researching Work. A year later we have 12 students, many working in the trade union movement as well as the social, community, non-governmental voluntary and private sectors. The teaching is informed by the research of staff in the Institute and students have become part of the WLRI research community; indeed their engagement with the work of the Institute and the experiences of work and activism that they bring has hugely enhanced the life of the Institute, as one put it:

On the evidence of the first year, the DProf is everything I hoped it would be. The programme is thoughtfully put together, yet flexibly managed by a tutorial team that is both demanding and alert to what research students want and need from their involvement. It's hard work, and needs some staying on top of. However, this is recognised by the quality and weight of feedback received for submitted work – head and shoulders above what I have enjoyed elsewhere. Finally, working as part of a group lightens the load, and opportunities to work together have been enjoyable and instructive – there a mutual encouragement that is worth its weight in gold.

The programme involves six taught modules over two years followed by independent study leading to an original doctoral thesis in an area of direct professional interest. The modules are taught in five separate two and three day blocks every year, and all the students are supervised by active researchers from among the WLRI staff.

The modules being taught include:

- Contemporary Work
- The Meaning of Work
- Work and Globalisation
- Social Action and Organisation
- Applying Research in Work
- Developing the Doctoral Thesis – proposals and presentations

The year saw the successful continuation of the Certificate in Professional Development (CPD) in Union Learning. The CPD, run jointly by the Institute



WLRI students on the Professional Doctorate course

and the Centre for Trade Union Studies (CTUS), is aimed at all union activists including Union Learning Representatives (ULRs). The four modules explore union learning as part of the struggle for workers' education and the history of trade union education and locate learning in wider processes of change shaped by globalization. They also reflect upon how and why workers learn and on how their practice as ULRs fits into union strategies and organisation at the workplace. In the words of one student:

This is the first time I have been to university. I thought the first year was really good and have learned a lot, particularly on Government policy and how this is shaped by globalisation. I also enjoyed the history of union education. I also like the delivery – one day a month works well for me. It has given me such a lot of confidence as a ULR.

WLRI Seminars in

The success of the CPD in London led to the delivery of a course in Yorkshire and Humberside in 2010 and talks are in progress for a CPD in Union Learning to be delivered in the Midlands.

2010 also saw the validation of a new MA in Work and Social Change. This innovative MA programme will provide a programme of research-based professional development for experienced practitioners in the trade union, social, community, non-governmental and voluntary sectors who are concerned with researching the changing phenomena of work and working lives at local and global levels.

The year saw a number of WLRI researchers develop their teaching interests within FASS, continuing our close collaboration with the CTUS on the BA in Labour and Trade Union Studies (BALTUS), where Cilla Ross has been teaching, but also on undergraduate programmes in Sociology and Labour Economics. Dr Andrea Winkelmann-Gleed has been teaching on a module on health, illness and society; Janroj Keles has been teaching on modules in media studies. Within London Metropolitan University's Business School, Anna Paraskevopoulou has been teaching on discrimination and Eugenia Markova has been teaching economics and statistics.

The Law at Work, 29 January

Professor Sonia McKay is Professor of European Socio-Legal Studies at the Working Lives Research Institute, London Metropolitan University. She heads a number of research projects, mainly focusing on discrimination, migration and collective organisation. She holds a law degree from Queens University, Belfast and a Ph.D in employment law from Wolfson College, Cambridge.

Human Capital Theory, 19 March

Prof. Allan Williams (WLRI and ISET) was appointed to the Chair in European Integration and Globalization at London Metropolitan in 2006, and is co-editor of two journals: *European Urban and Regional Studies* and *Tourism Geographies*. He is now based at Surrey University.

Intersectionality as a theory conceptualising social divisions, 20 March

Dr Leroi Henry (WLRI) is a Senior Research fellow at WLRI. His main research interests are: the intersection of differing axes of privilege and marginalisation (ethnicity, gender, class etc) in the workplace.

The Contradictions of Humanitarian Intervention, 21 May

Mike Newman was a Professor of Politics and Jean Monnet Professor of European Studies at London Metropolitan University, now retired. He is the author of several books, including *Democracy, Sovereignty and the European Union* (Hurst, 1996) *Ralph Miliband and the Politics of the New Left* (Merlin 2002), and *Socialism – A Very Short Introduction* (Oxford University Press, 2005). His latest book is *Humanitarian Intervention: Confronting the Contradictions* (Hurst and Columbia University Press, 2009).

The Construction of Muslim and Irish Communities as 'Suspect' in Britain 1974-2007: representations and experiences, 21 May

Dr Lyn Thomas is Deputy Director of the Institute for the Study of European Transformations at London Metropolitan University, where she taught French from 1989 to 2005. She was responsible for the media study in the ESRC/AHRC 'Cultures of Consumption' Programme research project on 'Alternative Hedonism

2010

and the Theory and Politics of Consumption' and co-edited *The Theory and Politics of Consuming Differently* with Kate Soper and Martin Ryle (Palgrave, 2008).

The Informal Economy and Work, 22 May

Elaine Jones is the Director of the WIEGO Global Markets Programme, an ex-officio member of the WIEGO Steering Committee, and an independent advisor in the fields of ethical and fair trade. Elaine worked with The Body Shop International as Head of Ethical Trade up until May 2003 where she played a key role in developing trading relationships with community-based producer organisations in 27 countries as part of the company's Community Trade Programme and was instrumental in building an ethical supply chain strategy which worked on promoting compliance with International Labour Standards in global supply chains.

Organising From Below – overview and case studies of how poor workers organise, 9 July

Don Flynn is director of the Migrants' Rights Network (MRN) and leads the organisation's strategic development and coordinates its policy and project work. He is a regular speaker at conferences, seminars and lectures on behalf of MRN.

French multinational companies and their influence on the evolution of industrial relations in Bulgaria, Hungary and Poland, 9 July

Dr Sylvie Contrepois (WLRI) is a Senior Research Fellow whose research interests are principally concerned with understanding the dynamics of social change in European societies. They revolve around the central concept of collective action and the analysis of the changes that occur within and around the sphere of work.

Organised Labour, Politics and public sector, 1 October

Matt Wrack is General Secretary of the Fire Brigades Union (FBU), Martin Upchurch is Professor of International Employment Relations at Middlesex University.

Trade Unions, Environment and Sustainability, 2 October

Nigel Morter is the Director of the Centre of Trade Union Studies at London Met University, and a founding member of Working Lives.

A different politics is possible: community organising and the living wage, 25 November

Deborah Littman is a National Officer at Unison and Vice-Chair of London Living Wage Campaign. Deborah has been deeply involved in campaigning around low pay and living wage, helping to launch living wage campaigns in London, across the UK and internationally. She has written and spoken on the issues of poverty, low pay, minimum and living wage for organisations across the UK, Europe and Canada.

Oral History –Theory and Practice, 25 November

Joanna Bornat is Emeritus Professor of Oral History at the Open University where her teaching included topics in ageing and social policy as well as oral history. She is also visiting professor at the University of Leeds. Her most recent research interests are both empirical and methodological and include the experiences of overseas-trained South Asian geriatricians in the NHS, the oldest generation and family life, the re-use of archived qualitative data and comparative oral history.

Understanding the role of the labour movement in Nigeria: NLC – a catalyst for social movement unionism, 27 November

Dr Michael Oyelere is Lecturer in HRM, in the European Business School London. His current research interests centre on the systematic testing and development of contemporary institutional theory.

Some WLRI partners in 2010

Advisory, Conciliation and Arbitration Service (ACAS)	London	UK
Association Travail, Emploi, Europe, Société (ASTREES)	Paris	France
Aufbauwerk Region Leipzig GmgH	Leipzig	Germany
Communication Workers Union (CWU)	London	UK
East of England Development Agency (EEDA)	Cambridge	UK
European Foundation for the Improvement of Living and Working Conditions	Dublin	Ireland
Forschungs- und Beratungsstelle Arbeitswelt (FORBA)	Vienna	Austria
Gabinet d'Estudies Socials	Barcelona	Spain
Genre, Travail et Mobilites (GTM-UMR-CNRS)	Paris	France
Göteborg University (Department of Working Life Science)	Goteborg	Sweden
Hoger Instituut voor de Arbeid (HIVA – K.U. Leuven)	Leuven	Belgium
International Center for Minority Studies and Intercultural Relations (IMIR)	Sofia	Bulgaria
Istituto di Ricerche Economiche e Sociali	Rome	Italy
Labour Asociados SLL Spain	Madrid	Spain
Middle East Technical University	Ankara	Turkey
Public and Commercial Services Union	London	UK
Komisja Krajowa NSZZ “Solidarność”	Gdańsk	Poland
Trades Union Congress	London	UK
Unionlearn	London	UK
UNISON	London	UK
Unite the Union	London	UK
Università Ca' Foscari – Dipartimento di Filosofia e Teoria delle Scienze	Venice	Italy
Université Libre de Bruxelles	Brussels	Belgium
Universidade de Lisboa	Lisbon	Portugal
WEA London Trade Union Studies Centre	London	UK



The logo for Working Lives Research Institute (WEA) features the letters 'WEA' in a bold, dark blue, sans-serif font. The letter 'a' is stylized with a cursive, lowercase script font, extending to the right of the 'E'.

WLRI Financial Summary

workinglives.
org

	09-10 £000s	08-09 £000s
Income		
Research project income	695	1,026
Fees from teaching	10	3
Central university salary transfers	410	372
Central university non-pay transfers	24	19
Total income	1,139	1,420
Expenditure		
Project-funded staff salaries	803	694
Doctoral students	6	5
Central university staff salaries	401	372
Project-related costs	130	115
Institute-related costs	24	25
Total expenditure	1,364	1,211
Balance before University overhead	-225	209
Central university overhead	147	103
Surplus (deficit)	(78)	106

The WLRI website has continued to develop during the year. Many of the students who registered for our DProf found out about us through the site, and we are now getting hundreds of visitors every day.

The website now not only has all our current research listed and biographies and contact details for staff, as well as details of Courses available and Events coming up, but we also introduced new sections:

Gallery: this section displays works taken by professional photographers and artists who visualise working life in a variety of ways. It also includes material produced directly by WLRI staff for our own research.

Audio Visual: this section includes digital recordings taken at seminars and other events hosted by the WLRI, and leads to the WLRI Films page. This contains three short films produced on projects led by WLRI researchers or where we were partners.

WLRI Working Papers: this section includes the WLRI working paper series, where colleagues submit papers arising from our research for discussion and debate

WLRI News: this section archives the special E-Newsletter we produce three times a year to keep our 1,000-strong contact list up to date with what we are doing

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