

# Work and Equalities Institute

## Identifying and promoting the conditions for more inclusive and fair work and employment arrangements

New thinking on how to address the challenges posed by changes in work, employment and equalities is urgently needed. Inequalities - from health and education to poverty and exclusion - are influenced by labour market factors, but employment conditions are also shaped by patterns of inequality.

The Institute brings together two internationally-recognised Alliance Manchester Business School research centres (European Work and Employment Research Centre and Fairness at Work Research Centre) with expertise across human resource management, industrial relations, labour economics, organisational psychology, employment law,

technology, organisation studies, sociology and social statistics.

Our research is being used in knowledge exchange, dialogue and debate with key stakeholders and policy makers, and makes informed contributions to policy formation and practice. To achieve this, the Institute draws on input from an advisory board of policy makers and practitioners with local, national and international expertise.

The Institute's research ranges from the local to the global, and builds on the already strong connections with national and international policy bodies. Work and inequalities will be an important contributor to The University of Manchester's global inequalities research beacon.

Our approach to research includes the use of international institutional and comparative analysis, organisational case studies and qualitative interviews, and surveys and quantitative data analysis.

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The University of Manchester's Work and Equalities Institute considers equalities issues as integral and central to understanding work and employment arrangements.

**Professor Jill Rubery**  
Director, Work and Equalities Institute

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### Our work is central to the debate on inequality in society

The team has a track record, built over more than twenty five years, of informing the evidence-base and policy agenda of the European Commission, the European Parliament, and the United Nations' International Labour Organisation, as well as national organisations such as the Equality and Human Rights Commission, the Chartered

Institute of Personnel and Development and the Trades Union Congress. They have also helped launch many doctoral students and early career researchers onto successful careers as academics, researchers and policy makers in various sectors and countries.



# Work and Equalities Institute

**Our four research themes explore key issues in work and equalities:**

## **Theme 1: Business Transformation and Work Futures**

Technological innovation, high-performance employment systems, global value chains, and financialised ownership structures have potentially serious implications for job quality and security. We investigate how these transformations are shaped by but also challenge institutional arrangements for work and employment, with the aim of developing new thinking that supports a more equal experience of quality work in all regions of the world.

## **Theme 2: Fair Treatment at Work**

Entitlement to fair treatment at work commands widespread agreement, but how this translates into practice is far more controversial. This theme focuses on three main areas: the extent of inequalities in fair treatment at work, particularly for those with protected characteristics under



equality legislation; stress and wellbeing; and the challenges of improving fair treatment through interventions, whether from legal measures or through voluntary actions on labour/management standards, organisational capacity building and participative job redesign.

## **Theme 3: Inequalities and the Life Course**

Inequalities in work and employment lie at the heart of trends towards inequality and poverty. This theme considers how inequalities change or are reinforced across the life course, how changing life courses are interacting with developments in work and employment, and how social and employment policy may shape inequalities across the life course, and for different groups. We examine how employers are responding to the increasingly diverse workforce, reflecting varied life courses, care responsibilities, careers, skills and employability and consider the consequences for flexible career paths.

## **Theme 4: Regulation and Representation**

This theme investigates the theory, policy and practice of regulation and representation, and considers the need for new approaches that move beyond the binaries of regulation versus deregulation towards re-regulation. Multi-level forces are needed that combine the various stakeholders, agents and market institutions in new forms of regulation and new initiatives on enforcement at both a macro and a micro level.

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**Our new Institute will make a significant impact to knowledge and policy solutions in relation to the quality, organisation, innovation, and fair distribution of work and employment.**

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