

**6-8th April
2009**

**Apex International
Hotel, Edinburgh**



The primary focus of the ILPC conference is work and employment relations in the context of the broader political economy.

While the conference encourages a wide range of issues, perspectives and methodologies, preference is given to papers that promote critical understandings of workplace relations and integrate empirical material with theoretical argument. The 2009 conference will have a number of special streams:

1 Reclaiming Resistance:

Dr Henrietta Huzzell,
University of Karlstad
henrietta.huzzell@kau.se

2 Service Work in the Hospitality and Care Industries:

Dr Mary Gatta & Prof Eileen Appelbaum, Rutgers University
gatta@rci.rutgers.edu

3 Identity and the Workplace:

Dr Abigail Marks, Herriot-Watt University, Professor Janette Webb, University of Edinburgh, Dr Jerry Hallier, University of Stirling
a.marks@hw.ac.uk;

4 Work Relations & Restructuring in the Voluntary Sector:

Dr Ian Cunningham, Strathclyde University, Dr Donna Baines, McMaster University, Hamilton, Canada
ian.cunningham@strath.ac.uk;

5 Retail Work:

Professor Irena Grugulis, University of Bradford, Dr Ödül Bozkurt, University of Lancaster
I.Grugulis@bradford.ac.uk;

Stream 3: Identity & the Workplace

This stream focuses on the re-conceptualisation of identity from a broadly described labour process perspective. Such an approach is thought to be necessary to move beyond some of the current work which is sometimes lacking in a theoretical foundation or oversells the explanatory power of identity. Whilst the social identity approach (e.g. Haslam, 2004) has made a useful and rigorous contribution to the field we believe that despite avoiding discussion of identity - preferring to engage with the related concepts of interests or false consciousness - that labour process theory can help to advance the understanding of the role of identity in the workplace.

We would like to attract a range of papers that build on some of the recent theoretical advancements in the arena of work-based identity or identities. There are a collection of theoretical resources which we believe can bring something different to the debate and which are compatible with traditions of labour process analysis. Webb's recent book 'Organisations, Identities and the Self' seeks a 'renewed sociological perspective on the interconnections between personal biography social identities and organisations (2006, 14) and avoids the contemporary predilection for over and under-socialised conceptions of human action. This approach treats identity as historically located, constrained by circumstances, and marked by power relations which have material consequences. Identity and organisation can thus be seen as mutually constituted: identity is the terrain of conflict, dissent and social division.

In her very useful review of writings on identity and work, Leidner also explores how these issues can be understood by combining insights from the micro-sociological; labour process and related theoretical resources. An additional stream of research (e.g. McBride 2006) has been using notions of group identity and interests as a way of exploring propositions deriving from mobilisation theory (Kelly 1999) concerning the ways in which grievance and injustice may feed into workplace collectivism. Theorising from a critical social psychology has started to look at the integration of social identity theory with Goffman's (e.g. 1959) Impression Management to demonstrate that employees sometimes present an identity that they have not internalized, in order to satisfy an audience (e.g. Marks and Hallier, 2007). This work expands Mills' (1940) 'vocabularies of motive' in explaining the role of identity and conflicts in identity in terms of the presentation of self and the negotiated order. It is these innovative perspectives on identity that we would like to develop as part of this stream.

All queries to
ilpc2009@ilpc.org.uk

ilpc.org.uk

Abstracts Submitted by
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