

**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
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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
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Stream 4: Work Relations & Restructuring in the Voluntary Sector

New Public Management (NPM) agendas in the delivery of public services have been steadily adopted across developed countries. Across developed countries there has been a steady adoption of the New Public Management (NPM) agenda in the delivery of public services. Although there is continued debate regarding the exact definition of this agenda one of its key aspects has been from government delivery to subcontracting and offloading of services to the voluntary sector. A highly gendered and increasingly racialized sector, the voluntary sector has always been characterized by low wages and benefits, long hours and a strong workforce commitment to agency mission. In countries such as the UK, Canada, Australia and the USA the adoption of neo-liberal restructuring and managerialism has resulted in work intensification and increased employer control.

Cost cutting has been a major benefit of the transfer of services to the voluntary sector while agencies increasingly reflect pro-market values and work organization. Academics from many countries have focused their attention on the impact of contracting out in voluntary organizations including pay and conditions, deskilling, the labour process, industrial relations issues and union organising.

Further exploration of changing employment conditions within voluntary organizations is important for a number of reasons. First, the voluntary sector comprises a rapidly growing area of employment in industrialized countries. Second, the predominantly female workforce provides a fertile ground for studies exploring the impact of gendered roles on issues such as skills, pay and conditions, occupational health and violence at work. Third, given the sector's close relationship with the state, it provides an opportunity to develop insights into the dynamics of new quasi-state organizational forms and their impact on the employment relationship.

The stream organisers wish to encourage papers from international participants that are comparative, focused on a single country or case study. We particularly encourage papers around the themes of gender, race occupational health, violence, skills, union organizing and restructuring inter-organizational relations.

All queries to
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Abstracts Submitted by
30 October 2008