

## MPOWER:

### A dozen years in the making!

May 2025

Vol. 12, Issue 2



# MPOWER



Moving towards the mid-year mark, we note that MPOWER has been in operation for 12 years. Thank you to everyone who has joined and/or contributed over the years, helping to make this a vibrant, diverse and relevant research group in Aotearoa and beyond.

In this (45th!) newsletter, we profile the latest research developments involving MPOWER researchers. This includes a study commissioned by the International Labour Organisation (ILO) on inclusive trade union governance, innovative servicing and extended union reach (see page 2). Other projects are outlined on page 3, including recent features by MPOWER members in *The Conversation*.

Our researchers have also been busy drafting and completing new books. Professor Valeria Pulignano and Dr Markieta Domecka's recent book, *The Politics of Unpaid Labour* is overviewed on page 4, and Associate-Professor Ozan Alakavuklar's new book, *Organizing Food, Faith and Freedom: Imagining Alternatives* (Bristol University Press) features on pages 5-6, with a few words from the author. On page 7, a recent book workshop on a text about climate change and the role of trade unions, edited by Professors Jane Parker and Valeria Pulignano, and Bianca Luna Fabris, is outlined.

Upcoming conferences on employment relations, human resource management and related scholarship are presented on pages 8-11, including the 9th ILO Regulating for Decent Work (RDW) Conference in Geneva, 2025 Society for the Advancement of Socio-Economics (SASE) Conference in Montreal, International Labour and Employment Relations Association (ILERA) European Congress in Durham (UK), and the Industrial Relations in Europe (IREC) in Luxembourg City. MPOWER members will be present at each of these events in various capacities. If you'd like to profile other conferences in this newsletter, please contact us.

We round off, as is our custom, with the latest publications from our members, including journal articles, books, reports, policy briefs and more (pages 12-13).

Happy reading!

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## Contact us

*If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email us. Our next issue is due around October 2025.*

## How to join MPOWER

MPOWER aims to connect academics, practitioners and policy makers around applied employment research. Joining the group is free and simple. Contact us at [jparker@etui.org](mailto:jparker@etui.org) or [j.arrowsmith@massey.ac.nz](mailto:j.arrowsmith@massey.ac.nz) to be put on our mailing list. You can also receive information on and early alerts about MPOWER activities by joining our MPOWER LinkedIn Group.

## New project

# Inclusive trade union governance

The International Labour Organisation's Bureau for Workers' Activities (ILO ACTRAV) has commissioned Professor Jane Parker (European Trade Union Institute (ETUI) and Massey University) to study inclusive trade union governance, innovative servicing, and union research to diverse constituent groups. Jane and Professor Jim Arrowsmith (Massey University) will undertake this work over the next few months.

Trade unions face considerable challenges to their operation, with widespread decline in union density and collective bargaining coverage. Nonetheless, many have sought to employ traditional and new measures to continue to resonate with existing members and to reach non-traditional worker groups.

ILO ACTRAV commissioned the ETUI to undertake this study from April 2025. Thus far, it has entailed a comprehensive review of studies around the globe that evidence trade union initiatives around their governance, servicing and reach activities. The review will be followed in early June by a global survey of trade unions and semi-structured interviews with union leaders, undertaken by Jane and Jim, to see if additional and very recent activities can be surfaced and included in this report. The findings will be used to help conceptualise the relationships between these union functions, and made available to trade unions for consideration in their strategy and policy-making in the context of union renewal. Senior labour expert, Rafael Peels (ILO ACTRAV) is overseeing this work.

Jane will present the report at an ILO ACTRAV event in Geneva in September 2025.



## Ongoing project

# Varieties of industrial relations study

A cross-national team of MPOWER will present the latest findings of their study on the key dimensions of industrial relations systems' 'health' across different regions at the ILERA European Congress at Durham University in England (September 2025).

The researchers - from the United Kingdom, New Zealand, Canada, Turkey and Belgium - have drawn together a range of quantitative indicators that help to assess the nature and condition of industrial relations sys-

Continued

tems around the world.

The latest forthcoming presentation and output from this study has been led by Professor Bernd Brandl (Durham University). Using Bayesian cluster analysis, the researchers will stress the key dimensions and their indicators that indicate the key character of national industrial relations systems around the globe, and theorise on areas of convergence and divergence.

This study has been underway for several years, and various sets of results have been disseminated (e.g. at AIRAANZ 2024 and the ILERA World Congress 2024). Research team members include: Professors Bernd Brandl, Jane Parker, Valeria Pulignano, Patrice Jalette and Fiona Edgar, and Associate-Professor Nazim Taskin (all MPOWER members).

## THE CONVERSATION

Academic rigour, journalistic flair

MPOWER members have penned recent features for The Conversation. These include 'What will a robot make of your résumé? The bias problem with using AI in job recruitment' by Dr Melika Soleimani (Massey University), Associate-Prof. Ali Intezari (University of Queensland), and Professors David Pauleen and Jim Arrowsmith (Massey University) on 9 June 2024 (see [What will a robot make of your résumé? The bias problem with using AI in job recruitment](#)).



Professor Arrowsmith has since authored another piece in The Conversation, 'As government cuts bite, public service unions can use 'soft power' as well as strikes to win support' on 3 June 2025 (see [As government cuts bite, public service unions can use 'soft power' as well as strikes to win support](#)).



New book

## The politics of unpaid labour

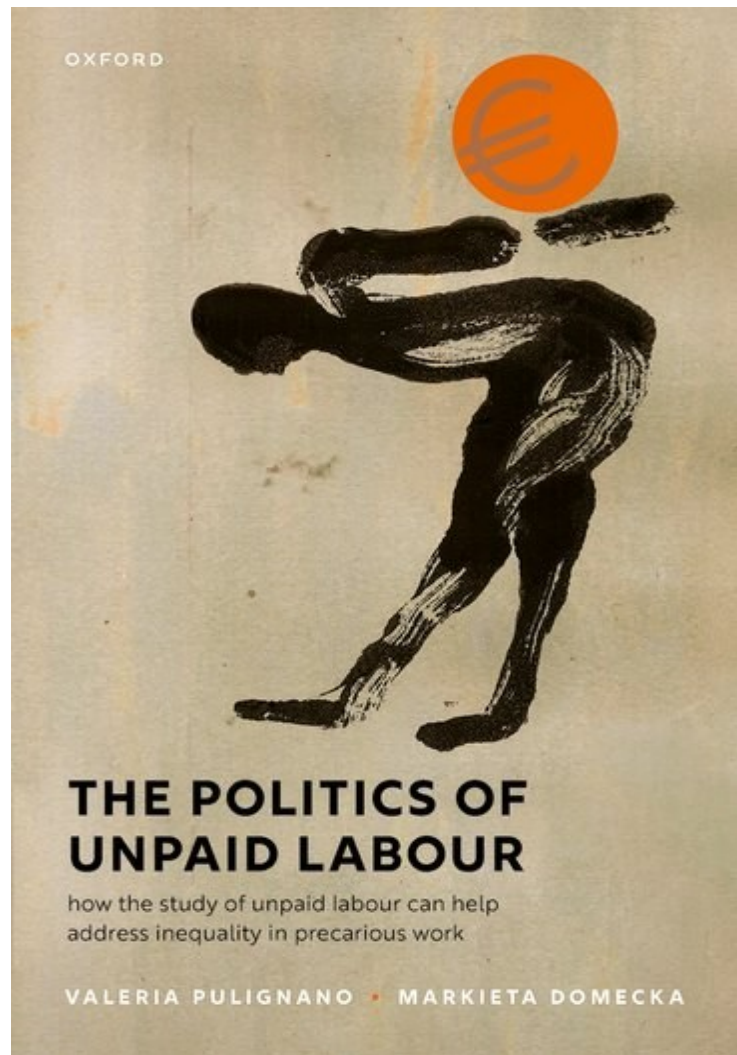
by Valeria Pulignano and Markieta Domecka

In this book, published by Oxford University Press, Valeria Pulignano (MPOWER member) and Markieta Domecka consider how the study of unpaid work can help address inequality in precarious work. Other contributors include Professors Bernard Gazier and Damian Grimshaw.

*The Politics of Unpaid Labour* was overviewed in our last MPOWER newsletter (vol. 13, issue 1— January 2025) and was featured and discussed at the European Trade Union Institute (ETUI) and KU Leuven Conference,

‘Future of work: Reclaiming the value of work in the digital economy’, on 21-22 February 2025 in Leuven (Provinciehuis), Belgium (see <https://www.etui.org/events/future-work-reclaiming-value-work-digital-economy>).

The book, published in January 2025, will also be discussed in a book salon at the forthcoming SASE 2025 Conference in July 2025 in Montreal (see page 9). Valeria Pulignano and Damian Grimshaw will present the book in this session, chaired by Professor Gregor Murray, with discussants Professors Lucy Taksa, Greg Bamber, and Jane Parker (MPOWER members).





## New book

MPOWER member, Associate-Professor Ozan Alakavuklar (University of Utrecht, the Netherlands) has penned a new book, *Organizing, Food, Faith and Freedom: Imagining Alternatives*, published by Bristol University Press.

This fascinating text offers an insightful exploration of community-driven responses to food insecurity and waste within capitalist societies. Drawing from his autoethnographic study of a free food store in Aotearoa, New Zealand, Ozan delves into how surplus food is redistributed to address food poverty, emphasising the mediating role of faith and community in fostering alternative economic practices. The book examines the emergence of non-capitalist value relations, highlighting how such grassroots initiatives can challenge prevailing economic models and in-

spire new ways of organizing that prioritize community well-being over profit. Through this lens, Ozan presents a compelling case for reimagining societal structures to create more equitable and sustainable systems. In addition to social critique and alternative proposals, Ozan invites scholars to engage more with grassroots, community-level organisations as allies to collaborate for social change.

Ozan comments to MPOWER:

“In this book, I untangle the symbolic, economic, and political layers of a community organisation to demonstrate how, and in what forms, alternative organisations can be studied. Both fieldwork at the free food store and writing about it were life-changing experiences as an academic.”

Organizations and Activism

# Organizing Food, Faith and Freedom

Imagining Alternatives

OZAN NADIR ALAKAVUKLAR



*Continued*

The book was published on 30 May 2024, and is available as a hardback, paperback, e-book and via Kindle (GBP 79.99). Its table of contents are outlined below.

# Organizing Food, Faith and Freedom

## Imagining Alternatives

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For more information about this book, please visit: [Bristol University Press | Organizing Food, Faith and Freedom - Imagining Alternatives, By Ozan Alakavuklar](#) (and sign up for 25% off all books).





**This book will provide a timely and authoritative compendium of works on the historic, current and potential role of trade unions in addressing and seeking solidarity on the challenges of climate change for workers, workplaces and wider society.**

Internationally-renowned and emergent scholars and practitioners will document, analyse and critique union thinking, strategy and activity on climate change matters in the Global North and South, with an eye to the intertwined geopolitical, digital, socio-cultural and economic transitions that shape and are shaped by union agency. Conjointly, contributors will draw on a range of methodological approaches to theorise and empirically demonstrate trade union responsiveness towards climate change. Based on their findings, the book concludes with a unique and comparative assessment of union and wider policy development deemed necessary to effectively address ongoing tensions between employment objectives and environmental imperatives. A tentative table of contents feature in our last MPOWER newsletter (vol. 13, issue 1—January 2025).

On 16 May 2025, the book editors and contributors attended an all-day online workshop to overview progress on the book's 21 chapters, preface and editorial introduction. The event was broadly scheduled according to the major sections of the book, with chapter contributors indicating i) the main messages/themes of their work; ii) why they perceive them to be of significance; and iii) key 'take-aways' for potential readers. Their presentations were engaging and thought-provoking, and invited comment and constructive suggestions from other participants on how to take chapters forward. The workshop also This work is planned for publication in the first quarter of 2027.

Participants included: Anil Verma, Hanz Rackwitz, Pauline Dibben, Richard Hyman, Rebecca Gumbrell-McCormick, Itaru Nishimura, Shingou Ikeda, Paul Hampton, Philippe Pochet, Christophe Degryse, Nora Rätzl, Michele Ford, Mehtap Akgüç, Wouter Zwysen, Adrien Thomas, Nadja Doerflinger, Luca Cigna, Vera Trappmann, Dimitris Stevis, Francisca Gutierrez Crocco, Kalina Arabadjieva, Nicola Countouris, Béla Galgóczi, Gregor Murray, Julie Hagan, John Peters, Valeria Pulignano, Bianca Luna Fabris and Jane Parker.

Many thanks to Caterina Cigna (ETUI) for invaluable administrative and IT support of this event.



#RDW 2025

## 9th Regulating for Decent Work Conference

Strengthening labour institutions and worker voice to deliver decent employment

The global labour market is facing a period of unprecedented transformation that is driven by technological innovation, environmental shifts, and demographic changes. While we celebrate the potential of technological advancements to boost productivity and connect workers across borders, these changes also raise profound challenges to achieving decent work for all. As automation transforms industries, climate change disrupts livelihoods, and the demographics of populations shift, questions around equitable access to employment opportunities, adequate compensation, and worker representation becomes increasingly urgent.

The changing nature of work demands a rethinking of labour market institutions and regulations. Traditional models, often designed for a different era, are struggling to keep pace with the rapid rise of digital platforms, globalized supply chains, and the increasing vulnerability of workers to climate change and political instability. There is a crucial need for building, revitalizing, and adapting labour market institutions to address the complexities of the contemporary world of work. How can we ensure that these institutions provide effective protection for all workers, including those in the informal sector and self-employment, and address the growing need for skill development and lifelong learning? How can social protection systems be strengthened to provide adequate protection to workers in all types of employment, and the population at large?

Despite a growing call for more effective policies that can deliver “decent employment now,” policies based on standard growth and development models have not responded adequately, particularly in the context of recent global crises. The lack of robust worker representation and the failure of existing structures to effectively translate aspirations for decent work into reality add to these complexities. As we grapple with the impact of technological disruption, climate change, and demographic shifts, the need for innovative approaches to build equitable and inclusive labour markets has never been greater. While challenges abound, the evolving world of work also presents immense opportunities to harness new technologies, rethink work-life balance, rebalance the unequal global economic order, and reimagine the relationship between workers, governments, and businesses.

The 9th RDW conference in 2025 aims to explore these multifaceted issues and propose innovative solutions, engaging with critical themes like the pursuit of “decent employment now,” the strengthening of worker agency, and the development of robust labour institutions. While we strive for more and better employment in a rapidly evolving global economy, we must simultaneously grapple with fundamental questions of fairness, equity, and inclusivity. MPOWER members will present individual papers at this event, including on union progress in Europe on workplace equality.

For more information about the Conference, please visit: <https://www.ilo.org/rdw2025>





The Society for the Advancement  
of Socio-Economics



9-12 July 2025

Palais des Congrès, Montréal, Québec

### Inclusive Solidarities: Reimagining Boundaries in Divided Times

Solidarity is a central value practiced across social and labor movements and a key principle underpinning social democracies. It is also a term with many meanings, referring to the cohesion of groups, the development of social policy and welfare states, or the goals and tactics of labor and social movement organizations. Solidarity in all its forms involves an act of political and social imagination – to identify who one is willing to act in solidarity with, or who are the members of one's 'imagined community' (Anderson 1983). How community is defined, and how the boundaries around that community are drawn or imagined, have implications for who is included and excluded in collective action to redistribute power and resources, to demand rights, and to fight oppression.

The theme of this year's SASE meeting recognizes the importance of reimagining the boundaries that define commitments to and practices of inclusive solidarity, at a time when the most visible trends are toward intensified divisions. Tens of thousands of lives have been lost in wars, invasions, and violent conflicts over the past year alone. Climate change is fueling displacement and famine, while attempts to mitigate carbon emissions encourage organizing for and against policies to reform farming, manufacturing, and energy production. Far right political parties have experienced growing support, with recent major election wins in Europe and Latin America – and a rising share of the popular vote in many countries world-wide. And multinational companies and their investors continue to adapt to a post-COVID global economy through pursuing particularistic interests within and across national boundaries, from opposing proposed regulation of AI and platform work to challenging the right to strike as a critical dimension of the ILO's fundamental right to freedom of association.

While there are many examples of developments that are driving up inequality, precarity, and exclusion, these are also contested by creative movements that seek to build worker and citizen power based on more inclusive and participatory forms of solidarity. These take different forms, from a recent wave of labour organizing and strikes in the US to global racial and gender justice movements to international campaigns to improve labour and environmental practices across global supply chains.

The location of this conference in Montréal, Canada, is ideal for investigating these questions. Québec's history is marked by frequent reimaginings of the boundaries defining solidarity and the practices that underpin it.

MPOWER members will present papers, chair and moderate sessions, and act as discussants at this event.

For more information about the 2025 SASE Annual Meeting, please visit: [2025 – Montréal - SASE](#)

# 14th ILERA European Congress



Durham  
University



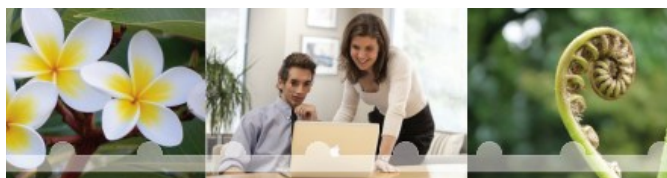
10-12 September 2025



**“Navigating challenging times. The role of employment relations in addressing the problems caused by political uncertainty and the effects of Brexit, Covid-19, migration, technology and climate change on the workforce and labour standards.”**

The *14th International Labour and Employment Relations Association (ILERA) Conference* will be held on 10-12 September 2025 at Durham University Business School, UK. This event will bring together leading researchers, practitioners, and professionals from around the world to share their latest research. It is co-organised by Professors Barbara Bechter and Bernd Brandl (both MPOWER members).

They and other MPOWER members will present papers and chair sessions at this event. Join them—for more information, please visit the conference website (<https://durham.ac.uk/ilera2025>) or contact at [ilera2025@durham.ac.uk](mailto:ilera2025@durham.ac.uk)



MPOWER



MASSEY  
UNIVERSITY  
TE KUNENGA KI PŪREHUROA

UNIVERSITY OF NEW ZEALAND

# Industrial Relations in Europe (IREC) Conference 2025



In recent years, there has been a discernible shift in the discourse on industrial relations in Europe. Contentious collective bargaining in response to surging inflation, tighter labour markets leading to a stronger bargaining position for workers, renewed strike activity in many countries and organising drives in the low-wage service sector have been noticeable developments. These changes contrast with the preceding decades marked by the erosion of sectoral collective bargaining and associated institutions.

At the same time, new challenges have emerged. Many governments have imposed new restrictions on trade union action, particularly strikes. The rise of (temporary and platform) on-demand work across the world challenges established modes of regulating employment relations. Digitalisation leads to changes in job roles and skills requirements, creating new jobs while simultaneously displacing existing ones. Industrial relations actors also confront the need to address the impact of climate change on the world of work. Decarbonisation and tightened climate policies have an impact on jobs in manufacturing and power generation, and require job transitions and reskilling. Rising temperatures and more frequent extreme weather events make it necessary to adapt workplaces, in particular regarding occupational health and safety. Emerging collective actors may take up the issues of digitalisation and climate change either in alliance or in competition with the established trade unions.

The effects of digitalisation and climate change vary among different groups of workers. This risks creating further disparities in working conditions across socio-economic categories, gender, ethnicity and race, raising the issue of the inclusiveness of trade unions, workplace representation bodies and collective bargaining institutions. The electoral successes of the far right across Europe pose the question of trade union action aimed at safeguarding the rights of migrant workers and refugees. MPOWER members will present papers at this event, and the European Trade Union Institute will run a book stall.

## Tentative list of keynote speakers

- ◆ Professor Richard Hyman (London School of Economics, UK)
- ◆ Dr Christine Aumayr-Pintar (Eurofound, Dublin)
- ◆ Associate Professor Maite Tapia (Michigan State University, US)

## Important dates

**Conference Date:** 16-18 September 2025

Conference venue: Chambre des Salariés, Casino syndical, 63 Rue de Bonnevoie, L-1260 Luxembourg

Registration fees: 350 EUR (PhD Students: 275 EUR). The conference will be held in-person. For information, please visit: <https://www.liser.lu/Call-for-Papers-Industrial-Relations>



## MPOWER members' (surnames in bold) recent outputs

- ♦ **Alakavuklar, O.** (2024). *Organizing, Food, Faith and Freedom: Imagining Alternatives*, Bristol: Bristol University Press.
- ♦ **Arrowsmith, J.** (2025). government cuts bite, public service unions can use 'soft power' as well as strikes to win support.' The Conversation, What will a robot make of your résumé? The bias problem with using AI in job recruitment
- ♦ **Baird, M.** and Dinale, D. (2025). Gender inequality: decent work and women's economic empowerment in a global setting. In J. Heyes, J. Leschke, K. Newsome, M. Reich and **A. Wilkinson** (eds). *Research Handbook on Decent Work in a Post-COVID-19 World*. Cheltenham: Edward Elgar Publishing, pp. 35-52.
- ♦ **Baird, M.**, Hill, E., **Colussi, S.** (2025). The reproductive body and the workplace: maternity, menstrual and menopause policies. In **S. Williamson, J. Parker, N. Donnelly, M. Gavin** and **S. Ressia** (eds.), *Research Handbook on Gender, Work and Employment Relations*, Cheltenham: Edward Elgar, pp. 19-31.
- ♦ **Charzyńska, E.**, ... **Arrowsmith, J.**, ... **Parker, J.** et al. (2025). The International Work Addiction Scale (IWAS): A screening tool for clinical and organizational applications validated in 85 cultures from six continents. *Journal of Behavioral Addictions*, 14(1): 220-245.
- ♦ Delbridge, R., Helfen, M., **Pekarek, A.**, Schuessler, E. and Zietsma, C. (2024). *Organizing sustainably: Introduction to the special issue*, 45(1): 7-29.
- ♦ **Dobbins, T.**, Cao, X., Green, A., Johnstone, P. and Foster, W. (2024). Conceptualizing decent work: An explorative study of decent work in England's Midlands region. *Policy Studies*, 1-22.
- ♦ **Dobbins, T.** and Dundon, T. (2024). Industrial Relations: The New Right and the praxis of mismanagement, *Employee Relations: The International Journal*, 46(6): 1,290-1,305.
- ♦ Grimshaw, D., **Brandl, B.**, Bertranou, F. and Gontero, S. (2024). Tracing the potential benefits and complex contingencies of multi-level collective bargaining. *International Labour Review*, 163(4): 657-675.
- ♦ **Larsen, T.P.**, Ilsøe, A. and Haldrup, C. (2024). Algorithmic management and employee involvement – A Company Perspective: The Danish country report. INCODING Case studies Reports. April, Københavns Universitet, 28 pp.
- ♦ Larsson, B., Rolandsson, B., Ilsøe, A., **Larsen, T.P.**, Lehr, A. and Masso, J. (2024). Digital disruption diversified: FinTechs and the emergence of a competitive market ecosystem, *Socio-Economic Review*. 22(2): 655–675.
- ♦ **Ibsen, C.L.** (2024). Associational power resources: How organisational properties matter for the power of workers. In J. Arnholtz and B. Refslund (eds). *Workers, Power and Society: Power Resource Theory in Contemporary Capitalism*. New York: Routledge, pp. 54-75.
- ♦ **Jalette, P.** (2024). Labour Shortages: A game changer for industrial relations? *Labour and Industry: A journal of the social and economic relations of work*, 34(1): 11-25.
- ♦ **Küpers, W.**, Shrivastava, P. and Zsolnai, L. (2025). Building Practical Wisdom in Business, Organisation and Management through Transformative Civic Education. *Journal of Management, Spirituality and Religion*.
- ♦ **Lafuente, S.**, Degryse, C., **Parker, J.** and Vitols, S. (2025). Democracy at work and sustainable competitiveness: recent developments, challenges and risks. In S. Theodopoulous, A. Piasna and B. Vanhercke (eds). *Benchmarking Working Europe 2025*, Brussels: ETUI.
- ♦ O'Brady, S., **Bamber, G.J.** and Cooper, B. (2025). Academic capitalism and precarity in the neoliberal university: job insecurity and stress in two liberal market economies. *Industrial Relations Journal*. 10 pp.
- ♦ **Parker, J.** (2025). *Inclusive union governance, innovative servicing and reach*. Report, ILO ACTRAV: Geneva (forthcoming).
- ♦ **Parker, J.** and **Pulignano, V.** (2025). Trade union governance and sustainability: Addressing the tension between growing and greening the economy. In S. Mena, C. A. Inoue, K. Amaeshi and D. Jayaram (eds). *Handbook of Research on Sustainability and Governance*, Edward Elgar (forthcoming).



## MPOWER members' (surnames in bold) recent outputs (cont'd)

- ♦ **Peetz, D.** (2024). Labour Policies. *Journal of Australian Political Economy*, 92: 35-56.
- ♦ **Pendleton, A.** and Robinson, A. (2025). Employee ownership trusts: an employee ownership success story. *International Review of Applied Economics*, 39: 241-260.
- ♦ Peterie, M., **Ramia, G.**, Broom, A., Choi, I., Brett, M., and Williams Veazey, L. (2025). 'You're on Your Own, Kid': A Critical Analysis of Australian Universities' International Student Mental Health Strategies. *Australian Journal of Social Issues*, 60: 334-352.
- ♦ **Pulignano, V., Parker, J.** and Fabris, B.L. (2025). Just transitions, trade unions and the need for a new (European) social contract. *Global Social Policy*, 25(1): 186-190.
- ♦ **Pulignano, V., Rani, U., Gobel, N.** and Muszyński, K. (2025). Challenging Boundaries: Exploring Pricing Strategies, and Unpaid Labour Time to Explain Earning Disparities in Online Labour Markets. *New Political Economy*.
- ♦ **Rainnie, A.** and Snell, D. (2025). The Australian net zero economy authority: limits and possibilities. In A. de Ruyter, S. McCabe and B. Nielsen (eds), *Examining Net Zero: Creating Solutions for a Greener Society and Sustainable Economic Growth*, UK: Emerald Publishing Limited, pp. 25-34.
- ♦ Ratten, V., **Intezari, A.** and **Sajjad, A.** (2024). Publishing in management journals: The journal ecosystem and revising articles. *Journal of Management and Organization*, 30(6): 1,627-1,633.
- ♦ **Scahill, S.L.** and Pirouzi, M. (2025). Scoping review of entrepreneurship in community pharmacy: Bringing together education and practice. *Currents in pharmacy teaching and learning*, 17(5): 102308.
- ♦ Shang, S., **Yao, C., Roche, M.** and Wang, M. (2025). The double-edged sword of acculturation: Navigating work-family conflict among immigrants. *International Journal of Intercultural Relations*, 105: 102154.
- ♦ **Soleimani, M., Intezari, A., Arrowsmith, J., Pauleen, D.** and **Taskin, N.** (2025). Reducing AI bias in recruitment and selection: an integrative grounded approach. *The International Journal of Human Resource Management*: 1-36.
- ♦ **Taksa, L.** (2025). Uncovering Gender Tracks: Erasure and Railway Industrial Heritage Initiatives Across the World. In T. Strangleman, S.L. Linkon, S. High, J. Clarke and S. and Berger (eds). *The Routledge International Handbook of Deindustrialization Studies* (chapter 26), Routledge, pp. 436-458.
- ♦ **Vandaele, K.** (2024). Inevitable, vulnerable, unprofitable: an inquiry into food delivery platforms in Europe. ETUI Working Paper, September, Brussels: ETUI.
- ♦ Vassiley, A., Shafaei Darastani, A., Nejati Ajibisheh, M., Onnis, L. and **Bentley, T.** (2025). The autonomy paradox, working from home and psychosocial hazards. *Journal of Industrial Relations*.
- ♦ **Winterton, J.** (2025). Book Review: Industry 4.0 and the Future of Work. Global Production Networks, Global Disassembly Networks, and the Circular Economy. *British Journal of Industrial Relations*.
- ♦ West, B. and **Healy, J.** (2024). *Drawing on Reserves - Assessing Civilian Employer/Manager Support for Employees' Part-time Military Service*, Australian Army Occasional Paper No. 28, Canberra, Australia: Australian Army.
- ♦ Wong, L.S., **Scahill, S.L.,** Barton, E. et al. (2025). Conscientious objection in pharmacist codes of ethics: An international comparison through document analysis. *Exploratory Research in Clinical and Social Pharmacy*, 18: 100609.
- ♦ Xiao, Q., Yan, J. and **Bamber, G.J.** (2025). How does AI-enabled HR analytics influence employee resilience: job crafting as a mediator and HRM system strength as a moderator. *Personnel Review*. 54(3): 824-843.

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