

## Professor Jill Rubery FBA

**Current Occupation:** Professor of Comparative Employment Systems,  
Co-Director European Work and Employment Research Centre.  
Manchester Business School

( until July 2012 Deputy Director for Human Resources and Head of  
People, Management and Organisations Division,)

**Qualifications:** BA Economics and Politics 1973 2.1, Newnham College, University of  
Cambridge MA 1978, PhD, 1987 New Hall, University of Cambridge

**Employment:**

1973 – 75 Queen Elizabeth House, University of Oxford, Research Assistant.

1978 – 89 Dept of Applied Economics, University of Cambridge, Junior Research  
Officer/Research Officer/Senior Research Officer.

1989 - Lecturer/Senior Lecturer, Professor (1995).Manchester School of  
Management, UMIST, (from 2004 Manchester Business School  
University of Manchester)

**Visiting fellowships/positions:**

1989 University of Notre Dame, Indiana, Faculty of Economics,

1993 The Wissenschaftszentrum fur Sozialforschung Berlin,

2002 University of California at Berkeley, International Institute for IR,

2009 Max Planck Institute for the Study of Societies visiting fellow Autumn

2013 Curtin University of Technology, Western Australia Feb-April.

**Fellowships:**

2006 Emeritus Fellow, New Hall-now Murray-Edwards College University of  
Cambridge

2006 Fellow of the British Academy

**Memberships/ appointments/consultancies**

UK Expert on the EU's Expert Group on Gender and Employment and Social Inclusion 1991–  
2007; Coordinator of Expert Group 1991–1996, 1998–2007.

Invited member high level expert group on social investment, DG Employment 2012-

Member of ACAS Arbitration Panel.

UCES member of expert panel 2008-2011

Associate Editor Feminist Economics, Cambridge Journal of Economics, Gender, Work and  
Organisation.

Acted as consultant/advisor to EOC, UNECE, ILO, OECD, EC, ETUC.

**Major research projects: total > £4m**

<b>European Commission</b>	Coordination of EU network of experts on gender and employment 1990-1996, 2000–07
<b>EU framework projects</b>	Fighting social exclusion through transitional labour markets 1996–99; New forms of work and working time in the service sector 1999–01; The dynamics of national socio-economic models 2004–07.
<b>ESRC</b>	Changing organisational forms and reshaping of work 1999–02; Gender, labour underutilisation, and recession 2011-12 RES-000-22-4304 (COI)
<b>Leverhulme</b>	The management of employment change 1997–00
<b>DoH/CIPD</b>	Managing across boundaries 2007–08
<b>DoH</b>	Recruitment and retention of the social care workforce 2007–10
<b>EU</b>	Minimum wages and social dialogue 2009-2010; Public sector pay and social dialogue 2010-11 (COI)

## **Selected publications since 2000:**

### *Books*

Beynon H, Grimshaw D, Rubery J, Ward K. *Managing Employment Change: the new realities of work*. Oxford University Press, 2002.

Rubery, J. and Grimshaw, D. (2003) *The Organization of Employment: An International Perspective*. Basingstoke: Palgrave Macmillan.

Marchington, M., Grimshaw, D., Rubery, J. and Willmott, H. (2005) *Fragmenting Work: Blurring Organisational Boundaries and Disordering Hierarchies*. Oxford: OUP.

Bosch, G., Lehdorff, S. and Rubery, J. (2009) *European Employment Models in Flux*. Basingstoke: Palgrave Macmillan.

Anxo, D., Bosch, G. and Rubery, J. (2010) *The Welfare State and Life Transitions* Edward Elgar

Karamessini, M. and Rubery, J. ed. (2013 forthcoming) *Women and Austerity* Routledge.

### *Journal articles*

Grimshaw, D., Ward K., Rubery, J., Beynon, H. (2001). "Organisations and the Transformation of the Internal Labour Market." *Work, Employment and Society* 15(2001) : 25-54.

Ward, K., Grimshaw, D, Rubery, J. and Beynon, H. (2001) 'Dilemmas in the management of temporary work agency staff', *Human Resource Management Journal*, 11 (4): 3–21.

Grimshaw, D., Rubery, J., Ward, K., H Beynon. "The Restructuring of Career Paths in Large Service Sector Organizations: 'delaying', upskilling and polarisation." *The Sociological Review* 50(1)(2002) : 89-116.

Rubery, J. (2002) 'Gender mainstreaming and gender equality in the EU: The impact of the EU employment strategy', *Industrial Relations Journal*, 33 (5): 500–522.

Rubery, J., Earnshaw, J., Marchington, M., Cooke, F. L. and Vincent, S. (2002) 'Changing organizational forms and the employment relationship', *Journal of Management Studies*, 39 (5): 645–672.

Rubery, J., Cooke, F., Marchington, M P., Earnshaw, Jill. (2003) "Inter-organizational Relations and Employment in a Multi-employer Environment." *British Journal of Industrial Relations* 41(2) : 265-289

Rubery, J., Grimshaw, D. and Figueiredo, H. (2005) 'How to close the gender pay gap in Europe: towards the gender mainstreaming of pay policy', *Industrial Relations Journal*, 36 (3): 184–213.

Grimshaw, D. , Rubery, J. and Marchington, M.(2010) "Managing people across hospital networks in the UK: multiple employers and the shaping of HRM." *Human Resource Management Journal* 20, no. 4: 407-423

Rubery, J. and Urwin, P. (2011) Bringing the employer back in: why social care needs a standard employment relationship *Human Resource Management Journal* 21(2) pp. 122-137

Rubery, J. (2011). "Towards a gendering of the labour market regulation debate." *Cambridge Journal of Economics* 35, no. 6(2011) : 1103-1126.

Marchington, M. Rubery, J. and Grimshaw, D. (2011). "Alignment, integration and consistency in HRM across multi-employer networks." *Human Resource Management* 50, no. 2: 313-339.

Rubery, J. (2011) Reconstruction amidst deconstruction: or why we need more of the social in European social models *Work, Employment and Society* 25(4):658-674

Grimshaw, D. and Rubeyr, J. (2012) The end of the UK's liberal collectivist social model? The implications of the coalition government's policy during the austerity crisis *Cambridge Journal of Economics* 36 (1): 105-126.

Rubery, J., Grimshaw, D. and Hebson, G. (2013) 'Exploring the limits to local authority social care commissioning: competing pressures, variable practices and unresponsive providers.' *Public Administration* early view

Rubery, J. and Rafferty, A. (2013) 'Women and recession revisited' *Work, Employment and Society*- early view