

TITLE : “Managing opportunities for tackling precarity in the labour market: teaching a partnership approach through OD interventions”

Abstract

According to a 2019 UK Government report Roma had the ‘worst employment outcomes’ of any ethnic group in the UK with similar evidence in Europe. Roma are in the growing flexible, mobile workforce that constitute precarious, insecure workers. Based on a qualitative in-depth study of these precarious workers, and utilising Bourdieu’s concepts we show the impact of flexploitation, whilst sharing Roma’s habitus and capitals that distinguish and challenge the dominant homogenous narrative about the response to precarity. We argue that Roma, owing to their long-standing, symbiotic relationship with precarity, compounded by centuries-old persecution, offer insights into the lived experience of precarious workers. Whilst not diminishing the impact of flexploitation, we culminate with our claim that Roma possess a precarious habitus and, as such, are a ‘fish in water’ with a distinguishing feature of ‘social capital on the move’.

Bio

Helen Collins is a Senior Lecturer in HRM at Liverpool John Moores University (LJMU). With Patricia Harrison her research into barriers to equality for Roma has led to two community projects, both receiving recognition by UK government for their role in advancing improved opportunity in employment and education for Roma.

Patricia Harrison is a Senior Lecturer in HRM at LJMU. As well as research into removing barriers to labour market participation for marginalised groups such as Roma, Tricia is also researching increased access to skill development in local skills eco systems.