

JOHN FORTH

FULL CV

CURRENT POSITION

Senior Lecturer in Human Resource Management
Cass Business School
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Google: [Google Citations index](#) (current h-index 37; i-10 index 66)

OTHER AFFILIATIONS

Fellow – National Institute of Economic and Social Research (NIESR)

EDUCATION

1994-1995 MA Industrial Relations
University of Warwick (awarded with distinction)
1990-1993 BSc (Hons) Mathematics and Management Sciences
University of Manchester: UMIST (First class)

CAREER HISTORY

2018-present Senior Lecturer, Cass Business School
2016-present Fellow, NIESR
2011-2016 Principal Research Fellow, NIESR
2009-2011 Senior Research Fellow, NIESR
2004-2009 Research Fellow, NIESR
1998-2004 Research Officer; Senior Research Officer, NIESR
1995-1998 Research Officer, Policy Studies Institute

TEACHING

2019-20 Human Resource Management (BSc Business and Management, 2nd year; Module leader)
Human Resource Management (Executive MBA; Module leader)
2018-19 Human Resource Management (Modular Executive MBA)
Human Resource Management (Full-time MBA; Module leader)
Human Resource Management (Executive MBA; Module leader)

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PUBLICATIONS

Books

Amossé T, Bryson A, FORTH J and Petit H (2016) [Comparative Workplace Employment Relations: An Analysis of Britain and France](#), Basingstoke: Palgrave Macmillan. ISBN: 9781137574190.

Van Wanrooy, B., Bewley, H., Bryson, A., FORTH, J., Freeth, S., Stokes, L. and Wood, S. (2013) [Employment Relations in the Shadow of Recession: Findings from the 2011 Workplace Employment Relations Study](#), Palgrave MacMillan. ISBN: 9781137275769.

Brown W, Bryson A, FORTH J and Whitfield K (eds) (2009) [The Evolution of the Modern Workplace](#), Cambridge: Cambridge University Press. ISBN: 9780521514569.

Kersley B, Alpin C, FORTH J, Bryson A, Bewley H, Dix G and Oxenbridge S (2006) [Inside the Workplace: Findings from the 2004 Workplace Employment Relations Survey](#), London: Routledge. ISBN: 9780415378130.

Millward N, Bryson A and FORTH J (2000) [All Change at Work? British Employment Relations 1980-1998, as portrayed by the Workplace Industrial Relations Survey series](#), London: Routledge. ISBN: 9780415206358.

Book chapters

FORTH J, Rincon-Aznar A and Innes D (2018) "Where should low-wage sectors feature in an industrial strategy?", forthcoming in C Berry (ed) [What We Really Mean When We Talk About Industrial Strategy](#), Manchester: Future Economies.

Bryson A and FORTH J (2016) "The UK's productivity puzzle", Chapter 5 in P Askenazy, L Belman, A Bryson and E Moreno Galbis (eds) [Productivity Puzzles Across Europe](#), Oxford: Oxford University Press. ISBN 9780198786160. [Formerly IZA Discussion Paper No. 9097]

FORTH J and Dix G (2016) "Exploring the nature and extent of workplace conflict", Chapter 3 in R Saundry et al (eds) [Reframing Resolution - Innovation and Change in the Management of Workplace Conflict](#), Basingstoke: Palgrave Macmillan. ISBN: 9781137515605.

Bryson A and FORTH J (2011) "Trade unions", Chapter 17 in J Wadsworth and P Gregg (eds) [The Labour Market in Winter](#), Oxford: Oxford University Press. ISBN: 9780199587377. [Formerly NIESR Discussion Paper No. 362]

Bryson, A. and FORTH, J. (2010) 'The Evolution of the Modern Worker: Attitudes to Work', Chapter 5 in A. Park, J. Curtice, E. Clery and C. Bryson (eds.) [British Social Attitudes 27th Report: Exploring Labour's Legacy](#), pp.103-130, Sage, London. ISBN: 9780857025722.

FORTH J and others (2010) "Methodologies for surveys of employers and employees", in N Greenan and E Lorenz (eds) [The MEADOW Guidelines \(MEAsuring the Dynamics of Organisations and Work\)](#), Paris: The MEADOW Consortium.

Bryson A and FORTH J (2008) "The theory and practice of pay setting", pp.491-512 in P Blyton, E Heery, N Bacon and J Fiorito (eds) [Handbook of Industrial Relations](#), London: Sage. ISBN: 9781412911542. [Formerly NIESR Discussion Paper No. 285]

Millward N, FORTH J and Bryson A (1999) 'Changes in employment relations, 1980-1998' in M Cully et al. [*Britain at Work: As Depicted by the 1998 Workplace Employee Relations Survey*](#), London: Routledge. ISBN: 9780415206372.

Journal articles

Willman P, Bryson A and FORTH J (2019) "[UK trades unions and the problems of collective action](#)", *British Journal of Industrial Relations*, Early View. [Formerly IZA Discussion Paper No. 10043]

Bryson A and FORTH J (2019) "[Management practices and SME performance](#)", *Scottish Journal of Political Economy*, Early View. [Formerly IZA Discussion Papers 10042 and 11399]

Bryson A and FORTH J (2019) "[State substitution of the trade union good: the case of paid holiday entitlements](#)", *Journal of Employee Participation and Employee Ownership* (special issue on workplace representation), Early View. [Formerly IZA Discussion Paper No. 11615]

Bryson A, FORTH J and Stokes L (2018) "[The performance pay premium and wage dispersion in Britain](#)", *Manchester School*. 86, 2: 139-154. [Formerly IZA Discussion Paper No. 8360]

Bryson A, FORTH J and Stokes L (2017) "[How Much Performance Pay is there in the Public Sector and What Are Its Effects?](#)", *Human Resource Management Journal*. 27, 4: 581-597.

Stokes L, Bryson A, FORTH J and Weale M (2017) "[Who fared better? The fortunes of performance pay and fixed pay workers through recession](#)", *British Journal of Industrial Relations*. 55, 4: 778-801. [Formerly NIESR Discussion Paper No. 440]

Bryson A, FORTH J and Stokes L (2017) "[Employees' subjective wellbeing and workplace performance](#)", *Human Relations*. 70, 8: 1017-1037. [Formerly IZA Discussion Paper No. 9096]

FORTH J, Bryson A and George A (2017) "[Explaining cross-national variation in workplace employee representation](#)", *European Journal of Industrial Relations*, 23, 4: 415-433. [Formerly IZA Discussion Paper No. 9963]

FORTH J, Bryson A and Stokes L (2016) "[Are firms paying more for performance?](#)", *International Journal of Manpower*, 37, 2: 323-343 (part of a Special Issue on the (Mis)Alignment of Productivity and Wages). [Formerly NIESR Discussion Paper No. 423].

Bryson, A., FORTH, J. and Zhou, M. (2015) "[CEO Incentives in China: Why Does City Location Matter?](#)", *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, 15: 25-49. [Formerly NIESR Discussion Paper No. 402]

Bryson, A., FORTH, J. and Zhou, M. (2015) "[How Much Influence Does the Chinese State Have Over CEOs and Their Compensation?](#)", *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, 15: 1-23. [Formerly NIESR Discussion Paper No. 397]

Bryson, A., FORTH, J. and Zhou, M. (2014) '[Same or Different? The CEO Labour Market in China's Public Listed Companies](#)', *The Economic Journal*, Vol 124, Issue 574, pp.F90-F108. [Formerly NIESR Discussion Paper No.391]

Bryson, A., FORTH, J. and Zhou, M. (2014) '[CEO bonding: who posts performance bonds and why?](#)', *China Economic Review*, Vol 30, pp. 520-529. [Formerly NIESR Discussion Paper No.389]

- Riley R, Metcalf H and FORTH J (2013) "[The business case for equal opportunities](#)", *Industrial Relations Journal*, 44, 3: 216-239. [Formerly NIESR Discussion Paper No. 335]
- Charlwood A and FORTH J (2011) "[La mutations de la représentation des salariés en Grande-Bretagne](#)" [translation: The changing face of employee representation in Britain], *La Revue d'IRES*, 68: 43-74.
- Bryson A, FORTH J and Laroche P (2011) "[Evolution or revolution? The impact of unions on workplace performance in Britain and France](#)", *European Journal of Industrial Relations*, 17, 2: 171-188. [Formerly NIESR Discussion Paper No. 327]
- FORTH J, Bewley H, Bryson A, Dix G and Oxenbridge S (2010) "[Survey errors and survey costs: a response to Timming's critique of the Survey of Employees Questionnaire in WERS 2004](#)", *Work, Employment and Society*, 24, 3: 578-590.
- FORTH J and McNabb R (2008) "[Workplace Performance: A Comparison of Subjective and Objective Measures in the 2004 Workplace Employment Relations Survey](#)", *Industrial Relations Journal*, 39, 2: 104-123.
- Blanchflower D, Bryson A and FORTH J (2007) "[Workplace Industrial Relations in Britain, 1980-2004](#)", *Industrial Relations Journal*, 38, 4: 285-302. [Formerly IZA Discussion Paper No. 2518]
- Bryson A, Charlwood A and FORTH J (2006) "[Worker voice, managerial response and labour productivity: an empirical investigation](#)", *Industrial Relations Journal*, 37, 5: 438-455.
- Bryson A, FORTH J and Kirby S (2005) '[High involvement management, trade union representation and workplace performance](#)', *Scottish Journal of Political Economy*, 52, 3: 451-491.
- FORTH J and Metcalf H (2005) "[Comment on 'How to close the gender pay gap in Europe'](#)", *Industrial Relations Journal*, 36, 3: 214-216.
- FORTH J and Millward N (2004) '[High involvement management and pay in Britain](#)', *Industrial Relations*, 43, 1: 98-119.
- FORTH J and Millward N (2002) '[Union effects on pay levels in Britain](#)', *Labour Economics*, 9, 4: 547-62. [Formerly NIESR Discussion Paper No. 171]
- FORTH J and Millward N (2001) '[The impact of unions on pay levels in lower-skilled jobs](#)', *National Institute Economic Review*, No. 176, April, pp.76-90.
- Metcalf H and FORTH J (2000) 'The Business Benefits of Race Equality at Work', *Labour Market Trends*, 108, 6: 297-299.

Major Reports

- Rincon-Aznar A, Fernández de Guevara J, FORTH J, Maudos J, Mollá S, Pérez-García F, Llano C and Perez S (2019) [Structural Reforms in Spain](#), Luxembourg: European Commission. [Chapters on "Entry regulations and business growth" and "Fragmentation in Spain's internal market"]
- FORTH J and Rincon-Aznar A (2018) [Productivity in the UK's low-wage industries: a comparative cross-country analysis](#), York: Joseph Rowntree Foundation.
- Bryson A and FORTH J (2017) [Work/life Balance and Trade Unions](#), London: Trades Union Congress.

- Bryson A and FORTH J (2017) [The Added Value of Trade Unions](#), London: Trades Union Congress.
- Bryson A and FORTH J (2017) [Wage Growth in Pay Review Body Occupations](#), London: Office of Manpower Economics.
- Bewley H, Bryson A, Forth J and Stokes L (2017) [Older Workers and the Workplace: Evidence from the Workplace Employment Relations Survey](#), DWP Research Report 939, London: Department for Work and Pensions.
- Bewley H, Ebell M and J FORTH (2016) [Estimating the Financial Costs of Pregnancy and Maternity-Related Discrimination and Disadvantage](#), EHRC Research Report 105, Manchester: Equality and Human Rights Commission.
- Rincon-Aznar, A., FORTH, J., Mason, G., O'Mahony, M. and Bernini, M. (2015) [UK Skills and Productivity in an International Context](#), BIS Research Report 15/704, London: Department for Business, Innovation and Skills.
- FORTH J (2014) [An Overview of Employment Relations in the Acas Regions](#), Acas Research Report 14-14, London: Acas.
- Metcalf H and FORTH J (2014) [Study into Average Civil Compensation in Mesothelioma Cases](#), DWP Research Report No. 858, London: Department for Work and Pensions.
- FORTH J, Stokes L, Fitzpatrick A and Grant C (2014) [Employers' Pension Provision Survey 2013](#), DWP Research Report 881, London: Department for Work and Pensions.
- Bryson A, FORTH J and Stokes L (2014) [Does Worker Wellbeing Affect Workplace Performance?](#) Research Report 14/1120, London: Department for Business Innovation and Skills.
- FORTH J and Metcalf H (2014) [Young People's Experiences in the Workplace](#), Acas Research Report 12/14, London: Acas.
- Van Wanrooy, B., Bewley, H., Bryson, A., FORTH, J., Freeth, S., Stokes, L. and Wood, S. (2013) [The 2011 Workplace Employment Relations Study: First Findings](#), London: Department of Business Innovation and Skills.
- FORTH J, Stokes L, Fitzpatrick A and Grant C (2012) [Employers' Pension Provision Survey 2011](#), DWP Research Report No. 802, London: Department for Work and Pensions.
- Bryson, A., FORTH, J. and George, A. (2012) [Workplace Social Dialogue in Europe](#), European Foundation for the Improvement of Living and Working Conditions, Report EF1214, Dublin: Eurofound.
- FORTH J, Bryson A, Humphris A, Kleiner M and Koumenta M (2011) [A Review of Occupational Regulation and its Impact](#), UKCES Evidence Report No. 40, London: UK Commission for Employment and Skills.
- FORTH J and Bewley H (2010) [Vulnerability and Adverse Treatment in the Workplace](#), Employment Relations Research Series No. 112, London: Department of Business, Innovation and Skills.
- FORTH J and Stokes L (2010) [Employers' Pension Provision Survey 2009](#), DWP Research Report No. 687, London: Department for Work and Pensions.

- FORTH J and Bewley H (2010) [Employers' Attitudes and Likely Reactions to the Workplace Pension Reforms 2009: Report of a Quantitative Survey](#), Research Report No. 683, London: Department for Work and Pensions.
- Bewley H, FORTH J and Robinson C (2010) [Evaluation Methodology: Measurement of Drivers of Business Success and Failure](#), London: Department of Business Innovation and Skills.
- Bryson A and Forth J (2010) *Union Organisation and the Quality of Employment Relations*, London: Trades Union Congress.
- FORTH J, Harris R, Robinson C and Rincon-Aznar A (2008) *The Impact of Recent Upratings of the National Minimum Wage on Competitiveness, Business Performance and Sector Dynamics*, London: Low Pay Commission.
- FORTH J and Stokes L (2008) *Employers' Pension Provision Survey 2007*, Research Report No. 545, London: Department for Work and Pensions.
- Purdon S, FORTH J, Hales J, O'Connor W and Webster S (2008) *Methodological Review of Research with Large Businesses*, Research Report No. 60, London: Her Majesty's Revenue and Customs.
- Riley R, Metcalf H and FORTH J (2008) *The Business Case for Equal Opportunities: An Econometric Investigation*, Research Report No. 483, London: Department for Work and Pensions.
- FORTH J and Rincon-Aznar A (2008) [Equal Opportunities, Employee Attitudes and Workplace Performance](#), Employment Relations Research Series No. 38, London: Department for Business, Enterprise and Regulatory Reform.
- FORTH J and Stokes L (2007) *Employment Relations in London*, London: Advisory, Conciliation and Arbitration Service.
- Bryson A and FORTH J (2007) [Productivity and Days of the Week](#), London: RSA (Royal Society for the Encouragement of Arts, Manufactures and Commerce).
- Delbridge R, Edwards P, FORTH J, Miskell P and Payne J (2006) [The Organisation of Productivity: Re-thinking Skills and Work Organisation](#), London: Advanced Institute of Management Research.
- FORTH J, Bewley H and Bryson A (2006) [Small and Medium-sized Enterprises: Findings from the 2004 Workplace Employment Relations Survey](#), London: Department of Trade and Industry.
- Bryson A, FORTH J and Barber C (eds.) (2006) [Making Linked Employer-Employee Data Relevant to Policy](#), Department of Trade and Industry Economics Occasional Paper No. 4.
- Kersley B, Alpin C, FORTH J, Bryson A, Bewley H, Dix G and Oxenbridge S (2005) [Inside the Workplace: First Findings from the 2004 Workplace Employment Relations Survey](#), London: Department of Trade and Industry.
- Anderson T, Millward N and FORTH J (2004) *Equal Opportunities Policies and Practice at the Workplace: Secondary Analysis of WERS98*, Department of Trade and Industry, Employment Relations Research Series No. 30.
- FORTH J and O'Mahony M (2003) *The Impact of the National Minimum Wage on Labour Productivity and Unit Labour Costs: A Report to the Low Pay Commission*, London: NIESR.

G Mason, R Wilson, D Campbell, A Dickerson, J FORTH, T Hogarth and P Stevens (2003) *Employers Skills Surveys: New Analyses and Lessons Learned*, Nottingham: Department for Education and Skills.

F FORTH J and Mason G (2003) *The Impact of Government Business Support Organisations: Evidence from the International Benchmarking Surveys 1997-2000*, Report to the DTI, DfES and HM Treasury, London: NIESR.

FORTH J, Mason G and O'Mahony M (2002) *Industrial Performance, ICT Investments and Workforce Skills: Literature and Statistical Review*, Report to the DTI, DfES and HM Treasury, London: NIESR.

FORTH J and Millward N (2002) *The Growth of Direct Communication*, London: Chartered Institute of Personnel and Development.

Millward N, FORTH J and Bryson A (2001) [Who calls the Tune at Work? The Impact of Trade Unions on Jobs and Pay](#), York: Joseph Rowntree Foundation

Anderson T, FORTH J, Metcalf H and Kirby S (2001) *The Gender Pay Gap*, London: Women and Equality Unit, Cabinet Office.

FORTH J and Millward N (1999) *Employers' Pension Provision 1996*, DSS Research Report No. 98, London: Department of Social Security.

Metcalf H and FORTH J (1999) *Business Benefits of Race Equality at Work*, DfEE Research Report RR177, London: Department for Education and Employment.

White M and FORTH J (1998) [Pathways through Unemployment: The Effects of a Flexible Labour Market](#), York: Joseph Rowntree Foundation.

Callender C, Millward N, Lissenburgh S and FORTH J (1997) *Maternity Rights and Benefits in Britain, 1996*, DSS Research Series Report No. 67, London: Department of Social Security.

FORTH J, Lissenburgh S, Callender C and Millward N (1997) *Family-Friendly Working Arrangements in Britain, 1996*, DfEE Research Series Report No.16, London: Department for Education and Employment.

Kempson E, White M and FORTH J (1997) *Rents and Work Incentives*, London: Policy Studies Institute.

Other publications

FORTH J and Bryson A (2015) *Trade Union Membership and Influence, 1999-2014*, London: NIESR.

Bewley H and FORTH J (2010) "Impact Evaluation: A Primer", NIESR mimeo.

FORTH J, Brownlow G, McEvoy K and Shirlow P (2010) *A Review of the Economic Costs of the Conflict in Northern Ireland*, NIESR mimeo.

FORTH J (2009) *Further Analysis of Non-Response Biases in the 2004 Workplace Employment Relations Survey*, Report to the Department of Business Innovation and Skills.

FORTH J and Purdon S (2009) *Amalgamating the Cross-Section and Panel Samples in WERS 2011: Report of a Scoping Study*, Report to the Department of Business Innovation and Skills.

- FORTH J and Bewley H (2009) *The Development of Structured Employee Attitudes Surveys*. Report to the Advisory Conciliation and Arbitration Service (Acas).
- FORTH J (2008) "The analysis of change using WERS", Technical Paper No. 5, London: WERS 2004 Information and Advice Service.
- FORTH J (2007) *Scottish Employer Skill Survey: Analytical Guidelines*, Glasgow: FutureSkills Scotland.
- FORTH J and McNabb R (2007) "Innovations in WERS 2004: The collection of objective data on financial performance", Technical Paper No. 1, London: WERS 2004 Information and Advice Service.
- FORTH J and McNabb R (2007) "Workplace Performance: A Comparison of Subjective and Objective Measures in the 2004 Workplace Employment Relations Survey", Technical Paper No. 2, London: WERS 2004 Information and Advice Service.
- FORTH J and Stokes L (2006) *A Regional Perspective on Employment Relations: Tabulations from the 2004 Workplace Employment Relations Survey*, London: Advisory, Conciliation and Arbitration Service.
- FORTH J and Mason G (2006) "Do ICT skill shortages hamper firm performance? Evidence from UK benchmarking surveys" NIESR Discussion Paper No. 281.
- FORTH J and Mason G (2004) "Information and Communication Technology (ICT) Skill Gaps and Company-Level Performance: Evidence from the ICT Professionals Survey 2000-01" NIESR Discussion Paper No. 236.
- FORTH J and Mason G (2004) "The Impact of High-Level Skill Shortages on Firm-Level Performance: Evidence from the UK Technical Graduates Employers Survey" NIESR Discussion Paper No. 235.
- Mason G, Robinson K, FORTH J and O'Mahony M (2002) "Industry-level estimates of ICT and non-ICT employment, qualifications and wages in the UK and USA, 1979-2000", NIESR, mimeo.
- FORTH J and Millward N (2002) "The implications of complex survey samples for quantitative analysis in the field of employment relations: issues and methodology", NIESR, mimeo.
- FORTH J and Millward N (2002) "The implications of complex survey samples for quantitative analysis in the field of employment relations: substantive findings", NIESR, mimeo.
- FORTH J, Metcalf H and Millward N (2002) "London's unemployment in the 1990s: tests of demand-side explanations for its relative growth", NIESR Discussion Paper No. 203.
- FORTH J (2002) *Initial Review of WERS98: A Preliminary Descriptive Report to the Sponsors of WERS98*, London: NIESR.
- FORTH J and Millward N (2001) 'The Low-Paid Worker and the Low-Paying Employer: Characterisations using WERS98', NIESR Discussion Paper No. 179.
- FORTH J (2001) 'Three common questions about the WERS98 sample design and its implications for analysis', London: WERS98 Data Dissemination Service (NIESR).
- FORTH J (2000) 'Compositional versus behavioural change: combined analysis of the WERS98 Panel Survey, Closures and New Workplaces', London: WERS98 Data Dissemination Service, NIESR.
- FORTH J and Millward N (2000) 'Pay Settlements in Britain': NIESR Discussion Paper No. 173.

FORTH J and Kirby S (2000) *A Guide to the Analysis of the 1998 Workplace Employee Relations Survey*, London: WERS98 Data Dissemination Service, NIESR.

Cully M, Woodland S, O'Reilly A, Dix G, Millward N, FORTH J and Bryson A (1998) *The 1998 Workplace Employee Relations Survey: First Findings*, London: Department of Trade and Industry.

RESEARCH GRANTS

John has a long track record of bringing in significant amounts of grant income. His research grants are listed below. Those on which he was the Principal Investigator are marked with an asterisk (); those on which he was the co-investigator are marked with a cross (+). Non-marked projects are ones to which he has contributed without playing a substantive role at the project proposal stage.*

- *"The impact of the National Living Wage on businesses" (with Rebecca Riley and Gerwyn Davies), July 2019-Dec 2019, Low Pay Commission, £38,000.
- *"Retention and sustainability of the social care workforce" (with Alex Bryson), April 2019-March 2010, The Health Foundation, £50,000.
- *"Accounting for regional dispersion in management practices" (with Alex Bryson and Philippe Askenazy), October 2018 – May 2019, Department for Business, Energy and Industrial Strategy, £30,000.
- *"Survey of management and wellbeing practices" (with Lucy Stokes), May 2018-February 2019, Department for Business, Energy and Industrial Strategy, £42,000.
- *"The impact of regulation on business dynamics and growth in Spain" (with Ana Rincon-Aznar), January-May 2018, European Commission, £45,000.
- *"The UK's productivity problem in low-wage industries" (with Ana Rincon-Aznar), July-October 2017, Joseph Rowntree Foundation, £37,500.
- + "Wage Growth in Pay Review Body Occupations" (with Alex Bryson), May-December 2016, Office for Manpower Economics (OME), £47,000.
- "A workplace-based investigation of the employment situation of older workers" (with Helen Bewley and Alex Bryson), Mar-June 2016, Department for Work and Pensions (DWP), £48,000.
- "Estimating the financial costs of pregnancy discrimination" (with Helen Bewley and Monique Ebell), Jan-Mar 2016, Equality and Human Rights Commission (EHRC), £40,000.
- + "Scoping Study for WERS7" (with Alex Bryson), Jan-Mar 2016, Department for Business Innovation and Skills (BIS), £7,000.
- + "The Added Value of Trade Union Representation" (with Alex Bryson), Jan-Mar 2016, Trades Union Congress (TUC), £40,000.
- *"Which SME Workplaces are High Growth and Why?" (with Alex Bryson), Sept-Nov 2015, Acas, £20,000.
- *"Trade Union Membership and Influence in 2015", June-July 2015, Trades Union Congress (TUC), £5,000.
- "UK skills and productivity in an international context" (with Ana Rincon-Aznar and Geoff Mason), January – June 2015, Department for Business Innovation and Skills, £48,000.
- + "Workplace employment Relations: An Anglo-French Study (with Thomas Amossé, Philippe Askenazy and Alex Bryson), April 2014 – March 2016, Leverhulme Trust, £219,000.

- "The Operation and Evaluation of Employee Share Plans" (with Alex Bryson), January – July 2014, ShareCo, £28,000
- *"Young People's Experience in the Workplace", March – May 2014, Acas, £10,000.
- *"An Overview of Employment Relations in the Acas Regions", February – June 2014, Acas, £10,000.
- "Employee Wellbeing and Workplace Performance" (with Alex Bryson and Lucy Stokes), January – March 2014, Department for Business Innovation and Skills, £38,000.
- *"The Recruitment of Young Workers", January – February 2014, UK Commission for Employment and Skills (UKCES), £6,000.
- + "Evaluation of Trade Union Organisation and Finances". (with Paul Willman and Alex Bryson), September – December 2013, Trades Union Congress (TUC), £9,000.
- + "Survey of Employers' Pension Provision in 2013" (with Lucy Stokes and TNS-BMRB), February 2013 - June 2014, Department for Work and Pensions, £66,000.
- + "Productivity Puzzles in Europe" (with Alex Bryson), December 2012 – July 2014, Cepremap, £41,000.
- + "CEO Effects on Firm Performance in China: The Role of Incentives, Firm Governance Arrangements and CEO Human Capital" (with Alex Bryson), May 2011 – April 2012, ESRC, £75,000.
- + "The Prevalence and Effects of Performance-Related Pay in Britain" (with Alex Bryson, Lucy Stokes and Martin Weale), May 2011 – April 2014, ESRC, £234,000.
- + "Survey of Employers' Pension Provision in 2011" (with Lucy Stokes and TNS-BMRB), April 2011 – June 2012, Department for Work and Pensions, £67,000.
- *"Social Dialogue at the Workplace: Secondary Analysis of the European Company Survey", January – October 2011, Eurofound, £50,000.
- *"A Review of Licences to Practice and Their Impact", November 2010 – March 2011, UK Commission for Employment and Skills (UKCES), £68,000.
- *"Sampling Strategies for the 2011 Workplace Employment Relations Survey", July – September 2010, Department for Business Innovation and Skills, £5,000.
- * "Vulnerable Workers: Concepts, Measures and Characteristics" (with Helen Bewley), March – May 2010, Department for Business Innovation and Skills, £10,000.
- "Analysis of the International Business Strategies, Barriers, and Awareness Monitoring Survey (including an assessment of non-response)" (with Kate Bishop and Rebecca Riley), October 2009 – March 2010, Department for Business Innovation and Skills, £19,000.
- + "British Workplaces in the Shadow of Recession: An Investigation of Changes in Employment using the Workplace Employment Relations Survey" (with Alex Bryson), September 2009 – December 2012, Nuffield Foundation, £219,000.
- * "Further Analysis of Non-Response Bias in the 2004 Workplace Employment Relations Survey" (with Susan Purdon), July – August 2009, Department of Business Innovation and Skills, £5,100.

- *“Amalgamating the Cross-Section and Panel Samples in the 2011 Workplace Employment Relations Survey”, June 2009, Department of Business Innovation and Skills, £5,000.
- +“The Impact of Effective Union Organisation on Employment Relations” (with Alex Bryson), April – October 2009, TUC, £10,000.
- * “The Development of Structured Employee Attitude Surveys” (with Helen Bewley), April – August 2009, Acas, £15,000.
- *“Analysis of the 2009 Survey of Employers’ Pension Provision and the 2009 Survey of Employers’ Attitudes to Pension Reforms” (with Helen Bewley and Lucy Stokes), March 2009 – June 2010, Department for Work and Pensions, £67,000.
- * “Feasibility of Amalgamating the Cross-Section and Panel Samples in WERS 2011” (with Susan Purdon), February – March 2009, £8,600.
- * “Methodological Approaches to Evaluate the Impacts of Government Policies on Businesses” (with Helen Bewley, Alex Bryson and Kate Robinson), February 2009 – February 2010, £57,000.
- * “The Impact of Recent Upratings of the National Minimum Wage on Competitiveness, Performance and Sector Dynamics in Britain” (with Kate Robinson and Prof Richard Harris), January – September 2008, Low Pay Commission, £102,000.
- +“Methodological Review of Research with the Large Business Population” (with Susan Purdon and Jon Hales), October 2007 – April 2008, Her Majesty’s Revenue and Customs, £37,000.
- +“Testing the Business Case for Diversity Management” (with Hilary Metcalf and Rebecca Riley), April 2007 – March 2008, Department for Work and Pensions, £65,000.
- +“The Impact of Trade Unions on Workplace Performance: A Comparative Analysis of Britain and France” (with Alex Bryson and Patrice Laroche), April 2007 – May 2008, Department of Trade and Industry, £8,000.
- * “Employers’ Pension Provision Survey 2007: primary analysis”, April 2007 – May 2008, Department for Work and Pensions, £49,000.
- +“Measuring the Dynamics of Organisations and Work” (with various European partners), March 2007 – February 2010, European Commission, 1.2m Euros.
- +“Productivity across the days of the week” (with Alex Bryson), January – April 2007, Royal Society for the encouragement of Arts, Manufactures and Commerce (RSA), £10,000.
- * “Employment Relations in Britain’s Regions” (with Lucy Stokes), July 2006 – March 2007, Advisory Conciliation and Arbitration Service, £9,500.
- * “Development of Guidelines for the Analysis of the Scottish Employers Skill Surveys”, October 2006 – February 2007, Scottish Enterprise, £17,000
- +“A Quarter Century of Change in British Employment Relations” (with Prof Keith Whitfield and Alex Bryson), September 2006 – May 2008, Economic and Social Research Council, £138,000.
- * “WERS 2004 Information and Advice Service” (with Simon Kirby, Helen Bewley, Grant Naber and Lucy Stokes), February 2006 – January 2008, Economic and Social Research Council, £96,000.

“Survey of Employment Practices” (with Hilary Metcalf, Pam Meadows and Nick Coleman), July 2004 – September 2005, Department for Work and Pensions and Department of Trade and Industry, £270,000.

* “Research Fellow: Fifth Workplace Employee Relations Survey”, March 2003 – January 2006, Department of Trade and Industry, £129,000.

* “The Business Benefits of Equal Opportunities Policies”, January – March 2003, Department of Trade and Industry, £8,500.

* “Initial Review of the 1998 Workplace Employee Relations Survey”, June–October 2002, Department of Trade and Industry, £6,000.

+ “The National Minimum Wage, Productivity and Unit Labour Costs” (with Mary O’Mahony), March – December 2002, Low Pay Commission, £20,000.

“Secondary analysis of the Employers’ Skills Surveys” (with Geoff Mason, Philip Stevens, Rob Wilson and Terence Hogarth), January – December 2002, Department for Education and Skills, £84,000.

* “Discrimination on the basis of race, age religion or sexual orientation: secondary analysis of The 1998 Workplace Employee Relations Survey”, January – March 2002, Department of Trade and Industry, £7,000.

“The implications of complex survey samples for quantitative analysis in the field of employment relations” (with Neil Millward), October 2001 – April 2002, Economic and Social Research Council, £32,000.

+ “The gender pay gap: a review of the literature and further secondary analysis” (with Hilary Metcalf), September 2001 – April 2002, Department for Education and Skills, £55,000.

“Why are British employers embracing direct communication with their employees?” (with Neil Millward), March 2000 – September 2001, Chartered Institute of Personnel and Development, £5,000.

“WERS98 Data Dissemination Service” (with Neil Millward), October 1999 – September 2001, Economic and Social Research Council, £73,000.

MEDIA/IMPACT

John's research has been covered by all of the major news outlets and he has made appearances on television (BBC News 24) and radio (BBC Radio 4, BBC Radio 5 Live).

His work (with Alex Bryson) on public sector pay was covered by *The Guardian* (front page), *The Telegraph*, *The Independent*, *The Times*, *The Financial Times* and *BBC News*, among others. The research was also cited in the House of Commons in the [debate over the public sector pay cap](#). Recent work on productivity in low-wage sectors was covered by *The Times*, *Sky News* and the *Daily Mail* and has fed directly into the Joseph Rowntree Foundation's [appraisal of the Industrial Strategy](#).

Research findings from the [Workplace Employment Relations Survey](#) – to which John has made a major contribution – have been utilised by all of the major stakeholders in the field of UK employment policy. Specific references to the Survey's findings have been made in the House of Commons as part of debates over [zero-hours contracts](#), the [2013 Enterprise and Regulatory Reform Act](#), the [2014 National Insurance Contributions Act](#) and [the 2016 Trade Union Act](#).

OTHER ACTIVITIES

- Reviewer for the *British Journal of Industrial Relations*, *Human Relations*, *Human Resource Management Journal*, *Industrial Relations*, *Industrial and Labor Relations Review*, *Labour Economics*, *International Journal of Manpower*, *LABOUR*, *Manchester School* and the *National Institute Economic Review*.
- Member of the European Association of Labour Economists (EALE)
- Occasional expert reviewer for the European Foundation of Living and Working Conditions (Eurofound)
- AIM Scholar, ESRC Advanced Institute of Management, 2006-2007