

## **MIKE RIGBY**

### **BIOGRAPHY**

Mike is Lecturer in International Employment Relations and Deputy Director of the Centre for International Business at the London South Bank University.

His main research interest has been the examination of trade union strategies in a comparative context. He has particularly focused on trade union institutional involvement in areas such as training and development, conflict resolution and occupational health and safety. He has also published extensively on Spanish employment relations.

His interest in work life issues resulted in the development and teaching of a unit on work life balance. He has in addition acted as a consultant on work life issues to the Irish Equality Authority and the city of Barcelona.

The seminar presentation is based on two papers written with Fiona O'Brien Smith:

M Rigby and F O'Brien Smith (2010) Trade Union Interventions in work life balance, *Work Employment and Society*, 24,2, 1-18

F O'Brien Smith and M Rigby (2010) The Work Life Balance strategies of USDAW- Mobilizing Collective Voice, *Industrial Relations Journal*, 41,3,206-217

### **ABSTRACT**

Work-life issues have received increasing attention but successful action has sometimes been slow to develop and there has often been a failure to translate policies into take-up. Trade union intervention might be expected to help resolve these problems but evidence on their role has been limited. The research to be reported, based on empirical data derived from interviews with union representatives in the retail and media sectors, considered the union engagement with work-life balance issues and their intervention strategies. It located their approach against general discourses on work life issues, union strategy, and agile working. In both sectors there were important limits to a mutual gains approach. The implications of this for a recession/austerity context will be considered.