

Europass Curriculum Vitae



Personal information

First name(s) / Surname(s) **First name(s) Surname(s)** (remove if not relevant, see instructions)

Geraldine HEALY

Address(es)

E-mail

Nationality British and Irish

Gender Female

Desired employment / Occupational field (remove if not relevant, see instructions)

Work experience

Professor of Employment Relations
Queen Mary University of London

Dates 2004 to present
Previously worked in higher education since 1976.

Occupation or position held Professor and founding Director of Centre for Research in Equality and Diversity

Main activities and responsibilities Academic duties, research and teaching

Name and address of employer School of Business and Management
Queen Mary University of London
Mile End, London
E1 4NS

Type of business or sector Higher Education

Education and training

PhD University of Hertfordshire, 1999
MSc (Econ) London School of Economics, University of London, 1978
BSc (Econ) London School of Economics, University of London 1974

EXPERTISE

Interdisciplinary approaches to gender, ethnicity, intersectionality, diversity and equality research generally.

Mother tongue(s) | **Specify mother tongue** (if relevant add other mother tongue(s), see instructions)

English

Other language(s) | **French**

Self-assessment

European level ()*

French

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
	B1		B1		B1		B1		B1

(*) [Common European Framework of Reference for Languages](#)

PUBLICATIONS, books, reports, refereed journals and book chapters.

Books

- Broadbent, K., G. Strachan and **G. Healy** (eds) (2018), *Gender and the Professions – International and Contemporary Perspectives*, Routledge, ISBN: 978-1-138-68057-9 (hbk), ISBN: 978 -1-315-56395-4(ebk)
- Kirton, G. and **G. Healy** (2013) *Gender and Union Leadership*, London and New York: Routledge
- Healy, G.** and F. Oikelome, (2011) *Diversity, ethnicity, migration and work: international perspectives*. Basingstoke: Palgrave Macmillan.
- Healy, G.**, G. Kirton, and M. Noon, (eds) (2010) *Equality, Inequalities and Diversity* - Basingstoke, Palgrave.
- Bradley, H. and **G. Healy**, (2008) *Ethnicity and Gender at Work: inequalities, careers and employment relations: inequalities, careers and employment relations*, London, Palgrave.
- Healy, G.**, E. Heery, P. Taylor, W. Brown, 2004 (eds) *The Future of Worker Representation*, London and New York: Palgrave

REPORTS

- Beech, N., N.Cornelius, L.Gordon, **G. Healy**, E.Ogbonna, G.Sanghera, C. Umeh, J. Wallace and P. Woodman, (2017) Delivering Diversity – race and ethnicity in the management pipeline, July, BAM/CMI Report,
http://www.managers.org.uk/~media/Files/PDF/Insights/CMI_BAM_Delivering_Diversity_2017_Full_Report_Website_Copy.pdf
- Closing the GPG – Guidelines for Social Partners from ‘Close the Deal, Fill the Gap’ European Union financed by Progress Programme of the European Union (UK team: Conley H. and **G. Healy**) conjunction with the Universities of Verona and Silesia.
<http://www.fillthegap.eu/sites/default/files/attachment/product/Guidelines%20for%20the%20social%20partners.pdf>
- Healy, G.** and M. Bergfeld (2016) The Challenges of organising women casualised workers. Report for TUC, TUC/CRED: London.
<https://www.tuc.org.uk/sites/default/files/casualisationofwomenswork.pdf>
- Healy, G.**, Forson, C, Noon, M & Oikelome, F 2010, *Cultural factors Impacting on the Selection of Black and Minority Ethnic People in the BBC*. Centre for Research in Equality and Diversity, London.
- Bradley, H., **G. Healy** et al. (2007). Workplace cultures: what does and does not work. Working Paper Series. Manchester, Equal Opportunities Commission.
https://www.academia.edu/4205829/Workplace_cultures_what_does_and_does_not_work?auto=download
- Healy, G.**, H. Bradley and C. Williams, (2006) Making Career Choices: the experiences of young black and minority ethnic people entering the labour market London: Centre for Research in Equality and Diversity, Queen Mary, University of London
- Healy, G.**, G. Kirton., M. Ozbilgin., M. Calveley., C. Forson., F. Oikelome and A. Tatli, (2006) Assessment Centres for Judicial Appointments and Diversity London: Department of Constitutional Affairs
- Healy, G.** and F. Oikelome (2006) *Ethnicity, Career and Work in the Health Services*, London: Centre for Research in Equality and Diversity, Queen Mary, University of London

Journal Articles include:

- Healy, G.**, A. Tatli, G. Ipek, M. Özturk, C. Seierstad and T. Wright (forthcoming) 'In the steps of Joan Acker - A journey in researching inequality regimes and intersectional inequalities' *Gender, Work and Organization*.
- Kirton, G.** and **G. Healy** (2013) Stratégies en faveur de la démocratie de genre dans les syndicats. *Travail, Genre et Sociétés*
- Healy, G.** and Kirton, G. (2013), The Early Mobilization of Women Union Leaders — A Comparative Perspective. *British Journal of Industrial Relations*, 51: 709–732. doi: 10.1111/j.1467-8543.2012.00902.x
- Kirton, G. & **G. Healy** (2013) Commitment and collective identity of long-term union participation: The case of women union leaders in the UK and USA *Work Employment and Society*, doi:10.1177/0950017012460304.
- Kirton, G., and **G. Healy**. 2012. "'Lift as you rise': Union women's leadership talk." *Human Relations* 65(8):979-99. doi: 10.1111/j.1467-8543.2012.00902.x
- Noon, M., **G. Healy**, C. Forson & F. Oikelome (2012) The Equality Effects of the 'Hyper-formalization' of Selection. *British Journal of Management*, doi: 10.1111/j.1467-8551.2011.00807.x.
- Kirton, G., & **Healy, G.** (2012). Women's union leadership in Barbados: Exploring the local within the global. *Leadership & Organization Development Journal*, 33(8), 2-2, [10.1108/01437731211280802](https://doi.org/10.1108/01437731211280802)
- Seierstad, C, and **G. Healy**. (2012) 'Women's equality in the Scandinavian academy: a distant dream?' *Work Employment and Society* 26(2):300-17. [10.1177/0950017011432918](https://doi.org/10.1177/0950017011432918)
- Healy, G.**, H. Bradley and C. Forson, "Intersectional Sensibilities in Analysing Inequality Regimes in Public Sector Organizations." *Gender, Work & Organization* 18, no. 5 (2011): 467-87, DOI: 10.1111/j.1468-0432.2011.00557.x
- Healy, G.**, G. Kirton., G. Ozbilgin. and F. Oikelome, (2010) The Politics of Assessment Centres: competing rationalities in the diversity project of the judiciary. *Human Relations*, 63(4), 10.1177/0018726709343335.
- Kirton, G. and **Healy G.** (2009) 'Using Competency-based Assessment Centres to Select Judges – implications for equality and diversity', *Human Resource Management Journal*. Volume 19 Issue 3, 302-318.
- Healy, G.** and F. Oikelome, 2007 'A Global Link between National Diversity Policies?' The Case of the Migration of Nigerian Physicians to the UK and USA', *International Human Resource Management Journal*. 19:11 November, 1917-1933.
- Healy, G.** and F. Oikelome, 2007 'Equality and diversity actors: a challenge to traditional industrial relations?' *Equal Opportunities International*, 26, 44 -65.
- Healy, G.**, S. Ledwith and L.L. Hansen 'Still uncovering gender in industrial relations' (2006) *Industrial Relations Journal*, 37,4, 290-298.
- Healy, G.** and F. Oikelome, 2007 'Professional Career Structures and Employment Conditions: the case of overseas and UK Qualified Doctors' *Human Resource Management Journal*, Vol 17, No. 2, 134-154.
- Healy, G.**, M. Özbilgin and H. Aliefendioglu 2005 'Academic Employment and Gender: A Turkish challenge to Vertical Sex Segregation' *European Journal of Industrial Relations*, with, Vol 11, 2, pp 247-264.
- Healy, G.**, H. Bradley and N. Mukherjee 2004 'Individualism and Collectivism Revisited – a study of black and minority ethnic women' *Future of Work* special edition, *Industrial Relations Journal*, Vol 35, Issue 5, pp 451-486.
- Healy, G.**, with A. Rainnie and J. Telford 2004 'Policy and Practice in General Print: the workplace reality of national bargaining' (2004) *Employee Relations*, Vol 26, No. 5.

- G. Kirton and **G. Healy** 2004 'Shaping Union and Gender Identities: A case study of women-only trade union courses' (2004) *British Journal of Industrial Relations*, Vol 42, No. 2, 303-323.
- H. Bradley., **G. Healy** and N. Mukherjee 2004 'Union influence on career development - bringing in gender and ethnicity', (2004) *Career Development International*, Vol. 9 No. 1, pp 74-88.
- S. Grey and **G. Healy** 2004 'Women and IT Contracting Work – a testing process', *New Technology Work and Employment*, Vol 19, No. 1, 30-42.
- M. Özbilgin and **G. Healy** 'The Gendered Nature of Career Development of Professors – the case of Turkey' (2004) *Journal of Vocational Behavior*, Vol 64, 358-371.
- M. Calvey and **G. Healy** 'Political Activism and Workplace Industrial Relations in a UK 'Failing' School', (2003) *British Journal of Industrial Relations*, Vol 41/1, 97-113.
- M. Özbilgin and **G. Healy** 2003 'Same Bed, Different Dreams: Career Development in the Middle East' (editorial) in 'Career Development in the Middle East', Special Edition of *Career Development International*, Vol 8, No. 2, (eds M. Özbilgin and **G. Healy**)
- G. Healy** and G. Kirton 2000 'Women, Power and Trade Union Government', *British Journal of Industrial Relations*, Vol 35/3, 343-360.
- G. Healy** 1999 'Trade Unions and Career Development - a membership perspective' *Industrial Relations Journal*, Vol. 30/3, 212-228.
- G. Kirton and **G. Healy** 1999 'Transforming Union Women - the Role of Women Trade Union Officials in Union Renewal' *Industrial Relations Journal* March, Vol. 30/1, 31-45.
- G. Healy** 1999 'Structuring Commitment in Interrupted Careers; career breaks, commitments and the life-cycle in teaching' *Gender Work and Organisation*, Vol. 6/4, 185-201.
- G. Healy** 1997 'The Industrial Relations of Appraisal: the case of teaching' *Industrial Relations Journal*, September Vol. 28 No. 3, 206-220.
- G. Healy** and D. Kraithman 1991 'The Other Side of the Equation - the Demands of Women on Re-entering the Labour Market' *Employee Relations*, Vol. 13, No 3, 17-28.

Guest Editorships

'Gender and Industrial Relations', special issue in *Industrial Relations Journal* (2004), Vol 35, No. 5 joint editor with Sue Ledwith and Lise Lotte Hansen.

'Career Development in the Middle East' (2003), Special Edition of *Career Development International*, Vol 8, No. 2, (joint editor with M. Özbilgin)

'Career Development in the Middle East', (2003) Special Edition of *Career Development International*, Vol 8 No. 7 (joint editor with M. Özbilgin)

Chapters in Books: see <http://www.busman.qmul.ac.uk/staff/healyg.html>

Healy, G. and F. Oikelome (2017) Racial Inequality & Managing Diversity in the UK and USA in Chanlat, J.F and M.Ozbilgin (eds) *Handbook of Research on Diversity and Management*, Emerald.

Healy, G. (2016) 'Diversity Management' in A. Wilkinson and S. Johnston (eds) *Encyclopedia of Human Resource Management*. Edward Elgar.

Healy, G. (2015) The Politics of Diversity in Bendl, Regine, Bleijenbergh, Inge, Henttonen, Elina, Mills, Albert (eds) (2015): *Oxford Handbook of Diversity in Organizations*. Oxford University Press. Oxford.

Kirton, G.; **G. Healy**; S. Alvarez; M. Gatta; R. Lieberwitz and H. McKay (2012) 'Developing and globalizing women's union leadership via a cross-national exchange programme' in S.

Ledwith and L.L. Hansen (eds.) *International perspectives on gender, identity and union leadership*, London: Routledge

- G. Healy** and H. Bradley 'What Shapes the Careers of Young Black and Minority Ethnic People?' in **Healy, G.** Kirton, G. and Noon, M.(2010) (eds) *Equality, inequalities and diversity – contemporary challenges and strategies*, Basingstoke, Palgrave MacMillan
- Healy, G.** 'Reflections on researching intersectionality and inequality regimes' (2009) in Ozbilgin M. (ed) *Theory and Scholarship in Equality and Diversity Research*, Edward Elgar.
- 'Including Minority Ethnic Women – Trade Union Strategies in the UK' (2004) in H. Knudson and J. Lind (eds) *Labour and Employment Regulation in Europe* with Harriet Bradley and Nupur Mukherjee, Brussels: P.I.E. Lang, pp 47-69.
- 'Inspiring Union Women – Black and minority ethnic women in trade unions' (2004), 103-126, (with Harriet Bradley and Nupur Mukherjee) in *The Future of Worker Representation*, edited by G. Healy, E. Heery, P.Taylor, W. Brown, Palgrave.
- 'Representation at Work: Themes and Issues' (2004), 1-36, (with E. Heery and P. Taylor) in *The Future of Worker Representation*, edited by G. Healy, E. Heery, P.Taylor, W. Brown, Palgrave.
- 'Multiple Burdens – the experience of black women trade unionists' (2005). (with Harriet Bradley and Nupur Mukherjee) in *The Future of Work Life Balance*, edited by D. Houston, Palgrave.
- 'International Strike Comparisons – a case study' in *International Human Resource Management* (2004) edited by M. Özbilgin, Palgrave.
- 'Professional and Highly Qualified Women in Two Contrasting Trade Unions' 2002 in Colgan, F. and S. Ledwith *Gender, Diversity and Trade Unions: International Perspectives*, Routledge:London, (with G.Kirton).
- 'Gender and the Unionisation of Professional Work - the case of teachers' in B. Fitzpatrick (ed) *Bargaining in Diversity: Colour, Gender and Ethnicity* Dublin: Oakwood Press, 1997, pp 123-160.
- 'Centralisation of the Design of Professional Work: Appropriate Control?' in J. Wallace, T. Dalzell and B. Delany (eds.) *Continuity and Change in the Employment Relationship* Dublin: Oak Tree Press, 1997, 123-160 (with S. Taylor).
- 'Different Careers: Equal Professionals - Women in Teaching' in S. Ledwith & F. Colgan (eds) *Women and Organisations* Macmillan, 1996, pp 186-120 (with D Kraithman).
- 'Patterns of Labour Market Participation in the UK and European Context' in P Kirkbride & B Shaw (eds.) *Research in Personnel and Human Resources Management*, JAI Press, USA, 1993, pp 239-259. (with D Kraithman).
- 'Business and Discrimination' in R Stacey (ed.) *Strategic Thinking and the Management of Change*, 1993, 169-189, London: Kogan Page.

External Funding since 2000

- 2014-16 European Commission, 'Close the Deal, Fill the Gap' European Union (Co-I) in conjunction with the Universities of Verona, Silesia and West of England, funded by Progress Programme of the European Union.
- 2015-16 – TUC 'The Challenges of organising women casualised workers. Report for TUC (P-I)
- 2008-10 Leverhulme Trust International Networks 'Women and Trade Union Leadership Development in Comparative Context' £111,569 (Co-I with G. Kirton as P-I).
- 2007-9 BBC 'Workplace Cultures' £43, 500 (P-I)

- 2006-7 Equal Opportunities Commission 'Workplace Cultures and Ethnic Minority Women' £61,000, Co-I.
- 2005-6 Department for Constitutional Affairs 'The Impact of Assessment Centres on Judicial Appointments and Diversity' £49,100. (P-I)
- 2004-6 European Social Fund 'Challenging Occupational Segregation – a study of young black workers in high technology and traditional industries' £151K. (P-I)
- 2004-6 European Social Fund 'Challenging Discrimination – a study of highly qualified (doctors) and low skilled workers in the Health Services' £151K. (P-I)
- 2000-2003 ESRC Future of Work Programme - Handling Double Disadvantage – Minority Women in Trade Unions, Co-I.

25/04/2018

Signed
Geraldine Healy