Dr. James Richards  
Associate Professor  
Edinburgh Business School  
School of Social Sciences  
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Riccarton  
Edinburgh  
United Kingdom  
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Research output

Meaning of work as a personal emergent power[?]: Developing theory based on a critical realist study of Sri Lankan workers

Exclusionary logics: constructing disability and disadvantaging disabled academics in the neoliberal university

The Lived Experience of Autistic Adults in Employment: A Systematic Search and Synthesis

Diversity and inclusion in UK Higher Education: Staff perspectives on institutional representations and their reality

Closing the Fair Work gap: making work fair for autistic people in Scotland (summary report)

Closing the Fair Work Gap: An Intersectional Fair Work Framework for the Autistic Workforce

Working it out: Will the improved management of leaky bodies in the workplace create a dialogue between medical sociology and disability studies?

Job quality, fair work and gig work: the lived experience of gig workers

Developing the concept of leaveism: From presenteeism/absence to an emergent and expanding domain of employment?

Digital Trade Union Work: Correcting Misinformation About Strike Action
Morgan, C., Richards, J. & Sang, K., 4 Apr 2023.

Leaveism
**Neurodivergence**

**Presenteeism**

**All far from quiet on the workplace front**
Richards, J., 4 Feb 2023, (Accepted/In press) In: *Organization*.

**Organising to beat the Trade Union Act (2016) voting thresholds: a case study of organising and tactics from the University and College Union**

**Building a Network to Transform Unions to Represent the Neurodivergent Workforce (TURN): Context, key findings, conclusions and next steps for TURN**
Richards, J., Sang, K., Morgan, C. & Babajide, O., 1 Sept 2022, 29 p.

**Disability inclusive employment in urban Malawi: A multi-perspective interview study**

**Putting employees at the centre of sustainable HRM: a review, map and research agenda**

**Management of Equity and Diversity**

**Behind the beer: An examination of ‘entrepreneurial’ motives for starting a craft brewery**

**Strategies for Success? Market entry strategies of new craft beer producers**

**Socially irresponsible human resource management? Conceptualising HRM practice and philosophy in relation to in-work poverty in the UK**

**Job quality, fair work and gig work: the lived experience of gig workers**

**The Importance of Recognising Emotional Labour in the Line Management of Neurodivergent Employees**
Richards, J., 7 Apr 2020, In: *AchieveAbility E-Journal*. 1, 1, p. 45-47

"I've found it extremely draining": Emotional labour and the lived experience of line managing neurodiversity
Organising to beat the Trade Union Act 2016
Richards, J., 12 Oct 2019, In: Post-16 Educator. 97, p. 3-5

The intersection of disability and in-work poverty in an advanced industrial nation: The lived experience of multiple disadvantage in a post-financial crisis UK

Transforming HE for Disability Inclusion

Neurodivergence In Transport and Travel: Line Manager Support and Training

Identifying line management support and neurodiversity training needs for Network Rail

Employers beware: Generation Y loves social media, but to a point

'The kids are alert': Generation Y responses to employer use and monitoring of social networking sites

Disability and in-work poverty in an advanced industrial nation: The lived experience of multiple disadvantage in the UK

Gender and Disability in Male-Dominated Occupations: A Social Relational Model

Emotional labour of sexual harassment, verbal violence and bullying: evidence from Polish migrant women

Netnographical methods and the challenge of researching hidden and secretive employee social media practices

'There's a reason why I call it hell': Work experience of Polish women in the Edinburgh hospitality industry

In-work Poverty and Enterprise: Self-employment and business ownership as contexts of poverty

Trade unions as employment facilitators for disabled employees

In work poverty: lessons for employers and HR practitioners
Richards, J. & Sang, K., 8 Dec 2015.

'I didn't feel like I was alone anymore': evaluating self-organised employee coping practices conducted via Facebook
'It's my passion and how I am now': Shaping employee social identity through a self-organised Facebook page

Researching secretive Internet phenomena: Netnographical methods and employees blogs
Richards, J., 5 Feb 2015. 12 p.

Trade unions as employment facilitators for disabled employees: The case of the UK's Transport Salaried Staffs' Association Neurodiversity project
Richards, J. & Sang, K., 4 Feb 2015. 43 p.

In-work poverty: a research agenda

'Being an academic is not a 9-5 job': Long working hours and the 'ideal worker' in UK academia

Improving inclusion in employment for people impaired by Asperger syndrome: Towards practices informed by theories of contemporary employment

Managing Ethics in Research Projects

Gender and disability in the transport industry

Managing Ethics in Research Projects

Line managing neurodiverse employees in the UK transport industry: an exploratory study
Richards, J., Sang, K., Marks, A. & Gill, S., Dec 2013.

Experiences of neurodiverse employees in the UK transport industry

'The kids are alert': Employed students' experiences of and attitudes towards the use of social networking sites in recruitment and employment

'Be at work and well, or don't be at all': The role of line management for the support of employees with mental health problems

'In the end, you can only slag people off for so long': Employee cynicism through work blogging

Neurodiversity in the transport and travel industry: An exploratory study of knowledge and attitude towards neurodiversity, and perceptions of support and the management of employees with dyslexia, dyspraxia, dyscalculia, ADD/ADHD and Asperger syndrome
What works? Supporting mental health in the workplace (Executive Summary)

Developing ideas and concepts in teamwork research: Where do we go from here?

"Every man for himself": Teamwork and customer service in the hospitality industry

Examining the exclusion of employees with Asperger syndrome from the workplace

Improving inclusion in employment for people with Asperger syndrome: Towards practices that recognise theories of Asperger syndrome and contemporary employment

What has the internet ever done for employees? A review, map and research agenda

Developing a contemporary approach to conceptualizing employee actions

Biting the hand that feeds: Social identity and resistance in restaurant teams

The employee and the Internet age: A reflection, map and research agenda

How employees can leverage Web 2.0 in new ways to reflect on employment and employers

Information and communications technologies and e-business

Creating, connecting and correcting: Meanings of work-blogging amongst public service workers

A labour process analysis of the exclusion of adults with Asperger syndrome from the workplace

Interpassive self at work: Transgressing decenterment and following desires in the virtual realm

Re-visiting employee cynicism: On decentrement of the subject via work blogging
'Because I need somewhere to vent': The expression of conflict through work blogs

'Satire and shop-talk': The purpose and importance of sounding off in Cyberspace

The many approaches to organisational misbehaviour: A review, map and research agenda

Biting the hand that feeds: Social identity and resistance in restaurant teams

Biting the hand that feeds: Social Identity and Resistance in Teams

Misbehaviour and Dysfunctional Attitudes in Organizations

The end of mystery? Positioning organizational misbehaviour in a multi-disciplinary framework

Developing the concept of organizational behaviour
Richards, J., Apr 2004.

Industrial Quiescence or the Dissipation of Grievance, Injustice and Conflict in the Contemporary Workplace? An Ethnographical Approach and Investigation
Richards, J., Apr 2002.

Activities
Info on Employment Law update Development Day
James Richards (Participant)
9 May 2024

Exploring the impact of menopause and neurodiversity
James Richards (Participant)
23 Apr 2024

Personal Development for External Examiners
James Richards (Recipient)
18 Apr 2024 → 19 Apr 2024

The Fair Work Framework, autism and inclusion
Kate Sang (Invited speaker) & James Richards (Invited speaker)
18 Apr 2024

International Labour Process Conference 2024
Toma Pustelnikovaite (Speaker), James Richards (Speaker), Vaughan Ellis (Speaker) & Siddhartha Saxena (Speaker)
3 Apr 2024 → 5 Apr 2024
STUC and TUC Education Fair: Organising and Training Event
James Richards (Participant)
28 Mar 2024

UCU Scotland Congress 2024
James Richards (Participant)
22 Mar 2024

RI&C Week: Inclusivity and Diversity in Research Cultures
Kate Sang (Invited speaker), James Richards (Invited speaker) & Jemina Napier (Invited speaker)
20 Mar 2024

Mitigating barriers to recruitment and workplace support for autistic employees
James Richards (Invited speaker) & Kate Sang (Invited speaker)
23 Jan 2024

Building impact cases: Reflections on an impact case study submitted to REF2021 and looking towards REF2029
James Richards (Invited speaker)
12 Jan 2024

Development Programme for Leaders of Engagement (DPlOE) 2023-2024
James Richards (Participant)
23 Nov 2023 → 14 Jun 2024

The disabling society and a future for all: How might the goal of 'reasonable adjustment' be better achieved?
James Richards (Presenter)
23 Oct 2023

EDI Caucus Project Panel Discussion
James Richards (Presenter)
11 Oct 2023

In conversation with the EDI Caucus workstream leads
James Richards (Invited speaker)
19 Sept 2023

Redefining the status quo in academia - a GW4 EDI STEMM 2-day Conference
James Richards (Keynote speaker)
13 Sept 2023 → 14 Sept 2023

New Organising Conference
James Richards (Participant)
8 Sept 2023 → 10 Sept 2023

Parliamentary Reception - Autism Works! How to make employment inclusive
James Richards (Speaker), Kate Sang (Speaker), Jos Collins (Contributor) & Jesus Canduela (Contributor)
6 Sept 2023

Unions Into Schools rep training
James Richards (Participant)
31 Aug 2023

UCU NUJ training course
James Richards (Participant)
23 Aug 2023
Neurodiversity at Work: Managing and seeking support
Kate Sang (Invited speaker) & James Richards (Invited speaker)
19 Apr 2023

STUC 2023
James Richards (Speaker)
17 Apr 2023 → 19 Apr 2023

73rd Political Studies Association Annual International Conference
Cat Morgan (Invited speaker), James Richards (Invited speaker) & Kate Sang (Invited speaker)
3 Apr 2023 → 5 Apr 2023

UCU Scotland Congress 2023
James Richards (Speaker)
31 Mar 2023

The Neurodiversity in the Workplace Conference 2022
James Richards (Chair) & Kate Sang (Chair)
8 Dec 2022

How to craft an impact case study
James Richards (Participant)
23 Nov 2022

22nd Annual Scottish Hazards Conference
James Richards (Invited speaker)
17 Nov 2022

ProPEL Hub
James Richards (Participant)
15 Nov 2022 → 16 Nov 2022

H&S Community of Reps update
James Richards (Invited speaker)
20 Sept 2022

Autism Works!
James Richards (Participant)
25 Aug 2022 → 9 Sept 2022

Transforming Unions to Represent the Neurodivergent workforce (TURN)
James Richards (Organiser), Kate Sang (Organiser) & Cat Morgan (Organiser)
27 Jul 2022

The intersection of disability and in-work poverty in an advanced industrial nation
James Richards (Keynote speaker)
23 Jun 2022

EnDISC: Enabling NeuroDiverse Inclusive Science Careers
James Richards (Keynote speaker)
20 Jun 2022
What factors influence employers to successfully recruit and then retain autistic employers?
James Richards (Examiner)
6 May 2022

The Lived experience of disability in UK universities: the disabling role of human resource management policy and practice
Kate Sang (Speaker), James Richards (Speaker), Katriona Myhill (Speaker), Jennifer Remnant (Speaker), Thomas Calvard (Speaker) & Olugbenga Babajide (Speaker)
5 May 2022

40th International Labour Process Conference 2022
James Richards (Speaker), Jesus Canduela (Invited speaker), Toma Pustelnikovaite (Invited speaker), Vaughan Ellis (Invited speaker) & Siddartha Saxena (Invited speaker)
21 Apr 2022 → 23 Apr 2022

CREWS Research Seminar Series
James Richards (Invited speaker)
9 Feb 2022

Autism Appropriate Workplaces
James Richards (Invited speaker)
23 Nov 2021

Trade unions as representatives of the neurodivergent workforce
James Richards (Invited speaker)
1 Nov 2021

SE Region: Get the vote out
James Richards (Invited speaker)
18 Oct 2021

NAHT: Diversity & Inclusion Group meeting
James Richards (Invited speaker)
14 Oct 2021

Biting the Ballot – GTVO workshop
James Richards (Invited speaker)
7 Oct 2021

How to get the vote out
James Richards (Invited speaker)
20 Sept 2021

Work, Employment and Society Conference 2021
Toma Pustelnikovaite (Speaker), James Richards (Speaker), Vaughan Ellis (Speaker) & Siddartha Saxena (Speaker)
25 Aug 2021 → 27 Aug 2021

81st Annual Meeting of the Academy of Management
James Richards (Participant)
29 Jul 2021 → 4 Aug 2021

BUIRA Conference 2021
James Richards (Speaker) & Vaughan Ellis (Speaker)
12 Jul 2021 → 14 Jul 2021
7th Regulating for Decent Work Conference
James Richards (Speaker) & Vaughan Ellis (Speaker)
6 Jul 2021 → 9 Jul 2021

Winning in statutory ballots: GTVO to resist compulsory redundancies
James Richards (Invited speaker)
10 Jun 2021

Challenging Tech
James Richards (Speaker) & Vaughan Ellis (Speaker)
6 May 2021

STUC 2021
James Richards (Participant)
19 Apr 2021 → 21 Apr 2021

International Labour Process Conference - 2021
James Richards (Speaker), Vaughan Ellis (Speaker), Toma Pustelnikovaite (Speaker), Jesus Canduela (Speaker) & Siddartha Saxena (Speaker)
12 Apr 2021 → 14 Apr 2021

UCU Scotland Congress 2021
James Richards (Speaker)
26 Mar 2021

Investigating the experience of well-being in the context of low paid service work in the hospitality and social care sectors
James Richards (Examiner)
19 Mar 2021

Fair Work Convention - A fair work recovery
James Richards (Participant)
16 Mar 2021

Getting the vote out in a Scottish university
James Richards (Invited speaker)
3 Feb 2021

James Richards (Participant)
14 Jan 2021

How does the Scottish Government use academic research?
James Richards (Participant)
9 Dec 2020

Occupational Segregation in Modern Apprenticeships: Gendered Career Decision Making
James Richards (Examiner)
30 Nov 2020

Striking back under lockdown
James Richards (Invited speaker)
28 Nov 2020
Neurodivergent voices; good practice in the workplace in a time of Covid
James Richards (Participant)
25 Nov 2020

The importance of successful ballots in industrial disputes
James Richards (Invited speaker)
23 Nov 2020

Getting the vote out at Goldsmiths University
James Richards (Invited speaker)
16 Nov 2020

How to build effective campaigns and get the vote out in industrial disputes
James Richards (Invited speaker)
14 Nov 2020

How to get the vote out and win in industrial disputes
James Richards (Invited speaker)
12 Nov 2020

How to build effective campaigns and get the vote out in industrial disputes
James Richards (Invited speaker)
7 Nov 2020

Student and Staff Solidarity Scotland Day of Action: Defend Jobs and Safety
James Richards (Invited speaker)
16 Oct 2020

Heriot-Watt branch rally to defend jobs
James Richards (Invited speaker)
7 Oct 2020

Appointed external examiner for MSc HRM (CIPD accredited) at University of Stirling
James Richards (Recipient)
20 Aug 2020 → 30 Nov 2024

Trade unions and dyslexia support: The case of Transport Salaried Staffs’ Association (TSSA)
James Richards (Speaker)
29 Jul 2020 → 30 Jul 2020

Digital organising for UCU activists
James Richards (Invited speaker)
20 Jul 2020

Meeting the team: James Richards
James Richards (Recipient)
11 Jun 2020

UCU Congress 2020
James Richards (Participant)
27 May 2020 → 29 May 2020
Virtual roundtable on teaching Fair Work
James Richards (Invited speaker)
27 May 2020

Managing Mental Health in the Current Climate
James Richards (Participant)
20 May 2020

Health & Safety at work - stay safe!
James Richards (Participant)
6 May 2020

Job retention scheme and employment rights
James Richards (Participant)
5 May 2020

CIPD Coronavirus webinar series: How COVID-19 has changed people management
James Richards (Participant)
4 May 2020

Tackling Isolation
James Richards (Participant)
24 Apr 2020

STUC 2020
James Richards (Participant)
20 Apr 2020 → 22 Apr 2020

HWUCU report on working under lockdown and employee-driven responses to such practices
James Richards (Recipient)
19 Apr 2020

‘Nobody has asked what would help me work effectively and comfortably at home…’: Disabled university employees say how they’d like to be better supported under the Covid-19 lockdown
James Richards (Recipient)
17 Apr 2020

Coronavirus at work
James Richards (Participant)
16 Apr 2020

How to organise through the coronavirus crisis
James Richards (Participant)
16 Apr 2020

ILPC 2020
James Richards (Speaker), Toma Pustelnikovaite (Speaker), Vaughan Ellis (Speaker) & Jesus Canduela (Speaker)
15 Apr 2020 → 17 Apr 2020

Health and Safety in the Home
James Richards (Participant)
7 Apr 2020

Coronavirus at Work - the wage subsidy
James Richards (Participant)
1 Apr 2020

**UCU Scotland Congress**
James Richards (Member of programme committee)
27 Mar 2020

**Building Effective Collective Bargaining: Transforming UCU**
James Richards (Participant)
18 Feb 2020

**Inclusions Matters Workshop 2**
Kate Sang (Invited speaker), Jennifer Remnant (Invited speaker) & James Richards (Speaker)
13 Feb 2020

**STUC Rep Award Winners - Meeting With First Minister**
James Richards (Recipient)
23 Jan 2020

**Special congress: democracy commission**
James Richards (Participant)
7 Dec 2019

**Special HE sector conference - USS dispute**
James Richards (Participant)
6 Dec 2019

**Building worker power in the context of the climate crisis**
James Richards (Participant)
20 Nov 2019

**Why Responsible Businesses Should Work With Trade Unions**
James Richards (Participant)
5 Nov 2019

**Organising 2019: innovations and reflections**
James Richards (Invited speaker)
2 Nov 2019

**UCU in Transformation - one year on...**
James Richards (Speaker)
2 Nov 2019

**Time, Control, Trust: Collectivising in Precarious Work**
James Richards (Participant)
22 Oct 2019

**Bringing in the ballot**
James Richards (Speaker)
2 Oct 2019

**STUC Organising Award 2019 - Video**
James Richards (Recipient)
2 Oct 2019
UCU HE Briefing (Scotland/NE England/Northern Ireland)
James Richards (Speaker)
18 Sept 2019

The importance of recognising emotional labour in the line management of neurodiversity
James Richards (Recipient)
15 Sept 2019

Biting the Ballot: Getting ready for the pay and pensions ballots
James Richards (Speaker)
24 Aug 2019

Craft Beer Research and Enterprise Workshop Symposium (CBREW)
Vaughn Ellis (Speaker) & James Richards (Speaker)
2 Jul 2019 → 3 Jul 2019

Overcoming barriers to the employment of disabled people: Turning research into policy
James Richards (Member of programme committee)
13 Jun 2019

Research Grant Application Writing
James Richards (Participant)
3 Jun 2019

UCU Congress: Fringe meetings
James Richards (Invited speaker)
26 May 2019

UCU Congress 2019
James Richards (Participant)
25 May 2019 → 27 May 2019

UCU Congress: Fringe meetings
James Richards (Invited speaker)
25 May 2019

Neurodivergent voices in the workplace
James Richards (Participant)
23 May 2019

Unions 21 Annual Conference
James Richards (Participant)
21 May 2019

Fife's May Day March and Rally
James Richards (Speaker)
4 May 2019

International Labour Process Conference 2019
James Richards (Speaker) & Vaughn Ellis (Speaker)
24 Apr 2019 → 26 Apr 2019
Scottish Trades Union Congress
James Richards (Participant)
15 Apr 2019 → 17 Apr 2019

Neurodiversity Training Seminar
James Richards (Speaker)
4 Apr 2019

TSSA Neurodiversity Seminar
James Richards (Speaker)
4 Apr 2019

Inclusion Matters Workshop
James Richards (Participant)
20 Mar 2019

Surmounting the Trade Union Act 2016: A case study of using local branch data and communication systems to ‘get the vote out' in the UK higher education sector
James Richards (Speaker) & Vaughn Ellis (Speaker)
13 Feb 2019

UCUL National Meeting and AGM
James Richards (Speaker)
1 Feb 2019

WES Editorial Board (External organisation)
James Richards (Member)
25 Jan 2019 → 24 Jan 2021

Trade Union Act 2016 and GTVO
James Richards (Speaker)
16 Jan 2019

Trade Union Act 2016 and GTVO
James Richards (Speaker)
14 Dec 2018

An exploratory and conceptual study of common mental health conditions and sustainable working lives
James Richards (Speaker)
12 Dec 2018

CIPD Applied Research Conference
James Richards (Speaker) & Wendy Loretto (Speaker)
6 Dec 2018

GTVO: your guide to getting the vote out - Video
James Richards (Recipient)
22 Nov 2018

STUC Research Network
James Richards (Participant)
21 Jun 2018

ESRC scoping workshops: Towards a future that works for all
James Richards (Participant)
4 Jun 2018

**TUC 150 - Retrospects and Prospects**  
James Richards (Participant)  
1 Jun 2018

**An Investigation into Aspergers' Syndrome within the Employment Context**  
James Richards (Examiner)  
22 May 2018

**Working in healthcare event**  
James Richards (Participant)  
8 May 2018

**World of Work**  
James Richards (Participant)  
13 Apr 2018

**International Labour Process Conference**  
James Richards (Speaker)  
21 Mar 2018 → 23 Mar 2018

**Talking about poverty: how can we tell a new story?**  
James Richards (Participant)  
1 Feb 2018

**Research, Impact and the UK Parliament**  
James Richards (Participant)  
12 Dec 2017

**CIPD conference for applied research, 2017**  
James Richards (Speaker)  
1 Dec 2017

**UCU Future of Higher Education**  
James Richards (Participant)  
2 May 2017

**Gentle Introduction to Survey Design for Evaluation**  
James Richards (Participant)  
20 Apr 2017

**Human and Social Sciences Research Market Interest Day**  
James Richards (Participant)  
4 Apr 2017

**Managing in-work poverty: Interventions for human resource management practitioners**  
James Richards (Speaker)  
22 Mar 2017

**Mental Health and Unemployment in Scotland**  
James Richards (Participant)  
21 Feb 2017
UCU Equality Representatives Conference 2017  
James Richards (Participant)  
17 Feb 2017

30th Annual Australian New Zealand Academy of Management  
James Richards (Participant)  
6 Dec 2016 → 9 Dec 2016

DG Voice Conference  
James Richards (Invited speaker)  
9 Nov 2016

Advanced media training  
James Richards (Participant)  
22 Jun 2016

International Labour Process Conference 2016  
James Richards (Participant)  
4 Apr 2016 → 6 Apr 2016

In-work poverty and enterprise: Self-employment and business ownerships as context of poverty  
James Richards (Contributor)  
10 Mar 2016

Tackling Poverty Together Networking Meeting - Fife  
James Richards (Participant)  
8 Mar 2016

Scottish Parliament (External organisation)  
James Richards (Member)  
2 Mar 2016

CIPD conference for applied research, 2015  
James Richards (Speaker)  
8 Dec 2015

BUIRA Day of Discussion - The Trade Union Bill: Implications for Industrial Relations  
James Richards (Participant)  
27 Nov 2015

Tackling in-work poverty: it's your business workshop  
James Richards (Participant)  
29 Apr 2015

Social Media Data Analysis  
James Richards (Participant)  
10 Apr 2015

Fast-tracking your Career by Networking  
James Richards (Participant)  
25 Mar 2015
Qualifications

… → 2013 Academic Member of Chartered Institute of Personnel and Development, Academic MCIPD
… → 2012 Asperger Syndrome, Sheffield Hallam University, PG Cert
… → 2007 Doctor of Philosphy, University of Stirling, Ph.D
… → 2007 Fellow of Higher Educational Academy, FHEA
… → 2005 PgCert in Academic Practice (HE), Heriot Watt University, PGCAP
… → 2000 BA (Hons), Human Resource Management, University of Stirling, BA
… → 2000 Graduate member of Chartered Institute of Personnel and Development, University of Stirling, Grad CIPD