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## Research output

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

Remnant, J., Sang, K., Myhill, K., Chowdhry, S. & Richards, J., 5 Sep 2022, (E-pub ahead of print) In: *Sociology of Health and Illness*.

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

Remnant, J., Wånggren, L., Huque, S., Sang, K., Kachali, L. & Richards, J., Jul 2022, In: *Journal of International Development*. 34, 5, p. 1002-1017 16 p.

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

Richards, J., Ellis, V., Canduela, J., Pustelnikovaite, T. & Saxena, S., 23 May 2022, (E-pub ahead of print) In: *Human Resource Management Journal*. p. 1-22 22 p.

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

Richards, J., 15 Mar 2022, In: *Employee Relations*. 44, 3, p. 533-554 22 p.

### **Management of Equity and Diversity**

Sang, K. J. C., Remnant, J., Babajide, O. A. & Richards, J., 2022, *Handbook on Management and Employment Practices*. Brough, P., Gardiner, E. & Daniels, K. (eds.). Springer, p. 331-350 20 p. (Handbook Series in Occupational Health Sciences; vol. 3).

### **Behind the beer: An examination of 'entrepreneurial' motives for starting a craft brewery**

Ellis, V. & Richards, J., 13 Dec 2021, *Researching Craft Beer: Understanding Production, Community and Culture in an Evolving Sector*. Clarke, D., Ellis, V., Patrick, H. & Weir, D. (eds.). Bingley: Emerald Publishing Limited

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

Quinn, D., Ellis, V. & Richards, J., 13 Dec 2021, *Researching Craft Beer: Understanding Production, Community and Culture in an Evolving Sector*. Clarke, D., Ellis, V., Patrick, H. & Weir, D. (eds.). Bingley: Emerald Publishing Limited

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

Richards, J. & Ellis, V., 14 Sep 2021, (E-pub ahead of print) In: *Personnel Review*. 18 p.

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

Richards, J. & Sang, K., 31 May 2021, In: *International Journal of Human Resource Management*. 32, 10, p. 2185-2212 28 p.

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

Myhill, K., Richards, J. & Sang, K., 2021, In: *International Journal of Human Resource Management*. 32, 19, p. 4110-4135 26 p.

### **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**  
Richards, J., Sang, K., Marks, A. & Gill, S., 4 Nov 2019, In: *Personnel Review*. 48, 7, p. 1903-1923 21 p.

**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**  
Richards, J. & Sang, K., 1 Aug 2019, In: *Economic and Industrial Democracy*. 40, 3, p. 636-659 24 p.

**Transforming HE for Disability Inclusion**  
Remnant, J., Sang, K., Calvard, T. & Richards, J., 22 May 2019, *A New Vision for Further and Higher Education Essay Collection*. p. 56-63

**Neurodivergence in Transport and Travel: Line Manager Support and Training**  
Richards, J., Sang, K. & Marks, A., 4 Apr 2019, London: Transport Salaried Staffs' Association. 32 p.

**Identifying line management support and neurodiversity training needs for Network Rail**  
Richards, J., Sang, K. & Marks, A., May 2017, 19 p.

**Employers beware: Generation Y loves social media, but to a point**  
Hurrell, S. A., Scholarios, D. & Richards, J., 25 Apr 2017, *LSE Business Review*.

**'The kids are alert': Generation Y responses to employer use and monitoring of social networking sites**  
Hurrell, S. A., Scholarios, D. & Richards, J., 8 Mar 2017, In: *New Technology, Work and Employment*. 32, 1, p. 64-83 20 p.

**Disability and in-work poverty in an advanced industrial nation: The lived experience of multiple disadvantage in the UK**  
Richards, J. & Sang, K., 6 Dec 2016, p. 1-21. 21 p.

**Gender and Disability in Male-Dominated Occupations: A Social Relational Model**  
Sang, K., Richards, J. & Marks, A., Nov 2016, In: *Gender, Work and Organization*. 23, 6, p. 566-581 16 p.

**Emotional labour of sexual harassment, verbal violence and bullying: evidence from Polish migrant women**  
Sitko, R., Sang, K. & Richards, J., Sep 2016.

**Netnographical methods and the challenge of researching hidden and secretive employee social media practices**  
Richards, J., 31 Aug 2016, *Handbook of Qualitative Research Methods on Human Resource Management: Innovative Techniques*. Townsend, K., Loudoun, R. & Lewin, D. (eds.). Edward Elgar Publishing, p. 92-105 (Handbooks of Research Methods in Management Series).

**'There's a reason why I call it hell': Work experience of Polish women in the Edinburgh hospitality industry**  
Sitko, R., Sang, K. & Richards, J., Jun 2016.

**In-work Poverty and Enterprise: Self-employment and business ownership as contexts of poverty**  
Galloway, L., Danson, M., Richards, J., Sang, K. & Stirzaker, R. J., 1 Feb 2016, Edinburgh: Heriot-Watt University. 32 p.

**Trade unions as employment facilitators for disabled employees**  
Richards, J. & Sang, K., 2016, In: *International Journal of Human Resource Management*. 27, 14, p. 1642-1661

**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**  
Cohen, N. & Richards, J., Nov 2015, In: *New Technology, Work and Employment*. 30, 3, p. 222-236 15 p.

**'It's my passion and how I am now': Shaping employee social identity through a self-organised Facebook page**  
Cohen, N. & Richards, J., 14 Apr 2015. 32 p.

**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**  
Hafez Ahmed, M., Sang, K., Richards, J., Galloway, L. & Danson, M., Feb 2015, *AIRAANZ Conference Proceedings*.

**'Being an academic is not a 9-5 job': Long working hours and the 'ideal worker' in UK academia**  
Sang, K., Powell, A., Finkel, R. & Richards, J., 2015, In: *Labour and Industry: a journal of the social and economic relations of work*. 25, 3, p. 235-249

**Improving inclusion in employment for people impaired by Asperger syndrome: Towards practices informed by theories of contemporary employment**  
Richards, J., 2015, In: *International Perspectives on Equality and Diversity*. 1, 1, 17 p.

**Managing Ethics in Research Projects**  
Richards, J., Wimalasena, L. P. H. G. S. & Maclean, G., 2015, *Research Methods for Business and Management: A Guide to Writing Your Dissertation*. O'Gorman, K. D. & MacIntosh, R. (eds.). 2nd ed. Goodfellow Publishers

**Gender and disability in the transport industry**  
Richards, J., Sang, K. & Marks, A., Jun 2014.

**Managing Ethics in Research Projects**  
Richards, J., Wimalasena, L. P. H. G. S. & Maclean, G., 2014, *Research Methods for Business & Management: A Guide to Writing Your Dissertation*. Oxford: Goodfellow Publishers, p. 193-210

**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**  
Sang, K., Richards, J. & Marks, A., Jul 2013.

**'The kids are alert': Employed students' experiences of and attitudes towards the use of social networking sites in recruitment and employment**  
Hurrell, S. A., Richards, J. & Scholarios, D., 20 Mar 2013, p. 1. 28 p.

**'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**  
Marks, A., Richards, J. & Loretto, W., 18 Mar 2013, p. 1. 20 p.

**'In the end, you can only slag people off for so long': Employee cynicism through work blogging**  
Richards, J. & Kosmala, K., 2013, In: *New Technology, Work and Employment*. 28, 1, p. 66-77

**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**

Richards, J., Sang, K. & Marks, A., Dec 2012, TSSA. 37 p.

**What works? Supporting mental health in the workplace (Executive Summary)**

Marks, A., Richards, J. & Loretto, W., Mar 2012, Glasgow: SAMH. 7 p.

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

Marks, A. & Richards, J., 2012, In: *Employee Relations*. 34, 3, p. 228-234 7 p.

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

Richards, J., Chillias, S. & Marks, A., 2012, In: *Employee Relations*. 34, 3, p. 235-254 20 p.

**Examining the exclusion of employees with Asperger syndrome from the workplace**

Richards, J., 2012, In: *Personnel Review*. 41, 5, p. 630-646

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

Richards, J., 2012, *30th International Labour Process Conference, Stockholm, Sweden 27-29 March, 2012*.

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

Richards, J., 2012, In: *Employee Relations*. 34, 1, p. 22-43 2.

**Developing a contemporary approach to conceptualizing employee actions**

Townsend, K. & Richards, J., Oct 2011, *The Future of Employment Relations: New Paradigms, New Developments*. Wilkinson, A. & Townsend, K. (eds.). London: Palgrave Macmillan, p. 101-121

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

Richards, J. & Marks, A., 2011, *Human Resource Management: Issues, Challenges and Opportunities*. Apple Academic Press, p. 239-264 26 p.

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

Richards, J., 2010.

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

Richards, J., Nov 2009, *Handbook of research on Web 2.0, 3.0 and X.0: Technologies, business and social application*. Murugesan, S. (ed.). IGI Global, p. 846 862 p.

**Information and communications technologies and e-business**

Galloway, L. & Richards, J., Mar 2009, *Entrepreneurship and Small Firms*. Deakins, D. & Freel, M. (eds.). 5 ed. Maidenhead: McGraw-Hill, p. 155 176 p.

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

Ellis, V. & Richards, J., Feb 2009, *Work Matters: Critical Reflections on Contemporary Employment*. Bolton, S. & Houlihan, M. (eds.). Basingstoke: Palgrave Macmillan, p. 250-268

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

Richards, J., 2009.

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

Richards, J. & Kosmala, K., 2009.

**Re-visiting employee cynicism: On decentrement of the subject via work blogging**

Richards, J. & Kosmala, K., 2009.

**'Because I need somewhere to vent': The expression of conflict through work blogs**

Richards, J., 25 Jul 2008, In: New Technology, Work and Employment. 23, 1-2, p. 95-110 16 p., 1.

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

Richards, J. & Ellis, V., 2008.

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

Richards, J., 2008, In: Employee Relations. 30, 6, p. 653-678 26 p., 3.

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

Richards, J. & Marks, A., 2007, In: International Journal of Business Science and Applied Management. 2, 2, p. 42-57 16 p.

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

Richards, J. & Marks, A., Mar 2005.

**Misbehaviour and Dysfunctional Attitudes in Organizations**

Richards, J., 1 Feb 2005, In: Employee Relations. 27, 1, p. 118-120 3 p.

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

Richards, J., Sep 2004.

**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**

**Neurodiversity at Work: Managing and seeking support**

Kate Sang (Invited speaker) & James Richards (Invited speaker)

29 Sep 2022

**H&S Community of Reps update**

James Richards (Invited speaker)

20 Sep 2022

**Autism Works!**

James Richards (Participant)

25 Aug 2022 → 9 Sep 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 employees?**

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

**Bitting the Ballot – GTVO workshop**

James Richards (Invited speaker)

7 Oct 2021

**How to get the vote out**

James Richards (Invited speaker)

20 Sep 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

**COVID-19 and the work of unions: Unions 21 Report Launch**

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 Sep 2019

**The importance of recognising emotional labour in the line management of neurodiversity**

James Richards (Recipient)  
15 Sep 2019

**Bitting 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

**Work and Employment Research Unit Seminar Series 2014-15: Minimum Wages – Developments in the UK, Europe and the USA compared**

James Richards (Participant)  
17 Mar 2015

**BAM Research Methodology SIG 6th Annual "Sharing our Struggles" Workshop: Crafting Research: analysing qualitative data – developing researcher reflexivity**

James Richards (Participant)  
12 Dec 2014

**Validation of: MSc / PGD / PGC Business Psychology**

James Richards (Contributor)  
14 Jul 2014

**Neurodiversity Champions update day**

James Richards (Speaker)  
18 Jun 2014

**Action on Autism Research in Scotland - Improving Impact Seminar Series (3)**

James Richards (Speaker)  
30 Apr 2014

**The British Academy of Management Research Methodology Special Interest Group's "Sharing Our Struggles" workshop**

James Richards (Speaker)  
16 Dec 2013

**27th Australian and New Zealand Academy of Management Conference**

James Richards (Speaker)  
5 Dec 2013

**Neurodiversity Project - Trades Union Conference**

James Richards (Speaker)  
10 Sep 2013

**London School of Economics HR Conference 2013 – People, Purpose, Power**

James Richards (Participant)  
20 May 2013

**Julie Hilling MP and TSSA union - House of Commons**

James Richards (Speaker)  
3 Dec 2012

**Scottish Association of Mental Health - Grand Central Hotel, Glasgow**

James Richards (Speaker)  
14 Mar 2012

## **Qualifications**

- ... → 2013 Academic Member of Chartered Institute of Personnel and Development, Academic MCIPD
- ... → 2012 Asperger Syndrome, Sheffield Hallam University, PG Cert
- ... → 2007 Doctor of Philosophy, University of Stirling, Ph.D
- ... → 2007 Fellow of Higher Educational Academy, FHEA
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