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# Research Grants PROPOSAL

Document Status: With Council

ESRC Reference: ES/W009951/1

## Transforming Working Lives Research Call 2021

### Organisation where the Grant would be held

Organisation	University of Strathclyde	Research Organisation Reference:	ESRCTWL21
Division or Department	Business School		

### Project Title [up to 150 chars]


Amplifying employee voice and hearing the unheard: a multidisciplinary study of contemporary working lives in deindustrialised communities

### Start Date and Duration

a. Proposed start date	04 April 2022	b. Duration of the grant (months)	36
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### Applicants

Role	Name	Organisation	Division or Department	How many hours a week will the investigator work on the project?
Principal Investigator	Dr Stewart Johnstone	University of Strathclyde	Work, Employment and Organisation	■
Co-Investigator	Dr Anastasios Hadjisolomou	University of Strathclyde	Work, Employment and Organisation	■
Co-Investigator	Dr Kendra Briken	University of Strathclyde	Work, Employment and Organisation	■
Co-Investigator	Professor Dora Scholarios	University of Strathclyde	Work, Employment and Organisation	■
Co-Investigator	Professor Ian Cunningham	University of Strathclyde	Business School	■
Co-Investigator	Dr Stuart McIntyre	University of Strathclyde	Economics	■
Co-Investigator	Professor Philip Taylor	University of Strathclyde	Work, Employment and Organisation	■
Co-Investigator	Mr Jonny Gifford	Chartered Institute of Personnel and Dev	Head Office	■

Co-Investigator	Dr Joseph McCarthy	University of Strathclyde	Work, Employment and Organisation	
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### Classification

International in nature?

No

Please outline the international aspects of the project and give details of the countries and/or international organisations involved.

Objectives

List the main objectives of the proposed research [up to 4000 chars]

[REDACTED]

Our research questions are formulated with these requirements in mind:

- 1. To what extent do workers in diverse work settings and occupations with varying access to formal voice structures feel informed about work decisions, and have the means to express themselves and influence organisational decision-making on the issues which matter to them?
- 2. Have alternative voice channels emerged and if so whose interest do they serve, and do they act as complements or substitutes to more traditional mechanisms?
- 3. What is the perceived value of voice for employees and what evidence is there that voice is associated with better working lives?
- 4. What factors influence whether workers speak up or remain silent?
- 5. How can governments, policymakers and employers devise policies to amplify employee voice for the benefit of workers, organisations and society?

[REDACTED]

## Summary

Describe the proposed research in simple terms in a way that could be publicised to a general audience [up to 4000 chars]

The study will adopt an innovative multidisciplinary approach to investigate whether contemporary workers feel they are kept informed at work, as well the extent to which they feel they have the means to express themselves to influence organisational decision making and improve their working lives.

The research brings together a diverse team of Strathclyde researchers with different disciplinary backgrounds, methodological expertise and sector knowledge, to develop an innovative multi-level study of employee voice and contemporary working lives in a deindustrialised community.

## RESEARCH QUESTIONS

Our research questions are formulated with these requirements in mind:

1. To what extent do workers in diverse work settings and occupations with varying access to formal voice structures feel informed about work decisions, and have the means to express themselves and influence organisational decision-making on the issues which matter to them?
2. Have alternative voice channels emerged and if so whose interest do they serve, and do they act as complements or substitutes to more traditional mechanisms?
3. What is the perceived value of voice for employees and what evidence is there that voice is associated with better working lives?
4. What factors influence whether workers speak up or remain silent?
5. How can governments, policymakers and employers devise policies to amplify employee voice for the benefit of workers, organisations and society?

## METHODS, ANALYSIS AND OUTPUTS

The research will involve a combination of methods to better understand the realities of voice including labour market analysis, stakeholder interviews, employer case studies, focus groups and longitudinal survey and diary studies. The empirical focus will be the experiences of workers in Inverclyde, a deprived region in Scotland. Legacies of deindustrialisation, economic crisis and latterly Covid-19 mean the area is beset with social and economic challenges. However, Inverclyde has transitioned from heavy industry to a variety of employer types including large public sector employers, private sector contact centres, retail, hospitality, transportation and more recently marine/renewable technologies. Inverclyde is therefore selected as typical of any UK deprived conurbation separate from, but close to, a major city. It also offers access to a wide range of work contexts to study voice, including those with access to traditional union voice channels, as well as 'hard to reach' workers with limited access to formal workplace voice of any kind. The research emphasises accessing to the voices of low paid, minority and disadvantaged workers underrepresented in the mainstream employee voice literature. A particular innovation is the use of the CIPD UK Working Lives Survey (UKWLS) to provide scoping and contextualisation of the labour market under investigation, as well as questions to be added to the YouGov Scotland survey expanding on the UKWLS. This will allow us to produce an original dataset for a nationally representative sample to allow us to examine (1) change in voice channels over time (2) whether employees value such channels and (3) the generalisability of the Inverclyde findings to Scotland the UK.

Twelve articles will target journals across the disciplines as well as more integrative outlets. Impact will be supported by our research Advisory Group already in place (including CIPD, Acas, CIPD, Poverty Alliance) and will involve stakeholders from business, trade unions and policy communities to support dissemination and maximise knowledge exchange (KE) (see Letters of Support for detailed plans). Participants, community leaders and local authority representatives will be invited to all KE events, and three will be held in Inverclyde to ensure activists and participants have the opportunity to contribute to discussions and shape next steps. A final report to the ESRC will summarise all outputs

Academic Beneficiaries

Describe who will benefit from the research [up to 4000 chars].

[Redacted text block containing multiple paragraphs of blacked-out content]

## Staff Duties

Summarise the roles and responsibilities of each post for which funding is sought [up to 2000 characters]

A horizontal bar chart with 15 rows. Each row contains two black bars. The bars are arranged in a repeating pattern of three groups of three rows each. In each group, the first bar is consistently longer than the second bar. The lengths of the bars vary across the groups, with the first group having the longest bars and the third group having the shortest bars. The bars are solid black and have no text labels. The chart is set against a white background with a thin black border on the left and bottom.

## Ethical Information

Has consideration been given to any ethical matters raised by this proposal ?

Yes

Please explain what, if any, ethical issues you believe are relevant to the proposed research project, and which ethical approvals have been obtained, or will be sought if the project is funded? If you believe that an ethics review is not necessary, please explain your view (available: 4000 characters)

Duration	Percentage of Respondents
0-1 year	100%
1-2 years	85%
2-3 years	95%
3-4 years	90%
4-5 years	25%



## Summary of Resources Required for Project

### Financial resources

Summary fund heading	Fund heading	Full economic Cost	ESRC contribution	% ESRC contribution
Directly Incurred	Staff			
	Travel & Subsistence			
	Other Costs			
	<b>Sub-total</b>			
Directly Allocated	Investigators			
	Estates Costs			
	Other Directly Allocated			
	<b>Sub-total</b>			
Indirect Costs	Indirect Costs			
Exceptions	Staff			
	Equipment			
	Other Costs			
	<b>Sub-total</b>			
	<b>Total</b>	<b>682342.59</b>	<b>553074.06</b>	

### Summary of staff effort requested

	Months
Investigator	
Researcher	
Technician	
Other	
Visiting Researcher	
Student	
<b>Total</b>	



## Other Support

Details of support sought or received from any other source for this or other research in the same field.

Other support is not relevant to this application.

## Staff

### Directly Incurred Posts

Role	Name /Post Identifier	Start Date	EFFORT ON PROJECT		Scale	Increment Date	Basic Starting Salary	London Allowance (£)	Super-annuation and NI (£)	Total cost on grant (£)
			Period on Project (months)	% of Full Time						
Co-Investigator	Mr Jonny Gifford*	04/04/2022	■	■	■	■	■	■	■	■
Researcher	to be appoint	04/04/2022	■	■	■	■	■	■	■	■
Total										■

### Applicants

Role	Name	Post will outlast project (Y/N)	Contracted working week as a % of full time work	Total number of hours to be charged to the grant over the duration of the grant	Average number of hours per week charged to the grant	Rate of Salary pool/banding	Cost estimate
Principal Investigator	Dr Stewart Johnstone	■	■	■	■	■	■
Co-Investigator	Dr Anastasios Hadjisolomou	■	■	■	■	■	■
Co-Investigator	Dr Kendra Briken	■	■	■	■	■	■
Co-Investigator	Professor Dora Scholarios	■	■	■	■	■	■
Co-Investigator	Professor Ian Cunningham	■	■	■	■	■	■
Co-Investigator	Dr Stuart McIntyre	■	■	■	■	■	■
Co-Investigator	Professor Philip Taylor	■	■	■	■	■	■
Co-Investigator	Dr Joseph McCarthy	■	■	■	■	■	■
						Total	■

Destination and purpose		Total £
Within UK		
Outside UK		
Within UK		
Outside UK		
Total £		

Description	Survey Date	Basic price £	VAT £	Total £	Amount Sought £
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
			Total £	[REDACTED]	[REDACTED]

Description	Total £
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Total £	[REDACTED]

1	Name of partner organisation	Division or Department	Name of contact		
IPA (Involvement & Participation Assoc)		Head Office			
Direct contribution to project			Indirect contribution to project		
	Description	Value £		Description	Value £
cash			use of facilities/ equipment		
equipment/ materials			staff time		
secondment of staff			other		
other			Sub-Total		
Sub-Total				Total Contribution	

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	Description	Value £		Description	Value £
cash			use of facilities/ equipment		
equipment/ materials			staff time		
secondment of staff			other		
other			Sub-Total		
Sub-Total				Total Contribution	

3	Name of partner organisation	Division or Department	Name of contact		
Inverclyde Community Development Trust		Inverclyde Advice and Employment Rights	██████████		
Direct contribution to project			Indirect contribution to project		
	Description	Value £		Description	Value £
cash			use of facilities/ equipment		
equipment/ materials			staff time	████████████████████	████
secondment of staff			other		
other			Sub-Total		████
Sub-Total		████		Total Contribution	████

4	Name of partner organisation	Division or Department	Name of contact		
The Poverty Alliance		Head Office	██████████		
Direct contribution to project			Indirect contribution to project		
	Description	Value £		Description	Value £
cash			use of facilities/ equipment		
equipment/ materials			staff time	████████████████████ ██████████	████
secondment of staff			other		
other			Sub-Total		████
Sub-Total		█		Total Contribution	████

5	Name of partner organisation	Division or Department	Name of contact		
Unite the Union		UNLISTED	[REDACTED]		
Direct contribution to project			Indirect contribution to project		
	Description	Value £		Description	Value £
cash			use of facilities/ equipment		
equipment/ materials			staff time	[REDACTED]	[REDACTED]

secondment of staff			other		
other			Sub-Total		
Sub-Total				Total Contribution	

6	Name of partner organisation	Division or Department	Name of contact		
ACAS		Strategy Unit		████████	
Direct contribution to project			Indirect contribution to project		
	Description	Value £		Description	Value £
cash			use of facilities/ equipment		
equipment/ materials			staff time	██████████	████████
secondment of staff			other		
other			Sub-Total		████████
Sub-Total		████████		Total Contribution	████████

Total Contribution from all Project partners

**Timetable** estimates of the number of months after the start of the project to reach the following stages:

Stage	Number of Months

#### Data Collection

If the research involves data collection or acquisition, please indicate how existing datasets have been reviewed and state why currently available datasets are inadequate for this proposed research. If you do not state to the contrary, it will be assumed that you (as principal applicant) are willing for your contact details to be shared with the affiliated data support service (UK Data Service) working with the Research Councils.	
Will the research proposed in this application produce new datasets?	Yes

Will this data be:	<input checked="" type="checkbox"/> Quantitative <input checked="" type="checkbox"/> Qualitative
Please give a brief description of the datasets.	<div></div> <div></div> <div></div>
It is a requirement to offer data for archiving. Please include a statement on data sharing. If you believe that further data sharing is not possible, please present your argument here justifying your case.	<div></div> <div></div> <div></div>
Who are likely to be the users (academic or non-academic) of the dataset(s)?	<div></div> <div></div>
Please outline costs of preparing and documenting the data for archiving to the standards required by the affiliated data support service (UK Data Service) working with the Research Councils.	<div></div> <div></div>

## Classification of Proposal

### (a) User Involvement

The nature of any user engagement should be indicated

Design	x
Execution	x
Dissemination	x
Training	x
Not applicable	

## Proposal Classifications

### Research Area:

Research Areas are the subject areas in which the programme of study may fall and you should select at least one of these. Once you have selected the relevant Research Area(s), please ensure that you set one as primary. To add or remove Research Areas use the relevant link below. To set a primary area, click in the corresponding checkbox and then the Set Primary Area button that will appear.

Please select one or more Research Areas

Subject	Topic	Keyword
Management and business studies	Human Resource Management [Primary]	Employee Relations
Management and business studies	Human Resource Management [Primary]	Industrial Relations
Management and business studies	Human Resource Management [Primary]	

### Qualifier:

Qualifiers are terms that further describe the area of study and cover aspects such as approach and geographical focus. Please ensure you complete this section if relevant.

To add or remove Qualifiers use the links below.

Type	Name
Approach	Exploitation of existing datasets
Approach	Knowledge exchange
Approach	Qualitative
Approach	Quantitative
Collaboration location region	Scotland
Geographic Area	UK & Ireland
Project Engagement by Sector	Academic Users
Project Engagement by Sector	Business Sector
Project Engagement by Sector	Central and Local Government
Project Engagement by Sector	Other Public Sector
Project Engagement by Sector	Professional/Statutory Bodies
Project Engagement by Sector	Third Sector
Public Engagement Audience	Adults by occupation
Public Engagement Audience	Those affected by issue
Public Engagement Methodology	Public dialogue discuss/debate
Public Engagement Methodology	Publication
Public Engagement Methodology	Website dominated activity
Public Engagement Methodology	Workshop

### Free-text Keywords:

Free-text keywords may be used to describe the programme of study in more detail. To add a keyword, you first need to search existing Research Areas by entering the keyword in the Search box and selecting the Filter button.

If the keyword is adequately reflected by one of the terms displayed below, click in the corresponding checkbox then select Save. If no potential matches are displayed, or none of those displayed are suitable, select the Add New button followed by the Save button to add it as a descriptor.

To add or remove those previously added use the links below.
