

# Examination of the impact of the changing nature of employment regimes on employees in the supply chain

## Overview

Exploring the changing nature of work in a specific context – Scottish spirits industry –, and what are the drivers of that change.

1. New production context in a globalised and flexible market;
2. Work organisation and performance regimes;
3. Job quality – Task discretion and work intensity;

## Research objectives

Understand the linkages and changing relations between capitals along the supply chain;

Explore the changing dynamics' effect on the nature of work;

Understand the changing nature of work and its effects in the shop-floor, particularly in terms of performance management;

Explore the effects that changing nature of performance regimes have on workers' experiences of work intensity;

Explore in what ways labour resists and reshapes objective structures of the labour process.

## Research design

### 1<sup>st</sup> phase

This phase aims at understanding how the company has evolved over the years in response to market demands, through access of company's documentation and semi-structured interviews to key individuals in the UK and overseas;

### 2<sup>nd</sup> phase

Fieldwork will be held in the packaging site in Glasgow to explore workers' and management's perspectives on work organisation, in order to understand demands that supply/market dynamics place on job quality on the shop floor. Interviews will be held with shop-floor workers, union representatives, supervisors and managers.

## Next steps

Commencing fieldwork late 2014 – early 2015, which will go for 3 to 4 months:

- Document analysis and interviews to management;
- Observation of daily routines and interviews to key actors;

Analysing data in second semester of 2015 according to the main themes relevant to the research project;

Writing up first drafts of the research project in the beginnings of 2016;

