

**Dr. Ioulia Bessa**  
**Associate professor, Human Resource Management**  
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Ioulia Bessa is an Associate Professor. Her research focus includes non-standard forms of employment and their connection to precarity, underemployment/unemployment, as well as the use of quantitative instruments and methods to measure and understand precarity in different recessionary contexts including the post-BREXIT and post-Covid-19 period and also in the platform economy. Ioulia is very interested in looking at how precarious and uncertain periods affect mental health, wellbeing, life and job satisfaction. She has used a range of secondary datasets (UK national and international) and has published in a number of different journals in the area of Industrial Relations and Sociology of work, such as *Work, Employment and Society*, *British Journal of Industrial Relations* and *Human Relations Management*. She is currently Editor at *Work, Employment and Society*.

#### **APPOINTEMENTS**

##### **Associate professor**

**2024-present** ALBA Graduate business School, Athens

**2022- present** Leeds University Business School, University of Leeds  
(July 2021-January 2022, Maternity leave)

##### **Assistant professor/University Academic Fellow**

**2015 – 2021** Leeds University Business School, University of Leeds  
(November 2016-October 2017, Maternity leave)

##### **Research Fellow**

**2012 – 2014** Leeds University Business School, University of Leeds.

## EDUCATION

May 2012 (graduation and nomination 2013)

**PhD, Human Resource Management**, Cass Business School, City University of London.

Oct 2008

**Mphil, Innovation, Strategy and Organisations**, Judge Business School, University Of Cambridge.

Sep 2005

**M.A., Organisational Communication**, Steinhardt School/Stern Business School, New York University, USA.

Sep 2004

**B.A., International and European Economic Studies**, Panteion University of Social and Political Sciences, Athens, Greece

## PEER REVIEWD PUBLICATIONS

Bessa, I., Hodder, A., Kelly, J. (2024) Why Do So Many People Not Vote? Correlates of Participation in Trade Union Strike Ballots Why Do So Many People Not Vote? Correlates of Participation in Trade Union Strike Ballots.”, **Work, Employment and Society**, doi: 10.1177/09500170241249021.

Umney, C., Stuart, M., Bessa, I., Joyce, S., Neumann, D., & Trappmann, V. (2024). Platform Labor Unrest in a Global Perspective: How, Where and Why Do Platform Workers Protest? **Work, Employment and Society**, 38(1), 326.

Stuart, M., Trappmann, V., Bessa, I., Joyce, S., Neumann, D., & Umney, C. (2023). Labor Unrest and the Future of Work: Global Struggles Against Food Delivery Platforms. **Labour Studies Journal**, doi: 0160449X231178780

Wang, S., Kamerade, D., Bessa, I., Burchell, B., Gifford, J., Green, M. & Rubery, J. (2022). The Impact of Reduced Working Hours and Furlough Policies on Workers’ Mental Health at the Onset of COVID-19 Pandemic: A Longitudinal Study. **Journal of Social Policy**, 1-25. doi:10.1017/S0047279422000599.

Bessa I., Charlwood A., Valizade, D. (2020) Do Labour Unions Cause Job Dissatisfaction? Evidence from a Quasi-Experiment. **British Journal of Industrial Relations**, 7: 1–29.

Avgoustaki A. and Bessa I. (2019) Examining the link between flexible working arrangement bundles and employee work effort. **Human Resource Management**, 58(4): 431-449.

Alberti, G., Bessa, I., Hardy, K., Trappmann, V., Umney, C. (2018) Editorial Introduction 'In, Against and Beyond Precarity: The Struggles of Insecure Workers' **Work, Employment and Society**, 32 (3): 447-457.

Bessa I. and Tomlinson J. (2017) Established, accelerated and emergent themes in flexible work research. **Journal of Industrial Relations**, 59(2):153-169.

## GRANTS AND RESEARCH PROJECTS (INDICATIVE AND ONLY RECENT)

2023: **TFIN** (Transforming the Foundation Industries)- **Gender and ethnic pay gap in foundation industries**. (PI Jennifer Tomlinson) - £63,204.81 -April – September 2023.

2022-2025: **ESRC- Labour mobility in transition in the UK (LIMITS)** (PI Gabriela Alberti) £1 million- October 2022- October 2025.

2020-2025: **ESRC-Digital Futures at Work (Digit Centre)** (PIs Jackie O’ Reilly/Mark Stuart) £8 million – January 2020-January 2025.

2020: **“Platform labour unrest and a return of associational power? The case of food delivery platforms”** £4000, Friedrich-Ebert-Stiftung (FES) Institute, with Trappmann V. (PI) and Joyce S., Neumann D., Stuart M., and Umney C. (CO-Is).

2020: **“Worker protest in the platform economy”**. International Labour Organization (ILO), \$12,5000 with Joyce S., Neumann D., Stuart M., Trappmann V. and Umney C.

2019: **Talent Match Initiative Evaluation** (voluntary sector-led approach to moving disadvantaged NEETs closer to the labour market) £5000 with Dr Jo Ingold.

#### **CONFERENCES AND ACADEMIC EVENTS ORGANISING (INDICATIVE)**

**June 2023 and January 2020:** Disrupting Technology: Contextualising Continuity and Change in Technology, Work and Employment, CERIC, Leeds University, UK. Co-organised with Charles Umney.

**September 2016:** *Work Employment and Society Conference: 'Work in Crisis'* University of Leeds, Centre for Employment Innovation and Change (CERIC). With Mark Stuart, Vera Trappmann, Jenny Tomlinson, Gabriella Alberti, Kate Hardy, Charles Umney.

#### **TEACHING**

2018-present: Quantitative Research Methods in Social Sciences; People Analytics (postgraduate level)

#### **ADMINISTRATION AND LEADERSHIP**

- 6 PhD candidates and 2 completed
- Director of PGR Studies 2021-2024

#### **COMPUTING**

STATA, SPSS, Mplus, currently starting working with R

#### **MEMBERSHIPS AND EXTERNAL POSITIONS**

2024-present	Editor at WES
2023-2024	Work Employment and Society (WES) Editorial Board
2019	Higher Education Fellow
2013-2016	External Examiner/Collaborator, ESCP Europe (London)
2013-present	Member of CYGNA (Women in Academia (Management) Network)