

Eddy Donnelly, Ph.D., M.Sc., M.A., CMIPD

Employment Relations and Organisational Behaviour Group
Department of Management
London School of Economics
Houghton Street, London WC2A 2AE
tel: 020 7955 6691
e-mail: e.d.donnelly@lse.ac.uk

EDUCATIONAL QUALIFICATIONS

- 2006 LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE**
PhD in Industrial Relations
- Thesis title: *Centralised bargaining reform in the New South Africa and the role of employer associability.*
- 1994 LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE**
MSc in Industrial relations and Personnel Management
- Thesis title: *An empirical investigation into the propensity of union members to renew membership when given the opportunity not to.*
- 1982 THAMES POLYTECHNIC**
MA in Management Studies
- Thesis title: *The function of the clothing manufacturing wages council: is there a case for its abolition?*
- 1974 UNIVERSITY OF LONDON**
Post Graduate Certificate in Teaching
- 1972 UNIVERSITY OF SHEFFIELD**
BA (Honours) Economics

EMPLOYMENT (Higher Education)

- 2008 - LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE**
Seear Fellow, Employment Relations and Organisational Behaviour
teaching: ID400 , ID100
- 1996- BOURNEMOUTH UNIVERSITY**
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|----------------------------------|----------------------------|-------------|
| <i>Research Fellow</i> | CRiM Research Centre | (2008-2010) |
| <i>Programme Director</i> | HRM Postgraduate programme | (1996-2006) |
| <i>Senior Lecturer</i> | Employment Relations/ HRM | (1996-2008) |
- 1986-1996 THE LONDON INSTITUTE (UNIVERSITY OF THE ARTS)**
Lecturer / Senior Lecturer in HRM
CIPD Programme Leader

RESEARCH INTERESTS

Comparative employment relations systems; labour relations reform in transforming economies (including South Africa); international labour standards; migrant workers into the British workplace.

PUBLICATIONS

Clarke, L. Donnelly, E., Hyman, R., Kelly, J., McKay, S. and Moore, S. (forthcoming in 2011). 'What's the point of industrial relations?'. *International Journal of Labour Law and Industrial Relations*, 27 (?).

Wilczek, B., Donnelly, E. and Freedman, P. (2009). 'Choice and constraint in migrant worker acculturation: towards a new approach'. *Industrial Relations and Human Resources Journal*, 11 (5): 35-49.

Donnelly, E. and Kiely, J. (2007). 'Learning representation in the United Kingdom: Helping unions to organise or not?'. *International Journal of Employment Studies*, 15 (1): 69-89.

Donnelly, E. and Dunn, S. (2007). 'Labour relations reform and policy directions for transforming states'. *South African journal of Labour Relations*, 31 (1): 6-25.

Donnelly, E. and Dunn, S. (2006). 'Ten years after: South African employment relations since the negotiated revolution'. *British Journal of Industrial Relations*, 44 (1): 1-30.

Donnelly, E. (2001). 'Borrowing from Europe? Employers' views on associability and collective bargaining reform in the New South Africa'. *International Journal of Human Resource Management*, 12 (4): 551-567.

Donnelly, E. and Dunn, S. (2001). 'Choice or constraint? The case of labour relations reform in South Africa'. In P. Blyton, E. Heery and P. Turnbull's (eds.) 'Politics, Public Policy and the Employment Relationship', *Management Research News* 24 (10/11): 24-26.

Donnelly, E. (1999). 'Democratic Corporatism in the New South Africa: Advance or Retreat?'. In M. Upchurch's *The State & Globalization*. London: Mansell (pp. 193-227).

Donnelly, E. (1997). 'Redesigning industrial relations in the New South Africa (first principles, first problems)'. *Occasional Paper*. University of North London: centre for Research into Equality in Business (CERB).

Upchurch, M. and Donnelly, E. (1992). 'Membership patterns in USDAW from 1980 to 1990: survival as success?'. *Industrial Relations Journal*, 23 (1): 60-68.

REFEREED CONFERENCE PAPERS

Clarke, L. Donnelly, E., Hyman, R., Kelly, J., McKay, S. and Moore, S. (2008). 'What's the point of industrial relations?'. Plenary paper presented to the British Universities Industrial Relations Association Conference (BUIRA) at the University of the West of England. 26-28 June 2008.

Donnelly, E. and Freedman, P. (2008). 'Union Learning Representation: perceived differences in role and identity'. Paper presented to the British Universities Industrial Relations Association Conference (BUIRA) at the University of the West of England. 26-28 June 2008.

Donnelly, E., Freedman, P. and Wilczek, B. (2008). 'Choice and constraint in migrant worker integration: the case of Polish workers in the British workplace'. Paper presented to the Industrial Relations in Europe Conference (IREC) at University of Greenwich (London). 23-25 June 2008.

Donnelly, E. and Kiely, J. (2007). 'Union Learning Representatives: Championing unions or (just) learning?'. Paper presented to the International Employment Relations Association (IERA) Conference at Canterbury University (Kent). 10-12 July 2007.

Donnelly, E. and Dunn, S. (2007). 'Ideal type modelling and labour relations reform for transforming States'. Paper presented to the Industrial Relations in Europe Conference (IREC) at Athens University (Greece). 26-28 July 2007.

Donnelly, E., Kiely, J.A., Armistead, C.A., and Ford, T. (2005). 'Making a difference? Union Learning Representatives and the Learning Agenda'. Paper presented to the British Academy of Management Conference (BAM), Oxford University. 13-15 September 2005.

Donnelly, E. and Dunn, S. (2005). 'Policy discretion for transforming states? South Africa and its negotiated revolution'. Paper presented to the 'Worlds of Work' 13 th. International Employment Relations Association Conference (IERA) at Aalborg University (Denmark). 26-29 June 2005.

Donnelly, E. (2000). 'Reforming South Africa's labour relations: early evidence on employer associability'. Paper presented to the South African Industrial Relations Association Conference at Cape Town University (South Africa). 4 -5 November 2000.

Donnelly, E. (1999). 'Transforming the New South Africa: The small matter of employer associability?'. Paper presented to the British Universities Industrial Relations Association Conference (BUIRA) at De Montfort University. 1-3 July 1999.

PROFESSIONAL AFFILIATIONS

Membership of:

Chartered Institute of Personnel and Development (CIPD)
British Universities Industrial Relations Association (BUIRA)
International Employment Relations Association (IERA)
ACAS (Wales and West) Employment Relations Forum Steering Group
BUIRA Migrant Study Group
European Migrant Network
TUC Union Learn Network

PROFESSIONAL DEVELOPMENT

LSE Africa Affiliation Forum

Co-organiser

Series of ESRC Research Seminars on Migrant workers (2010/2011)

Journal Referee/ Book Reviews

British Journal of Industrial Relations, Industrial Relations Journal, International Employment Relations Review)

External Examiner

Brighton University, Portsmouth University

Research Associate

Comparative Organisation and Equality Research Centre, London Metropolitan University