

Institution: London Metropolitan University
Unit of Assessment: UoA 27 Area Studies
<p>a. Context</p> <p>There is a strong relationship between impact, research and teaching at LondonMet whose mission is to transform lives through education and quality research, as well as to meet society's needs through a socially responsible agenda. This socially accountable and redistributive ethos is reflected in the university's long history of addressing the needs and realities of the less privileged strata of British society. Thus social justice remains a key driver of our Area Studies research into migration, inclusion and exclusion, and representation processes – particularly in relation to changing forms of work in different European communities.</p> <p>Three main non-academic user groups and beneficiaries are reached by our research:</p> <ol style="list-style-type: none"> (1) Civil society groups (trade unions, employers and Third Sector not-for-profit organisations); (2) Directly affected ethnic minority workers, migrants, and other minority groups; and (3) European, national- and local-level policy-makers and government agencies concerned with voice, representation and discrimination in migration and at work. <p>The principal types of impact arising from our research are experienced in public and policy engagement with the issues addressed. This engagement is triggered through our use of several different communication strategies, including film, photographic exhibitions, accessible web-based reports and findings, interviewee-involvement, focus group feedback, and public meetings as well as through media coverage, published reports, articles, chapters and books.</p> <p>The work of the ISET and WLRI clusters within the submission is thus clearly 'applied' research, answering questions of key relevance to our user groups, funders and the subjects of the research. Much of the research of the Culture and Languages cluster is also applied, but in ways which stress the importance of deepening general understanding. Real world impact was a criterion for assessing projects for internal support in this cluster (e.g. teaching relief, support for travel).</p> <p>b. Approach to impact</p> <p>Our approach to non-academic users, beneficiaries and audiences over the whole period 2008-2013 has been rooted in the philosophy of user-engagement and giving voice to those who are rarely heard. Our experience is that this approach maximises the ownership of impact by those involved in the research process.</p> <p>In the research undertaken we formed advisory groups of non-academic users and practitioners to frame the research and build upon it. In the <i>Conciliation, Arbitration and Mediation</i> 2009-11 project Contrepois brought together a group of lawyers, trade unionists and industrial tribunal judges in Paris to advise the French side of the research. Jefferys brought the heads of the TUC's Equality Department and of the ACAS (Advisory Conciliation and Arbitration Service) research department and two leading ACAS conciliators together in London. This research led to a research paper and articles in <i>Employee Relations</i> and a special <i>International Journal of Human Resource Management</i> issue on alternative conflict resolution, helping influence conciliator, human resource and trade union behaviours. Mai's advisory board for the 2007-2009 ESRC <i>Migrant Workers in the UK Sex Industry</i> project described in the Ref 3b also involved several key stakeholders. In the <i>Challenging Racism at Work</i> 2012-13 project Henry brought together a UK advisory group of trade union equality officers with equality consultants and academic experts, of whom ten travelled to Paris to meet counterparts from the four other countries that had also previously conducted parallel research in 2002-5. The earlier LondonMet FP5 research led to a TUC pamphlet. A special issue of the European Trade Union Institute review, <i>Transfer, on A Decade of Racism at Work</i> and a film are now being scheduled. In 2009 Threlfall brought together campaigners from UNISON, The Muslim Council of Britain, The Princess Royal Trust for Carers and the National Association of Women's Organisations to draft <i>Europe's Social Situation, Towards a More Inclusive View</i>, in response to the European Commission's social stocktaking exercise, with funding from the EU Representation in the UK and Loughborough University. In 2010 she hosted representatives of ethnic minority women's and youth organisations for a networking and discussion day on the political representation of British ethnic minorities, especially women, with 7 BME organisations, 2 Councillors and a Prospective Parliamentary Candidate, since elected.</p>

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In some research areas we worked consistently with the same NGOs. **McKay** developed strong relations with the Migrants' Rights Network (MRN), which not only helped advise the FP6 *Undocumented Workers' Transition* project in 2008-9, but also the ESRC *Undocumented migrants, ethnic enclaves and networks* project of 2011-13. The findings of both projects were publicised in the MRN newsletters and blogs and their recommendations developed and presented to policy-makers. The 2011 monograph *Undocumented Workers' Transitions* is now in paperback, indicating demand beyond academic users. **Mai's** 2011 evaluation of the services for migrant sex workers in the London Borough of Haringey involved co-operation with SHOC (an NHS service supporting sex workers that is a member of the UKNSWP) and x:talk (a sex workers' rights activist group), both of which had been involved in his *Migrants in the UK Sex Industry* project. **Markova's** 2011-12 EU DG Justice research on *Societal Diversity in European Media* led to an 80-strong day-long *Media4All* event involving free media training for migrants organised jointly with the Migrant Resource Centre (MRC). As a result, a year later the MRC asked Markova to carry out an analysis of media stereotypes of ethnic minorities. Between 2008 and 2011 **Henry's** research on the health consequences of restructuring led to continuing close collaboration with the UNISON trade union and the development of a model of good practice for European health and safety professionals.

Other research generated significant levels of interactions with the general public. **Mai's** ESRC research informed *Normal*, a 48-minute documentary film bringing the real life stories of male, female and transgender migrants working in the sex industry to the screen. It was screened in a variety of local, national and international settings (including the London *Raindance International Film Festival* in 2012 and Goldsmiths College, the Leeds' *Queer Film Festival* and the San Francisco *Sex Workers Film Festival* in 2013) to a diverse audience of students, sex workers, public services, NGOs and policymakers and academics. **Contrepois** created a photographic exhibition based on the *Diverse Communities* chapter of the 2008-11 EU FP7 *SPHERE Restructuring regions and social identity* project first in French and then in English and Spanish. This was open to the public for up to four weeks in six locations in France (and seen by 2,000 people with good coverage in *Le Parisien*, France's biggest daily paper), two in the UK and with Spanish text and images twice in Spain. Contrepois was invited in March 2013 to sit on the Essonne Regional Council's Advisory Body on Industrial Heritage. Two years earlier the Council funded a local historical association (a member of the French SPHERE advisory group) to commission her to produce a 35-minute DVD from SPHERE. Contrepois jointly edited a book for Palgrave based on the project, while **Jefferys** published an article with the Spanish team. **Murray's** photographic and documentary exhibitions of 2010 and 2011 on Irish migration, *Home Away From Home: London's Irish County Associations*, illustrate how outreach to the general public can assist dialogue and understanding between audience and the academic, directly contributing to the context for his monograph, *London Irish Fictions*.

Much research fed directly in to policy-making. This was the case with the 27-country EU Fundamental Rights Agency (FRA) research carried out in 2008-9 into the impact of the 2000 Racial Equality Directive (RED) on employers and trade unions and led by **Jefferys** and **McKay** and on which **Contrepois** and **Markova** also worked. The FRA's Director Morten Kjaerum used the 2010 report (published in English, French and German) to endorse its recommendations that 'Practical initiatives by social partners – namely employers and trade unions – and social dialogue promoting equal treatment at the workplace, are critical to eliminating discrimination on the grounds of race and ethnicity'. Subsequently, when the FRA's concluding review on the first ten years of the RED was published in 2012 the LondonMet research was again centre stage, including references to its recommendation for further research into ways of making employment sanctions more effective. **Mai's** *Migrant Workers in the UK Sex Industry* informed a parliamentary debate (10 October 2010) on the relationship between migration, the sex industry and trafficking and contributed to a more diverse policymaking and public discourse, within which trafficking is now addressed separately from sex work.

Researchers in Culture and Languages aim at impact through public lectures, readings, performances and outreach activities, often targeted at local communities. Examples are - book launches which attract considerable public audiences, e.g. by **Murray** (*London Irish Fictions*, 2012) - outreach activities (four three-day AS level master classes at Easter 2008-11 for French, Spanish and German involving over 200 London school students; a 'Lost in Translation' workshop 2009) - secondment of staff (**Fischer**) to prepare a successful joint bid with SOAS to 'Routes into

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Languages' to form the CapitalL consortium of 8 London HEIs.

Consistent support for staff to achieve impact over the whole period is evidenced by

- the provision through 2008-13 of top-up dissemination budgets and administrative time to ensure maximum public involvement in research-led events (10 with 100+ attendances and a further 8 with 50+) or book launches (12);
- the Faculty of Social Sciences and Humanities permanently installing the SPHERE exhibition along its corridor walls at the university's Holloway Road campus in 2012;
- ISET releasing **Mai** part-time in 2009 and 2010 to complete an MA in Film-making where he learned how to edit the ethnographic audiovisual material he had gathered in his research and to transform them into documentaries maximising the reach and impact of his findings;
- Faculty support for involvement with local communities in holding accessible and well-publicised public lectures, seminars and book launches.

c. Strategy and plans

Our future research strategy is embedded in the university priorities given to applied research and to using research in teaching. We will focus on research into work, migration and the EU and endeavour to influence both the perceptions of the public and of policy makers to help improve social cohesion and the lives of the disadvantaged through legislative and practical measures. We will approach national and European funders, making the impact potential of our research, particularly using film and images, a key feature of our applications. We plan to develop this research through new applications to the ESRC, Leverhulme and Nuffield as well as continuing to respond successfully to targeted calls from the Joseph Rowntree Foundation. We will continue to undertake research commissioned by the trade unions and other non-governmental organisations and we will also respond to the new European Framework research call and other calls in the employment and migration areas from Europe (including around multi-lingual issues at work). Within a wider Faculty of Social Sciences and Humanities Research Area we will work in a more integrated and multi-disciplinary way.

d. Relationship to case studies

As a direct result of **McKay's** research at the Working Lives Research Institute (WLRI) on precarious work and migration, the HSE (UK Health and Safety Executive) now records the migration status of victims of accidents at work and established dedicated services delivering key information to migrant workers into 20 languages. Directly arising from her research on migrant workers McKay was one of three peer reviewers to sit on the government inquiry into the causes of fatal accidents in construction, resulting in the report to the UK Parliament: *One death is too many* (July 2009). The EU DG Employment-funded '*Precarious work and social rights*' and FP6 '*Undocumented Workers' Transitions*' projects reported their findings to the European Parliament in 2012 and were asked to produce an EC policy brief.

Mai's research on the nexus between migration, gender/sexuality and vulnerability to exploitation has been funded by the ESRC, the International Organisation for Migration, Save the Children and by the French Region PACA. The crucial finding that only a minority of migrant sex workers were trafficked in the ESRC-funded 'Migrants in the UK Sex Industry' project was confirmed by the only quantification of sex trafficking in England and Wales undertaken by the Association of Chief Police Officers which had asked Mai to be a consultant as a result of his earlier research. As a direct consequence of these interlinked research findings current UK police government guidelines and strategies on trafficking are separate from those on prostitution and acknowledge that a minority of migrants are trafficked. The findings of Mai's research on migrant children and adults involved in prostitution and illegal activities are used by international and grass root organisations to advocate for the rights of vulnerable migrants in the UK and in the EU.

The Area Studies UoA is submitting the McKay and Mai's case studies primarily because they show the centrality of our policy of building impact at the core of our research activities through the collaboration with the populations and the main stakeholders that are directly involved. A second reason is that they also present highly evident and demonstrable impacts on policymaking, public discourse, civil societies and public services, while also offering strong chances of being further developed through new research activities in the future.