



Work on Demand: Contracting for Work in a Changing Economy

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Law and Legalities at Work: the Role of the HR Profession as Producers and Transmitters of Legal Ideology

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In this paper, I present the culmination of close to two years of work on the role of the HR profession in constructing legality at work. Previous conceptual papers have made the case for the need to explore legal consciousness in relation to employment relations, particularly in light of ‘juridification’, and specifically, the under-researched role of HR professionals, and their institutional bodies such as the CIPD in the UK. Dukes and Kirk (2020) explored how employment protection rights are implemented by HR professionals, while being sublimated by other norms and forces most notably, marketized discourses. Boltanski and Chiapello (2018) have described managerial discourses as the transmitter par excellence of *The New Spirit of Capitalism*, offering justification for, and outmoding critiques of, the existing order. Dukes and Kirk began to explore the interstices between HRMism and both discourses of rights and, more solidly, applicable law in relation to wider societal legal consciousness, i.e. the construction of legality generally, and norms regarding work, employment and justice more specifically. Here, I illustrate these processes with freshly gathered empirical data from ethnographic interviews and analysis of the discourses of HRMism and the CIPD.