

## **Track 2: Governance and workforce dynamics in healthcare: intersecting flows of power and the remaking of inequalities**

### **Track chairs**

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### **Track outline**

Across countries the healthcare sector faces rapid changes fuelled by both policy changes and workforce dynamics. Visionary models of partnership governance and an increasing significance of managerial regimes together with collaborative care and a team-centred organisation challenge classic professional hierarchies and the segregation of the health labour market. Health policy changes are accompanied by new legislative attempts to improve equal opportunities in career and employment, such as supranational gender mainstreaming policies and equal opportunity laws. Changing health policies interface with labour market changes and changing patterns of individual arrangements relating to work, career and life, including gender arrangements as well as the decision to migrate in order to improve life chances.

Linking policy and workforce changes set focus on a complex unsettlement in the health professions that shift the classic lines of inequalities in employment and career but in different and uneven ways. Especially the question must be addressed as to whether an ongoing increase in women in the medical profession and upward mobility of mainly female professional groups in the middle-range of professions, such as nursing, march in step with new lines of division alongside race/ethnicity and how they intersect with gender. The new migration flows of highly qualified professionals together with the mobility tracks of low status occupational groups and unskilled workers create a new source of 'making' social inequalities in an expanding and highly competitive labour market of healthcare. In this situation the flows of power accelerated by new governance and public management may even reinforce social inequality. The intersecting dynamics of management and workforce change raise new questions on the governance of an international health workforce and the significance of power-sensitive diversity management.

We invite papers that explore the complex dynamics of governance and workforce change in healthcare organisation and management and a wide range of professional groups addressing either one dimension of change or intersecting dynamics. Papers from PhD students are very welcome.

### **Key words**

Governance, workforce dynamics, healthcare, power, inequality