



**Maynooth
University**

National University
of Ireland Maynooth

Employment Status and Undeclared Work

Maynooth University Department of Law

Friday, 20 November 2015

Phoenix Boardroom,

1st Floor Phoenix Building, North Campus, Maynooth University

Speaker Biographies

Conference Chair: Ms Justice Mary Laffoy



Ms Justice Laffoy was appointed a Judge of the Supreme Court in 2013. She had previously served as a senior judge of the High Court, having charge of the Chancery List that deals with the various applications under the companies acts. Justice Laffoy was educated at UCD and the King's Inns and was called to the Bar in 1971. Following a distinguished career as a senior counsel working in many of the major cases of the day, particularly in the areas of conveyancing, commercial and company law, she was appointed to the High Court in 1995. Judge Laffoy presided over the Commission to Inquire into Child Abuse until 2003. Ms Justice Laffoy has vast experience as a practitioner and member of the judiciary in a range of areas, including commercial law, employment law and mediation, and family law. Ms Justice Laffoy is also an Honorary Adjunct Professor of Law at Maynooth University.

Andrea Broughton



Andrea Broughton BA, MA, PGDip joined IES in 2006 and has over 20 years' experience of research and writing in the areas of employment relations and industrial relations, specialising in international comparative research. She has managed a wide range of qualitative international research projects in the employment and labour market areas, being involved in all stages, including initial research design, fieldwork, analysis and report writing. She is currently working on projects for Eurofound, Dublin, the European Commission, the International Labour Organisation, and the European Agency for Safety and Health at Work (EU-OSHA). Specific areas of interest include workplace-level industrial relations, European social dialogue, employee involvement, restructuring and change management, health and wellbeing issues and work-life balance. Current projects include heading the consortium that functions as the EU-level national centre for Eurofound's Observatories on industrial relations, working conditions and managing change, and drafting guidelines on managing enterprise restructuring in Bulgaria

and Romania, for the ILO. Recent projects include fulfilling the role of Chief Editor of the European Commission's Industrial Relations in Europe 2012 report, managing a large-scale project on worker involvement in health and safety for the HSE, managing a project looking at working conditions and social dialogue in the European hairdressing sector, and carrying out an evaluation of EU-OSHA's Healthy Workplaces Campaign on working together for risk prevention. Andrea is a member of the International Industrial Relations Association.

Professor Alan C. Neal



Professor Alan Christopher Neal, LLB (Warwick), LLM (London School Of Economics), DGLS (Stockholm), Barrister (Gray's Inn), is Professor of Law and Director of the Employment Law Research Unit. He is a lifetime Professor in the Zhejiang University (PRC), and Visiting Professor in the Beijing Jiao Tong University (PRC), as well as in the University of Paris II (Pantheon). Formerly, he was Professor of Law in the University of Leicester (1988-2000). He has been Visiting Professor in the University of Paris I (Sorbonne), the University of Salford, and in the University of Trento. Called to the Bar of Gray's Inn in 1975, Professor Neal is a practising barrister with Cloisters (1 Pump Court, Temple) and with 2 New Street Chambers (Midland & Oxford Circuit, Leicester). He holds judicial office (since 1995) as a part-time Employment Judge (London Central), and has been Convenor of the European Association of Labour Court Judges since 1996. He is a member of the ILO's group of senior labour judges. Professor Neal was the founding editor and is now Scientific Director of the International Journal of Comparative Labour Law and Industrial Relations, having been its Editor-in-Chief between 1984 and 1995. He sits on the editorial boards of a number of international and comparative journals, and is the General Editor of the monograph series Studies in Employment and Social Policy (published by Kluwer Law International).

Dr Des Ryan



Dr Desmond Ryan LL.B., B.C.L., M.A. (Oxon.), Ph.D., Barrister-at-Law (King's Inns) is a Lecturer in Law at Trinity College Dublin and a practising Barrister specialising in Employment Law. He lectures in Tort Law, Employment Law (LL.B.) and Employment Litigation (LL.M.). and his research interests are primarily in the areas of Employment Law and Tort Law. Having graduated with First Class Honours and a Gold Medal in Law from Trinity College Dublin (LL.B.), he pursued graduate studies in Law at the University of Oxford, where he obtained the degree of Bachelor of Civil Law (B.C.L.), graduating with Distinction, and the degree of Master of Arts (M.A.). He received an Ussher scholarship at Trinity College Dublin to pursue his Ph.D. thesis, completed in 2009 and for which he was awarded his Doctorate. He also studied law at Osgoode Hall Law School, Toronto, and at the Honorable Society of King's Inns, Dublin. He was previously a Visiting Professor at the University of San Francisco (USF) School of Law. Desmond Ryan has published work in a number of international peer-reviewed journals, including *The*

Cambridge Law Journal, *The Conveyancer and Property Lawyer*, the *Northern Ireland Legal Quarterly*, and the *Dublin University Law Journal*. He is co-author of *Employment Law in Ireland* (2009) and co-editor of the *Dublin University Law Journal* and has contributed book chapters to a number of books. He also contributes regularly to the *Quarterly Review of Tort Law* and is the Employment Law Correspondent for the Thomson Round Hall *Annual Review of Irish Law*. Dr. Ryan was awarded the Provost's Teaching Award in 2011. He is a College Tutor.

Professor Bernard Ryan



Professor Bernard Ryan became Professor of Migration Law at the University of Leicester in September 2013. He was previously Professor of Law at the University of Kent. He is the co-chair of the Migration and Law Network, which aims to promote the field of migration law in British universities. Bernard's research interests cover the field of migration law and policy. Bernard has commented on the implications of Scottish independence for immigration and nationality and has argued for reform of labour market regulation in the light of current migration patterns in the United Kingdom. In 2013, he edited *Labour Migration in Hard Times: Reforming Labour Market Regulation?* published by the Institute of Employment Rights.

Professor Sonia McKay



publications and regularly contributing to its journals, *Labour Research* and *Workplace Representative*

Professor Sonia McKay is visiting Professor of European Socio-Legal Studies in the Faculty of Business and Law, University of the West of England. She was previously at the Working Lives Research Institute, London Metropolitan University where she headed a number of research projects, mainly focusing on discrimination, migration and collective organisation. She holds a law degree from Queens University, Belfast and a Ph.D. in employment law from Wolfson College, Cambridge. She previously worked for the Labour Research Department (LRD) where she held the post of employment law researcher from 1983 until 2004. Sonia also has a background in journalism as during her period at LRD she was editor of one of its

Fergus Whelan

Fergus Whelan is an Industrial Officer with the Irish Congress of Trade Unions (ICTU). Fergus has extensive experience as a trade union official, working for a long-time in the construction sector. In particular, he has been a long-standing member of the The Hidden Economy Monitoring Group (HEMG). This is a non-statutory multi-agency group comprising of representatives from business groups, trade unions and State agencies group who have a common commitment to tackle the shadow economy.

Helen Lowry

Helen Lowry is a Community Work Coordinator with Migrant Rights Centre Ireland. A graduate of the Higher Diploma in Youth and Community Work from Maynooth University, she has also recently completed a Masters in Applied Social Studies. Helen established MRCI's Migrants' Forum, has coordinated several leadership development courses, and more recently designed and delivered the first course in Community Work aimed at migrant workers at Maynooth University, with the first participants graduating in spring 2010. Helen has also facilitated interagency initiatives with migrant workers and is an active member of the Community Workers Cooperative.

Rhona Murphy



Rhona Murphy is Head of Employment Law Services at the Irish Business and Employers' Confederation (Ibec). She is a graduate of Trinity College Dublin, where she obtained a law degree (LLB) before qualifying as a solicitor in 1999. She worked in private practice for a number of years, representing employers, employees and trade unions. She joined Ibec's Legal and Equality Unit in 2005 and became Head of Employment Law Services in 2007. Ibec is the primary employer representative group in Ireland, spanning every sector of the economy. The organisation and its sector associations work with government and policy makers, nationally and internationally, to shape business conditions, and economic, social and labour market policy. Rhona is also an Honorary Adjunct

Senior Lecturer in Law at Maynooth University.