

DRAFT PROGRAM: 'GLOBAL WORK, QUALITY WORK' 33rd ANNUAL AIRAANZ CONFERENCE, RMIT UNIVERSITY, 12-14 FEBRUARY 2019

DAY 1: TUESDAY 12 FEBRUARY 2019						
9:00-11:00	REGISTRATION OPEN	POSTGRADUATE & EARLY CAREER RESEARCHER WORKSHOP			AIRAANZ EXECUTIVE MEETING	
11:00-12:30	CONFERENCE OPENING AND PRESIDENT'S ADDRESS					
12:30-1:15	LUNCH					
1:15-3:15	CONCURRENT SESSION 1					
	Experimentation: Actors navigating disruptive faultlines <i>Chair: Peter Fairbrother</i>	Equal Pay: Regulatory approaches <i>Chair: Paula McDonald</i>	Public sector health & social care: Work reforms <i>Chair: Linda Colley</i>	Education spaces as workplaces <i>Chair: Susan McGrath-Champ</i>	Workforce development, employers and skills <i>Chair: Kurt Walpole</i>	The Fair Work Act: Reflections on the 1 st decade <i>Chair: Jill Murray</i>
1:15	12 Ruth Barton & Patrice Jalette Trade unions, management and place: The Australian Manufacturing Workers Union in the vegetable and potato processing industry in North West Tasmania	Gillian Whitehouse & Meg Smith Australia's 'revolving door' approaches to equal remuneration – where to next in the federal jurisdiction?	Ian Cunningham, Alina Baluch, Philip James & Doug Young The consequences of introducing the 'real living wage' in adult social care in Scotland	Karolina Parding, Susan McGrath-Champ, Meghan Stacey & Anna Berg-Jansson Governance reform and the differentiation of employment and working conditions – the case of upper secondary teachers in Sweden	Darryn Snell, Victor Gekara, Harry Tan "Cert III and IV...It is a waste of their time": The dilemmas and contradictions of employers changing attitudes towards qualifications	Anthony Forsyth 10 years on ... (more) testing times for Australia's unions, but what lies ahead?
1:45	Xiaoming Bao Can enterprise unions in China improve union identification? Comparative case studies of six foreign-owned enterprises	Jane Parker & Noelle Donnelly Equal pay in New Zealand: A review of legislative provisions and key cases since 1990	Eileen Willis, Julie Henderson, Tracey Giles, Diane Chamberlain & Ian Blackman The impact of the Independent Hospital Pricing Authority determination to risk adjust funding for adverse events: a new round of work intensification	Christina Howe Experiences and perceptions of change of career teachers integrating into Western Australian government secondary schools as their new work environment.	Chris Wright & Colm McLaughlin Critically assessing the 'skills' underpinning skilled migration schemes	Sarah Roberts Protected action ballots under the Fair Work Act – democracy or bureaucracy?
2:15	Patrice Jalette, Gregor Murray, Tim Bartram, Pauline Stanton, John Burgess The Employment Practices of MNEs in the Resources Sector: A Canada – Australia Comparison	Sara Charlesworth & Lisa Heap Delivering on equal pay in the care sector: Australia and New Zealand Compared	Katharina Spaeth, Tse Leng Tham & Peter Holland Paradox of silence in a highly unionised workplace – Insights into the Australian nursing profession	Scott Fitzgerald, Susan McGrath-Champ, Meghan Stacey, Rachel Wilson & Mihjala Gavin The work & workload experiences of fixed contract teachers: The new casualisation of staff in schools?	Roslyn Cameron, Subas Dhakal, Desmond Ayentimi, John Burgess & Scott Fitzgerald The role of industry training councils as key stakeholders in workforce development	Alex Veen Exploring the rationale for the decertification of enterprise agreements: a document analysis
2:45	Raja Abid Socially responsible (irresponsible) employment practices and stock market reaction: An event study	Desmond Tutu Ayentimi & John Burgess Gender equality and inclusion in Ghana; Good intentions, slow progress	Matt Nichol, Elizabeth Shi, Kendall Herbert Empirical research in gender pay equality in the Victoria Public Health Sector		Megan Moskos, Linda Isherwood "The tyranny of distance is ever present": The disability sector and its workforce in rural and remote Australia	Mark Bray, Shae McCrystal & Leslee Spiess What do we know about non-union collective agreement making under the Fair Work Act?

3:15 – 3:45	AFTERNOON TEA					
3:45 – 5:45	CONCURRENT SESSION 2 (DAY 1)					
	Experimentation for better work: Regulatory innovation <i>Chair: Patrice Jalette</i>	Gender, workplace flexibility, and careers <i>Chair: Larissa Bamberry</i>	Public Service work reforms and job quality <i>Chair: Sue Williamson (UNSW)</i>	The 4th Industrial Revolution <i>Chair: Desmond Ayentimi</i>	Paid care work: employment, regulation & job quality <i>Chair: Karen Douglas</i>	Vulnerable workers, working lives <i>Chair: Susan Ressia</i>
3:45	Chris Wright Towards a new web of rules: An international review of institutional experimentations to strengthen labour standards	<u>Melinda Laundon</u> & Penny Williams Paying for it? Flexibility as reward	<u>Linda Colley</u> , <u>Sue Williamson (UNSW)</u> , Meraiah Foley, Rae Cooper Gender equality policies: Gender fatigue and implementation failure?	Alan Montague, Marco De Sisto, John Burgess, Julia Connell Is the HR Profession Prepared for the Challenges of the 4IR?	<u>Tamara Daly</u> & Donna Baines Count Down: Temporality and the construction of care work	<u>Ian Cunningham</u> & <u>Anastasios Hadjisolomou</u> Blurring allegiances within the service triangle: Austerity, unemployment & customer abuse of migrant workers in the Cyprus food retail sector
4:15	<u>Gregor Murray</u> & Gilles Trudeau Labour Law as Institutional Experimentation: The Case of Federalism in Canada	Syeda Nuzhat E Ibrat Career advancement and work-life balance strategies of employees in highly demanding jobs in South Australian Public Sector	<u>Peter Holland</u> & Tse Leng Tham Work intensification as a driver of silence and exit in academia	<u>Ali Tehrani</u> & John Burgess Exploring the Impact of Artificial Intelligence on Work in the Australian Higher Education Sector	<u>Sara Charlesworth</u> & <u>Jennifer Malone</u> The employment experiences of overseas born care workers in Australia	Afreen Huq Challenging the entrepreneurial discourse around women home-based workers' empowerment
4:45	<u>Jonathan Winterton</u> , Mengiong Huo, Peter Boxall Training regimes and skills mismatches in Europe	<u>Meraiah Foley</u> & Sue Williamson (UNSW) Do anonymous job applications reduce gender bias? Understanding managers' perspectives	<u>Julie Douglas</u> , Jane Parker, Noelle Donnelly, Katherine Ravenswood The role of middle managers in progressing gender equity in the New Zealand public service	<u>Ariadne Vromen</u> , <u>Joshua Healy</u> , <u>Andreas Pekarek</u> Consumers and work in the gig economy: Dead end or high road?	<u>Aaron Hart</u> , Dina Bowman & Shelley Mallett Job quality and worker health in aged care: What are the funding and regulatory drivers?	Jasmin Rodd, <u>Terri Mylett</u> , Jennifer Hall Job search experiences of culturally and linguistically diverse immigrants in the Western Sydney Region
5:15	<u>Amanda Coles</u> & <u>Peter Fairbrother</u> What do unions do when there is no fixed employer?	Laetitia Coles Fathers' engagement in routine infant care: the importance of workplace environment and fathers' attitudes	Stephen Blumenfeld The mediating effect of knowledge sharing in the relationship between high-involvement work practices and organisational performance in New Zealand's Public Services	Penny Williams, <u>Paula McDonald</u> & Robyn Mayes Disruption, diffusion and displaced freelancers	<u>Linda Isherwood</u> & <u>Megan Moskos</u> The attraction and retention of nurses and care workers in the Australian aged care workforce	Nicholas Kimberley Working lives after retrenchment: Using a Moral Economy framework to better understand workers' experiences of job loss
5.45 – 8:15	WELCOME RECEPTION (Auditorium) Sponsored by the NTEU					

DAY 2: WEDNESDAY 13 FEBRUARY 2019

8:00 – 9:00	REGISTRATION OPEN / LABOUR & INDUSTRY SUB-COMMITTEE					
9:00– 11:00	CONCURRENT SESSION 3					
	Varieties of experimentation: Digital, Organisational, institutional <i>Chair: Ruth Barton</i>	Gender equality, experiences & attitudes at work <i>Chair: Fiona Macdonald</i>	Regulating work in transnational supply chains <i>Chair: Annie Delaney</i>	The 4th Industrial Revolution <i>Chair: Alan Montague</i>	Employment systems and organisations <i>Chair: Keith Townsend</i>	PANEL
9:00	<u>Gregor Murray</u> , Glenn Morgan, Christian Levesque, Nicolas Roby Disruption, re-regulation and experimentation in the regulation of work and employment: from organizational to institutional experimentation	Mahan Poorhosseinzadeh Who is lucky? Women’s and Men’s Attitudes to Career Planning for Executive Positions	<u>Maria Beamond</u> & <u>Matthew Ripley</u> Creating stakeholder value in the extractives supply chain	<u>Tony Dundon</u> , Cristina Inversi, Debra Howcroft Regulation, voice and the future of work: Digital platform working in the UK	<u>John Budd</u> , Dionne Pohler & Wei Huang (Mis)matched frames of reference: Cognitive foundations of employment systems	<p align="center">Collective bargaining under the Fair Work Act: Evaluating the Australian experiment in enterprise bargaining</p> <p align="center"><i>Chair: Breen Creighton</i></p> <p align="center">Panel: Mark Bray, Shae McCrystal, Anthony Forsyth, Sara Charlesworth</p>
9:30	Peter Fairbrother Cows and Coal: The challenge of institutional experimentation for decent work	<u>Sarah Oxenbridge</u> , Rae Cooper & Marian Baird Comparing the work and career experiences of Australian women in two very different male-dominated occupations	Juliane Reinecke & <u>Jimmy Donaghey</u> Political CSR at the coalface: Developing workplace dialogue in Bangladeshi ready-made garment factories	<u>Mark Stuart</u> , <u>Simon Joyce</u> , Chris Forde, Danat Valizade Regulation, voice and the future of work: work motivations and job quality of work-dependent platform workers	<u>Kenneth Cafferkey</u> , Margaret Hefferman, Brian Harney & Tony Dundon HRM strength and commitment: An open systems and employee relations climate perspective	
10:00	Marianna Russo Smart working and technological control	<u>Kim Southey</u> , Ainslie Waldron & Peter Murray Competent women, subliminal group hierarchies and executive leadership	Louise Thornthwaite Industry supply chain self-regulation and the prospects for workplace health and safety	<u>Alex de Ruyter</u> , Martyn Brown, John Burgess Gig Work in the UK and Australia: Approaches to Regulation	<u>Leesa Taylor</u> , Roslyn Cameron, Mohtsham Saeed, Parth Patel Organisational support for grieving employees in Australia	
10:30	Pamela Lirio Robots and chatbots and AI, oh my! HRM and digital transformation at work	<u>Meraiah Foley</u> , Rae Cooper, Sue Williamson (UNSW) & Linda Colley Gender-blind or gender-aware? Managers and the discourse of merit in the context of ‘inclusion’	<u>Ingrid Landau</u> , <u>Shelley Marshall</u> & Annie Delaney Leveraging technology to improve working conditions in global supply chains	<u>Patricia Leighton</u> , <u>Tui McKeown</u> Staring into the void: The role of labour regulation	Mark Bray, <u>John Budd</u> , Johanna Macneil The many meanings of cooperation in the employment relationship and their implications	
11:00–11:30	MORNING TEA					
11:30–12:30	KEYNOTE 1: MANUELA TOMEI, INTERNATIONAL LABOUR ORGANIZATION					
12:30–1:30	LUNCH			LABOUR & INDUSTRY EDITORIAL BOARD		

1:30–3:00	CONCURRENT SESSION 4 (DAY 2)						
	Gendering organisations <i>Chair: Cathy Brigden</i>	Segmentation, polarisation and skills <i>Chair: Darryn Snell</i>	Education spaces as workplaces <i>Chair: Scott Fitzgerald</i>	Global work and the 4th Industrial Revolution <i>Chair: John Burgess</i>	PANEL/ROUNDTABLE		The Fair Work Act: Reflections on the 1 st decade <i>Chair: Shae McCrystal</i>
1:30	<u>Natasha Cortis, Meraiah Foley & Sue Williamson (UNSW)</u> Defending the status quo? An examination of how senior leaders frame workplace gender inequality	Jonathan Winterton, Mengiong Huo, Peter Boxall Trends in skill utilisation in the UK	Mihajla Gavin Advancing a model of teacher union effectiveness in response to neoliberal education reform	Gracelin Baskaran From Manual Labour to Mine Mechanization: Effects of the Fourth Industrial Revolution on the South African Workforce	Social media and the work of IR academics: visibility, engagement, and interaction. <i>Chair: Josh Healy</i> Panel: John Budd, Rae Cooper, Johanna Macneil, Sue Ressia, Keith Townsend.		<u>Raymond Markey & Martin O'Brien</u> Reduction of penalty rates and the impact on employment
2:00	<u>Kate Lewis, Alan Coetzer & Amy Brosnan</u> Moving past 'General Schwarzkopf' or 'GI Jane': Gender, military leadership & modern organisations.	Lisa Denny Workforce polarisation: a cross-industry analysis	<u>Susan McGrath-Champ, Mihajla Gavin, Meghan Stacey</u> Occupational and organisational professionalisation: Teaching, work & the case of an Australian Teachers' Union	<u>Debra King, Nabilya Rifsa Izzati, Falikul Isbah, Dian Fatmawati</u> Workers' paradise? Exploring the legal landscape of Indonesia's on-demand transportation industry			<u>Iain Campbell & Jill Murray</u> The National Employment Standards: Securing the Foundations
2:30	<u>Abigail Powell, Fanny Salignac & Natalie Galea</u> Can a systems approach help address workplace gender equality?	<u>John Buchanan, Stephen Tierney, Jie Yin, Bala Rajaratnam & Catherine Lee</u> Contours of labour market segmentation: Mapping occupational labour flows within Australia's employed workforce.	<u>Shirley Jackson & Nicholas Kimberley</u> Reversing the trend? Evaluating the NTEU's Supercasuals campaign	<u>Elsabé Huysamen</u> Regulation of child work and eradication of worst forms of child labour: time for change in South Africa			<u>John Martin</u> Does the Annual Wage Review take us any closer to fairness?
3:00 – 3:30	AFTERNOON TEA						

3:30 – 5:00	CONCURRENT SESSION 5 (DAY 2)					
	Capitalism, regulation & convergence <i>Chair Cathy Brigden</i>	Employee voice <i>Chair: Julie Douglas</i>	Education spaces as workplaces <i>Chair: Meghan Stacey</i>	Workplace culture, policy & conditions <i>Chair: Deb King</i>	Labour movements and union renewal <i>Chair: Annie Delaney</i>	The Fair Work Act: Reflections on the 1 st decade <i>Chair: Andrew Stewart</i>
3:30	Jonathan Sale Harmonisation of Labour Laws and Employment Growth: Quo Vadis, ASEAN?	Amrita Gautam Understanding voice: how expectations and affective events explain forms, channels and voice outcomes	<u>Susan Beltman</u> & Caroline Mansfield Balancing with BRiTE: building educator capacity for professional resilience	<u>Larissa Bamberry</u> , Marcelle Droulers, Rachel Rossiter & Russell Roberts Worker wellbeing in a risk-averse, compliance-based workplace culture	Daina Bellido De Luna Trade union renewal in Chile: challenges and practices.	<u>Anna Chapman</u> & <u>Beth Gaze</u> Adverse Action Protections in the Fair Work Act: High expectations dashed in 10 years of disappointment?
4:00	<u>Bradon Ellem</u> & Johan Sandstrom Neoliberal trajectories in Mining: Comparing Malmfälten and the Pilbara	<u>Jimmy Donaghey</u> , Tony Dundon, Niall Cullinane, Tony Dobbins & Eugene Hickland Managerial silencing of employee voice	<u>Leanne Russell</u> & Linley Lord The road less travelled: Female principalship in Western Australian public secondary schools	Segun Ogundare The effect of working condition on employees' productivity: Empirical evidence from Manufacturing Company in Nigeria	Ibukun Kolawole Changing focus of work innovations and labour response: A comparative review of situations in Nigeria and South Africa	Jeane Wells The Fair Work Act and flexible work
4:30	Wardah Azimah Sumardi A comparative study of employee involvement and participation in emerging economies: The case of Saudi Arabia, Malaysia and Brunei	Rae Cooper Regulation, voice and the future of work: Young women's voice at work now and in the future of work	<u>Susan McGrath-Champ</u> , <u>Mihajla Gavin</u> , Meghan Stacey, Rachel Wilson & Scott Fitzgerald Workload and wellbeing: (In)compatible demands in education?	Pauline Stanton, <u>Timothy Bartram</u> , <u>Julian Cavanagh</u> , Matthew Walker & Beni Halvorsen Rostering practices in pathology services	Carla Lipsig-Mumme Just Transition and beyond Just Transition: Canadian Perspectives	Jill Murray Where's the Award at?
5.30-7.00	Green Bans Tour / Book Launch (sponsored by RMIT Centre for People Organisation and Work)					

DAY 3: THURSDAY 14 FEBRUARY 2019

8.30 – 9:00	REGISTRATION OPEN					
9:00 – 11.00	CONCURRENT SESSION 6 (DAY 3)					
		Gender-based violence: Occupational experiences <i>Chair: Kate Farhall</i>	The politics of national and international regulation <i>Chair: Shelley Marshall</i>	Job quality & employment over the life-course <i>Chair: Wendy Taylor</i>	PANEL	The Fair Work Act: Reflections on the 1 st decade <i>Chair: Ray Markey</i>
9.00		<u>Debra King</u> , Natasha Cortis, Kristen Natalier, Kate Seymour & Sarah Wendt Beyond self-care: Identifying workplace settings that promote safety among domestic and family violence workers	Nicole Woolf The International Labour Organization and Myanmar: A two-way legitimacy problem	<u>Brendan Churchill</u> & Lyn Craig What are people doing when they are not in the Labour Force (NILF)? A comparison of young & mature-age Australians 2001-2016	Union experimentation in the fractured world of work and employment <i>Chair: Peter Fairbrother</i> Charlotte Yates and Panel Members TBC	Andrew Stewart The Fair Work Act 10 years on: Is it time for a new balance?
9:30		Sally Hanna-Osborne Women paramedics' experiences of gender-based violence at work	Erling Rasmussen Workplace fairness and personal grievances: let's celebrate while we commiserate	<u>Lyn Craig</u> & Brendan Churchill Market & non-market activities of Australians 2001-2016: Convergence, continuity & divergence across generations & gender		<u>Kurt Walpole</u> , Nicholas Kimberley & Shae McCrystal The Fair Work Act: Reflections on the first decade
10:00		Fiona Macdonald Gendered violence at work: Power, control and vulnerability in personalised support relationships	Simon Fry A historical perspective on the issue of bias and impartiality in the appointment and behaviour of the personnel of the Fair Work Commission and its predecessors	Sally Wright Job quality in Australia: results from a multi-dimensional index		Tess Hardy Trivial to troubling? The evolution of enforcement under the Fair Work Act
10.30-11.00	MORNING TEA					
11:00-12.00	KEYNOTE 2: PROFESSOR LISA ADKINS, UNIVERSITY OF SYDNEY					

CONCURRENT SESSION 7 (DAY 3)						
	Gender-based violence: Regulation and redress <i>Chair: Kate Farhall</i>	The 4th Industrial Revolution <i>Chair: Darryn Snell</i>	Workplace rights, inclusivity and effectiveness of regulation <i>Chair: Meg Smith</i>	Innovation, performance & management <i>Chair: Mark Bray</i>	Vulnerable workers & wages <i>Chair: Johanna Macneil</i>	Organising & union renewal <i>Chair: Louise Thornthwaite</i>
12.00	Robert Guthrie Victims of crime in the workplace; Interactions between workplace injuries and criminal injuries and compensation.	Frances Flanagan, Michael Walker Labour's 'spatial fix': WorkIt and digital unionism in historical context	Dominique Allen The challenges of addressing workplace discrimination - A case study of Victoria	Khuram Shahzad & Pia Arenius Explaining the black-box through AMO Model: HPWS and SMEs innovation performance	John Martin Queensland Wage Theft Inquiry	Alexis Vassiley, Scott Fitzgerald & John Burgess Organising and union renewal in Australia's agricultural sector: Farm workers fight back.
12.30	Larissa Bamberry, Donna Bridges, Stacey Jenkins, Branka Krivokapic-Skoko The role of Group Training companies in mediating workplace violence for regional women apprentices in male-dominated industries	John Buchanan, Rose Ryan, Michael Anderson, Rafael Calvo, Nick Glozier, Sandra Peters Meeting the AI and union renewal challenges: time for a new education settlement beyond 21st century skills	Alysia Blackham & Prof Mia Rönmar The ageing workforce and collective bargaining: a comparative perspective on measures to promote work ability in Sweden, the UK and Australia	Tui McKeown & Patricia Leighton The push & pull of independent contracting	Stephen Clibborn Institutional failure, individual power and wage outcomes for international and local student workers	Qijie Xiao & Greg Bamber An alternative vehicle for organizing rural migrant workers in China? A case study of H Mobile Party Organization
1.00	Lisa Heap & Sara Charlesworth Eliminating violence and harassment in the world of work: The ILO, gendered violence and new parameters for labour rights	Mark Dean, Al Rainnie, John Spoehr Industry 4.0 and the political geographical economy of the Future of Work	Adriana Orifici Workplace investigations and regulation: The role of individual enforcement	Sami Ullah Bajw & Naveda Kitchlew Result based management as distinctive management approach for international development agencies	Tilly South Unpaid internships and the employability promise: a qualitative study of Australian intern experiences	Karen Douglas 'I just got approved to do 14 days in a row': The exploitation of Disability Support Workers
1:30 – 2:30	LUNCH					

2:30 -4.00	CONCURRENT SESSION 8 (DAY 3)					
	Gender-based violence: Critical feminist perspectives <i>Chair: Natasha Cortis</i>	Comparative studies: gender impacts <i>Chair: Sara Charlesworth</i>	Employment systems, employee status, performance and job satisfaction <i>Chair: Tim Bartram</i>	Skills, employability, transitions <i>Chair: Kurt Walpole</i>	Vulnerable workers, exploitation and the effectiveness of regulation <i>Chair: Nicholas Kimberley</i>	
2.30	Meagan Tyler (In)Decent Work? Recognising labour in the sex industry while acknowledging gendered violence and harm	<u>Marian Baird</u> , Elizabeth Hill & Sydney Colussi Menstrual leave policy: Protective and progressive?	Norihito Sakamoto The economic effects of Japanese disability employment system on employment, productivity, and workplace.	<u>Kantha Dayaram</u> , Kerry Pedigo, Linley Lord Rethinking the graduate employ-ability agenda	Maria Azzurra Tranfaglia Labour hire regulation in Victoria – striking a balance between universalism and selectivity?	
3.00	Kate Farhall Public discourses around domestic violence leave: Gender, work and rhetoric	Daniel Dinale Varieties of fertility (VoF): theorising the impact of comparative capitalist settings on structural fertility rates in post-industrial nations	Peter Kalejaiye Influence of employment status on employees’ job attitude and performance in deposit money banks in Lagos State, Nigeria	Tri Tan, Beni Halvorsen & John Burgess The challenges of skills development through the VET sector in Vietnam’s garment industry	Anna Chapman & Nana Oishi Au pairs: The forgotten migrant workers of employment regulation	
3:30	<u>Kate Grosser</u> , Meagan Tyler Spreading profits from violence against women: integration of the sex industry, and sex work, in core business models in Mining, Hospitality, Finance and beyond	Sue Williamson, <u>Gill Kirton</u> & Sue Williamson (UNSW) Diversity consultants as change agents: Transcending theoretical, physical and spatial boundaries.	Kritkorn Nawakitphaitoon & Can Tang Nonstandard employment and job satisfaction across time in China: evidence from Chinese General Social Survey (2006-2012)	Tilly South Measuring the intern employability promise: Proposing a conceptual framework for intern employability	Andrew Stewart, <u>Rosemary Owens</u> , Anne Hewitt & Joanna Howe Labour law at the intersection of education and work: The role of Australian universities in the regulation of work experience	
4.00 – 5.30	AFTERNOON TEA and AIRAANZ AGM					
6.30 – 11:00	CONFERENCE DINNER: ZINC @ Federation Square (Sponsored by Maurice Blackburn lawyers)					