<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>8:45-11:00</td>
<td>8:45 am REGISTRATION OPEN (Foyer, level 5) 9:00 am POSTGRADUATE &amp; ECR WORKSHOP (Conference Room 2, level 7) 9:00 am AIRAANZ EXECUTIVE MEETING (Conference Room 1, level 7)</td>
<td>Storey Hall, RMIT Building 16, 342-344 Swanston St, Melbourne</td>
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<tr>
<td>11:00-12:00</td>
<td>WELCOME TO COUNTRY, CONFERENCE OPENING &amp; PRESIDENT’S ADDRESS (Auditorium, level 5)</td>
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<tr>
<td>12:00-12:45</td>
<td>LUNCH</td>
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<td>12:45-2:45</td>
<td>CONCURRENT SESSION 1</td>
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</table>
|          | Experimentation: Actors navigating disruptive faultlines  
|          | Chair: Peter Fairbrother                                                                     |                  |
|          | Workforce development, employers and skills  
|          | Chair: Fiona Macdonald                                                                       |                  |
|          | Education spaces as workplaces  
|          | Chair: Susan McGrath-Champ                                                                   |                  |
|          | Public sector health & social care: Work reforms  
|          | Chair: Linda Colley                                                                          |                  |
|          | The Fair Work Act: Reflections on the 1st decade  
|          | Chair: Kurt Walpole                                                                          |                  |
|          | Equal Pay: Regulatory approaches  
|          | Chair: Paula McDonald                                                                       |                  |
| 12:45   | 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 |                  |
|         | Chris Wright & Colm McLaughlin  
|         | Critically assessing the ‘skills’ underpinning skilled migration schemes                      |                  |
|         | Karolina Parding, Susan McGrath-Champ, Meghan Stacey & Anna Berg-Jansson  
|         | Governance reform & the differentiation of employment & working conditions: the case of upper secondary teachers in Sweden |                  |
|         | Ian Cunningham, Alina Baluch, Philip James & Doug Young  
|         | The consequences of introducing the ‘real living wage’ in adult social care in Scotland     |                  |
|         | Sarah Roberts  
|         | Protected action ballots under the Fair Work Act – democracy or bureaucracy?                |                  |
|         | Gillian Whitehouse & Megan Smith  
|         | Australia’s ‘revolving door’ approaches to equal remuneration – where to next in the federal jurisdiction? |                  |
| 1:15    | Raja Abid  
|          | Socially responsible (irresponsible) employment practices and stock market reaction: An event study |                  |
|         | 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 |                  |
|         | Christina Howe  
|         | Experiences and perceptions of change of career teachers integrating into Western Australian governments secondary schools as their new work environment. |                  |
|         | 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 |                  |
|         | Alex Veen  
|         | Exploring the rationale for the decertification of enterprise agreements: a document analysis |                  |
|         | Jane Parker & Noelle Donnelly  
|         | Pay equity in New Zealand – critique and contextualisation of key legislation, policies and cases |                  |
| 1:45    | Patrice Jalette, Gregor Murray, Tim Bartram, Pauline Stanton, John Burgess  
|          | The Employment Practices of MNEs in the Resources Sector: A Canada – Australia Comparison   |                  |
|         | Megan Moskos, Linda Isherwood  
|         | “The tyranny of distance is ever present”: The disability sector and its workforce in rural and remote Australia |                  |
|         | Scott Fitzgerald, Susan McGrath-Champ, Meghan Stacey, Rachel Wilson & Mihajla Gavin  
|         | The work and workload experiences of fixed contract teachers: New casualisation of staff in schools? |                  |
|         | Katharina Spaeth, Tse Leng Tham & Peter Holland  
|         | Paradox of silence in a highly unionised workplace – Insights into the Australian nursing profession |                  |
|         | Mark Bray, Shae McCrystal & Leslie Spiess  
|         | What do we know about non-union collective agreement making under the Fair Work Act?        |                  |
| 2:15    | Karen Douglas  
|          | Can unions organise workers outside standard employment? A study of disability support workers |                  |
|         | Sami Ullah Baiwa, Naveda Kitchlew  
|         | Result Based Management (RBM) as Distinctive Management Approach for International Development Agencies: An Integrated Literature Review |                  |
|         | Susan Beltman & Caroline Mansfield  
|         | Balancing with BRITE: building educator capacity for professional resilience                |                  |
|         | Matt Nichol, Elizabeth Shi, Kendall Herbert  
|         | Empirical research in gender pay equality in the Victoria Public Health Sector            |                  |
|         | Desmond Tutu Ayentimi & John Burgess  
<p>|         | Gender equality and inclusion in Ghana; Good intentions, slow progress                     |                  |</p>
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<tr>
<th>Time</th>
<th>Concurrent Session 2</th>
<th>Auditorium (Level 5)</th>
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</table>
| 2:45-3:15 | Afternoon Tea | Public Service work reforms and job quality  
*Chair: Sue Williamson (UNSW)* |
| 3:15-3:45 | Seminar Rooms 1 & 2 (Level 7) | Vulnerable workers, working lives  
*Chair: Susan Ressia* |
| 3:15  | Linda Colley, Sue Williamson (UNSW), Meraiah Foley, Rae Cooper | Gender equality policies: Gender fatigue and implementation failure? |
| 3:15  | Jan Cunningham & Anastasios Hadjisolomou | Blurring allegiances within the service triangle: Austerity, unemployment & customer abuse of migrant workers in the Cyprus food retail sector |
| 3:15  | Marco De Sisto, John Burgess, Julia Connell | Is the HR Profession Prepared for the Challenges of the 4IR? |
| 3:15  | Chris Wright | Towards a new web of rules: An international review of institutional experimentations to strengthen labour standards |
| 3:45-4:15 | Seminar Rooms 3 & 4 (Level 7) | The 4th Industrial Revolution  
*Chair: Desmond Ayentimi* |
| 3:45  | Ali Tehrani & John Burgess | Exploring the Impact of Artificial Intelligence on Work in the Australian Higher Education Sector |
| 3:45  | Gregor Murray & Gilles Trudeau | Labour Law as Institutional Experimentation: The Case of Federalism in Canada |
| 3:45  | Sara Charlesworth & Jennifer Malone | The employment experiences of overseas born care workers in Australia |
| 4:15-4:45 | Conference Room 1 (Level 7) | Experimentation for better work: Regulatory innovation  
*Chair: Patrice Jalette* |
| 4:15  | Peter Holland & Tse Leng Tham | Work intensification as a driver of silence and exit in academia |
| 4:15  | Nicholas Kimberley | Working lives after retrenchment: Using a Moral Economy framework to better understand workers’ experiences of job loss |
| 4:15  | Ariadne Vromen, Joshua Healy, Andreas Pekarek | Consumers and work in the gig economy: Dead end or high road? |
| 4:15  | Jonathan Winterton, Mengiong Huo, Peter Boxall | Training regimes and skills mismatches in Europe |
| 4:15  | Amanda Coles & Peter Fairbrother | What do unions do when there is no fixed employer? |
| 4:15  | Linda Isherwood & Megan Moskos | The attraction and retention of nurses and care workers in the Australian aged care workforce |
| 3:15-4:15 | Conference Room 2 (Level 7) | Paid care work: employment, regulation & job quality  
*Chair: Karen Douglas* |
| 3:15  | Tamara Daly & Donna Baines | Count Down: Temporality and the construction of care work |
| 4:45  | Stephen Blumenfeld, Rebecca Kirkham & Ashish Malik | The mediating effect of knowledge sharing in the relationship between high-involvement work practices & organisational performance in New Zealand’s Public Services |
| 4:45  | Leesa Taylor, Roslyn Cameron, Mohtsham Saeed & Parth Patel | Organisational support for grieving employees in Australia |
| 4:45  | Penny Williams, Paula McDonald & Robyn Mayes | Disruption, diffusion and displaced freelancers |
| 4:45  | Amanda Coles & Peter Fairbrother | What do unions do when there is no fixed employer? |
| 4:45  | Linda Isherwood & Megan Moskos | The attraction and retention of nurses and care workers in the Australian aged care workforce |
| 4:45  | Aaron Hart, Dina Bowman & Shelley Mallett | Job quality and worker health in aged care: What are the funding and regulatory drivers? |
| 5:30-7:30 | Welcome Reception | WELCOME RECEPTION SPONSORED BY THE NTEU  
(FOYER, LEVEL 5) |
<table>
<thead>
<tr>
<th>9:30 – 11:00</th>
<th>Seminars Rooms 1 &amp; 2 (Level 7)</th>
<th>Seminar Rooms 3 &amp; 4 (Level 7)</th>
<th>Conference Room 1 (Level 7)</th>
<th>Conference Room 2 (Level 7)</th>
<th>Auditorium (Level 5)</th>
</tr>
</thead>
</table>
| **CONCURRENT SESSION 3** | **Varieties of experimentation: Digital, organisational, institutional**  
Chair: Ruth Barton | Employment systems and organisations  
Chair: Keith Townsend | The 4th Industrial Revolution  
Chair: John Burgess | Gender equality, experiences & attitudes at work  
Chair: Larissa Bambery | **PANEL** |
| 9:30 | Gregor Murray, Glenn Morgan, Christian Levesque & Nicolas Roby  
Disruption, re-regulation and experimentation in the regulation of work and employment: from organizational to institutional experimentation | John Budd, Dionne Pohler & Wei Huang  
(Mis)matched frames of reference: Cognitive foundations of employment systems | Alex de Ruyter, Martyn Brown & John Burgess  
Gig Work in the UK and Australia: Approaches to Regulation | Mahan Poorhosseinzadeh  
Who is lucky? Women’s and men’s attitudes to career planning for executive positions. | **Collective bargaining under the Fair Work Act: Evaluating the Australian experiment in enterprise bargaining**  
Chair: Breen Creighton  
Panel: Tess Hardy, Mark Bray, Shae McCrystal, Sara Charlesworth |
| 10:00 | Peter Fairbrother  
Cows and coal: The challenge of institutional experimentation for decent work | Kenneth Cafferkey, Margaret Heffernan, Brian Harney & Tony Dundon  
HRM strength and commitment: An open systems and employee relations climate perspective | Patricia Leighton, Tui McKeown  
Staring into the void: The role of labour regulation | Sarah Oxenbridge, Rae Cooper & Marian Baird  
Comparing the work and career experiences of Australian women in two very different male-dominated occupations | **MORNING TEA** |
| 10:30 | Pamela Lirio  
Robots and chatbots and AI, oh my! HRM and digital transformation at work | Carla Lipsig-Mumme  
Just Transition and beyond  
Just Transition: Canadian Perspectives | Mark Stuart, Simon Joyce, Chris Forde & Danat Valizade  
Regulation, voice and the future of work: work motivations and job quality of work-dependent platform workers | Meraiah Foley & Sue Williamson (UNSW)  
Do anonymous job applications reduce gender bias? Understanding managers’ perspectives | **MORNING TEA** |
**DAY 2: WEDNESDAY 13 FEBRUARY 2019**

### 11:30–12:30

**PLENARY Q & A PANEL: GLOBAL WORK, QUALITY WORK AND CHALLENGES FOR INDUSTRIAL RELATIONS SCHOLARS AND PRACTITIONERS**  
(Auditorium, Level 5)

### 12:30–1:30

**LUNCH**  
**LABOUR & INDUSTRY EDITORIAL BOARD** (Conference Room 1, Level 7)

### 1:30–3:00

**CONCURRENT SESSION 4**

<table>
<thead>
<tr>
<th>Time</th>
<th>Venue/Location</th>
<th>Presentation/Panel</th>
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</table>
| 1:30  | Seminar Rooms 1 & 2 (Level 7)                    | Tilly South  
Measuring the intern employability promise: Proposing a conceptual framework for intern employability  
Chair: Mark Bray |
|       | Seminar Rooms 3 & 4 (Level 7)                    | Mihajla Gavin  
Advancing a model of teacher union effectiveness in response to neoliberal education reform  
Chair: Scott Fitzgerald |
|       | Conference Room 1 (Level 7)                      | Jonathan Winterton, Mengiong Huo & Peter Boxall  
Trends in skill utilisation in the UK  
Chair: Tim Bartram |
|       | Conference Room 2 (Level 7)                      | Kim Southey, Ainslie Waldron & Peter Murray  
Competent women, subliminal group hierarchies and executive leadership  
Chair: Cathy Brigden |
|       | Auditorium (Level 5)                             | ROUNDTABLE  
Social media and the work of IR academics: visibility, engagement, and interaction.  
Chair: Josh Healy  
Panel: John Budd, Rae Cooper, Johanna Macneil, Sue Ressia, Keith Townsend. |
| 2:00  | Seminar Rooms 1 & 2 (Level 7)                    | Kantha Dayaram, Kerry Pedigo, Linley Lord  
Rethinking the graduate employability agenda |
|       | Seminar Rooms 3 & 4 (Level 7)                    | Susan McGrath-Champ, Mihajla Gavin & Meghan Stacey  
Occupational and organisational professionalisation: Teaching, work & the case of an Australian Teachers’ Union |
|       | Conference Room 1 (Level 7)                      | Lisa Denny  
Workforce polarisation: a cross-industry analysis |
|       | Conference Room 2 (Level 7)                      | Natasha Cortis, Meraiah Foley & Sue Williamson (UNSW)  
Defending the status quo? An examination of how senior leaders frame workplace gender inequality |
|       | Auditorium (Level 5)                             | ROUNDTABLE  
Social media and the work of IR academics: visibility, engagement, and interaction.  
Chair: Josh Healy  
Panel: John Budd, Rae Cooper, Johanna Macneil, Sue Ressia, Keith Townsend. |
| 2:30  | Seminar Rooms 1 & 2 (Level 7)                    | Tri Tan, Beni Halvorsen & John Burgess  
The challenges of skills development through the VET sector in Vietnam’s garment industry |
|       | Seminar Rooms 3 & 4 (Level 7)                    | Nicholas Kimberley  
Reversing the trend? Evaluating the NTEU’s Supercasuals campaign |
|       | Conference Room 1 (Level 7)                      | Roslyn Cameron, Subas Dhakal, Desmond Ayentimi, John Burgess & Scott Fitzgerald  
The role of industry training councils as key stakeholders in workforce development |
|       | Conference Room 2 (Level 7)                      | Kate Lewis, Alan Coetzer & Amy Brosnan  
Moving past ‘General Schwarzkopf’ or ‘GI Jane’: Gender, military leadership & modern organisations |
|       | Auditorium (Level 5)                             | ROUNDTABLE  
Social media and the work of IR academics: visibility, engagement, and interaction.  
Chair: Josh Healy  
Panel: John Budd, Rae Cooper, Johanna Macneil, Sue Ressia, Keith Townsend. |
| 3:00  |                                             | AFTERNOON TEA |

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**Additional Information:**
- **6 February 2019**
- **Day 2: Wednesday, 13 February 2019**
- **Auditorium, Level 5**
- **Conference Rooms 1, 2, 3, 4, Level 7**
- **Seminar Rooms 1 & 2, Level 7**
## DAY 2: WEDNESDAY 13 FEBRUARY 2019

**3:30 – 5:00**

### CONCURRENT SESSION 5

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<thead>
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<th>Time</th>
<th>Session</th>
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<th>Chairs</th>
<th>Presenters/Topics</th>
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<tr>
<td></td>
<td><strong>Policy, workplace practice and productivity</strong></td>
<td>Seminar Rooms 3 &amp; 4 (Level 7)</td>
<td>Noelle Donnelly</td>
<td>Anna Chapman &amp; Beth Gaze: Adverse Action Protections in the Fair Work Act: High expectations dashed in 10 years of disappointment.</td>
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<td></td>
<td><strong>The Fair Work Act: Reflections on the 1st decade</strong></td>
<td>Conference Room 1 (Level 7)</td>
<td>Andrew Stewart</td>
<td>John Martin: Queensland Wage Theft Inquiry</td>
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<td><strong>Vulnerable workers, wages and institutions</strong></td>
<td>Conference Room 2 (Level 7)</td>
<td>Johanna Macneil</td>
<td>Amrita Gautam: Understanding voice: how expectations and affective events explain forms, channels and voice outcomes</td>
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<td><strong>Employee voice, organising and union renewal</strong></td>
<td>Auditorium (Level 5)</td>
<td>Annie Delaney</td>
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<td>4:00</td>
<td><strong>Changing focus of work innovations and labour response</strong></td>
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<td>Ibukun Kolawole: Changing focus of work innovations and labour response: A comparative review of situations in Nigeria and South Africa.</td>
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<td><strong>The Fair Work Act and flexible work</strong></td>
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<td>Jeane Wells: The Fair Work Act and flexible work</td>
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<td><strong>Institutional failure, individual power and wage outcomes for international and local student workers</strong></td>
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<td>Stephen Clibborn: Institutional failure, individual power and wage outcomes for international and local student workers</td>
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<td>4:30</td>
<td><strong>Workers’ paradise? Exploring the legal landscape of Indonesia’s on-demand transportation industry</strong></td>
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<td>Debra King, Nabilya Rifsa Izzati, Falikul Isbah, Dian Fatmawati: Workers’ paradise? Exploring the legal landscape of Indonesia’s on-demand transportation industry.</td>
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<td><strong>The Decline of Enterprise Bargaining in Australia’s Private Sector</strong></td>
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<td>Alison Pennington: The Decline of Enterprise Bargaining in Australia’s Private Sector</td>
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<td><strong>The puzzle of harvest labour: alleged labour shortages, underpayments and the restless search for new sources of foreign labour</strong></td>
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<td>Iain Campbell: The puzzle of harvest labour: alleged labour shortages, underpayments and the restless search for new sources of foreign labour</td>
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<td><strong>Trade union renewal in Chile: challenges and practices.</strong></td>
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<td>Daina Bellido De Luna: Trade union renewal in Chile: challenges and practices.</td>
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<td>5:15/5:30-7:00</td>
<td><strong>GREEN BANS TOUR</strong> (from 5:15) or <strong>DOUBLE BOOK LAUNCH</strong> SPONSORED BY RMIT CENTRE FOR PEOPLE, ORGANISATION AND WORK</td>
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### DAY 3: THURSDAY 14 FEBRUARY 2019

**8.30 – 9:00**  
REGISTRATION OPEN  
(Foyer, level 5)

**9:00 – 11.00**  
CONCURRENT SESSION 6

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<thead>
<tr>
<th>8:30 – 9:00</th>
<th>9:00 – 11.00</th>
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</table>
| **Seminar Rooms 1 & 2 (Level 7)**  
Labour markets, non-market and market activities  
Chair: Wendy Taylor  
| **Conference Room 1 (Level 7)**  
Well-being and safety at work: Occupational experiences  
Chair: Kate Farhall  
| **Auditorium (Level 5)**  
PANEL  
|  
| **Seminar Rooms 3 & 4 (Level 7)**  
The politics of national and international regulation  
Chair: Julie Douglas  
| **Conference Room 2 (Level 7)**  
The Fair Work Act: Reflections on the 1st decade  
Chair: Ray Markey  
|  
| **Conference Room 1 (Level 7)**  
Labour markets, non-market and market activities  
Chair: Wendy Taylor  
| **Conference Room 2 (Level 7)**  
The Fair Work Act: Reflections on the 1st decade  
Chair: Ray Markey  
|  
| **Auditorium (Level 5)**  
PANEL  
|  
| **9.00**  
John Buchanan, Stephen Tierney, Jie Yin, Bala Rajaratnam & Catherine Lee  
Contours of labour market segmentation: Mapping occupational labour flows within Australia’s employed workforce  
| **9.30**  
Lyn Craig & Brendan Churchill  
Market & non-market activities of Australians 2001-2016: Convergence, continuity & divergence across generations & gender  
| **10.00**  
Brendan Churchill & Lyn Craig  
What are people doing when they are not in the Labour Force (NILF)? A comparison of young & mature-age Australians 2001-2016  
|  
| **9:00**  
Nicole Wooff  
The International Labour Organization and Myanmar: A two-way legitimacy problem  
| **9:30**  
Erling Rasmussen  
Workplace fairness and personal grievances: let’s celebrate while we commiserate  
| **10:00**  
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  
|  
| **9:00**  
Susan McGrath-Champ, Mihajla Gavin, Meghan Stacey, Rachel Wilson & Scott Fitzgerald  
Workload and wellbeing: (In)compatible demands in education?  
| **9:30**  
Larissa Bamberg, Marcelle Droulers, Rachel Rossiter & Russell Roberts  
Worker wellbeing in a risk-averse, compliance-based workplace culture  
| **10:00**  
Robert Guthrie  
Victims of crime in the workplace; Interactions between workplace injuries and criminal injuries compensation.  
|  
| **9:00**  
Andrew Stewart  
The Fair Work Act 10 years on: Is it time for a new balance?  
| **9:30**  
Tess Hardy  
Trivial to troubling? The evolution of enforcement under the Fair Work Act  
| **10:00**  
Kurt Walpole, Nicholas Kimberley & Shae McCrystal  
The Fair Work Act: Reflections on the first decade  
|  
| **9.00**  
Union experimentation in the fractured world of work and employment  
Chair: Peter Fairbrother  
Charlotte Yates, Gregor Murray, Ruth Barton  
|  
| **10.30-11.00**  
**MORNING TEA**  

### DAY 3: THURSDAY 14 FEBRUARY 2019

#### 11:00-12.00
**KEYNOTE ADDRESS: PROFESSOR LISA ADKINS**
(Auditorium, Level 5)

#### 12.00-1.30
**CONCURRENT SESSION 7 (DAY 3)**

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<th>Session 3 (Level 7)</th>
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</table>
| 12.00 | **Gender-based violence:** Responses, regulation and redress  
*Chair: Kate Farhall* | **Understanding self-employment**  
*Chair: Louise Thornthwaite* | **Workplace rights, inclusivity and effectiveness of regulation**  
*Chair: Meg Smith* | **The 4th Industrial Revolution**  
*Chair: Darryn Snell* |
| 12.00 | Debra King, Natasha Cortis, Kristen Natalier, Kate Seymour & Sarah Wendt  
*Beyond self-care: Identifying workplace settings that promote safety among domestic and family violence workers* | Areena Hug & Annie Delaney  
*Challenging the entrepreneurial discourse around women home-based workers’ empowerment* | Dominique Allen  
*The challenges of addressing workplace discrimination - A case study of Victoria* | Frances Flanagan, Michael Walker  
*Labour’s ‘spatial fix’: WorkIt and digital unionism in historical context* |
| 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* | Tui McKeown & Patricia Leighton  
*The push & pull of independent contracting* | Alysia Blackham & Prof Mia Rönnmar  
*The ageing workforce and collective bargaining: A comparative perspective on measures to promote work ability in Sweden, the UK and Australia* | 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* |
| 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* | Renata Casado, Eduardo Picanço Cruz & Roberto Falcão  
*Brazilian entrepreneurship in Australia: self-realisation or survival strategy?* | Adriana Orifici  
*Workplace investigations and regulation: The role of individual enforcement* | Mark Dean, Al Rainnie, John Spoehr  
*Industry 4.0 and the political geographical economy of the Future of Work* |
| 1.30 – 2:30 | **LUNCH** | | | |
### DAY 3: THURSDAY 14 FEBRUARY 2019

#### CONCURRENT SESSION 8 (DAY 3)

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<th>Conference Room 1 (Level 7)</th>
<th>Conference Room 2 (Level 7)</th>
<th>Auditorium (Level 5)</th>
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</table>
| 2:30   | **Comparative studies: gender impacts**  
*Chair: Sara Charlesworth*                                                                 | **Wages and co-operation at work**  
*Chair: Michael Walker*                                                                 | **Regulating work in transnational supply chains**  
*Chair: Annie Delaney*                                                                 | **Gender-based violence: Critical feminist perspectives**  
*Chair: Natasha Cortis*                                                                 | **Regulation & voice**  
*Chair: Nicholas Kimberley*                                                                 |
| 2.30   | Marian Baird, Elizabeth Hill & Sydney Colussi  
**Menstrual leave policy: Protective and progressive?**                                             | Raymond Markey & Martin O’Brien  
**Reduction of penalty rates and the impact on employment**                                                 | Maria Beamon & Matthew Ripley  
**Creating stakeholder value in the extractives supply chain**                                               | Meagan Tyler  
**(In)Decent Work? Recognising labour in the sex industry while acknowledging gendered violence and harm** | Rae Cooper  
**Regulation, voice and the future of work: Young women’s voice at work now and in the future of work** |
| 3.00   | Daniel Dinale  
**Varieties of fertility (VoF): theorising the impact of comparative capitalist settings on structural fertility rates in post-industrial nations** | John Martin  
**Does the Annual Wage Review take us any closer to fairness?**                                                 | Louise Thornthwaite  
**Industry supply chain self-regulation and the prospects for workplace health and safety**               | Kate Farhall  
**Public discourses around domestic violence leave: Gender, work and rhetoric**                            | Anna Chapman & Nana Oishi  
**Au pairs: The forgotten migrant workers of employment regulation**                                             |
| 3:30   | Anne-Marie Greene, Gill Kirton & Sue Williamson  
**Diversity consultants as change agents: Transcending theoretical, physical and spatial boundaries.** | Mark Bray, John Budd & Johanna Macneil  
**The many meanings of cooperation in the employment relationship and their implications**                      | Ingrid Landau, Shelley Marshall & Annie Delaney  
**Leveraging technology to improve working conditions in global supply chains**                                | Kate Grosser, 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** | Andrew Stewart, Rosemary Owens, 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**

**AIRAANZ AGM (AND AFTERNOON TEA)**  
(Auditorium, Level 5)

**6.30 – 11:00**

**CONFERENCE DINNER SPONSORED BY MAURICE BLACKBURN LAWYERS**  
(Zinc, Federation Square)