

### Wednesday 3<sup>rd</sup> February

9:15	Welcome to AIRAANZ 2021 <i>Louise Thornthwaite</i>	
9:30	Presidential Address <i>Prof Andrew Stewart</i>	
10:30	Morning Tea	
11:00	<p>PhD Session 1 <b>Chair: Alex Veen</b> <i>Presenters: Rick Sullivan; Melissa Kennedy; Susan Ellicott.</i> <i>Discussants: Paula McDonald; Stephen Clibborn; Sara Charlesworth.</i></p>	<p>Themed Session - Emerging Issues for Equality law: COVID 19 &amp; Beyond. <i>Convenor: Dominique Allen</i></p>
12:00	Meeting of AIRAANZ Sub-Committee, Labour & Industry	
12:30	Lunch	
1:00	Symposium – Of pandemics and public services: how good are public servants! <i>Convenors: Linda Colley; Sue Williamson; Michael O-Donnell.</i>	
5:00	Symposium: Labour Activism in the Time of COVID-19. <i>Convenors: Michele Ford; Michael Gillan; Kristy Ward.</i>	
8:00	End of Conference Day One	

### Thursday 4<sup>th</sup> February

8:30		Themed Session – Transformational Employment Relations in New Zealand? <i>Convenors: Danae Anderson; Swati Nagar</i>
9:00	Themed Session – Trade Union Training in Australia: From ‘Red Square’ to the Lounge Room. <i>Convenors: Renee Burns; Anthony Forsyth.</i>	
10:00	Themed Session - Safeguarding women at work (?) Implementing workplace domestic violence policies. <i>Convenors: Mihajla Gavin; Ruth Weatherall.</i>	<p>PhD session 2 <b>Chair: Louise Thornthwaite</b> <i>Presenters: Yianni Asanthopoulos; Humaira Naznin; Suzanne Maloney; Isabella Dabaja.</i> <i>Discussants: Mark Bray; Terri Mylett; Rae Cooper; Linda Colley</i></p>
12:00	Lunch	
12:00	Meeting of the Labour & Industry Editorial Board	
1:00	Symposium – Responding to Wage Theft: Descriptions, Explanation and Policy. <i>Convenors: Iain Campbell; Stephen Clibborn</i>	
4:00	<p>AIRAANZ Awards Ceremony <b>Chair of Ceremony: Lucy Taksa</b> <i>The Ceremony will include a performance by the AIRAANZ Choir</i></p>	
5:30	End of Conference Day Two	

### Friday 5<sup>th</sup> February

9:00	Workshop 1 – Ideas and Employment Relations. <i>Convenors: Ryan Lamare; Chris Wright</i>
10:30	Workshop 2 – Safe work, safe care: regulation, recent research and emerging issues in care and support work. <i>Convenors: Fiona Macdonald; Natasha Cortis; Katherine Ravenswood; Sara Charlesworth.</i>
12:00	<p>Book Launch <i>Sally McManus (Secretary of the Australian Council of Trade Unions) will launch ‘Strike Ballots, Democracy and Law’ (Oxford University Press). The authors of this book are Breen Creighton, Catrina Denvir, Richard Johnstone, Shae McCrystal, and Alice Orchiston. AIRAANZ President Professor Andrew Stewart will chair the Launch.</i></p>
1:00	<p>Symposium – COVID-19 and Women’s Work. <i>Convenors: Mahan Poorhosseinzadeh, Glenda Strachan, David Peetz, Susan Ressa and Amie Shaw</i></p>
5:00	AIRAANZ AGM
	End of Conference Day Two

## **PHD Session 1**

**Time:** Wednesday 3<sup>rd</sup> February 11.00 - 12.30 pm

**Chair:** TBA

### **Papers:**

Rick Sullivan (University of Western Australia Business School), Dr. Caleb Goods (University of Western Australia Business School) and Dr. Brett Smith (University of Western Australia Business School) 'Young Australian Work Futures: Reconciling Flexibility, Security and the Next Generation of Labour'

*Discussant 1 - Paula McDonald*

*Discussant 2 - Susan Ellicott*

Melissa Kennedy (University of Melbourne) 'Structural Tensions between State and Federal Criminal Laws for the Underpayments of Wages and Other Labour Entitlements'

*Discussant 1 - Stephen Clibborn*

*Discussant 2 - Rick Sullivan*

Susan Ellicott (The University of Sydney Business School) 'The role of non-traditional actors in the development of workplace domestic violence policy in Australia 2008 to 2018'

*Discussant 1 - Sara Charlesworth*

*Discussant 2 - Melissa Kennedy*

**THEMED SESSION: Emerging Issues for Equality Law: COVID 19 & Beyond.**

**Time:** Wednesday 3<sup>rd</sup> February 11.00 - 12.00pm

**Convenor:** Dominique Allen (Department of Business Law & Taxation, Monash University).

**Chair:** Belinda Smith (Sydney Law School, University of Sydney).

**Theme:**

Covid-19 and associated lockdowns have had a profound impact on workplaces across Australia, which will be felt for many years. These impacts have exacerbated and illuminated existing inequalities in the labour market and society, throwing established forms of inequality into stark relief. In this session we consider emerging challenges for three aspects of workplace equality, including with reference to Covid-19 – age, flexibility for parents and carers, and pregnancy discrimination. We consider the implications of Covid-19 for existing scholarship on (in)equality and offer suggestions for legal and policy reform.

**Papers:**

Alysia Blackham (Melbourne Law School, University of Melbourne), 'COVID-19 and age at work: amplifying inequality, creating disadvantage'.

Adriana Orifici (Department of Business Law & Taxation, Monash University), 'COVID-19 and Flexible Working Arrangements for Parents and Carers: Insights and regulatory challenges'.

Dominique Allen (Department of Business Law & Taxation, Monash University). 'Pregnancy Discrimination in the Workplace: A Snapshot of the Experience of Women in Victoria'.

## **SYMPOSIUM: Of pandemics and public services: how good are public servants!**

**Time:** Wednesday 3<sup>rd</sup> February 1.00 - 3.30pm

**Convenors:** Linda Colley (CQU), Sue Williamson (UNSW) and Michael O'Donnell (UNSW)

### **Theme:**

Much-maligned public servants were thrust into the spotlight when the pandemic disrupted Australia's health, education, and business sectors. Many were at the forefront of the pandemic effort, such as the nurses and doctors in strained health systems, police and regulators enforcing public and workplace safety, and the teachers adapting to disrupted education delivery. Other public servants were required to find innovative ways to provide service continuity while working from home. This symposium explores questions to do with public employment in the pandemic context. This AIRAANZ panel is co-badged with the Public Sector Human Resources Special Interest Group of IRSPM (International Research Society for public Management).

1300-1310	Opening address: Linda Colley, <a href="mailto:l.colley@cqu.edu.au">l.colley@cqu.edu.au</a>
1310-1335	<b>Title:</b> Public Servants Working from Home: From "chair culture" to Covid-normal? <b>Authors:</b> Dr Sue Williamson, UNSW Canberra and A/Prof Linda Colley, CQ University <a href="mailto:l.colley@cqu.edu.au">l.colley@cqu.edu.au</a> <a href="mailto:sue.williamson@unsw.edu.au">sue.williamson@unsw.edu.au</a>
1335-1400	<b>Title:</b> Hand sanitiser, PPE, flexible work arrangements and clear communication; key priorities for police on the frontline during the COVID-19 pandemic <b>Authors:</b> Larissa Bamberry, Charles Sturt University, <a href="mailto:lbamberry@csu.edu.au">lbamberry@csu.edu.au</a> ; Peter O'Meara, Monash University, Australia <a href="mailto:peter.omeara@monash.edu">peter.omeara@monash.edu</a> ; Clare Sutton, Charles Sturt University, <a href="mailto:csutton@csu.edu.au">csutton@csu.edu.au</a> ; Mark Frost, Charles Sturt University, <a href="mailto:mfrost@csu.edu.au">mfrost@csu.edu.au</a> ; Russell Roberts, Charles Sturt University, <a href="mailto:rroberts@csu.edu.au">rroberts@csu.edu.au</a> ; Stacey Jenkins, Charles Sturt University, <a href="mailto:sjenkins@csu.edu.au">sjenkins@csu.edu.au</a> ; Alain Neher, Charles Sturt University, <a href="mailto:aneher@csu.edu.au">aneher@csu.edu.au</a> ; Abhishek Dwivedi, Charles Sturt University, <a href="mailto:adwivedi@csu.edu.au">adwivedi@csu.edu.au</a>
1400-1425	<b>Title:</b> Compulsory arbitration in the time of COVID: A look into public service continuity in the Philippines and Malaysia <b>Authors:</b> Jonathan Sale and Arlene Sale, University of Newcastle <a href="mailto:jonathan.sale@newcastle.edu.au">jonathan.sale@newcastle.edu.au</a> <a href="mailto:arlene.sale@newcastle.edu.au">arlene.sale@newcastle.edu.au</a>
1425-1500	<b>Title:</b> 'Nurses Job Demands and Resources in Sri Lanka and the impact of the COVID-19 Pandemic' <b>Authors:</b> Dananja Wanninayake, Michael O'Donnell and Sue Williamson, M.O'Donnell@adfa.edu.au
1500-1515	<b>Discussion</b>

## **SYMPOSIUM: Labour Activism in the time of COVID-19**

**Time:** Wednesday 3<sup>rd</sup> February 5.00 - 8.00pm

**Convenors:** Professor Michele Ford (TBA), Michael Gillan (TBA) and Dr Kristy Ward (TBA)

### **Abstract:**

The COVID-19 pandemic has threatened labour movements on several different levels, from the health and job security of their members to their capacity to stage strikes and protests. By the end of April 2020 in the US alone over 22 million people filed for unemployment support, with similar, although less dramatic, spikes in unemployment rates in Australia and across Europe. Some sectors have been hit hard by job losses, highlighting trade unions' concerns about the increase in casualised and precarious work in the last decade. Meanwhile, workers in the health sector have been at the frontline of the pandemic facing occupational risks, acute stress and community discrimination.

In many countries the pandemic has also prompted a power grab from governments, leading to a shrinkage in the democratic space available to individuals and to social movements of all kinds. There is no doubt that organised labour is amongst the social movements hit hardest by shifts towards more authoritarian ways of managing dissent even in some of the world's most established democracies. In essence, then, the pandemic has posed a triple threat – physical, economic and socio-political – to the capacity of workers to act collectively in defence of their interests and, indeed, in defence of their own basic survival. How have labour movements in? This symposium, organised in conjunction with ISA RC44, focuses on the challenges labour movements in different parts of the world have faced and how they have responded to the triple threat posed by the pandemic.

### **Papers:**

TBA

# Labour Activism in the Time of COVID: An Online Symposium

## Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference

3 February 2021, 17:00-20:00 Australian Eastern Daylight Time

Professor Michele Ford, University of Sydney  
Associate Professor Michael Gillan, University of Western Australia  
Dr Kristy Ward, University of Sydney

Please join us to discuss labour activism in the time of COVID! This symposium, which is sponsored by the International Sociological Association's RC44 on Labour Movements is being conducted as part of the AIRAANZ conference, which runs from 17:00–20:00 AEDT on 3-5 February (6:00–9:00 UTC).

To participate in this online symposium, you must [register for the AIRAANZ Conference](#). You don't have to be an AIRAANZ member to do so, and there is no registration fee. Please ensure that you select the first day (3 February). If you are interested in attending other sessions, you can register for multiple days.

Time	Title
6:00–7:15 UTC 7:00–18:15 Brussels 11:30–12:45 New Delhi 13:00–14:15 Jakarta 14:00–15:15 Hong Kong 17:00–18:15 Sydney 19:00–20:15 Auckland	International Perspectives on Labour Activism in the time of COVID Chair: Michele Ford Speakers: Veasna Nuon (APHEDA) Ruth Vermeulen (BWI) Chris Land-Kazlauskas (ILO) Alison Tate (ITUC)
7:20–8:20 UTC 8:20–9:20 Brussels 12:50–13:50 New Delhi 14:20–15:20 Jakarta 15:20–16:20 Hong Kong 18:20–19:20 Sydney 20:20–21:20 Auckland	Labour Activism in the time of COVID in Southeast Asia Chair: Kristy Ward Speakers: Joe Buckley (Vietnam) Michele Ford (Indonesia) Michael Gillan (Myanmar)
8:25–8:55 UTC 9:25–9:55 Brussels 13:55–14:35 New Delhi 15:25–15:55 Jakarta 16:25–16:55 Hong Kong 19:25–19:55 Sydney 21:25–21:55 Auckland	Labour Activism in the time of COVID in India Chair: Michael Gillan Speakers: Santanu Sarkar (India) Mallika Shayka (India–Nepal Border)

## **THEMED SESSION: Transformational Employment Relations in New Zealand?**

**Time:** Thursday 4<sup>th</sup> February 8.30 - 9.30am

**Convenors:** Danaë Anderson (AUT University Faculty of Business and Law) and Dr Swati Nagar (AUT University Faculty of Business and Law)

### **Theme:**

The Labour Party came to power in 2017 promising “transformational government”. However, a conservative coalition partner, major series of events, and COVID-19 have been the backdrop to their three-year term. With a resounding victory in October 2020 and the ability to govern alone, pressure is mounting on Labour to show what the promised transformation means. The 2017-20 term has shown some progressive reform in industrial relations such as the establishment of a Future of Work Tripartite Forum, strengthening of union rights and collective bargaining, the triangular contracts provision, along with protections for victims of family violence and further protection of employees. In this term policies such as Fair Pay Agreements, additional days of sick leave and compulsory redundancy payments are likely to be progressed. Nonetheless, with pressure from unions to improve workers’ rights countered by business request for slowdown in the pace of employment relations reform, both stakeholders are unsure as to how the employment environment will change and what the implications will be. This Themed Session will discuss the challenges inherent in progressive employment relations reform in New Zealand, along with looking at the changes since 2017 and into the future.

### **Papers:**

Erling Rasmussen – Affiliation and paper title to come.

Richard Wagstaffe – Affiliation and paper title to come.

Paul McKay (TBC) – Affiliation and paper title to come.

## **THEMED SESSION: Trade Union Training in Australia: From 'Red Square' to the Lounge Room.**

**Time and Date:** Thursday 4<sup>th</sup> February 9.00 - 10.00am

**Convenors:** Ms Renee Burns (RMIT University) and Anthony Forsyth (RMIT University)

### **Theme:**

Inspired by trade union residential college programs in the UK, Europe and Canada the Whitlam Government established the Trade Union Training Authority (TUTA) and commenced the Clyde Cameron College Project (CCCP) building the nation training centre and residential college (CCC). TUTA was unique internationally, established through legislation as a publicly funded statutory body. Australian trade union training was delivered through this model until the TUTA Act 1975 (Cth) was repealed by the Howard Government in 1996.

This session addresses the question: Can unions capture the best traditions of union organising and education from the TUTA era, and adapt them for the digital world and a new mission: to restore unions to a position of real strength in the workplaces of modern Australia? We explore the operation of TUTA and CCC through changing social, industrial and political environments. Examining how changes in Australian industrial relations shaped the form and content of trade union training and the extent to which TUTA in turn influenced IR policy and practice. We discuss the contemporary Australian IR landscape, considering what a comprehensive understanding of TUTA reveals about the current relationship between trade unions and the state, and the effect of legal and regulatory frameworks. We considering the work of the ATUI which utilises an online delivery model to build worker power offering courses in 'behavioural economics', 'digital readiness' and 'ending worker exploitation in global supply chains'

This session arises out of an ARC Linkage research project - Trade union training: reshaping the Australian industrial landscape.

### **Speakers:**

Ms Renee Burns (RMIT University) – Paper title to come.

Professor Anthony Forsyth (RMIT University) – Paper title to come.

Emma Kingdon (Australian Trade Union Institute (ATUI)) – Paper title to come.



## **THEMED SESSION: Safeguarding women at work (?) Implementing workplace domestic violence policies**

**Time:** Thursday 4<sup>th</sup> February 10.00 - 11.00am

**Convenors:** Mihajla Gavin (University of Technology Sydney (UTS) Business School) and Ruth Weatherall (University of Technology Sydney (UTS) Business School)

### **Theme:**

This session will examine the role and responsibility of businesses in safeguarding employees who are victims of domestic violence (DV). A mounting body of evidence (Macgregor et al., 2019) has underscored that workplaces have an important role to play in responding to and reducing the harms of gendered violence (Jonge, 2018; Wibberley et al., 2018). However, DV has only recently become widely acknowledged as a workplace issue (Jonge, 2018), codified in 2019 by the International Labour Organization in their Convention Against Violence in the Workplace. Accordingly, there is little knowledge about the industrial conditions necessary to effectively implement workplace DV policies.

This issue is particularly urgent at a time when employees, globally, have been mandated or encouraged to work from home due to the global COVID-19 pandemic. The home is now the workplace. Of concern, however, are several reports from the Australian Institute of Criminology (2020) showing DV as having sharply increased during lockdown periods. This session adopts an industrial and organisational lens on the issue of DV. It will raise questions around the prevalence and effectiveness of workplace policy and regulation on DV; the role of workplaces in reducing harm towards victims of DV; how frontline responders (e.g. HR professionals, trade unions) conceptualise their responsibility; lessons emerging from the COVID-19 pandemic; the rural/urban divide in responses to DV; and broader themes about violence in workplaces.

### **Papers:**

Dr Kate Farhall (Centre for People and Organisation and Work, RMIT University) – Paper title to come.

Kathryn Aedy (Prevention of Violence Against Women, Multicultural Centre for Women's Health) – Paper title to come.  
Victoria, Australia

Holly Carrington (DVFREE and Policy Advisor, Shine) – Paper title to come.

## **PHD Session 2**

**Time:** Thursday 4<sup>th</sup> February 10.00 - 12.00pm

**Chair:** TBA

### **Papers:**

Suzanne Maloney (University of Queensland) 'Retirement Transition in the University Sector: Ameliorating or Consolidating Gender Inequality?'

*Discussant 1 - Rae Cooper*

*Discussant 2 - Yianni Athanasopoulos*

Humaira Naznin (Department of Management, Macquarie University) 'Examining psychosocial risks in the readymade garments industry of Bangladesh'

*Discussant 1 - Terri Mylett*

*Discussant 2 - Suzanne Maloney*

Yianni Athanasopoulos (Charles Sturt University) 'Endangered Species? The Demise of the Enterprise Bargaining Agreements'

*Discussant 1 - Mark Bray*

*Discussant 2 - Isabella Dabaja*

Isabella Dabaja (University of Sydney) 'Power, Control and Resistance in the New South Wales Public Education System'

*Discussant 1 - Linda Colley*

*Discussant 2 - Humaira Naznin*

## **SYMPOSIUM: Responding to Wage Theft: Description, Explanation and Policy**

**Time and Date:** Thursday 4<sup>th</sup> February 1.00 - 5.00pm

**Convenors:** Iain Campbell (Centre for Employment and Labour Relations Law, University of Melbourne) and Stephen Clibborn (Work and Organisational Studies, University of Sydney)

**Theme:** 'Wage theft', and other forms of unlawful non-payment or underpayment of employee wages and entitlements by employers, is a major and growing problem in many industrialised societies, including Australia. It is not a new phenomenon, but in recent years it appears to have spread more widely and increased in both incidence and severity. The COVID-19 pandemic and government lockdowns have temporarily reduced the number of low-wage jobs at risk of underpayments but they have also reduced the supply of temporary migrant labour and opened up important new opportunities for employer non-compliance. The spread of wage theft is an important feature of contemporary employment practices, which has major implications for industrial relations systems and the future of industrialised societies. At the same time, it is a highly contested topic, especially as governments debate the most effective policy responses. This symposium brings together new empirically and theoretically-informed research on wage theft that will contribute to academic discourse and to the ongoing public debate. It includes papers that extend description of the problem, looking at industry patterns and vulnerable workforce groups. Most important, however, it aims to push forward into the important new areas of explanation and evaluation of current policy responses.

### **Papers - Session 1: Old and New Perspectives**

- 1.1 Louise Thornthwaite (Macquarie University) and Peter Sheldon (UNSW) 'Wage Theft and the Employer Retreat from the goal of 'taking wages out of competition'
- 1.2 Fiona Macdonald (RMIT University) 'Wage theft: on the extreme end of the spectrum?'
- 1.3 Iain Campbell (University of Melbourne) and Joo-Cheong Tham (University of Melbourne) 'Identifying the Causes of Wage Theft: A Tale of Two Sectors'

### **Session 2: Empirical Studies**

- 2.1 Stephen Clibborn (University of Sydney) 'Vulnerability to wage theft: An individual power analysis of international and local student worker underpayment'
- 2.2 Laurie Berg (UTS) and Bassina Farbenblum (UNSW) 'The manufacturing of unlawful work: why international students will continue to be underpaid in Australia until visa settings change'
- 2.3 Sara Charlesworth (RMIT University), Tamara Daly (York University), Ian Cunningham (Strathclyde University), Donna Baines (University of British Columbia), Deb King (Flinders University) and Wendy Taylor (RMIT University) 'Above and beyond: Gendered austerity & comparative wage theft in aged care work'

### **Session 3: Policy Debates**

3.1 David Peetz (Griffith University) 'Defund the Regulator! Rethinking compliance and enforcement'

3.2 Melissa Kennedy (University of Melbourne) 'The Public Policy Shift to the Criminalisation of Wage Theft'

3.3 Tess Hardy (University of Melbourne) 'Trade Union Enforcement of Employment Standards in Australia: Opportunities and Obstacles'

## **WORKSHOP: Ideas and employment relations**

**Time:** Friday 5<sup>th</sup> February 9.00 - 10.30am

**Chairs:** J. Ryan Lamare (School of Labor and Employment Relations University of Illinois at Urbana-Champaign) and Chris F. Wright (University of Sydney Business School, University of Sydney)

### **Theme:**

The purpose of this session is to present research designed to better understand how ideas shape employment relations. The importance of ideas in explaining employment relations systems and outcomes has often been overlooked within field (McLaughlin and Wright 2018). Scholars instead have historically emphasised employment relations as being shaped by rulemaking contests between workers and employers (Dunlop 1958), strategic choices by managers (Kochan, Katz and McKersie 1986), regulatory decision-making by the state (Crouch 1993), the effects of economic systems (Hamann and Kelly 2010), and/or the influence of political systems (Budd and Lamare 2020). Yet the variations that occur within these contests, strategies, regulations, and systems are frequently underpinned by specific values and ideologies (Budd and Bhawe 2008). Following recent applications of the ideational framework to employment relations (Hauptmeier and Heery 2014) and calls for further understanding of this issue in greater depth (Carstensen, Ibsen, and Schmidt 2019), this session will use a variety of conceptual and methodological perspectives to better understand how ideas shape employment relations. Papers will use both qualitative and quantitative empirical methodologies to examine the theme. The scope of the research will cover multiple environmental and institutional contexts, and covers areas including political party manifestos, worker intersectionality, ideational aspects of multiplicity and distance and the role of ideology in legitimization politics.

### **Papers:**

J. Ryan Lamare and John W. Budd 'The Relative Importance of Industrial Relations Ideas in Politics: A Quantitative Analysis of Political Party Manifestos across 54 Countries'

Christine A. Riordan 'From Bread and Roses to #MeToo: Multiplicity, Distance, and the Changing Dynamics of Conflict in IR Theory'

Maite Tapia, Gabrielle Alberti and Jane Holgate 'Trade unions and migrant workers: from union integration strategies to migrant self-organizing?'

Martin B. Carstensen, Christian Lynhe Ibsen and Vivien Schmidt 'Ideas in Employment Relations Research'

Chris F. Wright and Colm McLaughlin 'Trade unions and legitimization politics in Australia and New Zealand'

**WORKSHOP: Safe work, safe care: regulation, recent research and emerging issues in care and support work.**

**Time:** Friday 5<sup>th</sup> February 10.30 - 12.00pm

**Convenors:**

Fiona Macdonald (RMIT University), Natasha Cortis (University of New South Wales), Katherine Ravenswood (Auckland University of Technology) and Sara Charlesworth (RMIT University)

**Theme:**

Changes in the organisation of care and support work are exacerbating known risks for workers' and clients' health and safety and introducing new ones. Increased informality in employment, re-configured client-worker relationships, remote working and multiple job-holding due to systemic underemployment are just some of the challenges for worker health and safety and for regulation in aged care, disability support and other care work settings. In exploring workplace health and safety issues, the session incorporates a focus both on worker wellbeing, and on the critical safeguarding roles workers are expected to play in protecting the safety and wellbeing of recipients of care, often in contexts of precarity and with few organisational supports. Speakers will present new findings from recent research to canvass current and emerging health and safety issues affecting care and support workers. Topics include care worker voice, gendered violence at work, intersections between employment arrangements and the location of work and the ways the COVID-19 pandemic has or can change our approaches to these problems.

**Papers:**

Natasha Cortis (University of Sydney) and Georgia van Toorn (University of Sydney)  
'Disability workers' perspectives on safety and safeguarding'

Fiona Macdonald (RMIT University) 'Social care policy and new risks for worker health and safety'

Katherine Ravenswood (Auckland University of Technology) 'Employee voice during COVID19: Community support workers'

**Expert discussants:**

Academic discussant: TBA.

Trade union discussant: Tegan Cone, ASU representative.

## **SYMPOSIUM: COVID-19 and Women's Work**

**Date:** Friday 5<sup>th</sup> February 1:00 - 5:00pm

**Convenors:** Mahan Poorhosseinzadeh (Australian Institute of Business), Glenda Stracha (Griffith University), David Peetz (Griffith University), Susan Ressia (Griffith University) and Amie Shaw (Griffith University)

### **Theme:**

The COVID-19 pandemic has the potential for having profound economic and social consequences in Australia and globally and has particular impact on women. This is because of women's roles both in the labour market (in many 'essential' occupations, eg. aged care, and being over-represented among part-time and casual workers) and in the household (where women's 'double shift' at work and home can interact strongly with home-working arrangements for workers during the pandemic). For example, according to Cooper and Mosseri (2020), women have been disproportionately impacted financially in terms of paid work, while Collins et al (2020) point to their having experienced increases in unpaid work due to care giving and schooling needs. The IMF states that the pandemic will roll back 30 years of progress in terms of narrowing the gender pay gap, and has exacerbated the already existing inequalities in the labour market, particularly as women are segmented into occupations that are more vulnerable to casualised employment or affected by social distancing requirements (IMF 2020a, 2020b).

### **Papers:**

Elizabeth Hill (University of Sydney) and Sara Charlesworth (RMIT University) 'Work + Care in a gender responsive recovery: A bold policy agenda for a new social contract'

Mélanie Laroche (Université de Montréal) and Émilie Genin (Université de Montréal) 'The effects of the COVID-19 pandemic on the working conditions and employment trajectories of women in Quebec: between hope and despair'

David Peetz et al (various universities) 'Working from home during the COVID-19 pandemic: a cross-national study of women in universities'

\*Presenters still TBA

Linda Colley (CQ University) and Sue Williamson (UNSW Canberra) 'Working from home during the pandemic: the experience of men and women public servants.'

Lorena Poblete (Universidad Nacional de San Martín, Buenos Aires) 'Not Essential: Paid Domestic Workers in Latin America During COVID-19 Pandemic'

Susan Ressia (Griffith University), Glenda Strachan (TBA), Kim Ball (TBA), David Peetz (TBA), Keith Townsend (TBA) and Carolyn Troup (TBA) 'Working from home during COVID-19: How women managers managed remote work teams'

Amie Shaw (Griffith University) 'Women, Careers and COVID: The implications of, and impact on women's careers as a response to the COVID-19 pandemic'