31ˢᵗ Annual AIRAANZ Conference

Reconsidering Gender and Industrial Relations

AIRAANZ
Association of Industrial Relations Academics of
Australia and New Zealand

UNSW
AUSTRALIA

Canberra

Contents

AIRAANZ Code of Conduct

The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) recognises our responsibility to ensure its conference and other activities are free of harassment. Harassment is a form of discrimination and includes harassment based on gender, race, age, disability, sexual orientation and the use of sexist and racist language.

Complaints of harassment at AIRAANZ Conference will be taken seriously and will be investigated immediately and treated confidentially, in the event the complainant being unable to satisfactorily resolve the situation individually. Each Conference will have designated representatives nominated by the executive.

Welcome

Welcome to the 31st Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference hosted by the School of Business at UNSW Canberra and held in the QT Hotel, New Acton.

The focus of the conference is 'Reconsidering Gender and Industrial Relations'. Gender equality, diversity and inclusion issues have increasingly featured at AIRAANZ conferences, consistent with the feminisation of the discipline. From once being a male-dominated discipline which focused on traditional IR issues such as collective bargaining, unions and wages, industrial relations has expanded over the years to focus on gender equality issues. Work and family, flexible working arrangements, pay equity, gender and collectivism, equal employment opportunity and women working in male-dominated areas are now all IR staples.

New areas relating to gender continue to emerge, including discussion around how to make workplaces more inclusive, working conditions for women in less developed countries, the impact of disruptive digital technologies on gender equality, and even the meaning of 'gender' and how this plays out in the workplace. AIRAANZ is an important forum for advancing our knowledge and understanding of the bedrock issues of gender equality, while also delivering new, fresh ideas. The 31st AIRAANZ provides an opportunity to consolidate and broaden our knowledge of gender and IR.

We are pleased to host three keynote international speakers, two book launches, five panels and two events focusing on IR journals, including the AIRAANZ journal, *Labour and Industry*. There are also five streams of papers, highlighting the depth of interest in gender and IR as well as the range of topics you would expect at an AIRAANZ conference. In short, there's something for everyone!

This conference is the end result of sustained effort by a great many people. Thank you to the referees of papers, panel convenors and the AIRAANZ Executive. Special thanks go to David Peetz for compiling the program and to Katherine Ravenswood for her continuous advice and support. A great debt of thanks is also due to the staff in the School of Business who have provided administrative support, as well as to the fabulous staff at Conference Solutions for their professional, efficient and generally unflappable organisation of this conference.

We have been looking forward to hosting this conference ever since the 2016 AIRAANZ concluded. We hope you enjoy it!

Sue Williamson and Michael O'Donnell
UNSW Canberra on behalf of the Conference Organising Committee

General Information

Car parking

Car parking is available at QT Canberra for a charge of $12.00 per day. Please see QT Concierge staff to make arrangements.

Catering and Dietary requirements

Morning and Afternoon Teas and lunches will be held in the **Ballroom Foyer, level 1**.

Care is taken to ensure all requested dietary requirements are catered to. If you specified your dietary requirement when registering, please speak with the registration desk regarding the catering arrangements.

Name Tags

Conference registration name tags should be worn at all times. Admission to all sessions, morning and afternoon teas, lunches and social functions is by name tag only.

Mobile phones

Please ensure that mobile phones are turned off or in "Silent" mode during all presentations.

Cameras and Electronic recording

No electronic recording of presentations is permitted in any form without the express permission of conference organisers and speakers.

Registration Desk

The registration desk is located in the **Ballroom Foyer, Level 1** and will be open from **8:00am** each day.

Security

In the interest of security, please take care to ensure that bags, laptop computers and other personal items of value are not left unattended.

Social Functions

Welcome Reception

Wednesday 8th February 6:00pm – 8:00pm Ground Level, QT Hotel, Lucky's Room

The Welcome Reception is a great opportunity to meet your fellow delegates and have a chat over drinks.

Attendance is free for delegates; guest tickets may be purchased from the registration desk.

Networking Drinks

Thursday 9th February 5:30pm – 7:00pm, Australian National University, University House, Fellows Garden (walking map attached).
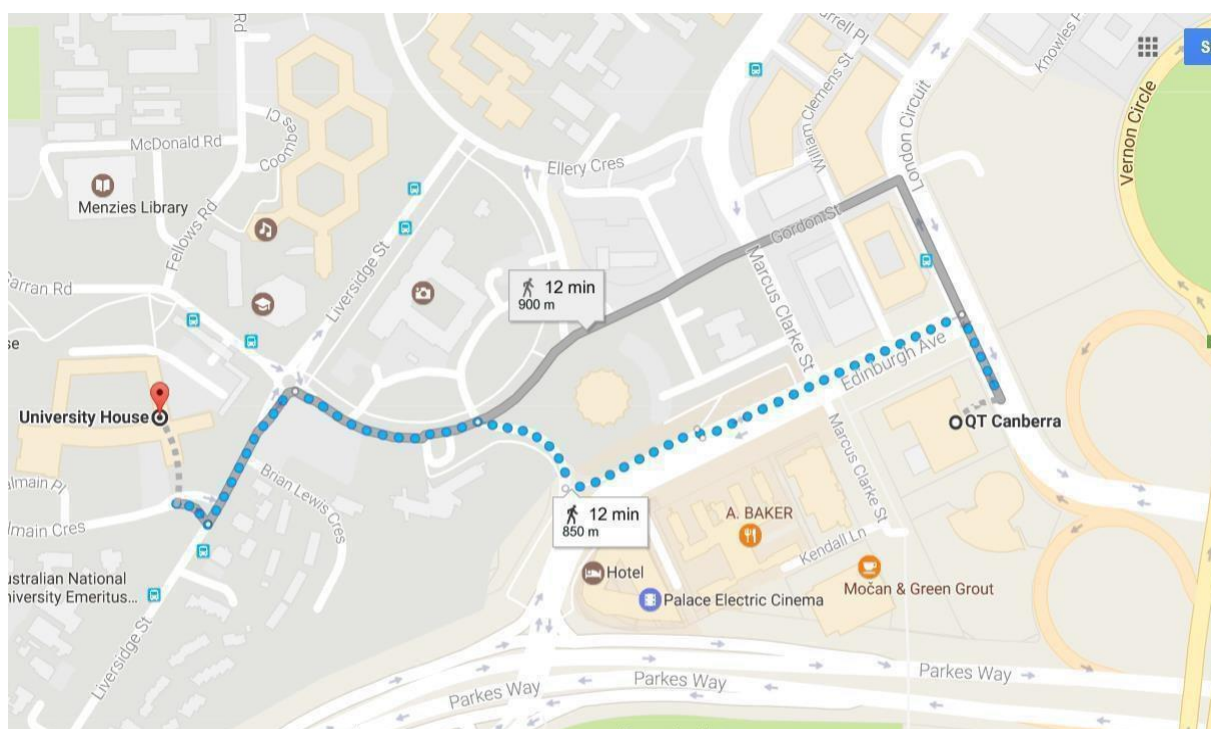
Casual networking drinks and nibbles will conclude the second day of presentations. The venue is a short walk from QT Canberra and attendance is free for delegates.

Conference Dinner

Friday 10th February 7:00pm – 11:00pm, Private Dining Room Ballroom 3, Level 1, QT Canberra Hotel.

To conclude the conference, this year's dinner will be held at the Conference Venue in the Private Dining Room Ballroom 3, Level 1. A three-course menu with beverages will be served.

The conference dinner is available to those who have previously purchased tickets to attend this event. To purchase a ticket or if you have any questions, please see the registration desk

About Canberra

Getting around

Buses

ACTION Buses have been servicing the Canberra Region for over 40 years.

For detailed information on the ACTION Bus services and timetables, please visit the Transport Canberra website:

https://www.transport.act.gov.au/routes-and-timetables

Taxi service

Taxis from Canberra Airport to QT Canberra cost approximately AU$30 - AU$40 and take between 15-20 minutes (depending on traffic and conditions). Canberra has a number of easily accessible taxi ranks where clearly marked taxis are ready to be dispatched. To ring and book a taxi in advance, there are a number of companies available. They are:

ACT Cabs   02 6280 0077 or book online

Canberra Elite   13 22 27

Cabxpress   1300 222 977 or book online

Silver Service   13 31 00 or book online

Airport transfers

The Airport Express Shuttle bus offers Airport-City-Airport services daily for a cost of $12 one way or $20 return. For further information on the Airport Express shuttle bus visit https://www.canberraairport.com.au/travellers/parking-transport/buses-and-coaches-2/.

Banks and ATMs

There is an ATM conveniently located in the lobby of QT Canberra. Other banks and ATMs can be found at the following locations:

Commonwealth Bank   187 London Circuit, Canberra City

Westpac Bank   118 Percy Street, Canberra Centre

Suncorp Bank   100 City Walk, Ground Floor, Canberra City

St George Bank   222 City Walk, Canberra City

Cashcard ATM   17 London Circuit, Canberra City

Emergencies, medical needs and illnesses

In the event of an emergency, you can contact the Police, Paramedics and Fire Department by calling 000 (triple zero) from a landline or 112 from a mobile phone.

If you require non-emergency medical attention, please speak with the staff at the registration desk.

Local restaurants

- Capitol Bar and Grill
  1 London Circuit
  Cuisines: Steakhouse, Bar, Australian Grill

- Mocan and Green Grout
  19 Marcus Clarke Street
  Cuisines: Café, Australian, Contemporary

- TwentyOne Café & Grocery
  21-23 Marcus Clarke Street
  Cuisines: Café, Australian

- Bicicletta
  15 Edinburgh Ave
  Cuisines: Italian, Pizza, Mediterranean

- Monster Kitchen and Bar
  Nishi Apartments, 25 Edinburgh Ave
  Cuisines: Australian

- A. Baker
  15 Edinburgh Ave New Acton Pavillion
  Cuisines: Café, Australian

- The Cupping Room
  1/13 University Avenue
  Cuisines: Café, Australian, International

- The Spit Shack
  2 Phillip Law St Level 9 Nishi Building
  Cuisines: Australian, FastFood

- Xchange on London 7
  London Circuit
  Cuisines: Café, Australian, International, Contemporary

- Max Brenner Cafe
  2 Phillip Law St Nishi Building Cuisines: Café,
  Chocolate Bar

Further restaurants and dining ideas can be located by going to:

https://www.tripadvisor.com.au/RestaurantsNear-g255057-d256307-QT_Canberra-Canberra_Australian_Capital_Territory.htm.

Sponsors and Exhibitors

The organising committee of the 2017 AIRAANZ Conference would like to thanks the following sponsors for their support:

National Tertiary Education Union

UNSW Canberra
School of Business

Presenters

Jill Rubery

Jill Rubery is a Professor of Comparative Employment Systems at the University of Manchester. She joined the Manchester School of Management at the University of Manchester Institute of Science and Technology (UMIST) in 1989, having previously worked at the Department of Applied Economics at Cambridge University, where she had been a fellow of New Hall and Director of Studies in Economics. She was appointed to a Chair at UMIST in 1995. From 1991 to 1996 and again from 1998 to 2007 she acted as co-ordinator of the European Commission's group of experts on gender and employment. She has also worked as the UK member of this group of experts. Professor Rubery is a member of the ACAS Board of Arbitrators. She has been Head of the People, Management and Organizations Division at the Manchester Business School since 2004 and in 2007, she appointed Deputy Director for Human Resources. In 2006, she was elected a fellow of the British Academy and an emeritus fellow of New Hall, University of Cambridge.

John W. Budd

John W. Budd is a Professor of Work and Organizations in the University of Minnesota's Carlson School of Management, where he holds the Industrial Relations Land Grant Chair and is the Director of the Center for Human Resources and Labor Studies. He is a graduate of Colgate University and earned a Ph.D. degree in economics from Princeton University. Professor Budd is the author of *Employment with a Human Face: Balancing Efficiency, Equity, and Voice* (Cornell University Press), *Invisible Hands, Invisible Objectives: Bringing Workplace Law and Public Policy into Focus* (with Stephen Befort, Stanford University Press), *The Thought of Work* (Cornell University Press), and numerous journal articles. Professor Budd has also been Director of Graduate Studies for the University of Minnesota's graduate programs in Human Resources and Industrial Relations, is the author of a leading textbook *Labor Relations: Striking a Balance* (McGraw-Hill/Irwin), and has created a MOOC "Preparing to Manage Human Resources" and a blog "Whither Work?"

Gill Kirton

Gill Kirton is Professor of Employment Relations and HRM in the Centre for Research in Equality and Diversity at the School of Business and Management, Queen Mary University of London. Her research interests lie in the area of gender, equality and diversity in employment, careers and the workplace. Gill's most recent research has explored: (i) women's participation and representation in unions/unions' gender equality strategies; (ii) gender and union effects of outsourcing of public services; (iii) gender and diversity in the IT sector. Gill's work is published in journals such as British Journal of Industrial Relations, Gender, Work and Organization, Human Resource Management Journal, Human Relations, International Journal of Human Resource Management, Work, Employment and Society. Gill is an Associate Editor of *Human Resource Management Journal* and *Gender, Work and* Organization and she sits on the editorial boards of *Work, Employment and Society* and *Equality Diversity and Inclusion*.

2017   AIRAANZ program

	Tuesday 7 February 2017
Tuesday 2.00-5.00	'The Old Girls Network: Women in IR scholarship'. Symposium *(QT Canberra Hotel, Acton Canberra — ie the AIRAANZ conference venue)*
	Wednesday 8 February 2017
Wed 8.30	Registration opens
Wed 9.00 – 11.00	PhD students and ECRs forum 1. Insights on publishing from a journal editor & publisher; 2. Discussions about academic careers (Mark Bray & Louise Thornthwaite, Australia; John Budd, USA; Gill Kirton, UK; Jane Parker, NZ). Co-chairs: Professors Sarah Kaine & Greg Bamber. Register to RA.Mgt@monash.edu *(Studio 1)*
Wed 11.00 – 11.30	Conference opening (including Acknowledgement of Country, Laurie McDonald) *(Ballrooms 2-3)*

		Parental leave (Ballrooms 2-3)	Hours and exploitation (Studio 1)	Flexibility and male industries (Studio 2)	Employment & gender (Studio 3)	Labour History - Unions (Studio 4)
Wed 11.30-1.00	11.30	Professor Gillian Whitehouse / Associate Professor Maria Zadoroznyj / Associate Professor Belinda Hewitt / PAID PARENTAL LEAVE AND THE SYMBOLIC MEANING OF MONEY: GENDER EQUALITY IMPACTS OF AUSTRALIAN POLICY PROVISIONS	Associate Professor Louise Thornthwaite / Dr Sharron O'Neill / OWNER DRIVER REMUNERATION AND ROAD SAFETY: NEW SURVEY EVIDENCE	Professor Abby Cathcart / Professor Paula McDonald / LEARNING NOT TO ASK: HOW POWER SHAPES EMPLOYEE SILENCE IN RELATION TO FLEXIBLE WORK IN THE AUSTRALIAN DEFENCE FORCE	Professor Chris Nyland / Doctor Beibei Pan / Associate Professor Brian Cooper / Associate Professor Berenice Nyland / PARENT EMPLOYMENT AND PRESCHOOL UTILIZATION IN URBAN CHINA	Mathin Biswas / Dr Marjorie Jerrard / Professor Julian Teicher / INDUSTRIAL RELATIONS, GEOGRAPHY AND LABOUR HISTORY: A STUDY OF THE WORK IDENTITY OF FORMER SECV WORKERS AND MANAGERS
	12.00	Laetitia Coles / Associate Professor Belinda Hewitt / Professor Gillian Whitehouse / Assistant Professor Mara Yerkes / Professor Marian Baird / AUSTRALIAN FATHERS' USE OF LEAVE FOR INFANT CARE: INSIGHTS FROM A LONGITUDINAL STUDY OF MOTHERS	Scott Bruynius / Associate Professor Georgina Murray / Professor David Peetz / CHOICE AND WEEKEND PENALTY RATES IN THE RETAIL AND HOSPITALITY INDUSTRIES	Dr Abigail Powell / Natalie Galea / SHORT-TERM AND INFORMAL: FLEXIBLE WORK PRACTICES IN THE CONSTRUCTION SECTOR	Fiona Macdonald / Sara Charlesworth / POLICY, POLITICS AND EQUAL PAY: REALISING THE POTENTIAL OF WORKPLACE AND INDUSTRIAL RELATIONS REGULATIONS?	Alexis Vassiley / INTRA-UNION RELATIONS AND THE ROLE OF SHOP STEWARDS' CONVENORS IN PILBARA LABOUR HISTORY
	12.30	Professor Marian Baird / Leo Gordon / AN AFTERTHOUGHT: THE EMERGENCE OF PATERNITY LEAVE POLICY IN AUSTRALIA	Prof Andrew Stewart / Dr Damian Oliver / Prof Paula McDonald / Assoc Prof Anne Hewitt / ESTIMATING THE PREVALENCE IN AUSTRALIA OF UNLAWFUL FORMS OF UNPAID WORK EXPERIENCE	Dr Alex Veen / Dr Peter Holland / Professor Julian Teicher / ARE TECHNOLOGICAL CHANGES FORCING A DOWNING OF T H E TOOLS? A QUALITATIVE CASES STUDY OF THE HUMAN RESOURCE DEVELOPMENT CHALLENGES OF THE VICTORIAN CONSTRUCTION INDUSTRY	Associate Professor Rae Cooper / Alexandra Heron / WOMEN WORK AND CARE IN AUSTRALIA: A VANISHING AGENDA?	Craig Brown / THE SIGNIFICANCE OF ORIGIN ON TRADE UNION RENEWAL: A CASE STUDY OF THE FMWU
Wed 1.00 - 1.50	Lunch (Foyer)					

Wed 1.50 - 2.35	Presidential address (Ballrooms 2-3)				
Wed 2.35 - 3.30	Keynote address: Jill Rubery, University of Manchester (Ballrooms 2-3)				
Wed 3.30 – 4.00	Afternoon tea (Foyer)				
		Teaching *(Studio 1)*	**Care work** *(Studio 2)*	**Gender** *(Studio 3)*	**New economy** *(Studio 4)*	
Wed 4.00 - 5.30	4.00	Panel: INDUSTRIAL RELATIONS ONLINE TEACHING: EXPERIENCES, CHALLENGES, AND IDEAS / The Dilemmas of Learning and Teaching in Employment Relations (Shalene Werth and Dr Joan Corrie) / Using Problem-Based Learning to Teach Employment Relations and HRM Online (Dr Johanna Macneil) / Group Work in the Online Space: A Look at a Negotiation Simulation Exercise (Dr Susan Ressia and Ms Lenka Boorer) / Developing and Teaching a Massive Open Online Course (MOOC) in HRM (John W. Budd - convenor)	Professor Donna Baines / Professor Pat Armstrong / CHALLENGING THE GAPS: LONG TERM CARE WORK AND INDUSTRIAL RELATIONS THEORY	Assoc. Prof. Rae Cooper / Dr. Meraiah Foley / Prof. Marian Baird / WOMEN AT WORK: AUSTRALIA AND THE UNITED STATES, A KEY INDICATORS APPROACH	Dr. Jim Stanford / A MODERN VISION OF FULL EMPLOYMENT	
	4.30		Professor Sara Charlesworth / Jenny Malone / RE-IMAGING DECENT WORK FOR HOME CARE WORKERS IN AUSTRALIA	Professor Eileen Willis / WOMEN MIGRANTS AND REFUGEES WORKING IN RESIDENTIAL AGED CARE: THE IMPACT OF HUMAN RESOURCE DIVERSITY MANAGEMENT ON QUALITY CARE	Dr Robyn Mayes / Prof Paula McDonald / DIGITAL WORK AND THE PLATFORM ECONOMY	
	5.00		Sandra Martain / Dr Donella Caspersz / Prof Rob Lambert / CONCEPTUALISING THE EMBODIED LABOUR PROCESS IN THE CASE OF PAID AGED CARE WORK IN THE HOME IN AUSTRALIA	Dr Natasha Cortis / Dr Fiona Macdonald / WOMEN'S LEADERSHIP AND MARKETIZATION IN NON-PROFIT SOCIAL AND COMMUNITY SERVICES	Associate Professor Sarah Kaine / Dr Damian Oliver / Professor Emmanuel Josserand / PRECARITY IN THE GIG-ECONOMY, THE EXPERIENCE OF RIDESHARE DRIVERS	
Wed 5.30 – 7.00	Welcome drinks (Ground Level, QT Hotel, Lucky's Room)				

		Thursday 9 February 2017 – Special day on Gender and IR				

Thur 8.30	Registration reopens					
Thur 8.00 – 9.00	AIRAANZ Executive Committee Meeting *(Ballroom 3)*					

		Gender gaps & regulation *(Ballroom 2)*	**Gender & public services** *(Studio 1)*	**Precarity & flexibility** *(Studio 2)*	**Emotional labour & voice** *(Studio 3)*	**Policy regimes** *(Studio 4)*
Thur 9.00 - 10.30	9.00	Panel: VARIETIES OF GENDER GAPS: LABOUR SEGMENTATION AND REGULATION / Robin Price (QUT) / Annie Delaney (RMIT University) / Gillian Whitehouse (University of Queensland) / Amanda Coles (University of Melbourne) / David Peetz (Griffith University) (co-chair) / Georgina Murray (Griffith University) (co-chair)	Dr Sue Williamson / ACHIEVING GENDER EQUALITY IN THE APS: FIRST FINDINGS OF A LONGITUDINAL STUDY	Dr. Wayne Lewchuk / PRECARIOUS EMPLOYMENT, HOUSEHOLDS AND COMMUNITIES	Sally Hanna-Osborne / WOMEN PARAMEDICS' EMPLOYMENT EXPERIENCES AND CAREERS	Associate Professor Soren Kaj Anderson / Professor Russell Lansbury / Associate Professor Sarah Kaine / DIVERGENT DECENTRALISATION OF BARGAINING: AUSTRALIA AND DENMARK COMPARED
	9.30		Emma Greenwood / PROGRESSING GENDER EQUALITY IN A FEDERAL GOVERNMENT DEPARTMENT	Penelope Williams / SIGNALS OF SUPPORT: THE UNDOCUMENTED FLEXIBLE WORK POLICY	Amrita Gautam / Dr Raymond Markey / 'VOICE' WITHOUT VOICE: A CASE STUDY OF THREE AUSTRALIAN CHILDCARE CENTRES	Kurt Walpole / FOUR PHASES OF CHANGE TO AUSTRALIA'S INDUSTRIAL RELATIONS INSTITUTIONS BETWEEN 1983 AND 2013: AN HISTORICAL INSTITUTIONAL ANALYSIS
	10.00		Dr Stephen Blumenfeld / Dr Noelle Donnelly / GENDER AND THE NATURE OF WORK IN NEW ZEALAND PUBLIC SERVICE ORGANISATIONS	Dr. Iain Campbell / COMPARING CASUAL WORK ARRANGEMENTS IN SIX COUNTRIES	Shalini Dananja Kumari Wanninayake / "HAVE YOU GOT A SMILE FOR ME?" AN EXAMINATION OF PRESENTATIONAL LABOUR AMONG SRI LANKAN SERVICE SECTOR EMPLOYEES	Dr Chris Wright / Prof Russell Lansbury / Prof Nick Wailes / Prof Greg Bamber / BEYOND NATIONAL SYSTEMS: TOWARDS A MULTI-SCALAR THEORETICAL FRAMEWORK OF INTERNATIONALLY COMPARATIVE EMPLOYMENT RELATIONS

Thur 10.30 – 11.00	Morning tea (plus Labour and Industry editorial board: Inaugural meeting)					

Thur 11.00 – 12.00	Keynote address: — Gill Kirton, Queen Mary University (Ballrooms 2-3)				
		Gender, managers & work intensity (Studio 1)	**Gender & organisations** (Studio 2)	**Union futures** (Studio 3)	**Abuse** (Studio 4)
Thur 12.00 - 1.00	12.00	Associate Professor Rae Cooper / Professor Marian Baird / ENABLING, INHIBITING AND PRACTICING FLEXIBLE WORK: THE ROLE OF MANAGERS	Dr Colm Mclaughlin / Professor Simon Deakin / Dr Dominic Chai / THE IMPACT OF STOCK MARKET LISTING ON GENDER EQUALITY	Carol Jess / Dr Stephen Blumenfield / THE FUTURE(S) OF NEW ZEALAND TRADE UNIONS?	Dr Katherine Ravenswood / Dr Julie Douglas / Dr Huat Bin Ang / PHYSICAL AND VERBAL ABUSE IN COMMUNITY CARE: THE RELATIONSHIP WITH TRAINING, JOB SATISFACTION AND QUITTING
	12.30	Richard Gough / DOING THE JOB? NURSE PATIENT RATIOS, PATIENT CARE AND NURSE WORK INTENSITY AT A VICTORIAN HOSPITAL	Mahan Poorhosseinzadeh / Professor Glenda Strachan / Dr Kaye Broadbent / TRANSITION INTO SENIOR POSITIONS: "OFF-RAMPS AND ON-RAMPS" IN WOMEN'S CAREER	Ken Mcalpine / THE FUTURE OF TRADE UNIONS IN AUSTRALIA – IT'S TIME WE HAD A SERIOUS TALK	Professor Stephen Teo / Dr Diep Nguyen / Vilomena Ole / Dr Marcus Ho / A SYSTEMATIC REVIEW OF WORKPLACE BULLYING IN AUSTRALIAN AND NEW ZEALAND HEALTH CARE SECTORS
Thur 1.00 – 2.00	Lunch (foyer)	and/or Workshop: PROMOTING AUSTRALIAN INDUSTRIAL RELATIONS JOURNALS (Ballroom 3)			

		Gender, academe & public sector (Ballroom 2)	Young and casual workers (Studio 1)	Gendered work (Studio 2)	Migration (Studio 3)	Unionism (Studio 4)
Thur 2.00 - 4.00	2.00	Jeannie Rea / THE IMPACTS OF PREVALENCE OF INSECURE EMPLOYMENT ON WOMEN'S PARTICIPATION IN THE DISCIPLINE AND THE ACADEMY	Dr Tui McKeown / Dr Robyn Cochrane / THE PUSH & PULL OF INDEPENDENT CONTRACTING	Michael Walker / EMPLOYMENT ISSUES IN FASHION MODELLING	Dr Chris F Wright / Dr Colm McLaughlin / SKILLS, IMMIGRATION AND INSTITUTIONS: A COMPARATIVE ANALYSIS OF AUSTRALIA AND DENMARK	Dr Cathy Brigden / Dr Sarah Kaine / WOMEN IN AUSTRALIAN UNIONS: AN ORAL HISTORY PROJECT
	2.30	Dr Charikleia Tzanakou / UNRAVELLING GENDER EQUALITY IN UK ACADEMIA	Dr Damian Oliver / Prof Paula McDonald / Prof Andrew Stewart / Assoc Prof Anne Hewitt / THE IMPACT OF UNPAID WORK EXPERIENCE ON EMPLOYABILITY	Dr Robyn Mayes / AU PAIRS IN AUSTRALIA: CULTURAL EXPERIENCES AND POCKET MONEY	Azadeh Faaliyat / NON-ENGLISH SPEAKING BACKGROUND EMPLOYEES' PERCEPTIONS OF LINE MANAGERS IN AUSTRALIAN ORGANISATIONS	Professor Julian Teicher / Gordon Stewart / Professor Bernadine Van Gramberg / NEW TERRAIN IN ENTERPRISE BARGAINING: MANAGEMENT, POLITICS AND INDUSTRIAL RELATIONS IN THE VICTORIAN COUNTRY FIRE AUTHORITY
	3.00	Dr Linda Colley / LESSONS FROM HISTORY: 50 YEARS SINCE REMOVAL OF THE MARRIAGE BAR	Dr Katherine Moore / Professor Paula McDonald / CRACKS IN THE PATHWAY TO EMPLOYMENT: STRUCTURAL BARRIERS AFFECTING AT-RISK YOUTH	Leigh Smith / SEXUAL HARASSMENT AND VICARIOUS LIABILITY IN MODERN AUSTRALIAN WORKPLACES	Dr Stephen Clibborn / IT TAKES A VILLAGE: REGULATING EMPLOYMENT CONDITIONS OF TEMPORARY MIGRANT WORKERS IN AUSTRALIAN HORTICULTURE	Dr Ruth Barton / Dr Melissa Slee / UNION REVITALISATION AND THE POLITICS AND POWER OF UNION INCUMBENCY: A REFLECTIVE ETHNOGRAPHIC STUDY OF A WHITE COLLAR UNION BRANCH IN AUSTRALIA.
	3.30	Syeda Nuzhat E Ibrat / THE ROLE OF INDIVIDUAL AGENCY IN LEADERSHIP CAREER DECISIONS OF FEMALE EXECUTIVES IN SOUTH AUSTRALIAN PUBLIC SERVICE	Dr Robin Price / Dr Janis Bailey / LEARNING TO LABOUR: SCHOOL-AGED WORKERS AND THEIR EXPERIENCE OF WORK	Alexandra Heron / ORGANISATIONAL POLICIES AND EMPLOYEE ELDERCARE RESPONSIBILITIES: THE ROLE OF GENDER	Dr. Iain Campbell / LANDSCAPES OF EXPLOITATION? EMPLOYMENT EXPERIENCES OF WORKING HOLIDAY MAKERS IN AUSTRALIAN COUNTRYSIDE AND CITIES	

4.00 - 4.30		Afternoon tea — Book launch: 'Women, Work and Care in the Asia / Pacific'				
		Work/care in Asia-Pacific *(Ballroom 2)*	**Public sector** *(Studio 1)*	**Gender, education & care work** *(Studio 2)*	**Mining industrial relations** *(Studio 3)*	**Working hours, lifestyle & health** *(Studio 4)*
4.30 - 6.00	4.30	Panel: WORK-CARE REGIMES IN THE ASIA-PACIFIC: DEVELOPING A FEMINIST FRAMEWORK / Marian Baird (convenor) / Michele Ford / Elizabeth Hill / Rae Cooper / Alexandra Heron / Jane Parker / Jill Rubery (discussant)	Dr Linda Colley / 20,000 TOO MANY: THE NEWMAN GOVERNMENT DOWNSIZING PROGRAMME IN THE QUEENSLAND PUBLIC SERVICE	Mihajla Gavin / "PASSIVE UNIONS WON'T CUT IT". (HOW) CAN FEMALE TEACHER UNIONISTS STRATEGICALLY RESPOND TO NEOLIBERAL EDUCATIONAL REFORM AFFECTING THEIR WORK AND CONDITIONS?	Professor David Peetz / REDUNDANCIES AND THEIR EFFECTS IN COAL MINING	Dr Stephen Blumenfeld & Suzy Morrissey / PAS DE DEUX: THE DANCE OF LEGISLATION AND COLLECTIVE BARGAINING IN PARENTAL LEAVE POLICY IN NEW ZEALAND
	5.00		Dr Scott Fitzgerald / Associate Professor Susan McGrath-Champ / Dr Rachel Wilson / Meghan Stacey / A "TSUNAMI OF PAPERWORK": PROFESSIONALLY ENGAGED TEACHERS' REPORTS ON CHANGES TO CONDITIONS OF WORK AND EMPLOYMENT CONDITIONS UNDER DEVOLUTION	Karen Douglas / ORGANISING DISABILITY SUPPORT WORKERS IN 21ST CENTURY WORKPLACES	Lorraine Tulele / ESTABLISHING A SUPPORTIVE ENVIRONMENT FOR INDIGENOUS AUSTRALIAN WOMEN IN THE MINING SECTOR	Dr Terri Mylett / PSYCHOSOCIAL HAZARDS OF OPEN-PLAN ACADEMIC OFFICES
	5.30		Associate Professor Karolina Parding / Associate Professor Susan McGrath-Champ / Meghan Stacey / TEACHERS, SCHOOL CHOICE AND COMPETITION: LOCK-IN EFFECTS WITHIN AND BETWEEN SECTORS	Dr Anne Junor / Dr Celia Briar / Dr Alison Barnes / Dr Nikola Balnave / VALUING SKILLED PROFESSIONAL WORK PROCESSES IN PREDOMINANTLY FEMALE EDUCATION AND CARE WORK	Desmond Tutu Ayentimi / ARE MNES IN LESS DEVELOPED HOST COUNTRIES CHARTING THE CONTOURS OF UNION SUPPRESSION OR UNION SUBSTITUTION? EVIDENCE FROM GHANA	Associate Professor Lyndall Strazdins / Jennifer Welsh / Professor Sara Charlesworth / Professor Carol Kulik / WORKING WHILE OLDER IN AUSTRALIA: HEALTHY, WEALTHY AND BECOMING UNEQUAL?
6.00- 7.30		**Networking drinks** *(Fellows Garden, University House, Australian National University)*				

		IR Reform (Ballroom 2)	Gender (Studio 1)	Care (Studio 2)	Unionism (Studio 3)	Universities (Studio 4)
				Friday 10 February 2017		
Fri 8.30				Registration reopens		
Fri 8.00 – 9.00				AIRAANZ Executive Committee Meeting (Ballroom 3)		
Fri 9.00 - 10.30	9.00	Panel: THE FUTURE OF INDUSTRIAL RELATIONS: KEY PROPOSALS FOR REFORM / Convenors and chairs: Russell Lansbury and Keith Hancock / Mark Bray and Johanna Macneil (University of Newcastle) Alternative Approaches to Collective Bargaining and Dispute Resolution / Marian Baird (University of Sydney) Women, Work and Family Issues: An Agenda for Reform / Damien Oliver (UTS) and Chris F. Wright Immigration and Skills Development for a Future Society / Discussants: Sarah Kaine (UTS) or Michael O'Donnell (UNSW)	Dr Annie Delaney / EXPLOITATION OR EMPOWERMENT: THEORISING GENDER IN GLOBAL GARMENT SUPPLY CHAINS	Hugh Bainbridge / Timothy Broad / EXAMINING HOW UNPAID CAREGIVING RESPONSIBILITIES AND SUPPORT SHAPE EMPLOYEE WELL-BEING	Sandra Cockfield / Prof. Greg Bamber / Paul Clark / UNION ADMINISTRATIVE PRACTICES IN AUSTRALIA: AN INTERNATIONALLY COMPARATIVE PERSPECTIVE	Professor Donna Buttigieg / THE EFFECTIVENESS OF A MENTORING PROGRAM AT A VICTORIAN UNIVERSITY AS DETERMINED BY MENTORS AND MENTEES
	9.30		Dr Amanda Reilly / MAORI WOMEN, PAID WORK AND DISCRIMINATION LAW	Professor Tamara Daly / RE-IMAGINING CARE AS A RELATIONSHIP: EXPLORING TENSIONS AND PROMISING PRACTICES BETWEEN QUALITY OF WORK AND RESIDENTS' QUALITY OF LIFE AND HEALTHCARE IN LONG-TERM RESIDENTIAL CARE	Associate Professor Peter Holland / Dr Marjorie Jerrard / WHY NOW? THE PROPOSED MERGER OF THE MUA AND CFMEU	Nimbus Awhina Staniland / ATA HAERE: THE TERTIARY EDUCATION SECTOR IN AOTEAROA NEW ZEALAND, A CONSIDERATION OF THE POLICY IMPLICATIONS FOR THE EMPLOYMENT AND CAREERS OF MAORI AS ACADEMICS IN UNIVERSITY BUSINESS SCHOOLS
	10.00		Prof Erling Rasmussen / GENDER IMBALANCES: EDUCATIONAL ACHIEVEMENTS AND LABOUR MARKET TRENDS OF NEW ZEALAND MEN	Dr Subas Dhakal / Dr Scott Fitzgerald / Professor Julia Connell / Professor Alan Nankervis / Prof John Burgess / ATTRACTING AND RETAINING EMPLOYEES INTO THE AGED CARE SERVICES SECTOR	Professor Bradon Ellem / Senior Honorary Research Fellow Patricia Todd / Caleb Goods / GLOBALISATION AND NATIONAL REGULATION: THE CRISIS IN ENGINEERING UNIONISM	Helen Madden-Hallett / PROMOTION OF A UNION BRAND AND RATIONALE FOR MEMBERSHIP

Fri 10.30 – 11.00	Morning tea — Book launch by Prof. Glenn Withers of Lansbury & Hancock's *IR Reform*				
Fri 11.00 – 12.00	Keynote address: (John Budd, University of Minnesota) *(Ballrooms 2-3)*				
		Health and work *(Studio 1)*	**Organisations** *(Studio 2)*	**Climate change** *(Studio 3)*	**Gender policy** *(Studio 4)*
Fri 12.00 - 1.00	12.00	Associate Professor Jane Dixon / Associate Professor Cathy Banwell / Dr Lara Corr / DO FLEXIBLE LABOUR MARKETS DELIVER OPPORTUNITIES FOR THE PRACTICE OF HEALTH?	Dr Mark Westcott / HUMAN RESOURCE AND FINANCE MANAGERS: GENDERED AND UNEQUAL.	Dr Caleb Goods / W O R K P L A C E RELATIONS & CLIMATE CHANGE: IS THERE A PLACE FOR THE CLIMATE AT WORK?	Professor Marian Baird & Dominique Anxo / WORK AND CARE REGIMES AND WOMEN'S EMPLOYMENT OUTCOMES: AUSTRALIA AND SWEDEN COMPARED
	12.30	Dr Cathy Banwell / Dr Danielle Venn / Dr Jane Dixon / Dr Lara Corr / HOW DO LONGER WORK HOURS IMPACT ON FAMILY HEALTH PRACTICES?	Melinda Laundon / PAY TRANSPARENCY CHARACTERISTICS OF A LARGE FINANCE ORGANISATION	Professor David Peetz / Associate Professor Georgina Murray / Professor Christopher Wright / Emeritus Professor Ian Lowe / SPATIAL AND EMPLOYER ASSOCIATION EFFECTS ON CLIMATE CHANGE MITIGATION AND DENIAL	Dr. Amanda Coles / WHAT'S WRONG WITH THIS PICTURE?: GENDER EQUITY, INDUSTRIAL CITIZENSHIP AND CULTURAL CITIZENSHIP IN THE SCREEN-BASED PRODUCTION INDUSTRY
Fri 1.00 – 2.00	Lunch (plus Labour and Industry Sub-Committee meeting) *(Foyer)* *(Ballroom 3)*				

		The policy process (Ballroom 2)	Meaty labour history (Studio 1)	Organisations and managers (Studio 2)	New forms of action (Studio 3)
Fri 2.00 - 4.00	2.00	Panel: INFLUENCING THE POLICY PROCESS / Andrew Leigh MP / Dr Craig Latham / Sarah Charlesworth /David Peetz / Chair: Stephen Clibborn.	Dr Patrick O'Leary / AN HISTORICAL COMPARISON OF CONFLICT IN THE US, ARGENTINE AND AUSTRALIAN MEAT PROCESSING INDUSTRIES BEFORE WORLD WAR II	Dr Ancy Ramasamy / Professor Pauline Stanton / Dr Annie Delaney / THE STRENGTH OF HRM SYSTEMS IN NONPROFIT ORGANISATIONS: A CONCEPTUAL FRAMEWORK	Associate Professor Peter Holland / Dr Alison Barnes / Dr Nikki Balnave / "UTTERLY DISGRACEFUL": SOCIAL MEDIA AND THE WORKPLACE
	2.30		Dr Marjorie Jerrard / Associate Prof Deirdre O'Neill / FIGHTING ON TWO FRONTS: THE AMIEU'S CAMPAIGN AGAINST AUSTRALIA'S LIVE ANIMAL EXPORT POLICY	Paul Sutcliffe / ON THE ADEQUACY OF FRAMES OF REFERENCE-BASED ANALYSIS FOR AN UNDERSTANDING OF MANAGER BEHAVIOUR IN EMPLOYMENT RELATIONS.	Professor Jimmy Donaghey / Professor Juliane Reinecke / BUSINESS INTERESTS IN POST-RANA PLAZA BANGLADESH: UNDERSTANDING BRANDS AS COLLECTIVE EMPLOYMENT RELATIONS ACTORS
	3.00		Gordon Stewart / 'A GOOD FIGHT': THE INTRODUCTION OF FEDERAL AWARD REGULATION AT THE LAKES CREEK MEATWORKS	Professor Deborah Blackman / Professor Stephen Teo / INCLUSION AS A CAPABILITY: COULD THAT CHANGE ORGANISATIONAL COMPETENCE?	Paul Doughty / NEW MOVEMENTS FOR A WORKERS' AGENDA AND PROSPECTS FOR UNION RENEWAL: INSIGHTS FROM THE FIGHT FOR $15 IN LOS ANGELES
	3.30		Dr John O'Brien / WRITING LABOUR HISTORY INSIDE-OUT OR OUTSIDE-IN: WRITING A HISTORY OF THE NTEU	Dayaram, Associate Professor Kantha, Curtin University / FROM THE PAST INTO THE PRESENT: LABOUR MOVEMENT REGULATION AND MANAGEMENT	Associate Professor Sarah Kaine / Dr Michael Rawling / THE CLEANING ACCOUNTABILITY FRAMEWORK

Fri 4.00-4.10	afternoon tea
Fri 4.10-5.10	AIRAANZ AGM *(Ballroom 2)*
Fri 5.10	choir rehearsal *(Studio 2)*
Fri 7:00 – 11:00	**Conference dinner** *(Private Dining Room Ballroom 3, Level 1, QT Canberra Hotel)*

Abstracts

ARE MNES IN LESS DEVELOPED HOST COUNTRIES CHARTING THE CONTOURS OF UNION SUPPRESSION OR UNION SUBSTITUTION? EVIDENCE FROM GHANA

Desmond Tutu Ayentim, School of Management, Curtin University

This paper addresses an important literature deficit on union avoidance through the lens of 'union suppression' and 'union substitution' within the context of a less developed host country. The article draws on in-depth qualitative evidence from multiple data sources to explore the pattern and the extent to which MNEs subsidiaries in less developed host countries are charting the contours of union suppression and union substitution strategies. The evidence suggest that MNEs subsidiaries engaged in both union suppression and union substitution strategies through (i) apathy among young employees towards unions; (ii) employee retrenchment (iii); enterprise level collective bargaining; (iv) fragmented labour unions; (v) individualistic employee voice mechanisms; and (vi) the adoption of "corridor tactics" strategies. Although MNEs subsidiaries in Ghana engaged in both union suppression and union substitution strategies, they have more preference for the adoption of 'union suppression' strategies such as 'corridor tactics' compared to union substitution.

LEARNING TO LABOUR: SCHOOL-AGED WORKERS AND THEIR EXPERIENCE OF WORK

Janis Bailey, Griffith University
Robin Price, Queensland University of Technology

In many Western societies, including Australia, employment is a majority experience for young people. Through this early paid employment, young people experience work for the first time and begin to learn about the social milieu of work, entitlements and responsibilities, and power relationships in employment contexts and in the wider society. Our focus is on what young people learn – in the widest sense – from their early paid work whilst at school. We explore how young people, as agentic subjects within complex workplace settings, attempt to make sense of their experiences of work. Drawing on a large data set of focus groups with 192 year 9 and 11 students in secondary schools across Queensland, we ask: How does high school students' experience of part time work teach them 'how to labour'?

The article firstly develops the conceptual framework for the study from the industrial relations and workplace learning literatures. We explore what Billett (2001) terms workplace affordances, as they are constituted in work practices. The article's distinctive contribution to the literature on youth and work is to 'give voice' to young workers themselves and to raise issues about the 'hidden curriculum' – the invisible workplace teaching and learning regime – to which young people are subjected, and how they respond.

Billett, S. (2001) Learning through work: workplace affordances and individual engagement. *Journal of Workplace Learning* 13 (5/6):209-214.

EXAMINING HOW UNPAID CAREGIVING RESPONSIBILITIES AND SUPPORT SHAPE EMPLOYEE WELL-BEING

Hugh Bainbridge, University of New South Wales, Sydney, Australia
Mr Timothy Broad, Carer's Australia, Sydney, Australia

Research on caregiving (informal, unpaid non-work responsibilities for people with disabilities) focuses on the effects of role occupancy (possession or absence of the role). However, a more realistic treatment of caregiving is one that shifts the focus to understanding it as a continuum of demands. We thus explored the effects of different levels of care recipient independence on caregiver well-being. We predicted that care recipient independence would affect well-being and that this effect would be sequentially mediated by career disruption and underemployment. We also proposed that the effect of care recipient independence would be moderated by workplace and out- of-workplace support. In a survey of employees with caregiving responsibilities, our hypothesis concerning the mediating role of career disruption and underemployment was supported. We also found employees who cared for people with low independence experienced greater career disruption when they received limited workplace support – and that this career disruption reduced well-being.

CHALLENGING THE GAPS: LONG TERM CARE WORK AND INDUSTRIAL RELATIONS THEORY

Professor Donna Baines, University Of Sydney, Camperdown, Australia
Professor Pat Armstrong, York University, Toronto, Canada

Industrial relations (IR) theory in long-term care work is a neglected area though the workforce is growing rapidly alongside an escalating need for elder care. Feminists have noted that the formal institutions of IR theory (government, management and unions) are not gender-neutral but masculinist and fail to engage with the priorities and experience of most female employment (Pocock, 1997). In particular, what is considered inside and outside the IR system reinforces masculinist priorities and practice (Wajcmann, 2000). For example, most long term care work operates at the intersection of the formal economy characterized by paid work and individualism, and the moral economy characterized by altruism, relationship, fair-play and values-based actions. Hence, while care workers want respect on the job and conditions that foster interactive caring relationships, IR discounts these priorities and focusing instead narrowly on pay, benefits, union density and the technicalities of conditions. Similarly stark divisions between paid and unpaid work, work and home, care and non-care work fail to illuminate the complex blurring of spheres and activities characteristic of most care work, and also fails to recognize that the conditions of care are the conditions of work and vice versa. Drawing on qualitative data collected as part of a six country study of long term care, this paper identifies some of the main problems with existing IR theory argues for extending the scope of IR in order to address the complexity of care work. The paper also identifies various resistance strategies and possibilities for solidarity.

AN AFTERTHOUGHT: THE EMERGENCE OF PATERNITY LEAVE POLICY IN AUSTRALIA

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Leo Gordon, University of Sydney, Sydney, Australia

This article chronicles for the first time the emergence of government-funded paternity leave in Australia and analyses its current incarnation in the form of the Paid Parental Leave (Dad and Partner Pay (DaPP) and Other Amendments) Act 2013. A policy analysis methodology (after Bacchi 2009) was used, accessing press releases, grey literature, and policy documents to form a narrative of the development of paternity leave policy in Australia. The role of employers is typically given 'scant' attention in parental leave schemes, yet employers potentially have a strong impact on a scheme's success (Baird 2011). The Productivity Commission's 2009 Report on Paid Parental Leave is therefore discussed with a particular focus on employer and employer association submissions. Interviews with Australian employers conducted as part of the PPL Evaluation (Martin et al 2014) are also analysed. The paper includes a timeline of the specific events and political context leading up to Dad and Partner Pay's implementation. Our analysis highlights the political nature of DaPP's introduction, making it appear as an afterthought in Australia's Paid Parental Leave scheme, as opposed to a genuine attempt at easing work-family burdens or shifting gender relations. Furthermore, we provide an analysis of the DaPP scheme and its intersection with Australian employers, finding that employers appear content with fathers and same-sex partners taking two weeks of unpaid leave, however, there are design issues which have made it confusing and difficult to administer for employers. Further entitlements for fathers and partners may prove more difficult to negotiate and for employers to accommodate in the future. We conclude that the policy is a modest foundation to change both the institutional dynamic of the male breadwinner model and the practical dynamic of domestic care currently experienced in Australian households.

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WORK AND CARE REGIMES AND WOMEN'S EMPLOYMENT OUTCOMES: AUSTRALIA AND SWEDEN COMPARED

Professor Marian Baird, University Of Sydney, Sydney, Australia
Dominique Anxo, Linnaeus University

Using a gender perspective and a comparative approach, this paper assesses the extent to which national care regimes and family policies interact and impact upon female employment outcomes. We restrict our analysis to Australia and Sweden, two advanced market economies with contrasting employment and care regimes. For the employment regime we focus on paid work across the life course and we focus on parental leave and childcare as indicative of the care regime. Previous comparative studies have clearly shown that the gender division of labour between paid work, care and domestic activities is strongly dependent on prevailing societal norms and the institutional and societal context, in particular the characteristics of the parental leave systems, the availability and cost of childcare services, the provision of care when older people become partially or fully dependent, and more globally on employment and working time regimes and the design of tax and family policies. Our central argument is therefore that family and care policies play a crucial role in shaping the patterns of men's and women's employment. The comparison shows the importance of institutional arrangements and that lack of affordable childcare facilities and poor parental leave arrangements across the life course reduce female, particularly maternal, labour supply both in terms of labour force participation and working time participation.

HOW DO LONGER WORK HOURS IMPACT ON FAMILY HEALTH PRACTICES?

Dr Cathy Banwell, Research School of Population Health, The ANU, Canberra, Australia
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According to experts successfully maintaining one's health over the lifespan requires diligent and time-consuming attention to a myriad of activities involved in preparing and eating healthy meals, being physically active, and getting sufficient sleep. This raises the question - how is this to be achieved when many people spend a considerable proportion of their waking hours at work? This paper addresses this time-centered dilemma by comparing and contrasting the analyses of two data sets.   We use the nationally-representative Australian Time Use Survey (2006) to examine the relationship between these health maintenance practices and the length of the working day. The other data set consists of qualitative in-depth interviews with 54 workers from 4 employment sectors about their management of time, work and health in a family context.
The analyses of the Time Use Survey indicate that longer (non-standard) work hours have no significant relationship with visiting a food outlet but they do reduce participation in physical activities and the likelihood of getting the recommended 7 hours of sleep a night.
The in-depth interviews are used to illustrate how and why people negotiate these trade-offs between time for   work and time for health maintenance. This paper demonstrates that people often prioritize the   immediate requirements of work over risks to their future health; a finding which has implications   for addressing the chronic disease burden in Australia.

UNION REVITALISATION AND THE POLITICS AND POWER OF UNION INCUMBENCY: A REFLECTIVE ETHNOGRAPHIC STUDY OF A WHITE COLLAR UNION BRANCH IN AUSTRALIA.

Dr Ruth Barton, RMIT University, Melbourne, Australia
Melissa Slee, RMIT University, Melbourne, Australia

Although scholars have been debating the merits of organising, renewal and revitalisation for over 20 years, union density continues to decline and this must bring into question the focus of these debates and practices. Fairbrother (2015) has reassessed the turn to organising and argues that trade union renewal is incomplete and is in a process of transition. There has been a focus on the role of organisers, and to a lesser extent delegates (Peetz et al, 2015a), and strategic initiatives such as organising campaigns and coalition building (Kelly, 2015) whilst the role and influence of the elected political officials has been relatively neglected. Although unions have formal democratic structures, they have little effect if people are elected to them unopposed (Peetz, 2015b). Leaders and staff are able to use the power of incumbency to shut down opposing views and prevent electoral challenges (Pocock, 1998; Voss, 2010). Arguably, much of the academic research that takes place is apparently blind to the practical and political challenges of reshaping unions where entrenched interests are at stake.

This paper is an ethnographic study where the authors use their experiences in contested union election campaigns between 2010 and 2016 to explore the obstacles, impediments and enablers of union revitalisation. This small example offers a graphic depiction of how the power of incumbency can be mobilised to stymie electoral challenges but that these forces can be overcome by astute and politically engaged local leaders, democratic membership engagement and inter-union support.

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INDUSTRIAL RELATIONS, GEOGRAPHY AND LABOUR HISTORY: A STUDY OF THE WORK IDENTITY OF FORMER SECV WORKERS AND MANAGERS

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Dr Marjorie Jerrard, Monash University, Melbourne, Australia
Professor Julian Teicher, Central Queensland University, Melbourne, Australia

A question continuing to challenge industrial relations scholars is "How does geography influence the work identity of a worker?" For example, Ellem and Shields (1999) highlighted the importance of place while writing about regional industrial relations. Then Rainnie, Herod, and McGrath-Champ (2007) argued that industrial relations practices are best understood in conjunction with knowledge of local geography. These same authors identified that theorisation of work and employment practices needs to consider geographical concepts (Herod, Rainnie, & McGrath-Champ, 2007). Ellem and McGrath-Champ (2012) concluded that the understanding of social relations at work is enhanced by combining labour relations, labour geography and labour history. As social relations at work form part of a worker's work identity, it raises the further related question of whether work identity is also constructed in a place and shaped by the labour history, labour geography and industrial relations of this location. Specifically, Herod (2012) argued that workers act as geographical actors. Workers in the Latrobe Valley, Victoria, construct their work identity based on local history and local industrial relations. An example of this is the former SECV workers and managers whose employment ceased following the 1990s' corporatisation and privatisation. Therefore, this study explores work identity through photo elicitation and interviews where former SECV employees were shown photos of work sites and work objects and they were asked about their work histories and work identities. The hierarchical structure of jobs and the tradition of paternalistic benevolence within SECV shaped how those employees constructed their work identities after retrenchment.

INCLUSION AS A CAPABILITY: COULD THAT CHANGE ORGANISATIONAL COMPETENCE?

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Professor Stephen Teo, Curtin University, Kent St, Bentley , Australia

Despite many years of trying to increase diversity there are still systemic problems and not as much organisational difference as was hoped (Lindner, 2016). In this paper we consider whether thinking of inclusion as a potential capability might create some real change.

According to Mooney (2007, p.111) a core competence is an organisational skill or capability, it is not something that can be owned or possessed. Moreover, core competencies should be prominent in helping achieving purpose. However, for there to be any real change, ability is not enough. Systems, processes and competencies need to be in place to support the ability and enable it to be implemented. The question is what are the organisational and employee routines that can create and support a different ability.

A key difference between diversity and inclusion is that diversity is an outcome where a diverse range of individuals are represented. However, inclusion can be a process. A person cannot be diverse but they can be inclusive. Taking this one step further inclusion becomes a capability. Drawing on the organizational capability and dynamic capabilities literatures, this paper develops a theoretical model of inclusion where it is becomes a core competence which then becomes a behaviour that frames all other decisions. The argument is made that this will make a real difference to long term divert achievement.

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GENDER AND THE NATURE OF WORK IN NEW ZEALAND PUBLIC SERVICE ORGANISATIONS

Dr Stephen Blumenfeld (corresponding author), Victoria University Of Wellington, New Zealand
Dr Noelle Donnelly, Victoria University of Wellington, New Zealand

Drawing on large-scale survey data from 5,323 public servants, this research considers differences in the type of work and characteristics of jobs performed by men and women in New Zealand's state sector. The underlying research question to which an answer is sought in this paper is: How does the nature of work in the New Zealand's core public service differ for men and women.

Differences in means tests are used to determine statistically significant differences between men and women working in New Zealand's core public service across various latent measures of the nature of work. These latent measures include decision latitude, role ambiguity, flexibility, skills utilization and development, job interdependence, workload, technical control/discretion, and cognitive and psychological demands, all created using confirmatory factory analysis.

Ordinary least squares (OLS) regression controlling for age, ethnicity, education, job tenure, caring responsibilities, income, and experience with discrimination/bullying, other worker characteristics across which the nature of work is likely to vary, is then used to determine the relationship between the latent measures of the nature of work and job satisfaction, motivation and commitment of these employees. Finally, Chow tests comparing pairs of regression models are used to determine whether there are differences between men and women working in New Zealand's core public service in terms of the impact of these latent measures on these three dependent variables, and Blinder-Oaxaca decomposition is used to determine the extent to which those differences derive from the levels of explanatory variables and differential magnitudes of the regression coefficient.

WOMEN IN AUSTRALIAN UNIONS – AN ORAL HISTORY PROJECT

Dr Cathy Brigden, RMIT, Melbourne, Australia
Dr Sarah Kaine, UTS, Sydney, Australia

This research focuses on the lived experience of women union activists in Australia since 1968. During the period since, Australian trade unions have seen a slide in density, significant shifts in industry structure, six changes of government federally, an amalgamation wave, and a rethinking of organising strategies (see Peetz 1998). One of the most striking developments has been the changing composition of the union movement with the proportion of women members now greater than that of men (in 2015, 15.9 per cent compared to 14.4 per cent; ABS, 2015).

We aim to conduct oral histories with 50 women who were activists from 1968 to the present with this paper reporting on the first round of interviews. The time period is enabling us to investigate both broader social change such as second wave feminism and internal movement change such as amalgamations and the organising project.

The recorded history of the Australian union movement has been dominated by the stories and personal histories of the men who have led it. Much less attention has been given to the contributions of individual women. This research begins to correct the imbalance in the narrative of Australian union history by capturing the stories of women union activists in their own 'voice' and allowing access to those stories through an online digital repository.

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THE SIGNIFICANCE OF ORIGIN ON TRADE UNION RENEWAL: A CASE STUDY OF THE FMWU

Craig Brown, University Of Canberra, Canberra, Australia

The factors that surround how trade unions develop and implement strategy have become increasingly prominent within the academic literature since the demise of the Australian system of compulsory conciliation and arbitration (Peetz and Pocock, 2009). The removal of supportive mechanisms provided by the state has compelled Australian trade unions to re-evaluate their strategic position (Gahan, 1996). This paper will examine how the origin and evolution of a particular Australian trade union have left the organisation better placed to respond to the causes of contemporary union decline.

This research takes the form of a case study into a particular Australian trade union, United Voice and its dominant precursor organisation the Federated Miscellaneous Workers Union (FMWU). This research examines the origins and early evolution of the FMWU and will argue that two events in the FMWU's early history have left the organisation better able to respond to the causes of contemporary union decline than may be the case for many other Australian trade unions. Firstly, the peculiar nature of the FMWU's (or more correctly the Watchmen, Caretakers and Cleaners union of NSW) origin in 1910, described as an incidental by-product of a broader social movement (Sheil, 1991) and secondly the transformation of the FMWU in the mid-1950s under the leadership of Ray Gietzelt from a union passively reliant on the arbitration system to an organisation capable of exploiting broader opportunities.

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CHOICE AND WEEKEND PENALTY RATES IN THE RETAIL AND HOSPITALITY INDUSTRIES

Mr Scott Bruynius, Griffith University, Brisbane, Australia
Associate Professor Georgina Murray, Griffith University, Brisbane, Australia
Professor David Peetz, Griffith University, Brisbane, Australia

Among the claims in favour of reducing penalty rates in the retail and hospitality industries is that most employees there simply 'choose' to work Sundays out of free will and personal convenience. To probe this, a cross-sectional qualitative study was conducted, in which a snowballed sample of 15 Sunday workers from the industry were interviewed. They had a range of backgrounds and included young adults, students and those with and without dependents.

All participants were generally averse to working Sundays as valuable social, familial, rest or leisure time was sacrificed. If penalties were reduced all would be discouraged from undertaking current or extra Sunday work. The constraints upon availability for most participants, particularly the student cohort, meant they were in no position to exercise genuine choice over working Sundays, and would be forced to work Sundays regardless of any change to payment structures. It was also found that underemployment was a common occurrence, and underemployed casuals reported their lack of work left them underfunded and heavily reliant on Sunday penalties to maintain their standard of living. Most voiced concern about the possibility of refusing Sunday work due to job insecurity and the prospect of employer retribution.

THE EFFECTIVENESS OF A MENTORING PROGRAM AT A VICTORIAN UNIVERSITY AS DETERMINED BY MENTORS AND MENTEES

Professor Donna Buttigieg, Victoria University, Footscray, Australia

Mentoring for women has long been associated with a number of positive outcomes for the organisation and the individual (Noe, 1988; Chun, Sosik and Yun, 2012). In this paper, I examine the determinants of mentoring effectiveness as measured by the achievement of goals (for Mentors) and Personal Development, Mentor Advancement and Relationship Satisfaction (for Mentees) (Dreher and Ash, 1990). This research focuses on the impact of a Women and Leadership program first introduced in 2003 in order to rectify imbalances of females in senior positions at the University. Primarily the focus is to assist women in leadership roles and progression in their careers. In this paper I employed a multi method design using both quantitative and qualitative techniques. In terms of the quantitative data in late 2013 a survey was administered to 1000 female employees from a Victorian University that had participated in mentoring (as mentees or mentors) and women that had not participated. The final response rate was 30%. For the purpose of this study only women that had experienced mentoring in the program as mentees and mentors were selected. Descriptive statistics and multiple regression was undertaken of the quantitative data. The second component of the study consisted of undertaking semi structured interviews with women who had participated in the leadership program as mentees (19) and those that had not participated in the leadership program (15) but had potentially been mentored. Due to small numbers data was not used of those that had acted as mentors. The results indicate that for mentors, goal achievement of the mentoring program was determined by training of the mentor and learning in the relationship (Parise and Forret, 2008). For mentees, the determinants of all three outcomes were understanding of the program, management support and tenure of the relationship (Allen, Eby and Lentz, 2006). The qualitative data examines the themes around frequency of meetings, tenure, choice in the decision of mentoring and effectiveness of the mentoring. The paper discusses the implications of the findings in terms of academic and practical implications. Primarily that it is training that is required for mentors and a clear understanding of the program and expectations for mentees that make the program successful.

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LANDSCAPES OF EXPLOITATION? EMPLOYMENT EXPERIENCES OF WORKING HOLIDAY MAKERS IN THE AUSTRALIAN COUNTRYSIDE AND CITIES

Iain Campbell, University of Melbourne, Australia
Martina Boese, LaTrobe University, Australia
Joo-Cheong Tham, University of Melbourne, Australia

The Working Holiday Maker (WHM) program, comprising both 462 and 417 visas, is one of the most important de facto labour migration programs in Australia, each year channeling hundreds of thousands of young visitors from more than thirty countries around the world into short- term, generally casual, jobs in low-wage industries. Much of the existing academic literature is based on either tourism studies (marketing) or cultural studies, and little attention has been paid to the increasingly central sphere of employment. This paper adopts a theoretical perspective based on precariousness. It draws on industry research and a program of approx. 40 in-depth worker interviews to describe recent employment experiences of WHMs in farms and food services (cafes, restaurants and takeaway food services). It documents the widespread experiences of poor wages and conditions in these sectors, generally based on underpayment and non-payment of wages, in breach of award regulation. It goes on to examine the sources of precariousness in employment, combining analysis at the levels of migration regulation and labour regulation with analysis of vulnerability based on age, gender, ethnicity and other personal attributes. The sources of precariousness differ between the two sectors, with the effects of precarious migrant status readily apparent in farmwork, as a result of dependence on the employer to certify work in regional areas if a second visa is to be obtained, but a central dynamic in both sectors stems from employer labour-use practices in which expanding reserves of foreign labour are treated as a convenient resource for intensified exploitation.

COMPARING CASUAL WORK ARRANGEMENTS IN SIX COUNTRIES

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Casualised ways of working, dominant in the late nineteenth and early twentieth centuries but subsequently displaced in favour of more stable and secure forms of employment, appear to be once again on the increase in many industrialised societies. The increase embraces both work arrangements called 'casual' and a variety of newer work arrangements that are labelled 'on-call', 'zero hours' and 'work on demand'. It threatens heightened labour insecurity for many workers. This paper summarises preliminary findings from a cross-national comparative research project, which explores casual work in six countries: the Netherlands, Italy, the United Kingdom, Australia, New Zealand, and South Africa. It uses a new conceptual framework, proposed as part of a revision of the International Classification of Status in Employment (ICSE- 93), to identify casual employees as those in "employment arrangements that can either be terminated at very short notice and/or do not guarantee specific working hours or schedules". The project draws on statistical data and secondary literature to focuses on incidence and five selected characteristics: a) place in the regulatory structure; b) deficits in protection; c) labour insecurity; d) evidence of worker choice; and e) relationship to illegal work practices. The findings point to important cross-national diversity, as well as significant differences with the nineteenth century experience, but they confirm that casual work arrangements are a major concern for employment relations research and policy.

LEARNING NOT TO ASK: HOW POWER SHAPES EMPLOYEE SILENCE IN RELATION TO FLEXIBLE WORK IN THE AUSTRALIAN DEFENCE FORCE

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The need for flexible work arrangements (FWA) emerged as a central issue in the review into the treatment of women in the Australian Defence Force (Broderick, 2013). However, despite ADF policy revisions and cultural change initiatives, the take-up of formal FWAs remains low and women remain a clear minority (Cathcart et al. 2014). A component of broader 'work-life' scholarship has focused on the role of 'employee voice' in determining the uptake of flexible work arrangements and although recent research has identified the phenomena of 'discontent non requestors' little consideration has been given to the role that bargaining power has in limiting employee voice (Skinner et al. 2016).

This paper extends this work in two ways. First, utilizing interviews with 130 ADF employees, the study focuses not on 'voice' but on employee silence. Employee silence is often interpreted as a product of employee motivation; here an alternative reading is adopted, focusing on power relations and the employment relationship (Cullinane and Donaghey, 2014). Using Lukes' three dimensional view of power, the focus, therefore, is on examining the management structures and practices that shape employee silence around flexible work. Second, the study examines silence with respect to accommodations beyond narrowly defined notions of 'flexible work' such as reduced hours and home-working. The findings reveal nuanced workplace practices that mobilise power to close down possibilities for employee voice and perpetuate silence on matters relating to flexible work.

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RE-IMAGING DECENT WORK FOR HOME CARE WORKERS IN AUSTRALIA

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Over the last two decades home care work – which provides both domestic assistance and personal care for the frail aged – has become more fully recognised as 'work' in Australian employment law. There remain some gaps in this recognition, most notably in the failure of the relevant Modern Award to acknowledge travel time between clients as working time. Currently, however, the slow and uneven process towards the formalisation of home care employment is under pressure with further contracting out of home care services by state and local governments and, most recently, with the shift of the aged care funding model to 'consumer directed care'. Both trends are leading to more fragmented and individualised work relationships for home care workers. Within this context our paper draws on the scholarship and activism around *ILO Convention 189 on Decent Work for Domestic Workers* (eg McCann & Murray 2010; Blackett 2011; Fudge 2011; Fredman 2014; Oelz 2014; Kraamwinkle 2016) to reimagine what decent work for home care workers in Australia might look like. In doing so we also offer a critique of the ongoing Modern Award Review being conducted by the Fair Work Commission in dealing with work that is both 'work like any other work' and 'work like no other work' (Blackett 2011).

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POLICY, POLITICS AND EQUAL PAY: REALISING THE POTENTIAL OF WORKPLACE AND INDUSTRIAL RELATIONS REGULATIONS?

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Workplace and industrial relations regulation are key sites for policy intervention to address Australia's gender pay gap which, at 17.5%, is the same as it was in 1995. In both the recent Fair Work Act (2009) and the Workplace Gender Equality Act (2012) the goal of equal pay has a more central place than it did in predecessor legislation. Adopting a feminist institutional approach in this this presentation we examine the operations of Australia's workplace and industrial relations regulation to ask why, despite some recent successes, the potential for systemic change seems unlikely to realised. Drawing on our analysis and insights from international experience we conclude with some suggestions for a different approach.

IT TAKES A VILLAGE: REGULATING EMPLOYMENT CONDITIONS OF TEMPORARY MIGRANT WORKERS IN AUSTRALIAN HORTICULTURE

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How can regulators best ensure compliance with employment laws? Australia has issued an increasing number of temporary migrant visas in recent decades, currently totalling 1.25 million, 12.5 per cent of which are held by working holiday makers (Australian Government, 2016), entitled to visit and work in Australia for up to 12 months. In order to address critical seasonal labour supply shortages in Australia's horticulture industry, federal government policy encourages working holiday makers to work on the 'harvest trail'. Working holiday makers may extend their visas to 24 months if they perform at least 88 days of 'specified work' in an 'eligible regional area' during the first year of their visa (Australian Government, undated). Many of them now travel to country areas to pick fruit and vegetables. No longer is the Working Holiday program serving its original primary purpose as a cultural exchange - work is now the main focus (Reilly, 2015). These workers are vulnerable to exploitation including underpayment, harassment and unsafe and crowded accommodation (4-Corners, 2015; Underhill and Rimmer, 2016), highlighting the importance of law enforcement. Utilising regulation theory, this paper examines the actions and impacts on pay and conditions of a range of both traditional non- traditional employment relations actors. A qualitative approach is used, focusing on a single regional area in Queensland, including 35 interviews with working holiday makers, farmers, recruiters, accommodation providers and a range of law enforcers. Numerous actors are found to contribute to compliance with employment laws through multi-level formal and informal regulation.

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UNION ADMINISTRATIVE PRACTICES IN AUSTRALIA: AN INTERNATIONALLY COMPARATIVE PERSPECTIVE

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We discuss an issue that is rarely addressed in studies of unions: their internal policies and practices. We analyse the administrative arrangements of Australian unions.
These arrangements include:
Management of people (including recruiting employees to conduct the union's work; training, development, and other human resource (HR) policies);
Budgeting of income against projected expenditure with attention to funding
priority goals; strategic planning to assess the context and priorities.
Our study builds on similar studies conducted in the USA and UK which allows us to compare the administrative practices of Australian unions with their counterparts in those countries. We developed a US-designed survey into two separate, though similar, on-line survey instruments for the national and branch level of Australian unions. We asked all unions affiliated to the Australian Council of Trade Unions (ACTU) to complete the relevant survey and received a response rate of 66 per cent for the national survey and 35 per cent for the branch survey.
Similar to the findings in the USA and UK, the management of the internal affairs of Australian unions appears to be increasingly professionalized. The majority of Australian unions have adopted formal, systematic HR policies and practices and recruit staff who have no previous working experience with unions. Unions employ formal budgeting practices and a large majority of unions have integrated budgeting into their strategic planning. Most unions, at both the national and branch level, are making use of the administrative tools of strategic management.
Acknowledgements: We thank the ACTU and the unions who provided the data for this study. Thanks also to those who conducted the earlier studies in the USA and the UK.

WHAT'S WRONG WITH THIS PICTURE?: GENDER EQUITY, INDUSTRIAL CITIZENSHIP AND CULTURAL CITIZENSHIP IN THE SCREEN-BASED PRODUCTION INDUSTRY

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My paper examines the relationship between industrial and cultural citizenship, to understand why gender equality should be a priority for unions, employers and cultural policy makers. The division of labour in the independent film and television production industry is deeply gendered. Despite high rates of unionization, a gender pay gap persists and key creative, technical and decision making roles are overwhelmingly male dominated. This is against the backdrop of a work model that is the definition of precarity, where freelancers are in direct competition with each other for work; where networks and reputations are key; where excessive hours and unpredictable schedules are the norm; where workers are largely excluded from social benefits; and where capital is highly mobile, producing short term contracts and chronic employment and income insecurity for cultural workers.

The key argument is that the current organisation of work, labour markets and investment/risk management strategies are underpinned by systemic gender discrimination. The consequence is significant male advantage in the career ladders and trajectories for key creative and leadership roles in content production. The paradox is that there is no evidence to justify systemic gender discrimination in commercial terms. To the contrary, evidence suggests that systemic gender discrimination in screen-based production operates *against* commercial interests. The paper is based on research that informs the industry report, *What's wrong with this picture? Directors and gender inequality in the Canadian screen-based production industry* (forthcoming July 2016) for CUES – the Canadian Unions for Equality on Screen.

AUSTRALIAN FATHERS' USE OF LEAVE FOR INFANT CARE: INSIGHTS FROM A LONGITUDINAL STUDY OF MOTHERS

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Fathers' use of parental leave is increasingly seen as contributing to wider goals of reducing gender-inegalitarian divisions of household and paid work, and enhancing fathers' parenting skills and levels of engagement with their children. In this paper we examine Australian fathers' leave-taking patterns in 2012, illustrating the type, duration and timing of leave taken in the first 12 months after the birth of a child and analysing influences on leave-taking patterns. The analysis draws on two waves of a longitudinal survey of mothers who had babies in late 2011, the first conducted in mid-2012 when the babies were aged 6-8 months (n=4,201), and the second in late 2012 when the babies were aged 11-13 months (n=3,486). Mothers reported on their partners' uptake and duration of different forms of leave over this time-span. The data show that on average Australian fathers took around three weeks' leave over the first year of their child's life, relying mainly on paid recreation leave, although over one-third used employer-paid paternity leave. The influences on leave-taking were assessed statistically, examining a range of job characteristics (including occupation, income, contract type, work hours, sector and employer size) as well as whether (and when) the mother returned to work, and controlling for age and number of children in the household. The analysis underlined the importance of workplace characteristics in determining uptake – results that we argue reflect a policy framework (at the time and subsequently) with limited capacity to effect change

LESSONS FROM HISTORY: 50 YEARS SINCE REMOVAL OF THE MARRIAGE BAR

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The marriage bar was officially removed in the Australian Public Service (APS) 50 years ago in November 1966. It operated to exclude the recruitment of married women into the APS, and to require currently employed women to resign employment upon their marriage.

This paper reflects on how the marriage bar operated alongside the merit principle, which was intended to ensure open competition for jobs in public services. It demonstrates that merit was a subjective and slippery concept, waxing and waning alongside other social, economic and labour market requirements.

Further, the paper reflects on the protracted policy process involved in the removal of the marriage bar. It draws on Kingdon's framework for policy change to identify how issues make it on to the policy agenda and the windows of opportunity where those issues can be resolved. The paper demonstrates that the relaxation of the marriage bar and eventual removal of the marriage bar only occurred when there were broader labour market pressures that needed to be resolved and the government felt there was a window of opportunity to align the problem of labour market shortages with the solution of employing married women. The study provides insights that can be applied to the current struggle to advance the equality agenda

20,000 TOO MANY: THE NEWMAN GOVERNMENT DOWNSIZING PROGRAMME IN THE QUEENSLAND PUBLIC SERVICE

Dr Linda Colley, Central Queensland University

Governments historically offered their workforces a 'public service bargain' including stable pay and conditions and job security (Hood 2000). While the public employment relations model was intended to place public servants beyond the whims of their political masters, public servants are affected by the political environment in which they operate and the impact of changes of government on this bargain.

In 2012, many Queensland public servants welcomed a change of government after becoming disillusioned with a long-term Labor government. Opposition Leader Campbell Newman promised public servants that they had nothing to fear and he would maintain the public service bargain in terms of job security and no forced redundancies. He soon reneged on these commitments once the Liberal-National Party won the election. Newman drew on the findings from a Commission of Audit into the state's finances to declare that Queensland had 20,000 more public servants than it could afford, and embarked on one of the most far-reaching redundancy programmes in the Queensland's history. This paper examines the downsizing programme in two ways. First it examines the workforce dataset for the period 2012 to 2015 to identify how this downsizing programme changed the size and profile of the Queensland public service, with a particular focus on gender and age. Second, it scrutinises policy documents to identify whether any consideration was given to the impact of the downsizing programme on gender equity.

ENABLING, INHIBITING AND PRACTICING FLEXIBLE WORK: THE ROLE OF MANAGERS

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There is growing research interest in the important role that line and mid-managers play in framing access to flexible working arrangements for employees (Michielsens et al, 2014; Budd and Mumford, 2006; Wise and Bond 2003). In the context of significant policy development both at the national scale and in workplaces, this is a vital process to understand. In this paper we examine the ways in which the agency of managers shapes the effective access to and application of these policies. We find that managers variously interpret, enable and inhibit employee access to flexible working arrangements and investigate the factors which motivate and explain these actions. An area that has received little research attention, although this is an emerging area, is that of the impact of managing flexible working on the work of managers themselves. This is a key theme of our paper. We investigate the ways in which managers who work flexibly themselves make flexible 'work' in their own roles and also in their management of flexible working staff. We find that flexible working managers, despite numerous organisational obstacles, are key sponsors of flexible working practices. The paper employs a case study method, investigating how policies translate to practice within two large companies in Australia. The primary data focuses on 66 in-depth interviews with line managers, employees and key organizational informants. These interviews are triangulated with legislative, company and union policy documents.

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WOMEN AT WORK: AUSTRALIA AND THE UNITED STATES, A KEY INDICATORS APPROACH

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For much of the past half-century, Australia lagged behind the United States with respect to female labour force participation and in relation to women's representation in senior and strategic organisational roles. Over the past decade, however, Australia has drawn equal with — and on some measures begun to surpass — the United States. Today, the standing of women in the United States and Australia is remarkably similar, despite significant differences regarding the gendered distribution of paid and unpaid work, and the regulatory frameworks governing employment in the two countries.

This paper seeks to lay the foundations for future comparative work in the United States and in Australia on women's working lives in both contexts. Using publicly available data from official sources — such as the U.S. Department of Labor Bureau of Labor Statistics, the Australian Bureau of Statistics, and comparative data from the Organisation for Economic Cooperation and Development — this paper highlights both differences and convergences in the United States and Australia, and we see these areas as having the potential for a fruitful comparative research agenda in both contexts.

WOMEN WORK AND CARE IN AUSTRALIA: A VANISHING AGENDA?

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This paper examines the disappearance of women, work and care policy initiatives in Australia in 2016 in contrast to their potency in elections and public debates since 2007. We analyse the positive policy initiatives since 2007 emerging from the key inquiries established to investigate and encourage women's workforce participation. These have imposed few costs on employers and avoided requiring fundamental workplace change which would contribute to reshaping employment to care needs and to a fairer division of domestic labour. Policy development has also given insufficient weight to the regulatory crisis apparent in the disregard of existing laws which affect work and care. Unchecked pregnancy and maternity discrimination is occurring in Australian workplaces (Heron and Charlesworth 2016), legislative efforts to reduce the gender pay gap are being undermined, while use of the right to request flexible working is associated with women's career disadvantage (Cooper and Baird 2015). We conclude that a dominant neoliberal deregulatory paradigm has fostered a growing acceptance of women's continued primary carer role and secondary earner function, resulting in policy stasis.

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WOMEN'S LEADERSHIP AND MARKETIZATION IN NON-PROFIT SOCIAL AND COMMUNITY SERVICES

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Australia's not-for-profit social and community services workforce is highly feminised. Yet although the majority of employees are women, women remain persistently under-represented in leadership and management positions. While recent research has tended to focus on gender in front-line care work, less scholarly attention has been paid to gender and leadership in Australia's care organisations. This paper takes up this issue. It provides new evidence of the characteristics of female-led organisations in Australian community services, and explores whether and how women's experiences of community sector leadership may be affected by the masculinist discourses, management ideals, and economic pressures, associated with market-based competition and change (Davies & Thomas 2002). This builds on studies about the nature of men's workplace advantage in female-dominated occupations and organisations; and the segregation of women leaders into positions in smaller, less significant organisations, and into positions lacking financial responsibility (Pynes, 2000; Gibelman, 2000).

First, we show the types of community sector organisations which are led by women using two available datasets: a survey of NSW non-profits (n=513), and data reported by health and community service non-profits to the Workplace Gender Equality Agency (n=491). Second, we draw on interviews with women who are leading non-profits, about their experiences of leadership, perceptions of gender and career pathways in the sector, and their thoughts on how gender equity could be more effectively promoted in community service organisations. The data provides rich insight into the gendered nature of non-profit leadership in the context of marketized service delivery, and prospects for achieving gender equality within the community sector and in the wider workforce.

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RE-IMAGINING CARE AS A RELATIONSHIP: EXPLORING TENSIONS AND PROMISING PRACTICES BETWEEN QUALITY OF WORK AND RESIDENTS' QUALITY OF LIFE AND HEALTHCARE IN LONG-TERM RESIDENTIAL CARE

Professor Tamara Daly, York University, Toronto, Canada

What are the conditions of work that promote quality of life and healthcare for residents in long-term residential care (LTRC)? This paper is based on 9 case studies conducted in LTRC from a rapid team-based ethnography study, using observations and key informant interviews (n=203). Using a feminist political economy methodology and critical discourse and thematic analysis, it considers how quality is framed and promoted in policy and explores the experiences and conditions identified by staff, residents and families as essential to quality work, life and healthcare on the frontlines. Findings show that policy approaches emphasize clinical health care "indicators" of quality, while ignoring workplace and quality of life factors. In contrast, interviewees identify conditions that promote time to care, to imagine, to get to know, to use skills and to advocate as important to quality care relationships. Observations highlight how the ability to work flexibly and across the functional domains of care (e.g. body care, dining care, health care, emotional care etc.) increases relational care. Interviewees highlight how an imbalance between quality of work, life and healthcare result in staff turn-over, burnout and distress; reduced relational care; increased mistakes; missed care; violence; exploitation of workers who may be vulnerable; inflexible workers or residents' schedules; and an over-emphasis of either social or medical care to the detriment of the other. The paper argues that a discourse of relational care, which re-focuses attention on the relationships between work, life and care quality is essential to re-frame debates about how to improve LTRC.

FROM THE PAST INTO THE PRESENT: LABOUR MOVEMENT REGULATION AND MANAGEMENT

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Against the historical background of organised labour movement in Australia, where the 'closed shop' system had mandated union membership as a condition of hiring, unionism of the blue-collar workforce underscored the workplace culture. Unionism provided employees' with a voice and regulated conditions of work. However, studies (Oliver, 2014) suggest that changes in the political landscape, such as the Australian Labour Party's adoption of a privatisation policy in the late 1980s, saw the introduction of privatisation of industries leading to a decline in union density. In particular, industries within the Australian Manufacturing and Transport sectors witnessed major transitions via a series of amalgamations, mergers and privatization of some work units within a single industry sector. This paper employs interview data to explore workplace behaviours under conditions of high union density (pre-2002) and new managerialism (post-2003). The findings suggest a heightened prevalence of mistrust and suspicion between blue-collared workers and white collared workers driving current organisation culture.

EXPLOITATION OR EMPOWERMENT: THEORISING GENDER IN GLOBAL GARMENT SUPPLY CHAINS

Dr Annie Delaney, RMIT, Melbourne, Australia

Thousands of young women and girls work in textile mills, garment and footwear factories, small workshops and home based under inhumane conditions that violate basic human and labour rights. The analysis draws on field research conducted in India and Bangladesh between 2011-2015 in the garment sector, and examples from the HERproject, an 'empowerment' model of training for women workers in global supply chains. The HERproject provide useful insights into the attitudes of global garment capital toward the majority women workforce. The HERproject is promoted as a means to educate young women about 'hygiene'–menstruation, and 'feminine' skills of maternal health, and as a strategy for employers to have 'happy' and compliant workers.

Global supply chains or value chains are promoted by capital as a model of development, though it would be more accurate to describe them as global poverty chains (Selwyn, 2016). Corporations are continually in search of advantageous settings, such as restrictions on unionisation, low minimum wage levels and governments willing to build export earnings on the backs of the women workers. The gendered nature of global production remains an important site of investigation; feminist scholars have shown that the feminisation of labour and the demand for cheap and productive labour has not receded. Debates around feminisation of labour in global garment production have shifted between concepts of empowerment and opportunities for young women to gain economic independence to vulnerability and exploitation (Bair, 2009, Prieto Carrón, 2008). The paper aims to further explore the concepts exploitation or empowerment through the lens of informalisation and invisibilisation (Burchielli and Delaney, 2016).

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ATTRACTING AND RETAINING EMPLOYEES INTO THE AGED CARE SERVICES SECTOR

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The aged care sector involves organisations from public, private and community institutions providing short, medium or long-term care. One of the major policy debates occurring across advanced economies concerns how to attract and retain a qualified and professional workforce within the aged care sector. The current aged care sector in Australia provides services to over 200,000 people with this number expected to increase by at least 30 per cent over the coming decade. There will be increased pressure on the Australian government and the aged care industry to fulfil the growing demand for care by the ageing population. However, the sector that is generally characterized by low pay and limited career development, and, as such directly threatens employee attraction and retention. A number of public inquiries into the aged care sector and its workforce (e.g. the Productivity Commission) highlight the challenges in recruitment into the sector with issues such as low pay, demanding jobs, extensive regulations (especially OH&S and security), contingent employment arrangements and evening/weekend work contributing to challenges for age care providers to recruit and retain staff. Using a job quality framework, and drawing on interviews with managers and executives in a large Perth based aged care provider this paper will report on the factors and challenges associated with attracting and retaining employees into the sector. The paper ends with a discussion on industry and policy implications of the findings.

DO FLEXIBLE LABOUR MARKETS DELIVER OPPORTUNITIES FOR THE PRACTICE OF HEALTH?

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National Centre for Epidemiology and Population Health, Australian National University Twenty five years ago, Belgian sociologist Mark Elchardus argued that the post-modern arrival of cultural dispositions, free from modernist traditions, reflected adaptation to the lack of time sovereignty created by the newly emergent 'flexible' employment regime. He also discerned a particular class dynamic, with cultural flexibility being pronounced among the socio- economically marginal and cultural rigidity featuring among the socially privileged. This paper explores this flexible labour - cultural practices dynamic using 28 interviews with blue-collar construction workers and white-collar service workers located in regional Victoria, Australia.

The interviews comprised completion of a two day time diary, a flexible employment scale, plus questions regarding three health promoting practices: sleep, physical activity and diet. We found widespread flexibility in the performance of the health practices, which contoured around working time schedules. There was also support for the proposition that these health practices would be more evident among management workers. However, their lack of control over the unpredictable, intense and long hours coupled with work- life bleed, through taking work home, was reported as leading to additional health risks, namely high levels of stress. Theirs was a privileged form of flexible work – ability to vary when and where work was performed – and yet it contributed to feelings of inadequacy when it came to family care responsibilities and to resentment regarding missing out on social leisure occasions. It would seem that socio-economic privilege cannot protect employee mental health under the new metrics of individualised, performance driven outputs which are integral to flexible work regimes. In contrast, those working a more rigid, time-based working schedule were less likely to describe such tensions although they viewed night-time and rotating shifts to be disruptive of health promoting practices. Elchardus was correct to portray flexible employment as the enemy of time sovereignty and to undermine cultural rigidity, with our study showing their absence can be connected to health and well-being risks.

BUSINESS INTERESTS IN POST-RANA PLAZA BANGLADESH: UNDERSTANDING BRANDS AS COLLECTIVE EMPLOYMENT RELATIONS ACTORS

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Much of the literature on employment relations in Global Production Networks (GPN) has focused on brands placing downwards on suppliers and workers. The likes of Taylor et al (2013) focus on how GPNs exert negative pressures on workers through low wages and poor labour standards. Another strand of CSR-based literature focusses on how consumer brands establish "private labour governance" mechanisms to improve standards in GPNs (Fransen, 2011). While empirically based, this approach lacks a theoretical explanation for such brand action. The paper presents a case study, based on just over 100 interviews, of one response to the 2013 Rana Plaza disaster- the Bangladesh Accord for Building and Fire Safety- to explore where brands were central to developing a private governance mechanism aimed at improving labour standards. The empirical findings highlight that brands, conscious of brand image, played a key collective role in developing the Accord. The paper develops a theoretical explanation to explain why brands collectively may play a positive role in global labour governance in supply chains. Central to this explanation is that actions by brands can be understood as the exercise of "relative autonomy" where interventions by brands are aimed at improving labour standards, while simultaneously maintaining the low wage regime of apparel GPNs.

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NEW MOVEMENTS FOR A WORKERS' AGENDA AND PROSPECTS FOR UNION RENEWAL: INSIGHTS FROM THE *FIGHT FOR $15* IN LOS ANGELES

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The *Fight for $15 and a union* in the United States is the most prominent, widespread and, arguably, successful of the recent examples of new worker movements loosely termed "alt-labor". This campaign by low wage workers is backed by the financial and organising resources of the Service Employees International Union (SEIU) which has provided funding in the order of $US15 million to $US20 million (DePillis, 2016). Fight for $15 began with a national strike of US fast food workers in 2013. The campaign has now secured legislation in two US states and several cities mandating a staged introduction of a $15 per hour minimum wage (Pyke 2016). With all of its claimed successes there remains a question over whether - and how - the movement can transform into something self-sustaining, ceasing to be reliant on external funding, and if indeed the second part of the slogan "Fight for $15 *and a union*" can be realised. Based on interviews conducted in Los Angeles in December 2016 this paper will draw on mobilisation theory (Kelly, 1998; Tilly, 1978) and concepts such as worker identity and self-organising to provide initial observations of this campaign's scope to transform into a new form of sustainable organisation for the union movement. In doing so it will identify some of the challenges and areas of potential in achieving an ongoing union presence in the low-wage industries in which the campaign has been active.

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ORGANISING DISABILITY SUPPORT WORKERS IN 21ST CENTURY WORKPLACES

Ms Karen Douglas, RMIT, Melbourne, Australia

The Australian disability support workforce has long been systematically underfunded and undervalued. The hidden nature of this gendered care work now collides with the implementation of a government funded, person-centred insurance programme: the National Disability Insurance Scheme (NDIS). The intent of NDIS funding is for recipients to exercise choice and control over their lives. This is an important and overdue public policy development but it also creates conditions of increased privatisation and precarious employment for disability support workers. The conditions under which these workers operate remain challenging as do questions of union organising opportunities.

Against a background of continuing trade union decline, questions of union organising strategy continue to be contested. For many workers the art of unionism are skills and values learned in vibrant workplaces. The increasingly disparate and fragmented nature of disability work challenges organising strategies that are in part grounded in developing solidarity and collective action in mass workplaces.

The challenge for unions to more deeply understand the question of union purpose (Simms and Holgate, 2010) raises questions of how and why unions organise workers in new workplaces. This paper draws on preliminary interview data collected for my PhD. The research firstly examines union purpose in organising disability support workers in 21st century workplaces and secondly, asks workers if they consider unions to be appropriate vehicles to advance their rights at work.

GLOBALISATION AND NATIONAL REGULATION: THE CRISIS IN ENGINEERING UNIONISM

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Senior Honorary Research Fellow Patricia Todd, University Of Western Australia Business School, Perth, Australia
Research Fellow Caleb Goods, University Of Western Australia Business School, Perth, Australia

Many unions in the Anglophone countries have been mired in crisis for over a generation. Arguably, in these countries the unions most affected were of a distinct type – male, blue-collar, left wing - often involved in coal-mining, metals or engineering. Beyond their sectional interests, they had provided political and industrial leadership across national labour movements. These unions have been undermined by the long-term challenges of defending a relatively high wage membership in hyper-competitive global networks. We examine one such case, the union known after many amalgamations and name changes as the Australian Manufacturing Workers' Union (AMWU). The AMWU was a pace-setter in wages and was at the forefront of the Australian union movement's response to post-Keynesianism and the job losses attached to the economic reforms of the 1980s. Our research focuses on one particular segment of the AMWU, the engineering services sector around the mining industry where the problems of globalisation and the power of major corporations are telling. Since 2012 the sector has faced deep and sustained economic problems amid a global downturn. In examining this segment of the AMWU, we answer the question 'how do traditional manufacturing unions seek to defend their members' interests in complex globalised sectors'? Engaging with this question leads us to assess familiar arguments about how unions in general might respond or adapt to the headwinds they face. This assessment and the continued challenges faced by the AMWU, we argue, throws into doubt the efficacy of the most commonly discussed union renewal strategies and challenges the academic literature around them.

NON-ENGLISH SPEAKING BACKGROUND EMPLOYEES' PERCEPTIONS OF LINE MANAGERS IN AUSTRALIAN ORGANISATIONS

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The employment of Non-English speaking background (NESB) skilled immigrant workers are increasing in Australian organisations (ABS, 2014). However, while the literature highlights that this group faces a range of challenges in their workplace (Rodriguez, 2006), there is relatively little research focusing on how these challenges are managed by middle level managers. As line managers play a significant role in supervising, developing and managing employees (Markey & Townsend, 2013), their role is crucial for ensuring employee involvement and participation (EIP) as well ensuring employee performance. Based on qualitative interview data, this paper focuses on the experiences of 22 skilled NESB employees in Australian workplaces and their perceptions of the role that line managers play in the organisation. Using Social Exchange Theory (SET) to analyse these experiences (Parzefall & Salin, 2010), two key findings emerged. The first finding revealed that while the participants perceived line managers to be highly communicative and approachable, they experienced a lack of support around employee involvement and participation (EIP). Second, the study showed that performance management was poorly managed. Therefore, while these skilled NESB employees were satisfied with their job in the organisation, the research suggests a need for improved practices and support around the line mangers role. Thus, the study highlights the need for organisations to pay greater attention to the quality of the employment relationship and associated HR practices of line managers in managing the performance of skilled migrant workers.

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A "TSUNAMI OF PAPERWORK": PROFESSIONALLY ENGAGED TEACHERS' REPORTS ON CHANGES TO CONDITIONS OF WORK AND EMPLOYMENT CONDITIONS UNDER DEVOLUTION

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Dr Rachel Wilson, University of Sydney, Sydney, Australia
Ms Meghan Stacey, University of Sydney, Sydney, Australia

The Australian education policy context now reflects the neoliberal reforms that have become commonplace amongst western nations. This New Public Management agenda has driven variously towards the level of the local school and its staff and operates in tandem with other neoliberal technologies to turn the field of education into a market (Brennan, 2009; Connell, 2009).

As part of a lager project on schools as workplaces, we examine the views of highly engaged NSW teacher trade union representatives concerning teachers' conditions of work and employment, how these had changed, and whether they saw these as being related to policy change. Almost all participants recounted increases in workload, particularly via "paper work" requirements, occurring in a system with increasing politicization of schools. Through mapping reports of change by school socio-educational status (ICSEA), primary/secondary orientation, and metropolitan/provincial location, we find greater concern in high ICSEA, primary and metropolitan schools with changes in parental involvement, while there was a greater concern with student behaviour and individual learning needs within low ICSEA schools. Primary school teachers further reported issues of stress, metropolitan teachers commented more on their principals, and teachers in provincial schools spoke more about special needs issues. These findings reflect each school's relative advantage or disadvantage within the school marketplace, as a result of broader neoliberal reforms occurring within the nation and within the state. Teachers held largely negative views of the effects of devolutionary measures upon their work. These findings justify fuller exploration in a more representative teacher sample.

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'VOICE' WITHOUT VOICE: A CASE STUDY OF THREE AUSTRALIAN CHILDCARE CENTRES

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There is an abundance of research available on employee voice. However, much of this research focuses on large organizations and there is little research on voice in small and medium sized businesses (SMEs). This study, therefore, explores what employee voice looks like in SMEs, and how different factors affect voice and its outcomes in SMEs. The study utilized semi-structured interviews in three childcare centres – one large and two small – in Sydney, Australia. The research found that context – organizational as well as industrial – affects the definition, perception and effectiveness of voice. It also highlighted that factors such as social support, emotional attachment, scope and breadth of voice, and trust among peers and managers/supervisors were crucial in shaping the definition and perception of voice in SMEs.

These factors in turn affected outcomes of voice such as relationship between managers/supervisors and employees, employees' intention to quit, forms of voice utilized, employee participation in decision making and effective embeddedness of voice. The study found that the unitary stance of employees and managers/supervisors in SMEs regarding the definition and perception of voice challenges the practice of voice as indicated by the literature. The evidence suggests that exploring the role of context and factors affecting voice in different contexts is important in order to bridge the gap in voice literature.

"PASSIVE UNIONS WON'T CUT IT." (HOW) CAN FEMALE TEACHER UNIONISTS STRATEGICALLY RESPOND TO NEOLIBERAL EDUCATIONAL REFORM AFFECTING THEIR WORK AND CONDITIONS?

Ms Mihajla Gavin, The University Of Sydney, Sydney, Australia

The strategic response of teacher trade unions to neoliberal educational reform, as it affects public schools teachers, has been an under-researched issue. Since the mid-1980s, teachers' work and conditions have been transformed through forces of neoliberalism and marketisation. In order to protect and advance the conditions of their members and stimulate union renewal, teacher unions must build strategic leverage as well as organisational capacity (Weil 2005). Additionally, as part of this response, it is critical that female unionists play a strategic and influential role within key leadership positions and decision-making forums (Cooper 2012). However, it appears that even though the union 'heartland' has shifted from blue-collar sectors to more 'feminised' white-collar sectors such as teaching and nursing, women remain under-represented within strategic union issues. This raises concerns for the protection and advancement of teachers' working conditions and the survival of the union movement overall.

This paper presents preliminary insights from document analysis carried out as part of research on the strategic response of the New South Wales Teachers' Federation to neoliberal educational reform as it has affected teachers in New South Wales, Australia. It will present one area from this research – whether and how female teacher unionists have aimed to build strategic leverage and organisational capacity to protect and defend their interests. This research will contribute to understandings of how female union members can play a strategic and influential role within contemporary issues affecting teachers and the discourse of union renewal.

WORKPLACE RELATIONS & CLIMATE CHANGE: IS THERE A PLACE FOR THE CLIMATE AT WORK?

Dr Caleb Goods, University of Western Australia Business School, Perth, Australia

The challenge of how to respond to the global environmental crisis, particularly climate change, has in the last decade been presented by many unions as core union business. Union responses to environmental concerns, and much of the academic literature examining it, have focused upon the jobs versus environment predicament, but have also attempted to move beyond this dead-end debate by focusing on green jobs, green industries and a 'just transition' agenda.

These initiatives have helped to establish a fundamentally important counterhegemonic discourse to ideas that pit work against the environment by advocating the broad economic advantages of 'going green'. A central, yet overlooked, aspect of this discourse is the growing impact climate change will, and is, having on workplace relations. Here I examine how climate change and workplace relations are linked, the minimal academic focus this important research area has received to date and the limited response from employment relations (ER) actors to the climate change challenge. Some examples of ER 'climate bargaining' actions are outlined to demonstrate both the connection between ER and climate change and possible models for meaningfully advancing climate change actions in the workplace.

DOING THE JOB?: NURSE PATIENT RATIOS, PATIENT CARE AND NURSE WORK INTENSITY IN A VICTORIAN HOSPITAL

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Ruth Ballardie, Charles Sturt University, Albury, Australia

In Victorian hospitals, nurse: patient ratios were introduced in 2000, following an extended industrial campaign by the nurses' union (ANMF). Drawing from case study interviews conducted with hospital nurses in 2008/09 and again in 2012-14, we compare the views of nurses on the effectiveness of the ratios to address work intensity and their desire to provide high quality patient care. <u>Key findings</u>: Nurses continue to strongly support the implementation of the ratios, however work intensity for nurses has continued to increase. This is partly related to steadily increasing rates of patient turnover, high bed occupancy rates and pressure to comply with targets focused upon increasing rates of patient flow through hospital wards. These factors intersect with the particular ways in which these ratios are actually implemented within different wards, including in relation to teamwork and the balancing of patients with different levels of acuity. Together, these may be affecting the capacity of fixed nurse: patient ratios to adequately address increasing work intensity for nurses and their professional concerns with providing high quality patient care. There is some evidence that nurses are responding to this individually, rather than collectively, by working part-time, particularly in those areas with the highest turnover of patients, such as the Emergency Department

PROGRESSING GENDER EQUALITY IN THE APS

Emma Greenwood, Chief People Officer, Department of Prime Minister and Cabinet

The benefits of embedding inclusive and diverse work practices go beyond achieving positive outcomes for the women and men within an organisation. They are critical to achieving better policy advice and program outcomes.

Building a diverse and inclusive culture within the APS requires us to focus on both quantitative measures (such as striving for 50/50 gender representation) and the qualitative experiences of women and men. It also involves understanding diversity across multiple dimensions and developing inclusive workplace approaches focused on intersectional equality.

People working within the APS should feel valued for who they are, confident to contribute, and inspired to do their best work.

Emma Greenwood will discuss the importance of diversity and highlight some of the approaches that are currently underway in The Department of Prime Minister and Cabinet to progress an open, inclusive and diverse workplace culture.

WOMEN PARAMEDICS' EMPLOYMENT EXPERIENCES AND CAREER LIFE CYCLES

Ms Sally Hanna-Osborne, University Of Sydney, Sydney, Australia

Paramedics play a critical role in the emergency service and health care systems in Australia, and demand for ambulance services has grown significantly in recent decades due in large part to the effects of a growing and ageing population (The Council of Ambulance Authorities 2008). The paramedic occupation in Australia was exclusively male for most of the 20th century. Whilst ambulance services today are still male-dominated, there has been a dramatic increase in the number of women working as paramedics in recent decades. Despite this, very little research has been undertaken on women paramedics' employment. There is also a large gap in our understanding of how gender shapes paramedic work more generally, including the position of men and women in the organisational structure, and any gendered patterns in the division of labour, social processes and power relations within ambulance organisations (Schofield et al. 2000, Connell 2006). Thus, this paper introduces research which seeks to address the significant void in our knowledge about the work and careers of women paramedics. Specifically, the research aims to explore the experiences of women paramedics throughout various stages of their employment, including entry into the profession, training and professional development and career breaks, as well as advancement – or otherwise – to senior operational and corporate leadership roles. The research seeks to answer these questions through a qualitative case study of an Australian state ambulance service. The main data collection method will be interviews with female paramedics, senior management personnel, and key informants from professional associations and trade unions.

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ORGANISATIONAL POLICIES AND EMPLOYEE ELDERCARE RESPONSIBILITIES: THE ROLE OF GENDER

Ms Alexandra Heron, University Of Sydney, Darlington, Australia

Research on the impact on workforce engagement of caring for older relatives on mature age employees (particularly women) has been undertaken in organisations in the UK (Yeandle et al., 2003) and New Zealand (Davey & Keeling, 2004) but little in Australia where it is estimated that 19% of workers have such responsibilities (Skinner and Pocock, 2014).

This paper draws on earlier research on eldercare and work in two organisations (Baird & Heron 2013) & the author's current doctoral research (in three organisations) on how employers in Australia are responding to employee eldercare responsibilities. Using a case study methodology, it examines whether and how gendered norms impact on employer decisions to make workplace adjustments or not for employee-eldercarers. Such impacts may for example, appear by an absence of analysis about how organisational policies not overtly relating to such accommodations will affect women and/or carers (eg performance requirements). The gendered impact of these policies may also extend to men who transgress gender norms by undertaking care (see for example, Coltrane et al 2013; Rudman & Mescher 2013; Bittman et al 2004). It concludes by exploring how to make sense of organisational behaviours and identify possible policy responses.

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"UTTERLY DISGRACEFUL": SOCIAL MEDIA AND THE WORKPLACE

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Dr Nikki Balnave, Macquarie University, Sydney, Australia

Social Media such as Twitter and Facebook have become some of the most powerful communication tools both inside and outside of the workplace. Organisations such IBM and HP have embraced these communication channels internally, as a way of working in real time with their workforce. (Holland, Cooper & Hecker, 2017). However, for some organisations and their management, there is concern that social media provides an outlet for negative commentary about the workplace or workplace issues. This trepidation may stem from management's lack of control of these communication technologies.

In addition, developments in social media have often left legislation trailing in its wake. With the first series of legal cases associated with this form of communication in an employment context now through the courts, this paper explores the development of social media through the lens of the most recent high-profile cases including - Starr v Department of Human Services [2016] FWC 1460 (29 March 2016). Rather than clarifying the issues, this case, in particular, appears to have resulted in increased levels of confusion and debate in this ambiguous employment terrain. This paper considers the consequences of cases such as these for the use of social media technologies in Australian organisations.

WHY NOW? THE PROPOSED MERGER OF THE MUA AND CFMEU

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As part of the microeconomic reforms of the late 1980s-early 1990s, restructuring of the union movement to reflect the emerging corporate work environment occurred. With strong support from the ACTU and the Hawke-Keating federal labor government, 20 industry-based 'super unions' emerged from over 300 diverse independent trade unions (Carter & Cooper, 2002). The amalgamations were to create economies of scale and resources for the provision of services to build membership (Cooper et al 2003). However, success of the restructuring has been questioned (see Costa & Duffy and Pocock, 1998 as union density has continued to fall. Restructuring initiatives resulted in greater centralisation of decision-making (Cooper et al 2003) at the same time that industrial relations was increasingly devolved to the workplace. So in the light of these mixed results for amalgamation and given that both unions are already products of the 1990s' amalgamations, why have the CFMEU and MUA entered into such talks? The CFMEU's recent history has seen the construction division 'under attack' during and after the Heydon Commission with the final report identifying possible criminal charges be laid against a small number of officials from the union's east coast branches. Meanwhile the MUA faces reducing membership due to waterfront automation, thus reducing its bargaining power and its resources. Given ideologically similar foundations and the militant predisposition of membership across both unions, it was little surprise that the MUA membership voted in favour of the merger. The surprise is found in the corporate language of 'merger' as opposed to amalgamation.

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FIGHTING ON TWO FRONTS: THE AMIEU'S CAMPAIGN AGAINST AUSTRALIA'S LIVE ANIMAL EXPORT POLICY

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Australia A/Prof Deirdre O'Neill, Monash University,
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Since the 1970s, the AMIEU has played a major role in the campaign to end live animal exports from Australian ports. In the late 1970s, this campaign, in which public protests were combined with industrial action by meat workers to blockade wharves (Jerrard 2005, 2007; Petrie, 2016), split the union movement and almost resulted in the application of untested secondary boycott provisions under the Trade Practices Act S45D (Fraser, 1978). Nearly forty years later, the live export industry has grown considerably despite the concerted efforts of the AMIEU, animal welfare groups, the meat processing industry and some in the union movement to raise public awareness of both regional job losses and animal cruelty in slaughtering in other countries.

Although the AMIEU has consistently argued that the live export trade has led to significant losses of meatworkers' jobs and the closure of hundreds of abattoirs across Australia (a trend that is likely to increase further with the China Free Trade Agreement and the Trans pacific partnership), the campaign to shut down the live export trade has encountered trenchant opposition from others within the union movement who want the trade to continue. This paper will explore how the AMIEU's campaign to garner public support for an end to live exports has been mirrored by an internal struggle within the union movement in which unions more powerful than the AMIEU have prevailed.

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THE FUTURE(S) OF NEW ZEALAND TRADE UNIONS?

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This PhD research project seeks to explore the strategies used and the factors contributing to success and failure of New Zealand unions in their attempts to address the 'crisis in trade unionism'. Much has been written globally over the past two decades about this 'crisis' and the variety of strategies being deployed to combat it. It is common to trade unions across the globe, consisting of a decline in membership and density, together with a loss of political influence and social standing. These have been caused by a number of changes in the global political economy, in particular labour markets becoming less dominated by male, full-time industrial workers.

In response, trade unions around the world have engaged in various 'renewal' efforts in an attempt to organise the un-organised, through strategies of organising, partnership, servicing and social movement unionism. While there is an international dimension to trade unionism, as national actors embedded in the history and economy of the nation state, there are also major differences between countries in terms of how trade unionism has evolved. This paper assesses the efficacy of a 'union renewal' framework derived from the academic literature as applied to New Zealand. This is examined in the context of New Zealand unions' relationships with members, employers, government and civil society, in combination with various aspects of union power, including membership density, institutional vitality, and bargaining and political power.

VALUING SKILLED PROFESSIONAL WORK PROCESSES IN PREDOMINANTLY FEMALE EDUCATION AND CARE WORK

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Dr Celia Briar, Independent researcher, Lancaster, UK
Dr Alison Barnes, Macquarie University, North Ryde, Australia
Dr Nikola Balnave Macquarie University, North Ryde, Australia

The past 70 years have seen a long struggle for a recognition of the value of the professional responsibilities and skills required in female-dominated occupations such as education and social care work. Since the 1990s, advocates of gender equality at work in Australia and New Zealand have sought adequate documentation of these professional responsibilities and skills. We overview key debates in this contested area, providing case study examples of approaches to seeking equitable remuneration. Against this background we argue the need for equitable recognition of the skills deployed in the rigorous professional practice now required of early childhood educators in Australia.

PRECARITY IN THE GIG-ECONOMY, THE EXPERIENCE OF RIDESHARE DRIVERS

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Dr Damian Oliver, UTS, Sydney, Australia
Professor Emmanuel Josserand, UTS, Sydney, Australia

The growth of the digital platform enabled economy has brought with it a concern about the precarity of the types of jobs it generates – ostensibly task based, finite and insecure in nature. Digital platform providers have come under criticism for using the guise of such portfolio or freelance work (often referred to as 'gig' work) as a means to circumvent existing labour regulation resulting in sub-standard pay and working conditions. However, accurate data on the 'gig economy' is difficult to find with much gig work not captured in official employment statistics. In particular, very little is known about the experience of gig workers, their perceptions about precarity, job control, job satisfaction and voice. This paper begins to fill this gap by reporting on the results of a national online survey of Australian rideshare drivers conducted in 2016. This category of workers has been at the core of recent debates about the increased precarity associated with the gig economy, exemplified by the treatment of workers b y companies such as Uber. The paper examines whether perceptions of precarity align with more objective measures such as income and hours volatility. The paper explores whether rideshare drivers' perceptions of precarity, their satisfaction with rideshare driving, and preparedness to engage in voice behaviours are influenced by various factors – including their dependence on ridesharing income, their career aspirations, and how much control they perceive over their work.

THE CLEANING ACCOUNTABILITY FRAMEWORK

Associate Professor Sarah Kaine, UTS, Sydney, Australia
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Despite the widespread interest in regulating supply chains and rigorous criticism of self-regulatory measures such as unilateral codes of conduct (Anner et al 2013), legislated mandatory schemes of regulating supply chains for employment policy purposes are still rare (but see Rawling and Kaine 2012; Nossar et al 2015). It is within this context that multilateral measures in between legislative schemes and self-regulatory measures on the spectrum of regulation have emerged as an interim measure in the process of developing improved supply chain regulation. This paper investigates the potential of one such multi-stakeholder initiative to ensure visibility of labour standards throughout a supply chain. It specifically examines the development of the Cleaning Accountability Framework (CAF). CAF is a multi-stakeholder initiative comprised of representatives from across the cleaning supply chain – including property investors, property owners, facility managers, cleaning companies, employee representatives and industry associations.

A growing body of evidence suggests that there is a need for a consistent industry-wide approach to issues associated with the employment standards of cleaners and the viability of business models in the cleaning industry. These issues can disrupt tenant operations, lead to underpayments and the loss of superannuation payments to cleaners, result in sham contracting arrangements and create uncertainty and financial hardship for cleaners. Given the extent of non-compliance in the cleaning industry and that price/cost pressures emanating down the supply chain can lead to poor outcomes for cleaners, it would appear that a form of innovative supply chain regulation might be warranted. This paper will assess the extent to which the cleaning accountability framework is such an innovative scheme of regulation.

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DIVERGENT DECENTRALISATION OF BARGAINING: AUSTRALIA AND DENMARK COMPARED

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Professor Russell Lansbury, University of Sydney, Sydney, Australia
Associate Professor Sarah Kaine, University of Technology Sydney, Sydney, Australia

This paper compares the decentralisation of Danish and Australian systems of industrial relations in recent years. Despite significant differences in historical starting points and trajectories, that reflect different political economies, both Denmark and Australia have made the transition from a centralised to a more decentralised system. However, there are important differences in means by which these developments occurred and the extent to which the basic character of industrial relations has changed in each country. Denmark have maintained a more voluntaristic system in which unions and employers decided to pursue a more decentralised approach while in Australia, the parties have relied on legislative change without agreeing on the type of decentralised system to be adopted. While union density has fallen steeply in Australia, it has remained steady in Denmark, although other changes have occurred.

PAY TRANSPARENCY CHARACTERISTICS OF A LARGE FINANCE ORGANISATION

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Pay transparency, or the extent to which employees are aware of each other's pay or reward levels, has previously been shown to influence organisational justice perceptions and levels of workplace inequality (Hartmann and Slapničar, 2012, Castilla, 2015). However, the small existing literature usually treats an organisation's pay transparency as a single point on a continuum ranging from pay secrecy to pay openness, without recognising that many variations of pay and non-salary reward have different transparency characteristics (Marasi and Bennett, 2016). This qualitative, embedded case study is situated in the financial services industry, which has high pay dispersion and the largest gender pay gap of any Australian industry (Cassells et al., 2016). The case organisation, a large Australian financial and insurance services organisation, provided an ideal case to explore how employee fairness perceptions are influenced by pay transparency due to varying secrecy levels between different dimensions of pay and non-salary reward. A four-factor model of organisational justice (procedural, distributive, informational and interpersonal justice (Colquitt, 2001)) provided the theoretical framework to answer the question How do an organisation's pay transparency characteristics influence employee fairness perceptions? Data from documents and semi-structured interviews with reward management staff, employees and managers across two diverse divisions was analysed to identify pay transparency characteristics, including the level, type and source of available information for each component of pay; reporting requirements; pay communication strategies and mechanisms; and pay secrecy requirements and norms. The study makes an important contribution by extending the current literature's conceptualisation of organisational pay transparency.

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PROMOTION OF A UNION BRAND AND RATIONALE FOR MEMBERSHIP

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A key research question is does a union's brand image have an impact on Generation Y membership levels? It is evident that there is scant literature that analyses unions' marketing efforts to stimulate demand for membership in either the Marketing or Industrial Relations research. The merit of this research is significant because unions, including the NTEU, are experiencing declining membership unprecedented in the history of Australian trade unions. A case study research design using both qualitative and quantitative data collection methods was used to explore the issue of membership decline in the NTEU. This mixed method followed the standard sequential mixed method approach as outlined by Creswell (2009) in which the initial qualitative findings were elaborated upon by the second stage quantitative method of data collection.

Generation Y is a potential market of over 1.5 billion globally (Kacprzak & Dziewanowska, 2015), and have been identified as an important potential market for unions. However, tantalizing hints suggest that this generation are less likely to respond to the current raft of recruitment drives and marketing appeals.

The current approach by the NTEU to engage with Gen Y has been shown to be inadequate, in part because it is too generic, does not identify that groups' needs and their ability to represent and look after themselves in the workplace. A key element of the solution is to adopt marketing principles to address the problem of poor communication with Gen Y. Marketing principles recommended are those based on high involvement/informational advertising strategies (Rossiter & Percy, 1985) including the adoption of the CRUSH dimensions (Van den Bergh, 2015) in an effort to reinvigorate membership growth.

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CONCEPTUALISING THE EMBODIED LABOUR PROCESS IN THE CASE OF PAID AGED CARE WORK IN THE HOME IN AUSTRALIA

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The marketisation of the aged care sector in Australia provides a need to examine its impact on the organisation of paid aged care work in the home and to reconceptualise labour process theory. Drawing on Hamington's (2004) concept of 'embodied care', this study proposes that, in the case of paid aged care work in the home, the labour process is best described as an 'embodied labour process', comprising three unified aspects of caring knowledge, caring habits and caring imagination. An embodied labour process recognises the importance of embodiment in the worker's performance of quality aged care work in the home. Of concern is how the deepening marketisation of the provision of paid aged care in the home will impact on this embodied labour process. This analysis provides a critique of the status of labour under the marketised model of Consumer Directed Care (CDC) for home care in Australia.

DIGITAL WORK AND THE PLATFORM ECONOMY

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This paper examines work and workers in the 'new' platform economy, also referred to as the 'collaborative' or sharing economy. This substantial element of the broader global, digital economy encompasses a wide range of industries and is said to offer substantial benefits and competitive advantage to companies in terms of access to a flexible and virtually limitless workforce, just as it is said to increase jobs and promote 'growth.' Platform workers are also believed to benefit from the freedom to choose when and where to work. On the other hand, this work and the experience of workers is seen to be a less rosy development, as current protest and newly emerging critical literature attests. We present a review of the literature from a number of disciplines drawing forth key themes in this emerging debate. We then draw on an empirical case to exemplify and challenge these key themes. In concluding we identify a number of critical gaps in the literature and suggest potential research directions.

AU PAIRS IN AUSTRALIA: CULTURAL EXPERIENCES AND POCKET MONEY

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In Australia, au pair work is seen to be a matter of cultural exchange, as opposed to employment. Au pairs receive 'free' accommodation and meals along with what is often termed 'pocket money.' Au pairs tend to be female, aged between 18 and 20, and come from a range o f 'validated' countries. Host families and au pairs find each other through the services of a growing number of agencies dedicated to 'introducing' Australian families to their 'new family member.' Such arrangements seem to be increasing in Australia, and indeed now include the use of 'demi-pairs.' This paper offers a review of the extant literature and policy context, before presenting a discourse analysis of the deeply gendered social construction of au pair work in Australia as encoded in the narratives presented by a variety of online agencies. In doing so the analysis engages with the tensions underpinning intersections of reproductive labour, cultural exchange, home, and family as enacted in the figure of the ideal au pair.

THE FUTURE OF TRADE UNIONS IN AUSTRALIA – IT'S TIME WE HAD A SERIOUS TALK

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This Paper seeks to demonstrate that the establishment of an appropriate regime of collective labour rights is at once a very difficult task but also the only way in which trade unions can regain their role of effective employee representation and promoting economic equality.
The well-recognised changes in economic and social conditions which have contributed to the decline of trade unions in Australia are briefly examined. However, it is argued that the gradual changes in labour laws since the 1970s are central to understanding why the trade union movement has declined, and to why it cannot respond effectively to those economic and social changes.

The current legal regime means that there is no "viable business model" for trade unions to operate effectively in Australia. Therefore discussion about trade union organising, campaigning and messaging, whether in academic discourse or within trade unions, while important, are to some extent beside the point.
Drawing on international examples, the Paper sets out a framework adapted to contemporary circumstances, which would rapidly restore trade union density and influence.

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THE IMPACT OF STOCK MARKET LISTING ON GENDER EQUALITY IN THE UK

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Dr Dominic Chai, Birkbeck, University of London, London, United Kingdom

The persistence of the gender pay gap in the UK has been attributed in the past to failures in legislative design and in particular to weaknesses in the sanctions provided by the law. However, policy makers have more recently begun to take a growing interest in the role of alternative regulatory approaches to addressing gender inequalities in the workplace. Since the early 2000s, emphasis has been placed on corporate social responsibility (CSR) as a driver of workplace gender equality. Public policy in the UK has promoted the 'business case' for gender equality, encouraging firms to monitor their pay and promotion practices in order to eradicate any systemic but unintended discrimination, to promote women into senior positions and on to boards of listed companies, to adopt family friendly HR practices and to go 'beyond legal compliance', as a way of improving competitiveness and profitability as well as enhancing their CSR credentials. Concomitantly, it has encouraged investors to play a more active role in monitoring firm performance in the area of diversity and pay equity and 'steering' firms towards best practice. The Kingsmill Review of 2001 marked a significant step forward in this debate by calling on shareholders of listed companies to play a more active role in monitoring firm performance in the area of diversity and pay equity. Kingsmill argued that the failure to address gender inequalities exposed organisations to risks of reputational damage, sex discrimination litigation, and poor human capital management through staff turnover, lower morale, the under-utilisation of women's skills and an inability to recruit high calibre employees. At the same time there has been an exponential growth in the socially responsible investment (SRI) market, with socially minded investors and SRI fund managers either selecting or deselecting companies to investment on ethical grounds or engaging directly with companies, sometimes referred to as 'investor activism', in order to improve social, ethical and environmental outcomes.

This paper assesses how effective institutional investor pressures have been in shifting organisational practices in listed firms. We address the question in two ways. First, drawing on the Workplace Employment Relations Survey (WERS 2004 and 2011) we assess the effectiveness of capital market pressures on firm behaviour by analysing the relationship between stock market listing and the presence of gender policies, gender monitoring and family-friendly practices. We posit that investor influence and the greater exposure of listed firms to public scrutiny would lead to differences between listed firms and non-listed firms when it came to gender equality. We find, however, that listed firms in Britain were more likely that non-listed ones to have a policy governing gender equality and related work-life balance issues in 2004 but not in 2011. We also find that listed firms are no more likely than non-listed firms to engage in the monitoring of diversity outcomes or to have family-friendly practices, and that both listed and non-listed firms are adopting gender equality policies but this is not

translating into monitoring or family-friendly practices. We support our analysis of WERS data with qualitative interviews with investor firms and managers in listed companies.

CRACKS IN THE PATHWAY TO EMPLOYMENT: STRUCTURAL BARRIERS AFFECTING AT-RISK YOUTH

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This paper addresses the system-level challenges faced by young Australians who are at risk of long term unemployment. It draws on the following data sets derived from five distinct research projects: (1) 50 de-identified case note files from young job seekers registered with a job active provider; (2) 80 in-depth interviews with young job-seekers engaged in different vocational and training courses; (3) 15 semi-structured interviews with employment consultants who assist at-risk youth; (4) the results of a national survey addressing the prevalence and nature of unpaid work; and (5) six workplace-level case studies in the retail sector. The first structural challenge identified is the 'training treadmill', whereby youth are encouraged to participate in multiple, fee-paying courses which may not align with their career goals. Second, we discuss the adequacy of pre-assessment and support provided by government-funded job active agencies to address personal factors affecting employability, such as mental health issues and unstable accommodation. Third, questionable practices associated with the acquisition of work experience through unpaid work or as part of mutual obligation requirements will be discussed. Finally, we raise the issue of how organisations can more effectively support the maintenance of youth employment as and their social responsibility to Australia's at-risk youth. The findings point to an urgent need for greater attention to be placed on contextual and structural barriers to the growing problem of youth un- and under-employment rather than a continued emphasis seen in government policy and media rhetoric which is how to make young people more job-ready.

PAS DE DEUX: THE DANCE OF LEGISLATION AND COLLECTIVE BARGAINING IN PARENTAL LEAVE POLICY IN NEW ZEALAND

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Suzy Morrissey, Tax Strategy, New Zealand, New Zealand

In many countries, collective bargaining has had a 'leverage effect' on public policy and legislative initiatives, even where collective bargaining coverage is relatively low. Furthermore, in countries where workers enjoy a statutory entitlement to parental leave, collective bargaining frequently builds on that entitlement, and in countries where there is little or no statutory entitlement parental leave, collective bargaining frequently plays an important role in determining practice in this area. This paper employs data from Victoria University of Wellington's Centre for Labour, Employment and Work's longitudinal database of collective employment contracts and collective employment agreements to assess the role of collective bargaining in parental leave policy and practice in New Zealand over the past 20 years. While entitlement to parental leave has generally been accomplished in New Zealand through legislative means, the historical role of collective bargaining in this area has been influential in formulating national policies. For example, when debate surrounding paid parental leave intensified in the mid-1990s, the share of employees covered under a number of collective employment contracts (CECs) and collective employment agreements (CEAs) who became eligible for some form of payment associated with parental leave increased significantly. Yet, notwithstanding their earlier successes at the bargaining table and their apparent impact on legislative change in this area, New Zealand's trade unions have had little success over the past decade negotiating more favourable parental leave provisions than those provided under the country's parental leave legislation, especially in the private sector.

PSYCHOSOCIAL HAZARDS OF OPEN-PLAN ACADEMIC OFFICES

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Individual cell offices for academics can be seen as underutilised, less necessary in the digital age, and an impediment to collaboration. However, research indicates that academics are resistant to the open-plan alternative (Baldry and Barnes 2012) and that open-plan can affect productivity and wellbeing (Kim and Dear 2013; Engelen *et al*. 2016). Open-plan can also impede collaboration (Lansdale *et al*. 2011; Thompson 2013). This paper considers open-plan through the lens of psychosocial hazards. In NSW, the PCBU has the primary duty of care to provide the highest level of protection to workers to the extent 'reasonably practicable'. Exercising the duty of care requires a proactive risk management stance including for psychosocial hazards. Karasek's (and others) demand-control-support theory can be used, noting it underpins information provided by Safe Work Australia. Exposure to work environment discomforts and distractions such as noise can create a stress response. Such exposures can be ameliorated by workers having control over their work and their working environment and having social support from supervisors and co-workers. Open-plan means greater job demands (especially due to noise distraction), less control over one's working environment, and less social support because of barriers to private conversation (Morrison and Macky 2016). If expectations for performance are not adjusted in line with reduced resourcing for staff, academics may experience increased stress. Increased stress responses leads to increased sick leave, withdrawal and 'presenteeism'. This can build to mental disorders of depression and anxiety. Universities may have difficulty establishing that cell office accommodation is an unreasonable protection against psychological injury.

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A SYSTEMATIC REVIEW OF WORKPLACE BULLYING IN AUSTRALIAN AND NEW ZEALAND HEALTH CARE SECTORS

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Ms Vilomena Ole, AUT, Auckland, New Zealand
Dr Marcus Ho, AUT, Auckland, New Zealand

Over the last 20 years, there is an increase interest in examining the impact of workplace bullying as it has a strong, negative effect in the workplace (see Worksafe New Zealand 2014). This study aims to identify the antecedents of workplace bullying on professional work and outcomes in Australasian health sectors. We conducted a systematic review of published articles sourced from the Web of Science, ABI/Inform, Scopus, and Ovid databases for 1985- 2015. We used the Leximancer software to conduct a content analysis of 55 published articles which met the inclusion criteria. Leximancer software produced a concept map which has three groups of antecedents at the organizational-, task-, and peer-levels. Organizational level factors included social climate, power, organizational change, structures, and organizational support. Task-oriented level was in the form of job control, job demands, role conflict and supervisory relationship. Peer level antecedents included inter-personal conflict and respect. Consequences of workplace bullying include: mental health and wellbeing, burnout, performance and productivity, stress, morale, organizational commitment, turnover intention and retention. There was support for the work environment hypothesis (Einarsen et al., 1994) where negative work environments have a significant impact on the work and wellbeing of nurses. These antecedents resulted in negative impact on health and wellbeing. These were found to affect job-related outcomes such clinical errors, high rate of intention to leave and/ or turnover rate and low productivity. Race and ethnicity also play a key role. Developing and creating strategies to address workplace bullying in the health sector is crucial.

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AN HISTORICAL COMPARISON OF CONFLICT IN THE US, ARGENTINE AND AUSTRALIAN MEAT PROCESSING INDUSTRIES BEFORE WORLD WAR II

Dr Patrick O'Leary, Federation University, Ballarat, Australia

This paper will explore aspects of industrial conflict in the export meat processing industries in the USA, Argentina, and Australia prior to World War II. This paper will demonstrate that, contrary to prevailing theories on strike prone industries, the unique structure of the industry in both countries largely determined the patterns of conflict. The paper is based on careful comparisons of available secondary sources. The paper suggests that technology and access to multiple sources of cheap internal and external migrant labour were critical in explaining conflict in both the meat industry in the USA and Argentina, where capital introduced the 'chain' in the early twentieth century, compared to in Australia, where the 'chain' was introduced in a limited way in the 1930s, but also where a largescale immigrant labour force was not readily available. This analyses also sheds light on the elements that may constitute a more effective general theory of the causes of industrial conflict.

WRITING LABOUR / UNION HISTORY INSIDE OUT OR OUTSIDE IN.
WRITING A HISTORY OF THE NATIONAL TERTIARY EDUCATION UNION.

Dr John Michael O'Brien

In 2013 I interviewed a key activist of the National Tertiary Education Union, who was also a well-regarded historian. He opened by the interview by saying 'I hope you are not seeking "facts", all I can offer is impressions based on a faulty memory'. In 2015 UNSW Press published a history of the *National Tertiary Education Union* with the subtitle: *A Most Unlikely Union.* The author, John Michael O'Brien, was a leading participant in the formation of the union in 1993 and remained an activist within the union until the mid 2000s. He was made a life member of the union in 2010.

The paper discusses the problems associated with analysing the union from the outside with the benefit (or otherwise) of extensive inside knowledge.

Distance from the events;
Subjectivities and Objectivity;
The dangers of the history being an *Apologia Pro Vita Sua,* (either of the union as a whole, or the role of its General Secretary who had been such since 1993);
The writing of largely contemporary history, that covers the first twenty years of the union's history, and negotiating the memories and perspectives of current and former activists;
The weight given to written records of the NTEU and its predecessor organisations, *vis a via* the memories of activists;

The paper will conclude with of the discussion of problems of writing about diversity both within the union organisation and the reflection its reflection in its policies and campaigns.

THE IMPACT OF UNPAID WORK EXPERIENCE ON EMPLOYABILITY

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Prof Paula McDonald, QUT, Brisbane, Australia
Prof Andrew Stewart, University of Adelaide, Adelaide, Australia
Assoc Prof Anne Hewitt, University of Adelaide, Adelaide, Australia

Anecdotal evidence strongly suggests that unpaid work experience is becoming more common in Australia. This is part of a global trend with which many other developed economies are grappling. Recent research has begun to highlight some of the potentially exploitative practices associated with unpaid work experience, however to date there is little evidence about how widespread unpaid work experience in Australia is, who participates, and what are the outcomes, both as perceived by participants and as measured by future employment patterns. This presentation uses data from an online survey of a representative sample of approximately 3500 working age Australians to address the following questions:

(1)   How common are unpaid work experience arrangements in Australia?
(2)   What are the characteristics of people undertaking unpaid work experience placements?
(3)   What are the characteristics of organisations hosting unpaid work experience placements?
(3)   To what extent do individuals combine unpaid work experience with paid work and/or study?
(4)   How do the prevalence and characteristics of unpaid work experience placements vary by field of study, work and personal characteristics?
(5)   What perceived skills and capacities are acquired through different types of unpaid work experience?
(7)   What is the perceived impact of unpaid work experience on employment outcomes?

TEACHERS, SCHOOL CHOICE AND COMPETITION: LOCK-IN EFFECTS WITHIN AND BETWEEN SECTORS

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Associate Professor Susan McGrath-Champ, University of Sydney, Sydney, Australia
Ms Meghan Stacey, University of Sydney, Sydney, Australia

Since the latter part of the 20th century, neoliberalising forces have impelled a distinct shift away from more heavily state-based education systems in many western countries and towards hybridisation and diversity in the funding, governance, administration and management of schools. These changes have reconfigured the prominence of private schools, and have ushered in greater devolution in the state system, principally via forms of 'self-managing schools'. Such policies extend the elements of New Public Management and are producing uneven effects on the working conditions of teachers, commonly the largest segment of the public sector workforce.

This paper examines secondary teachers' working conditions as they relate to the restructuring of the professional landscape that school choice reforms bring. Drawing illustrations from an exploratory qualitative study of teachers' working experiences in the lowest socio-economic status schools, through the 'middle band', to the most prestigious and affluent in a metropolitan city in Australia, this paper finds that teachers develop skill-sets that are context specific, creating lock-in effects within but also between sectors. Moreover, various work arrangement issues seem to reinforce the lock-in effects by making changes between sectors risky and unattractive. We postulate that inter- and intra-sectoral differences, which are exacerbated through school choice agendas, have the potential to reinforce and deepen the lock-in effects on teachers, with possible consequences for their future career mobility.

REDUNDANCIES AND THEIR EFFECTS IN COAL MINING

Professor David Peetz, Griffith University, Brisbane, Australia

With the apparent end of the 'mining boom', employment in the industry has been in decline since 2012-13, with over 2000 redundancies per year in black coal alone. This paper investigates the nature and impact of redundancies on workers in the black coal mining industry, an industry with one of the highest concentrations of large firms of any Australian industry and high rates of revenue per employee in boom times. Data come from a variety of sources but principally a survey of over 2000 employees in the mining industry, who were members of either the Mining and Energy Division of the CFMEU (N=2284) or the Collieries' Staff and Officials Association (now Professionals Australia) (N=334). In this survey, some 421 respondents had experienced redundancy since July 2013. Findings include that: workers in the industry, like workers nationally, are retiring noticeably later than in previous years; many workers in the industry have quite long tenure by the time they retire; there have been difficulties in job search for professionals laid off in recent years, especially older professionals; older workers appear more likely than younger workers to be laid off in black coal mining; and forced redundancy in the black coal industry has negative effects and appears to affect longer tenure workers particularly adversely, with poor labour market outcomes such as low employment rates and a deterioration in employment conditions (for example, the loss of permanent status).

TRANSITION INTO SENIOR POSITIONS: "OFF-RAMPS AND ON-RAMPS" IN WOMEN'S CAREER

Ms Mahan Poorhosseinzadeh, Griffith University, Nathan, Australia
Professor Glenda Strachan, Griffith University, Nathan, Australia Dr
Kaye Broadbent, Griffith University, Nathan, Australia

This paper examines the transition of women into senior positions and compares the career journeys of women and men. The data examined are interviews with 55 women and men in two large Australian organisations. The study is theoretically informed by the concept of the "mommy track" which describes a situation where women, after having a baby, seek part-time or more flexible working hours, with the result that they can "be shunted off the main track into a side-track" (Benschop & Doorewaard, 1998). The interviews revealed that most women believed that career breaks and childbearing had an influence on their career advancement.

Most of the executive women admitted that despite the existence of flexible hours, they took little or no time off for childbearing. Women in lower levels of management explained that taking parental leave had an impact on their career progression. In contrast, most of the male executives revealed that they had an understanding wife who carried the childbearing and caring responsibilities while they focused on their career advancement. The paper examines the gendered pattern of career progression, and the lack of use of career breaks and flexible working arrangements (the "off-ramps") (Hewlett & Luce, 2005) because of beliefs that this will damage careers. Carrying out care responsibilities does not meet the requirement of an "ideal manager" (Acker, 1990, 2012) and therefore disqualifies many women from senior management positions. The paper argues that a specific masculine ideal exists which continuously reconstructs stories about the inability to have work-life balance and climb the career ladder.

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SHORT-TERM AND INFORMAL: FLEXIBLE WORK PRACTICES IN THE CONSTRUCTION SECTOR

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'Flexible' work practices have been touted as a possible solution to the increasing intensification of paid work that can help employees achieve better work-life balance. However, the reality is contested, with evidence suggesting the outcomes of flexible work practices are highly dependent on a whole range of factors, not least whether they are driven by the employer or employee and whether the practice is formal or informal. While there has been much research in this area, this paper uses a rapid ethnographic approach, designed to gather rich descriptive accounts of respondents' everyday experiences of their workplaces, in the context of the construction industry. The construction industry provides an interesting case study both empirically – long work hours are typical and it is the most male-dominated industry in Australia – and methodologically – with few studies adopting an ethnographic approach to investigate flexible work practices. This ethnography involved participant observation, shadowing and interviews across six construction projects in two major companies. As part of a larger project, we here investigate drivers for flexible work, what flexible work practices look like 'on the ground' in construction sites and how they impact on construction professionals. We find that flexible work practices are gendered and operate primarily through informal agreements and are highly dependent on line managers; and that there is resistance to flexibility among professionals, as it is frequently seen to show a lack of commitment to the workplace and often much more palatable if it is used for short-term purposes.

THE STRENGTH OF HRM SYSTEMS IN NONPROFIT ORGANISATIONS: A CONCEPTUAL FRAMEWORK

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This presentation draws together various theories from the strategic human resource management literature and the nonprofit literature to construct an integrated approach to human resource management (HRM) in nonprofit organisations (NPOs). Given the uniqueness of the nonprofit sector, we contend that, over and above the traditional features of HRM distinctiveness, consistency and consensus (as advocated by the HR strength theory), NPOs need to satisfy additional conditions in order to create a strong HRM situation. The first preliminary condition is that HRM practices must transmit distinctive, consistent and consensual messages so as to further the shared interpretation of HRM among nonprofit employees. Second, drawing on institutional theory, HRM practices must take into account the dynamics of the external environment. Third, drawing on the values literature and the process-based approach of the HR strength theory, HRM practices must be aligned with the core values of NPOs. This inter alia implies the transmission of visible, understandable, legitimate, and consistent 'values' messages as well as a uniform agreement among senior managers as to the NPO's espoused values. Four, drawing on the contingency and configuration approaches and the process-based perspective on fit, HRM practices must be internally aligned with each other and externally aligned with organisational strategy. Based on these conditions, we present a conceptual framework which addresses the gaps in the sparse literature on the connections between HRM practices, organisational strategy, NPOs and their values, and the institutional environment.
Finally, we highlight the need to test this novel framework in various nonprofit settings.

GENDER IMBALANCES: EDUCATIONAL ACHIEVEMENTS AND LABOUR MARKET TRENDS OF NEW ZEALAND MEN

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While research and media reports on gender have focused on females – for example, the very slow rise in board and executive positions, the gender pay gap, undervaluing female work – major issues involving men are often ignored or put in the "too hard basket". The focus of this paper will be on men and their current educational and labour market issues and follows on from previous broader analyses of male issues and trends. Although the gender imbalances in education is well-established in the literature, the paper's first part details how there has been limited reflection of longer term effects and even fewer attempts to provide "solutions" have been proposed. As detailed, there are examples of substantial changes to gender patterns in some areas of higher education but the traditional gender patterns can be detected in many areas. A similar picture can be found in the paper's second part which deals with gender labour market trends. The trends and issues associated with men's labour market participation, occupational and working time patters will be briefly overviewed before the paper focuses on the problems men are faced with in the current labour market, including analysing the gender composition of the so-called NEET – Not in Employment, Education or Training – section of the working age population.

PHYSICAL AND VERBAL ABUSE IN COMMUNITY CARE: THE RELATIONSHIP WITH TRAINING, JOB SATISFACTION AND QUITTING

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Dr Julie Douglas, AUT University, Auckland, New Zealand
Dr Huat Bin Ang, AUT University, Auckland, New Zealand

Community care is a sector that poses significant questions around the employment relationship because of how work is organised: employees are usually physically distant from administrative offices and generally work alone and in isolation (Quinlan et al., 2014). It is also increasingly the focus of interest because of the oft-cited aging population and the burgeoning need for care workers in most Western societies (Ravenswood & Kaine, 2015). This paper addresses two strands of the literature: one that focuses on satisfaction and quitting intentions in order to improve retention of the workforce (eg King et al., 2013), and the other that centres upon the work environment and the impact on the health and safety of these workers (Quinlan et al., 2014; Kurowski et al., 2015). This paper uses data from the New Zealand Aged Care Workforce Survey 2014 to examine the relationship between experience of physical and verbal abuse – an understudied yet crucial aspect of this work (Kurowski et al., 2015) - job satisfaction and quitting intentions. It finds that training does not mediate the relationship between physical and verbal abuse with quitting intentions; and that, unsurprisingly physical and verbal abuse has a negative effect on job satisfaction. On contrary, the model illustrates the mediation of training between job satisfaction and intention to quit.

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THE IMPACTS OF PREVALENCE OF INSECURE EMPLOYMENT ON WOMEN'S PARTICIPATION IN THE DISCIPLINE AND THE ACADEMY

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As with other academic disciplines dominated by men and their discourses, the women of Industrial Relations have made enormous progress in terms of their own careers and in contributions to 'scholarly leadership and the discipline's theoretical development.'

However, the extreme levels of casualisation of academic teaching and increased teaching-only positions, coupled with the proliferation of research-only positions predominantly short fixed term, as well as the decline in the proportion of teaching-and-research positions must have an impact upon the advancement of women in the discipline. Recent research (Strachan et al 2016) has confirmed that women are more likely to be in insecure jobs.

The taylorisation of academic work through both employment mode and the carving up of academic roles, including the rapid rise of the 'third sector' of higher education professionals specialising in education support and development, is under acknowledged. There are consequential impacts upon careers, students, scholarship and research and yet whilst interrogating other sectors, this remains under-researched within the discipline of Industrial Relations itself.

With the latest round of university enterprise bargaining underway and clear management agendas to further attack the integrity of academic work, there is a real need to examine the actual impacts of increasing precarious employment at a micro or discipline level to gain a more nuanced understanding, and to defend the discipline.

Jeannie Rea NTEU National President

Jeannie Rea was first elected full-time national president of the National Tertiary Education Union in 2010. Previously she was deputy dean of Arts, Education and Human Development at Victoria University, Melbourne. Her major areas of teaching and research are in gender and labour studies, as well as public advocacy and action. Her most recent published work is on the privatisation of Australian public universities.

MĀORI WOMEN, PAID WORK AND DISCRIMINATION LAW

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Māori women are more likely to be unemployed or employed in low-paid occupations than women of other ethnicities (Hensen and Yeabsley 2012). This paper focuses on discrimination in employment as one contributor to this. The central research question is whether New Zealand's discrimination law effectively addresses the socio-economic disadvantage too many Māori women experience. The paper adopts an intersectional lens (Crenshaw 1989: 139) and draws on the work of Māori scholars (Mikaere 1999: 1) to consider how Māori women may be discriminated against in employment. It critically evaluates New Zealand's discrimination law in the light of this analysis. The paper concludes that, although the Human Rights Act 1993 prohibits discrimination in employment, the law is ineffective. Disadvantage is established by comparison with a notional other which is problematic when it comes to addressing intersecting grounds of discrimination such as sex and ethnicity (Moon 2006: 86). The law is also too weakly enforced.

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SEXUAL HARASSMENT AND VICARIOUS LIABILITY IN MODERN AUSTRALIAN WORKPLACES

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Regrettably, sexual harassment in Australian workplaces is not uncommon (Australian Human Rights Commission 2012: 4). In addition to the impact upon the victim, employers responsible for the workplace in which sexual harassment takes place can face a range of economic, legal and other costs (McDonald 2012: 4). For example, where the perpetrator of the sexual harassment is an employee, their employer may be found vicariously liable for the harassment. Vicarious liability is a form of liability where 'a person or body [is] held liable or responsible for the wrongful conduct of someone acting on behalf of that person or body' (Stewart 2015: 425). In the context of sexual harassment, section 161 of the *Equal Opportunity Act 1984* (WA) and section 106 of the *Sex Discrimination Act 1984* (Cth) hold employers vicariously liable for sexual harassment perpetrated by an employee 'in connection with the employment of the employee' except where the employer can show they 'took all reasonable steps' to stop the harassment. The extent to which an employer can be held vicariously liable for sexual harassment perpetrated by an employee has started to be explored in Australian and international literature (see, for example, Hely 2008; Nana 2008; Ronalds & Raper 2012; Smit & Viviers 2016). This paper draws together this literature, and some recent Australian case law, to investigate the factors that influence when an employer will be held vicariously liable for such harassment. In doing so, the paper questions whether the current legal framework provides sufficient protection for employees.

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A MODERN VISION OF FULL EMPLOYMENT

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The demand for full employment (or at least movement *toward* full employment) has traditionally been a core element of the labour movement's political and policy agenda. However, due to fundamental changes in the nature of work and employment, the continuing dominance of neoliberal macroeconomic and monetary policy (despite worldwide economic problems resulting from that doctrine), and the disorganization and disempowerment of workers' movements in many countries, that call for full employment has become less emphatic and influential. In light of the continuing jobs crisis in neoliberal labour markets (visible in both quantitative and qualitative dimensions), are there ways that this demand could be modernized and re-applied, while genuinely reflecting the lived reality of working people today (including the expansion of precarious work and its gendered and racialized effects)? This paper will outline a broad vision for full employment in Australia that responds to these negative pressures, while still highlighting the enormous economic and social benefits of providing every willing worker with access to decent, productive work.

ĀTA HAERE: THE TERTIARY EDUCATION SECTOR IN AOTEAROA NEW ZEALAND, A CONSIDERATION OF THE POLICY IMPLICATIONS FOR THE EMPLOYMENT AND CAREERS OF MĀORI AS ACADEMICS IN UNIVERSITY BUSINESS SCHOOLS

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The New Zealand government through the Tertiary Education Commission (TEC) outlines distinct goals for Māori as a priority group within national tertiary education policies. These are responses to Treaty of Waitangi obligations for Māori as indigenous people, but often marketed more as a 'social justice' agenda that seeks to enhance the socioeconomic position and status of Māori. Consequently, New Zealand universities are expected to work in partnership with Māori to support the advancement of Te Reo Māori (language), tīkanga (customs) and mātauranga (knowledge; TEC, 2014). Despite the integration of Treaty principles in New Zealand education policy and legislation for almost three decades, and university-level strategic objectives developed within several New Zealand universities, Māori continue to be underrepresented both as students and as academic staff (Hall, 2014; Mercier, Asmar & Page, 2011).

Drawing from doctoral research that examined the career experiences and aspirations of Māori as business academics, this presentation considers firstly the impact of Māori specific-policy objectives for the employment of Māori academics within university business schools. Secondly, it considers the ability to achieve these outcomes in light of the contemporary academic environment characterized by performance-based funding and increased participation in accreditation processes. Consequently, this presentation argues for a Māori potential approach to inclusion, as well as ground-level strategies for the implementation of these high-level objectives in the business school context to not only enhance Māori academic representation across New Zealand business schools, but also ensure Māori academics enjoy safe and dignified academic careers as Māori.

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ESTIMATING THE PREVALENCE IN AUSTRALIA OF UNLAWFUL FORMS OF UNPAID WORK EXPERIENCE

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Dr Damian Oliver, University of Technology Sydney, Sydney, Australia
Prof Paula McDonald, QUT, Brisbane, Australia
Assoc Prof Anne Hewitt, University of Adelaide, Adelaide, Australia

Job-seekers are increasingly encouraged to gain work experience as a way of enhancing their skills or work readiness, making new contacts or simply bolstering their résumés. There are many ways to do this lawfully in Australia, including by undertaking an unpaid 'vocational placement' as part of an authorised education or training course. Under the Fair Work Act, such an arrangement does not attract the operation of minimum wage standards or other employment entitlements. But concern has been expressed about the growth of 'open market' internships or job trials organised by businesses, not-for-profit organisations or job-seekers themselves. In the absence of any formal connection to education or training, or to government programs for labour market assistance, such arrangements may potentially be illegal. After commissioning a 2013 report which highlighted this issue, the Fair Work Ombudsman has successfully taken action against a number of businesses for underpaying their interns. To date, however, there has been no clear indication of how widespread this problem might be. Drawing on data from an online survey of 3500 working age Australians, this presentation will estimate the prevalence of arrangements for unpaid work experience that potentially breach minimum wage laws. It will also examine some of the characteristics of those arrangements and the persons involved, compared to other forms of unpaid work experience that are on their face more likely to be lawful.

'A GOOD FIGHT': THE INTRODUCTION OF FEDERAL AWARD REGULATION AT THE LAKES CREEK MEATWORKS

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Industrial relations in the meat export industry in Queensland has been the subject of considerable scholarly analysis by labour historians. These scholars have paid particular attention to the study of industrial disputation in the sector. These studies have led to a variety of contested conclusions regarding the militancy of meatworkers both in individual abattoirs and in the industry in Queensland. However, with respect to industrial conflict in this state one conclusion has not been seriously challenged; and that is the fact that extensive conflict has occurred inside as opposed to outside of the factory gate. Furthermore this 'on the job' industrial action has proved to be very effective in furthering the aims of the main production union, the Australasian Meat Industry Employees' Union (AMIEU). This paper will extend our knowledge of the history of industrial disputation in the meat processing industry in Queensland by studying the initial resistance to the introduction of federal award regulation by AMIEU members at the Lakes Creek meatworks in Rockhampton in the early 1960s. The paper will assess the importance of this struggle to the history of industrial relations in the meat export industry in Queensland.

WORKING WHILE OLDER IN AUSTRALIA: HEALTHY, WEALTHY AND BECOMING UNEQUAL?

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Ms Jennifer Welsh, Research School Of Population Health, ANU, Canberra, Australia
Professor Sara Charlesworth, Management, RMIT, Melbourne, Australia Professor
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Across the OECD, the 'grand challenge' of ageing populations has led to policy initiatives to extend retirement age. An extended working life is expected to produce both economic and well-being benefits for societies and individuals, especially those with little retirement savings, but little attention has been paid to identifying who is able to remain working while older, and the types of jobs and resources necessary to realize this. Drawing on the Australian HILDA survey data, this paper examines the characteristics of people who work beyond the current retirement age of 65 years and the jobs they occupy. We compare them with the characteristics of older workers who retire from paid work before retirement age.

Our analysis shows that currently only the most resourced people (healthy, wealthy and male) remain working until aged 70 and they hold jobs that offer them maximum time autonomy. At the other extreme, people with the lowest levels of resources (including health) are the first to exit; thus those who most need to work longer are the least likely to do so. Our findings have implications for policies seeking to extend labour force participation, and policies seeking to address social inequity, especially amongst the aged.

ON THE ADEQUACY OF FRAMES OF REFERENCE-BASED ANALYSIS FOR AN UNDERSTANDING OF MANAGER BEHAVIOUR IN EMPLOYMENT RELATIONS.

Paul Sutcliffe, Auckland University of Technology, Auckland, New Zealand

Whilst Foxian *frames of reference* are familiar territory for those who sought to comprehend employment relationships in the mid to late twentieth century, a focus upon managerial ideologies was always likely to be a necessary but insufficient basis for the development of a conceptualisation of managerial roles and behaviours in employment relations. Fox opened the way for debate, but the opportunity was not taken up in any systematic manner. The notion of frames of reference is based upon a series of premises, many untested; the conceptualisations relied upon simple categorisations, tended to be inferential rather than grounded, and to portray management as persistent, consistent, and 'true to label'. Some attention has recently been focused on going beyond the original work by Fox, Purcell, and others. However, this can be shown to not overcome the original limitations of a model that is static, uncomplicated, highly generalised, and that ignores apparent diversity in views and actions. This paper sets out to examine the limitations of the traditional approach and, as a result, to consider (a) how it has taken out of debate many issues that ought to have been questioned, and (b) to consider the implications of this for the deepening of our understanding of manager roles and behaviour.

NEW TERRAIN IN ENTERPRISE BARGAINING: MANAGEMENT, POLITICS AND INDUSTRIAL RELATIONS IN THE VICTORIAN COUNTRY FIRE AUTHORITY

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Mr Gordon Stewart, CQUniversity, Rockhampton, Australia
Professor Bernadine Van Gramberg, Swinburne University, Hawthorn, Australia

In the 2016 federal election the Liberal-National Party Coalition government attempted to make an election issue out of a long running enterprise bargaining dispute in Victoria. This opportunism was facilitated by the intervention of the Victorian Labor Premier in effect imposing a settlement on the management of the Country Fire Authority (CFA), a move which resulted in the resignation of the CFA chief executive and the dismissal of the CFA board. The re-elected Coalition government has drafted a bill that aims to create an unprecedented right for volunteers to participate in the enterprise bargaining process but also to invalidate clause in agreements that undermine their interests.

The Country Fire Authority and the United Firefighters' Union of Australia (UFU) have had a fraught relationship in recent years. In 2011 the Union took the CFA to the Federal Court seeking to enforce provisions of the enterprise agreement on issues relating to dispute resolution, manning and consultation. On the face of it, the CFA sought to renege on provisions of an enterprise agreement that they had entered into. These issues have been central to the present dispute but have been exacerbated by the apparent exclusion of the volunteer workforce from the bargaining process.

The CFA is an unusual organisation in that only 800 members of the workforce are paid firefighters and the remaining 13,000 firefighters are volunteers. Under the Country Fire Authority Act volunteers have extensive rights of consultation but in extended proceedings before the Fair Work Commission the volunteers were unable to participate. In this paper we explore two issues: first were the interests of the volunteer firefighters protected in the bargaining process and second, were they one of the devices which the CFA management has used to prosecute its contest with the UFU and ultimately the Victorian government.

A SYSTEMATIC REVIEW OF WORKPLACE BULLYING IN AUSTRALIAN AND NEW ZEALAND HEALTH CARE SECTORS

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Dr Diep Nguyen, ECU, Joondalup, Australia
Ms Vilomena Ole, AUT, Auckland, New Zealand
Dr Marcus Ho, AUT, Auckland, New Zealand

Over the last 20 years, there is an increase interest in examining the impact of workplace bullying as it has a strong, negative effect in the workplace (see Worksafe New Zealand 2014). This study aims to identify the antecedents of workplace bullying on professional work and outcomes in Australasian health sectors. We conducted a systematic review of published articles sourced from the Web of Science, ABI/Inform, Scopus, and Ovid databases for 1985-2015. We used the Leximancer software to conduct a content analysis of 55 published articles which met the inclusion criteria. Leximancer software produced a concept map which has three groups of antecedents at the organizational-, task-, and peer-levels. Organizational level factors included social climate, power, organizational change, structures, and organizational support. Task-oriented level was in the form of job control, job demands, role conflict and supervisory relationship. Peer level antecedents included inter-personal conflict and respect. Consequences of workplace bullying include: mental health and wellbeing, burnout, performance and productivity, stress, morale, organizational commitment, turnover intention and retention. There was support for the work environment hypothesis (Einarsen et al., 1994) where negative work environments have a significant impact on the work and wellbeing of nurses. These antecedents resulted in negative impact on health and wellbeing. These were found to affect job-related outcomes such clinical errors, high rate of intention to leave and/ or turnover rate and low productivity. Race and ethnicity also play a key role. Developing and creating strategies to address workplace bullying in the health sector is crucial.

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OWNER DRIVER REMUNERATION AND ROAD SAFETY: NEW SURVEY EVIDENCE

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The Road Safety Remuneration Tribunal (RSRT) was abolished in April 2016. This followed the 2015 RSRT Order which constituted the first systematic attempt to regulate the remuneration of owner drivers in the Australian heavy vehicle road transport industry. There is clear evidence that truck driver safety is linked to systems and levels of remuneration, and that the performance payment systems associated with owner drivers have particularly adverse implications for their health and safety (Belzer et al 2002; Quinlan and Wright 2008; Mooren et al 2014). Nonetheless, when abolishing the RSRT, the federal parliament chose to refute and/or disregard this evidence. In doing so, the government relied on arguments that evidence does not conclusively show that increased remuneration leads to a decline in collisions and fatalities. However, although tragic, collisions and fatalities constitute a negligible proportion of driver safety incidents, compared to slips, falls and air pollution, which often lead to serious injuries (Safe Work Australia 2013). This paper reports the findings of a large online survey of workplace health and safety among heavy vehicle truck drivers in Australia. With the object of providing a more coherent and complete picture of the relationship between remuneration and owner driver safety, the focus of this paper is on the links between forms of remuneration and common safety risks and injuries in this industry.

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ESTABLISHING A SUPPORTIVE ENVIRONMENT FOR INDIGENOUS AUSTRALIAN WOMEN IN THE MINING SECTOR: DIAMONDS IN THE ROUGH

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Despite well-intentioned engagement programs, some Australian businesses are underestimating the value of human capital within the Indigenous workforce. The initiatives by some organisations studied aim at building capabilities and offering work experience, although employment is not guaranteed. The key issue here is that these initiatives might have good intentions, but do they lead to employment outcomes for indigenous workers? Indigenous people come from a communal environment where decisions tend to be collective, and the need to seek others advice when making a decision is crucial. A complete contrast to the individualistic approach of the non-Indigenous world. The study also found that key cultural traits found in Indigenous workers could benefit the workplace, but only if employers embraced a new approach to engaging its employees. These attributes include and are not limited to teamwork, industrious and keenness to learn. In understanding these differences, perhaps we should be engaging Indigenous workers in a collective manner. Our approach to recruitment and selection, training & development, and performance management should be made collectively with aggregate measures and the required support mechanism put in place for Indigenous employment to thrive.

The paper discusses research examining employer attitude and behaviour towards Indigenous Australian employees in the private sector. The results of this exploratory research highlight, in particular, some interesting organisational climate predictors which contribute to enhancing successful employment outcomes for Indigenous people. Specifically, climate regulatory factors such as 1. Leadership Facilitation and Support; 2. Workgroup cooperation, friendliness, and warmth; 3. Organisation role conflict and ambiguity coupled with 4. Regulation, organisation, and pressure were found to be significant predictors when tested against criterions such as a) Employee development, job variety and challenge and b) Likelihood of leaving amongst Indigenous employees. These dimensions appear to facilitate Indigenous employee's skill acquisition and their level of employment experience in the private industry. The potential benefits of this exploratory research are that any correlation between particular employer attitude or behaviour and Indigenous employee skill acquisition or employment experience could provide a solution for one part of the complex equation of Indigenous employment disadvantage in this nation.

UNRAVELLING GENDER EQUALITY IN UK ACADEMIA

Dr Charikleia Tzanakou, University Of Warwick

Literature on gender equality has demonstrated that women are still under-represented in senior academic posts in higher education institutions (HEIs) in the UK and Europe (ECU, 2015; European Commission, 2016). In the UK HEIs have developed a plethora of initiatives aimed at promoting gender balance in their workplaces and acquire the desired Athena SWAN award. Among its benefits, the Athena SWAN process has enabled discussions about issues on gender and academic life which did not take place in the past and has pushed for collecting data (by gender) that were not readily available and/or publicised. The impact of the Athena SWAN has been found overall positive (Munir et al., 2013). However, there is still potential to enhance such impact and contribute towards sustainable cultural change. The institutional pressure to submit a successful application to ECU is not often accompanied by institutional resources to make such an exercise a meaningful one. Based on qualitative data research from focus groups with female academics (junior and senior), administrative staff involved in gender equality and diversity activities, this paper will argue there is great room for improving gender equality measures, making them more effective and more likely to foster cultural change. Apart from the resistance to change which is well documented, the lack of institutional resources (financial and human resources) prevents the real potential of the exercise. At the same time, the exponential growth of applications – partly due to the inclusion of social sciences, arts and humanities departments – has put under strain the evaluation process of applications (by ECU) which could result in the process being characterised as non-systematic and inconsistent. Considering that the Athena SWAN is seen as a model for introducing similar schemes in Europe and Australia, a critical assessment of the Athena SWAN scheme becomes even more pertinent.

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INTRA-UNION RELATIONS AND THE ROLE OF SHOP STEWARDS' CONVENORS IN PILBARA LABOUR HISTORY

Mr Alexis Vassiley, Curtin University, Perth, Australia

Labour history in the economically-significant Pilbara iron-ore industry in Australia's North-West spans the highs of militant unionism in the 1970s, to the lows of de-unionisation today. The 1970s peak of union influence was characterised by 100% union membership, worker encroachment on managerial prerogative, high strike levels, improved wages and conditions, and strongly organised networks of shop stewards led by convenors. The power of shop stewards' convenors formed an important part of 1970s worker militancy. Intra-union relations also contextualise and help explain the historic Robe River dispute of 1986-7 and the subsequent rapid de-unionisation. It was these shop stewards in the remote Pilbara, not Perth-based full-time union officials, who organised industrial action and led negotiations with the mining companies. They frequently struck without sanction from union officials, who found it difficult to get their members back to work. Shop stewards for each union were led by shop stewards' convenors, paid by their employer but often working full-time on union business. A history of Pilbara unionism will benefit from a grounding in intra-union relations. This in turn provides insights into the current Fly-In-Fly-Out (FIFO) phase of Pilbara industrial relations.

ARE TECHNOLOGICAL CHANGES FORCING A DOWNING OF THE TOOLS? A QUALITATIVE CASES STUDY OF THE HUMAN RESOURCE DEVELOPMENT CHALLENGES OF THE VICTORIAN CONSTRUCTION INDUSTRY

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This exploratory case study assesses the HRD challenges of the commercial and residential segments of the Victorian construction industry, including how competitive and technological changes are affecting these. The primary data for this project was collected through semi-structured interviews with senior managers from organisations in the Victorian construction industry, public servants, and other relevant industry stakeholders. The findings are analysed through a human capital theory perspective (Becker 1962; Blaug 1976). We find that the increasing utilisation of new building materials, techniques, and methods as well as the use of more sophisticated information technology systems, such as integrated BIM systems, form a threat to some of the traditional on-site roles. The identified changes enable the increasing use of off-site and prefabrication construction methods. Hence segments of the Victorian construction industry are increasingly shifting parts of the work into more of a manufacturing environment. This poses a deskilling threat to parts of the industry's existing workforce due increased automation and robotization (Frey & Osborne 2013). Local contextual factors, including the existing industrial relations climate of the construction industry as well as the closure of the local automotive industry, are further shaping the nature of work and have the potential to further change the character of the workforce. While elements of job destruction (David, Haltiwanger & Schuh 1998) are found, opportunities for job creation and skill formation are also identified with respect to 'green' building practices and use of new technologies.

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EMPLOYMENT ISSUES IN FASHION MODELLING

Mr Michael Walker

This practitioner presentation is a report on the predominantly female occupation of modelling. Fashion and photographic models neither have an employer at law or even a fixed place of work. Underpayment and sexual harassment are widespread issues, exacerbated by online canvassing that bypasses the traditional role of modelling agencies. A representative from SDA will present on the union's use of digital engagement to reboot its models division in 2015.

FOUR PHASES OF CHANGE TO AUSTRALIA'S INDUSTRIAL RELATIONS INSTITUTIONS BETWEEN 1983 AND 2013: AN HISTORICAL INSTITUTIONAL ANALYSIS

Mr Kurt Walpole, University Of Sydney, Australia

Analysis of the fundamental changes to Australia's industrial relations institutions between 1983 and 2013 is fraught with difficult questions. What are institutions? How should institutional change be analysed? What kind(s) of institutional change occurred in Australia?   Can we explain why these kinds of institutional change occurred during particular periods in time? This presentation addresses these questions by drawing on recent developments in Historical Institutionalist political theory.

Institutions are defined as sets of rules about acceptable and prohibited behaviour for particular categories of actors, and this is equated with the various regimes specifying how to make or vary awards and agreements. Following Streeck and Thelen (2005) and others, six distinct types of institutional change are considered: layering, conversion, drift, displacement, resettlement and shrinkage. It is argued that the primary kinds of change to the rules of award making and agreement- making were: conversion between 1983 and 1991; layering from 1992 to 2004; resettlement from 2005 to 2007; and displacement between 2008 and 2013. The "political-coalitional" model in Historical Institutionalist political theory indicates that the prevalence of these kinds of change at these times can be explained with reference to three factors: opportunities to block formal legislative change; the scope within existing laws to reform the practices of award-making and agreement-making; and the capacity of unions and employer groups to resist change to practices on the ground.

"HAVE YOU GOT A SMILE FOR ME?" AN EXAMINATION OF PRESENTATIONAL LABOUR AMONG SRI LANKAN SERVICE SECTOR EMPLOYEES

Mrs Shalini Dananja Kumari Wanninayake, University Of New South Wales - Canberra, Campbell, Australia

Emotions and appearances of frontline service workers are commercialised worldwide. Corporations draw on gender, race and physical outlook to determine whom to hire. In service encounters, while employees have to keep their emotions under check, they have to be 'eye candy' to customers. A large body of literature exists on emotional labour which describes how employees manage emotions in servicing customers. A comparatively smaller body of literature on aesthetic labour explores the need to manage the workers' physical appearance in service environments. Research emphasizing the need for employees to combine emotional and aesthetic labour, however, is limited. Using the service sector in Sri Lanka, this study   contributes to the knowledge base by exploring how employees practice presentational labour, a form of labour which requires employees to utilise both their feelings and looks in the workplace. The study aims to answer three research questions including how are employees impacted by practicing presentational labour in the Sri Lankan service sector, do women practice presentational labour differently than male employees in the Sri Lankan service sector, if so, are the impacts and outcomes gendered and how do supervisors manage employees to practice presentational labour in Sri Lankan service organizations. The study uses a qualitative research design adopting a multiple case study method. The study is significant because this is the only study applying theories on emotional, aesthetic and presentational labour in the Asian context, exploring the impact of gender on practicing presentational labour and defining the role of supervisors in practicing presentational labour.

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HUMAN RESOURCE AND FINANCE MANAGERS: GENDERED AND UNEQUAL.

Dr Mark Westcott, The University Of Sydney Business School, Sydney, Australia

The occupational major group classification of 'Managers' is reported to be male dominated with a high gender wage difference of 28.8% (WGEA, 2016). This paper examines the intra-occupational differences, specifically focusing on of finance and human resource managers, in terms of income and gender. The WGEA reports that an important factor in the size of the wage gap is whether female managers work in a female or male dominated organisation. This paper seeks to examine whether different management specialisms are gendered? It makes use of taxation statistics (between 2008/09 and 2013/14) to examine at the earnings of financial managers and human resource managers. It draws out two important results. First, it shows that both human resources and finance management specialisations are extremely gendered.

The unit group classifications of Human Resource Manager consists of two females to every male, and has become increasingly feminised over this time period. In contrast, while slightly less segregated, the male to female ratio for the classification of Finance Manager is around 60:40. Second, the earnings gap between female and male Human resource managers, at around 20%, is lower than that the aggregate classification of 'Managers'. The gap between male and female Finance Managers is significantly higher at around 40%. However, looking across the management specialisations Female HR managers earn on average more than female finance managers ($2862), while male Finance Managers earn more on average than male HR Managers ($28,399). This may indicate the value of each role within the organisation.

SIGNALS OF SUPPORT: THE UNDOCUMENTED FLEXIBLE WORK POLICY

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Despite the prevalence of organisational policy providing for flexible work arrangements (FWAs), employees remain hesitant to request flexibility, often because they question the authenticity of support offered by their organisation. Considerable research has identified supervisor support as a barrier to the uptake of FWAs (McDonald and Cathcart 2015; Straub 2012) and much is now understood about the characteristics and behaviours of supportive supervisors (Hammer et al. 2009; Knies 2011; McCarthy, Darcy and Grady 2010). Supervisors however, make decisions within an organisational context, yet few studies have explored the influence of that context on supervisor support. Drawing from both signalling theory (Spence 2002) and HR process theory (Bowen and Ostroff 2004), this qualitative case study of a large Australian insurance company, answers two research questions: how does an organisation signal support for FWAs and how do those signals shape supervisor support for FWA uptake? Data from organisational documents and 47 interviews with managers, supervisors and HR staff were analysed to uncover how explicit and implicit signals shape supervisor support for FWAs. The findings explain how organisational statements, infrastructure investment, senior manager behaviour, and organisational discourse constrain supervisor support to FWAs that benefit the business, contingent upon employee performance. This study makes several important contributions. First, this research identifies antecedents to supervisor support from within the work environment. Building on HR process theory it distinguishes signals that contribute to the strength of an HR system, and in a practical contribution, this research offers organisations insight into actions that demonstrate support for FWAs.

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ACHIEVING GENDER EQUALITY IN THE APS: FIRST FINDINGS OF A LONGITUDINAL STUDY

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Gender equality is a prominent topic within the Australian Public Service (APS), partly due to the Australian Government's release of the *APS Gender Equality Strategy 2016-2019*. This policy signals a new, whole-of-government approach to progressing gender equality in the APS. This paper presents the first findings of a longitudinal study examining implementation of gender equality strategies in the APS, based on data from four case study organisations. Initial results show that agencies were implementing initiatives prior to the release of the government's formal policy. These included new ways of working flexibly and initiatives which aimed to remove an individual's hidden gender biases. Barriers, however, to workplace gender equality were also found, and included fewer opportunities for part-time employees and masculinist organisational cultures, as evidenced through language used in relation to female employees.

Using a theoretical framework of feminist intervention strategies for change, the author considers that the actions of individual agencies to progress gender equality within a whole of government framework are essential, but that gender mainstreaming and other processes which 'disrupt gendering' are also necessary (Benschop and Verloo, 2011). Such an approach is dependent upon agency commitment, adequate resourcing and a deep understanding of how organisations are gendered – elements which varied amongst the organisations

WOMEN MIGRANTS AND REFUGEES WORKING IN RESIDENTIAL AGED CARE: THE IMPACT OF HUMAN RESOURCE DIVERSITY MANAGEMENT ON QUALITY CARE

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As part of a larger study into the residential aged care multicultural workforce, this paper draws on data obtained from qualitative interviews and focus groups with female staff who were immigrants, international students or refugees. The care workers and registered nurses were from Asia, Europe, the Indo-Asia Pacific regions and Africa and were employed by two faith based Residential Aged Care organisations in South Australia. The paper examines the way these staff discuss the safe organisational environment provided by these two not-for- profit organisations, whilst in the wider Australian environment low levels of hostility towards migrants and refugees is a constant political force. We argue that this ethic and philosophy, together with the human resource diversity management strategies in place, act as points of resistance against mainstream racism. Furthermore, this organisational culture operates as a mechanism in assisting culturally and linguistically diverse staff to transition into the wider Australian society, and is also as a vehicle for enhancing resident care.

BEYOND NATIONAL SYSTEMS: TOWARDS A MULTI-SCALAR THEORETICAL FRAMEWORK OF INTERNATIONALLY COMPARATIVE EMPLOYMENT RELATIONS

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Prof Nick Wailes, UNSW Australia, Sydney, Australia
Prof Greg Bamber, Monash Business School, Melbourne, Australia
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This paper reassesses the Varieties of Capitalism (VoC) framework in the context of recent employment relations developments at the industry, national and transnational levels. It focuses o n outcomes relating to the trajectory of continuity and change within and between national systems, particularly with respect to the incidence of standard versus non-standard employment relationships, the patterns of employer coordination, and the prevalence of outsourcing and organisational fragmentation. Building upon earlier critiques, the paper identifies limitations within the VoC framework, especially its focus on national systems, and argues that the influence of industries and production systems with distinct regulatory dynamics that are relatively autonomous, but not completely separable from national systems, need to be accounted for more explicitly in studies of internationally comparative employment relations. The argument presented is based on evidence from recent developments in more than a dozen national systems – including liberal, coordinated and emerging market economies – as well as drawing on original research from the airlines, automotive, clothing and chemical industries. This paper aims to develop an internationally comparative approach that goes beyond simple models and that is capable of capturing a broader range of factors that reflect the connections between and within national systems that shape employment relations outcomes.

SKILLS, IMMIGRATION AND INSTITUTIONS: A COMPARATIVE ANALYSIS OF AUSTRALIA AND DENMARK

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Why do employers use particular strategies when sourcing skills and what are the outcomes of these strategies for workers and the national economy? Little is known about the reasons why employers make certain choices, particularly whether they 'buy' their skills through external national labour markets, for example through immigration, or 'build' skills domestically through strategies aimed at employee development, such as coordinated training. Drawing upon the concept of institutional complementaries within the Varieties of Capitalism framework, we examine the interaction of skill formation, immigration policy and industrial relations institutions in shaping employer strategies for meeting skills needs. Utilising Locke's ideas relating to complements versus substitutes, we suggest that institutional frameworks are important in determining the extent to which immigration policy acts as a substitute for rather than a complement to national systems of skill formation. Existing scholarship has overlooked the role that immigration plays in influencing employer decisions relating to skills development. This is a major oversight given that recent changes to immigration policy in many countries, including in countries with distinctly different institutional arrangements such as Australia and Denmark, have influenced employer calculations regarding their skills strategies. In addressing this significant gap, this paper outlines a preliminary framework to analyse the dynamics of organisational decision- making over skills issues with explicit reference to both skills and immigration policies through a 'most different systems' comparative analysis.

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