

# 2018 AIRAANZ Program

Venue: Adelaide Law School (Ligertwood Building), University of Adelaide

**Wednesday 7 February 2018**

Wed 9.00 – 11.00	<b>POSTGRADUATE AND EARLY CAREER RESEARCHER WORKSHOP</b> Post-Doctoral Opportunities: Academia and Beyond Wednesday 7 February, 9:00am to 11:00am. Moot Court Room 1.26	
Wed 9.00 – 11.00	Registration Opens Level 5	AIRAANZ Executive Meeting Boardroom, Level 5
Wed 11.00 – 11.30	<b>REGISTRATION AND MORNING TEA AND COFFEE</b> Level 5	
Wed 11.30 – 1.00	<b>CONFERENCE OPENING AND WELCOME TO COUNTRY</b> (Kurna people) Lecture Theatre 333 Chair: Keith Townsend <b>KEYNOTE 1: SALLY MCMANUS</b> <b>KEYNOTE 2: NATALIE JAMES</b>	
Wed 1.00 – 1.45	<b>LUNCH</b> Level 5	

Wednesday 7 February - Concurrent Session 1					
Wed 1.45- 3.15		<b>GENDER POLICY</b> Chair Glenda Strachan Lecture Theatre 2.31	<b>CARE WORK</b> Chair Eileen Willis Teaching Room 1.11	<b>GIG ECONOMY</b> Chair Alex Veen Teaching Room 1.12	<b>UNIONISM AND THE STATE</b> Chair John Martin Teaching Room 1.13
	1.45	Meraiah Foley, Sue Williamson <b>CONFRONTING BIAS IN A MERITOCRACY: MANAGERIAL PERSPECTIVES ON UNCONSCIOUS BIAS, MERIT, AND AFFIRMATIVE ACTION</b>	Kostas Mavromaras, Zhang Wei, Peter Sloane <b>SKILL SHORTAGES IN THE AUSTRALIAN AGED CARE SECTOR: THE ROLE OF LOW WAGES</b>	Andrew Stewart <b>THE LEGAL STATUS OF DIGITAL PLATFORM WORKERS IN AUSTRALIA: ASSESSING THE STATE OF PLAY</b>	Jonathan Winterton <b>PATTERNS OF ACTIVISM: THE KERR-SIEGEL HYPOTHESIS REVISITED</b>
	2.15	Sarah Oxenbridge, Rae Cooper, Marian Baird <b>GENDER-BASED OCCUPATIONAL SEGREGATION: A REVIEW OF THE LITERATURE</b>	John Burgess, Alexis Vassiley, Scott Fitzgerald, Subas Dhakal <b>WORKING IN THE AGED CARE SECTOR: THE UNION DELEGATE PERSPECTIVE</b>	Paula McDonald, Penny Williams, Robyn Mayes <b>PLATFORM WORK IN THE PHOTOGRAPHIC INDUSTRY: A SNAPSHOT OF THE GIG ECONOMY</b>	Bradon Ellem <b>REMAKING THE PILBARA AND AUSTRALIAN INDUSTRIAL RELATIONS</b>
	2.45	Meraiah Foley, Sue Williamson <b>AUSTRALIAN PUBLIC SERVICE GENDER EQUALITY STRATEGIES: FROM EQUAL EMPLOYMENT OPPORTUNITY TO DIVERSITY MANAGEMENT?</b>		Frances Flanagan, Miriam Thompson <b>THEORISING THE 'GIG' ECONOMY IN HOME-BASED SERVICE WORK</b>	Kurt Walpole, Damian Oliver <b>USE OF SKILL QUALIFICATIONS IN PAY GRADE CLASSIFICATIONS IN ENTERPRISE AGREEMENTS: AN ANALYSIS ACROSS TIME IN MANUFACTURING AND COMPARISONS WITH OTHER INDUSTRIES</b>
Wed 3.15 – 3.45	<b>AFTERNOON TEA AND COFFEE</b> Level 5				

Wednesday 7 February - Concurrent Session 2					
Wed 3.45 – 5.45		<b>CARE WORKERS</b> Chair Deb King Lecture Theatre 2.31	<b>JOBS SKILLS AND LOSSES</b> Chair John Burgess Teaching Room 1.11	<b>POLICY 1</b> Chair Chris Howell Teaching Room 1.12	<b>DODGY BROTHERS</b> Chair Iain Campbell Teaching Room 1.13
	3.45	Donna Baines <b>THE BLURRED LINES BETWEEN CIVIL SOCIETY AND THIRD SECTOR CARE WORK: A GENDERED ANALYSIS OF NONPROFIT SOCIAL SERVICES IN SOUTH AFRICA</b>	Mark Dean, John Spoehr <b>JOBS AND CHANGE IN INDUSTRY 4.0: OPPORTUNITIES AND CHALLENGES OF THE FOURTH INDUSTRIAL REVOLUTION FOR AUSTRALIA</b>	Erling Rasmussen, Mark Bray, Andrew Stewart <b>LEGISLATIVE REGIMES IN NEW ZEALAND EMPLOYMENT RELATIONS: HOW DO THEY COMPARE?</b>	Stephen Clibborn, Chris Wright <b>THE GROWING PROBLEM OF UNDERPAID WAGES AND THE CONUNDRUM OF STATE INERTIA</b>
	4.15	Sara Charlesworth, Wendy Taylor <b>DECENT WORK GOOD CARE: IDENTIFYING CONDUCIVE POLICY AND REGULATION IN AGED CARE SYSTEMS</b>	Jonathan Winterton <b>FUTURE PERFECT? JOB LOSSES AND SKILLS SHORTAGES</b>	Anne Hewitt, Andrew Stewart, Rosemary Owens, Irene Nikoloudakis <b>WORK INTEGRATED LEARNING: WHAT ROLE FOR LABOUR REGULATION?</b>	Tess Hardy <b>REGULATING WORK IN FRANCHISES: CURRENT PROBLEMS AND CRITICAL DEVELOPMENTS</b>
	4.45	Julie Henderson, Eileen Willis, Ian Blackman, Luisa Toffoli, Terri Gibson, Kay Price, Rob Bonner, Jennifer Hurley, Trish Currie <b>IMPACT OF ROLE UPON PERCEPTION OF MISSED NURSING CARE IN RESIDENT AGED CARE IN AUSTRALIA</b>	Darryn Snell, Audra Glavas <b>FACILITY CLOSURE MANAGEMENT AND APPROACHES TO MENTAL HEALTH SUPPORT FOR RETRENCHED WORKERS</b>	John Martin <b>THE QUEENSLAND INDUSTRIAL RELATIONS ACT 2016: ITS KEY FEATURES</b>	Joanna Howe, Alex Reilly, Diane van den Broek, Stephen Clibborn, Chris Wright <b>TACKLING VULNERABILITY TO LABOUR EXPLOITATION THROUGH REGULATION: THE CASE OF BACKPACKERS AND PACIFIC WORKERS IN THE AUSTRALIAN HORTICULTURE INDUSTRY</b>
	5.15	Donna Baines, Ian Cunningham <b>NON-PROFIT SOCIAL CARE WORKERS IN SOUTH AFRICA -- DEVELOPMENTAL SOCIAL POLICY AND WORKER INSECURITY</b>	Raymond Markey, Martin O'Brien <b>THE FAIR WORK COMMISSION PENALTY RATES CASE AND ITS IMPACT ON EMPLOYMENT</b>	Erling Rasmussen, Barry Foster <b>ENSURING FAIR AND PRODUCTIVE WORKPLACES IN NEW ZEALAND?</b>	Paula McDonald, Damian Oliver, Andrew Stewart <b>DO INTERNSHIPS CONSTITUTE A BARRIER TO SOCIAL MOBILITY?</b>
Wed 5.45 – 7.00	<b>WELCOME DRINKS AND BOOK LAUNCH</b> Level 5 <b>Book Launch:</b> <i>Cooperation at Work: How Tribunals Can Help Transform Workplaces</i> , by Mark Bray, Johanna Macneil and Andrew Stewart Launched by Commissioner Peter Hampton of the Fair Work Commission				

**Thursday 8 February 2018**

Thur 8.00 - 9.00	Labour & Industry sub-committee Moot Court (Room 1.26)
Thur 8.30 – 9.00	<b>REGISTRATION OPEN</b> Level 5

**Thursday 8 February - Concurrent Session 3**

	<b>GENDER AND OCCUPATIONS</b> Chair Glenda Strachan Lecture Theatre 2.31	<b>EDUCATION</b> Chair Pauline Stanton Teaching Room 1.11	<b>GIG ECONOMY</b> Chair Caleb Goods Teaching Room 1.12	<b>WORK</b> Chair Chris Howell Teaching Room 1.13
Thur 9.00 – 11.00	9.00 Kim Ball <b>IT DEPENDS ON WHO YOU KNOW: WOMEN ENGINEERS AND INFORMAL NETWORKING IN A PROJECT-BASED ORGANISATION IN AUSTRALIA</b>	Mihajla Gavin <b>WORKING INDUSTRIALLY OR PROFESSIONALLY? WHAT STRATEGIES SHOULD TEACHER UNIONS USE TO IMPROVE TEACHER SALARIES?</b>	Verma Prikshat, Alan Montague, Alan Nankervis, Barbara Mumme <b>COPING WITH ARTIFICIAL INTELLIGENCE: REFRAMING PRIORITIES AND THE SKILLS PARADIGM FOR EDUCATIONAL STAKEHOLDERS</b>	Paul Teague, Jimmy Donaghey <b>BREXIT, EU SOCIAL POLICY AND THE BRITISH EMPLOYMENT MODEL</b>
	9.30 Julie Douglas, Katherine Ravenswood <b>WOMEN IN EMPLOYMENT IN NEW ZEALAND 2008–2017</b>	Scott Fitzgerald <b>WESTERN AUSTRALIAN TEACHERS WORK INTENSIFICATION AND PROFESSIONALISM</b>	Aaron Wijeratne <b>THE FUTURE OF INDUSTRIAL AND EMPLOYMENT RELATIONS EDUCATION IN THE GIG ECONOMY</b>	Mark Bray, Johanna Macnell, Andrew Stewart <b>UNDERSTANDING THE ROLE OF INDEPENDENT THIRD PARTIES IN THE TRANSITION FROM ADVERSARIALISM TO COOPERATION IN THE WORKPLACE</b>
	10.00 Meraiah Foley, Sue Williamson <b>A CRITICAL SHORTAGE: ADDRESSING THE GENDER GAP IN CYBER SECURITY</b>	Peter Holland, Tse Leng Tham <b>WHAT MANAGEMENT ACADEMICS WANT – A SURVEY OF MANAGEMENT ACADEMICS IN AUSTRALIA AND NEW ZEALAND</b>	Peter Bentley <b>RESEARCH FREELANCING: AN INTERNATIONAL COMPARATIVE ANALYSIS OF EARNINGS ON UPWORK</b>	Kantha Dayaram, Jacob Lawrence <b>LEARNING TO UNLEARN: REVISITING COLLABORATIVE WORK AND SUPPORTING MECHANISMS</b>
	10.30 Georgina Murray, David Peetz <b>GENDER IN THE LONG-TERM FUTURE OF WORK AND INEQUALITY</b>	Larissa Bamberry, Ruth Ballardie <b>THE IMPACT OF ONLINE LEARNING ON ACADEMIC LABOUR PROCESSES</b>	Nicholas Kimberley, Sangeetha Chandra-Shekeran <b>WHO DOES THE GIG ECONOMY WORK FOR?</b>	Shalini Dananja Kumari Wanninayake <b>SURVIVING EMOTIONAL LABOUR: THE COPING STRATEGIES OF EMPLOYEES IN THE SRI LANKAN SERVICE SECTOR</b>

Thur 11.00 – 11.30	<b>MORNING TEA AND COFFEE</b> Level 5
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Thur 11.30 – 12.30	Lecture Theatre 333 <b>KEYNOTE 3: TONY DUNDON</b> Chair: Deb King					
Thurs 12.30 – 1.30	<b>LUNCH</b> Level 5			1.00pm - 3.15pm <b>Labour &amp; Industry Editorial Board</b> Boardroom, Level 5		
<b>Thursday 8 February - Concurrent Session 4</b>						
Thurs 1.30 – 3.00		<b>CARE WORK &amp; GENDER</b> Chair: Sara Charlesworth (Lecture Theatre 2.31)	<b>MIGRATION</b> Chair: Chris Wright (Teaching Room 1.11)	<b>THE GIG ECONOMY ATE MY DINNER</b> Chair Sarah Kaine (Teaching Room 1.12)	<b>UNION INNOVATION</b> Chair: Stephane Lequeux (Teaching Room 1.13)	<b>POLICY</b> Chair: Mark Bray (Teaching Room 1.26)
	1.30	Megan Moskos, Linda Isherwood <b>THE WRONG SEX? UNDERSTANDING MEN'S REPRESENTATION IN THE AUSTRALIAN AGED CARE SECTOR</b>	Parth Patel <b>THE RELEVANCE OF THE 457 – TEMPORARY SKILLED WORK VISA FOR INDIAN IT FIRMS OPERATING IN AUSTRALIA</b>	Alex Veen, Caleb Goods, Tom Barratt <b>TAKEN FOR A RIDE? GIG WORKERS IN THE AUSTRALIAN FOOD DELIVERY INDUSTRY</b>	Mark Hathaway <b>DOES NEW LABOUR INTERNATIONALISM PROVIDE A VIABLE CHALLENGE TO NEOLIBERALISM? A CASE STUDY OF THE MARITIME UNION OF AUSTRALIA</b>	Erling Rasmussen, Michael Fletcher <b>EMPLOYMENT RELATIONS REFORMS AND THE NEW ZEALAND'S PRODUCTIVITY 'PARADOX'</b>
	2.00	Julie Douglas, Katherine Ravenswood, Jarrod Haar <b>WELLBEING AND THE WORK ENVIRONMENT IN AGED CARE</b>	Roslyn Cameron, Farveh Farivar <b>SKILLS WASTAGE OF SKILLED MIGRANTS: THE ROLE OF THE RECOGNITION OF OVERSEAS QUALIFICATIONS AND EXPERIENCE (ROQE)</b>	Oskar Weimar <b>OPENING FOODORA'S BOX: AN ETHNOGRAPHY OF PRECARIOUS WORK IN THE PLATFORM ECONOMY</b>	Peter Holland, Alison Barnes, Xiaoyan Liang <b>THE ROLE OF SOCIAL MEDIA IN CORPORATE CAMPAIGNING: AN ANALYSIS OF THE CUB DISPUTE</b>	Kurt Walpole <b>INSTITUTIONAL RESETTLEMENT AND THE PROLIFERATION OF REGULATORY BODIES UNDER WORK CHOICES</b>
	2.30	Deborah Widiss <b>DE-GENDERING CARE WORK? PAID PARENTAL LEAVE AND GENDER NORMS IN THE UNITED STATES AND AUSTRALIA</b>	Maria Azzurra Tranfaglia, Iain Campbell <b>TRADING OFF WORKPLACE RIGHTS? ITALIAN TEMPORARY MIGHANT WORKERS IN AUSTRALIA</b>		Michael Walker, Tamsin Lloyd <b>UNIONS IN CYBERSPACE: AN EVALUATION OF DIAMOND AND FREEMAN AFTER FIFTEEN YEARS</b>	Matt Nichol, Keiji Kawai <b>THE SELF-REGULATION OF LABOUR IN AUSTRALIAN PROFESSIONAL SPORT: WHEN IS EXTERNAL REGULATION NEEDED?</b>
Thurs 3.00 – 3.30	<b>AFTERNOON TEA AND COFFEE</b> Level 5					

**Thursday 8 February - Concurrent Session 5**

		<b>LABOUR MARKETS</b> Chair Chris Howell (Lecture Theatre 2.31)	<b>OCCUPATIONAL HEALTH AND SAFETY</b> Chair Michael Walker (teaching Room 1.11)	<b>CROSS CULTURAL &amp; INTERNATIONAL</b> Chair Sue Ressia (Teaching Room 1.12)	<b>INDIVIDUALISED FUNDING IMPLICATIONS</b> Chair Linda Isherwood (Teaching Room 1.13)
	3.30	David Peetz, Sarah Kaine <b>THE NEW CORPORATE MODEL AND THE PROBLEM OF LABOUR STANDARDS</b>	Tiet Hanh Dao Tran, Keith Townsend, Adrian Wilkinson, Rebecca Loudoun <b>THE ROLES OF HUMAN RESOURCE MANAGEMENT SYSTEMS IN POST TRAUMATIC STRESS DISORDERS AND INTENTION TO QUIT AMONG PARAMEDICS</b>	Marian Baird <b>LABOUR RIGHTS FOR WOMEN IN THE PHILIPPINES, INDONESIA, MYANMAR AND VIETNAM: PROTECTION, EQUALITY, DISRUPTION</b>	Fiona Macdonald, Eleanor Bentham, Jenny Malone <b>WAGE THEFT, UNPAID WORK AND UNDERPAYMENTS IN MARKETISED SOCIAL CARE UNDER THE NDIS</b>
Thur 3.30 – 5.30	4.00	Chris Wright, Diane van den Broek, Joanna Howe, Alexander Reilly <b>LABOUR SHORTAGES OR BENEFICIAL CONSTRAINTS? ADDRESSING LOCALIZED LABOUR SUPPLY CHALLENGES IN THE AUSTRALIAN HORTICULTURE INDUSTRY</b>	John Martin <b>REVIEW OF WORKPLACE HEALTH AND SAFETY IN QUEENSLAND</b>	AlangTho, Pauline Stanton, Raymond Trau <b>INDIGENOUS VOICE AND INCLUSION IN DIVERSE WORKPLACE: CASE OF VIETNAMESE PUBLIC SECTOR ORGANISATIONS</b>	Megan Moskos, Linda Isherwood, <b>INDIVIDUALISED FUNDING AND ITS IMPLICATIONS FOR WORK AND EMPLOYMENT IN THE DISABILITY SECTOR IN AUSTRALIA</b>
	4.30	Jay Ravenhill, Janet Sutherland <b>ASSESSING FACTORS IMPACTING EMPLOYEE ATTRACTION AND RETENTION IN SME'S OPERATING IN THE WESTERN AUSTRALIAN FRESH PRODUCE INDUSTRY</b>	Tiet Hanh Dao Tran, Keith Townsend, Adrian Wilkinson, Rebecca Loudoun <b>ORGANISATIONAL FACTORS INFLUENCING POST-TRAUMATIC STRESS DISORDER AMONG PARAMEDICS</b>	Stephane le Queux, Fang Lee Cooke, Anne Cox <b>INDUSTRIAL RELATIONS IN SOUTH-EAST ASIA: A CROSS-EXAMINATION</b>	Linda Isherwood, Llainey Smith, Megan Moskos, Lulu Sun, Helen Walton <b>INDIVIDUALISATION AND MARKETISATION OF DISABILITY CARE IN AUSTRALIA: IMPLICATIONS FOR THE DEMAND AND PROVISION OF TRAINING.</b>
	5.00	John Burgess, Julie Connell, Roslyn Larkin, Alan Nankervis <b>TRANSITIONING FROM EDUCATION TO WORK: ASIA PACIFIC CHALLENGES</b>	Susan McGrath-Champ, Meghan Stacey, Rachel Wilson, Karolina Parding, Scott Fitzgerald, Al Rainnie <b>TEACHERS' PRIORITISING TO SURVIVE WORK OVERLOAD</b>	Jarrood Haar, Arane Ollier-Malaterre, Albert Sune, Marcello Russon <b>A PROCESS MODEL OF JOB INSECURITY TO TURNOVER INTENTIONS: A CROSS-CULTURAL STUDY USING UNCERTAINTY-AVOIDANCE</b>	Ian Cunningham, Philip James, Chandrima Roy <b>INDIVIDUALISED FUNDING AND SOCIAL CARE – THE IMPLICATIONS FOR WORKING CONDITIONS AND UNION ORGANISING</b>
Thur 6.30 – 11.00	<b>CONFERENCE DINNER</b> The National Wine Centre, Hackney Rd & Botanic Rd, Adelaide. <i>Music by ORANGE WHIP</i>				

Friday 9 February 2018

<p>Fri 9.00 – 9.30</p>	<p><b>REGISTRATION OPEN</b> Level 5</p>				
<p><b>Friday 9 February - Concurrent Session 6</b></p>					
<p>Fri 9.30 – 10.30</p>		<p><b>GENDER &amp; WORKPLACES</b> Chair Annie Delaney (Lecture Theatre 2.31)</p>	<p><b>INDIVIDUALISED FUNDING &amp; DISABILITY WORK</b> Chair Megan Moskos (Teaching Room 1.11)</p>	<p><b>HUMAN RESOURCE MANAGEMENT</b> Chair Amie Shaw (Teaching Room 1.12)</p>	<p><b>EMPLOYMENT</b> Chair Jimmy Donaghey (Teaching Room 1.13)</p>
	<p>9.30</p>	<p>Abigail Powell, Natalie Galea, Alexandra Walker <b>THE ROLE OF LEADERSHIP IN MAINTAINING THE CONSTRUCTION SECTOR'S 'MACHO' CULTURE</b></p>	<p>Karen Douglas <b>'YOU HAVE TO HAVE TWO DAYS OFF IN A ROW A FORTNIGHT' – UNCERTAIN JOBS IN CERTAIN TIMES; ORGANISING DISABILITY SUPPORT WORKERS</b></p>	<p>Rebecca Lau <b>ACHIEVING WORK LIFE BALANCE THROUGH TEAM-MEMBER EXCHANGE</b></p>	<p>Gabrielle Golding <b>THE DISTINCTIVENESS OF THE CONTRACT OF EMPLOYMENT</b></p>
	<p>10.00</p>	<p>Robert Guthrie <b>WHEN DOMESTIC VIOLENCE COMES TO WORK</b></p>	<p>Wendy Taylor <b>'A GOOD JOB' OR 'A GOOD SECOND JOB': IN-HOME SUPPORT WORK UNDER INDIVIDUALISED FUNDING MODELS.</b></p>	<p>Ashlea Kellner, Keith Townsend, Adran Wilkinson, Rebecca Loudon <b>A FRAMEWORK FOR HUMAN RESOURCE MANAGEMENT IN RELIABILITY-SEEKING ORGANISATIONS</b></p>	<p>Richard Gough, Ruth Ballardie <b>CHANGING SURVEILLANCE REGIMES FOR NURSES WORK – FROM 'LEAN' TO NATIONAL STANDARDS FOR PATIENT SAFETY</b></p>
<p>Fri 10.30 – 11.00</p>	<p><b>MORNING TEA AND COFFEE</b> Level 5</p>				
<p>Fri 11.00 – 12.45</p>	<p><b>PANEL DISCUSSION</b> <b>Fiona McKenzie, Jim Stanford &amp; Tony Dundon.</b> Chair: Keith Townsend  <b>Presidential Address: Keith Townsend</b> (Lecture Theatre 333)</p>				
<p>Fri 12.45 – 1.30</p>	<p><b>LUNCH</b> Level 5</p>		<p><b>Labour &amp; Industry sub-committee (if needed)</b> Moot Court (Room 1.26)</p>		

Friday 9 February - Concurrent Session 7					
		<b>PERIPHERAL WORK</b> Chair TBC (Lecture Theatre 2.31)	<b>LABOUR MARKET DISADVANTAGE</b> Chair Georgina Murray (Teaching Room 1.11)	<b>DISABILITY &amp; YOUTH</b> Chair Shalene Werth (Teaching Room 1.12)	<b>SPACE IS BIG, REALLY BIG</b> Chair Bradon Ellem (Teaching Room 1.13)
Fri 1.30 – 3.30	1.30	Ian Campbell, Sara Charlesworth, Fiona MacDonald <b>ZERO-HOUR CONTRACTS IN AUSTRALIA: A CHALLENGE FOR LABOUR REGULATION</b>	John Martin <b>THE REGULATION OF LABOUR HIRE IN QUEENSLAND</b>	Amie Shaw, Hannah Meacham, Jillian Cavanagh, Timothy Bartram <b>DIVERSITY MANAGEMENT PROCESSES AMONGST WORKERS WITH INTELLECTUAL DISABILITIES IN THE AUSTRALIAN HOTEL SECTOR</b>	Kurt Walpole <b>REVISITING THE AUSTRALIA-NEW ZEALAND COMPARISON: THE END OF MOST SIMILAR CASE RESEARCH DESIGNS?</b>
	2.00	Michael Walker <b>E-VOICE AND EMPOWERMENT AMONG UBER DRIVERS</b>	Annie Delaney, Yee Fui Ng, Vidhula Venugopal <b>GENDER AND MIGRATION IN THE AUSTRALIAN CHILDCARE AND GARMENT SECTORS: A COMPARISON OF HOMEWORKERS' EXPERIENCE IN RELATION TO REGULATION AND REPRESENTATION</b>	Cathy Brigden <b>ON THE MARGINS: WORKERS WITH A DISABILITY AND TRADE UNIONS</b>	Ruth Barton, Patrice Jalette <b>SPACE, PLACE AND COLLECTIVE BARGAINING AT MCCAIN AND SIMPLOT, NORTH WEST TASMANIA</b>
	2.30	Andrew Stewart, Rosemary Owens, Anne Hewitt, Irene Nikoloudakis <b>SECURING DECENT WORK FOR INTERNS: A COMPARATIVE PERSPECTIVE ON THE REGULATION OF 'OPEN MARKET' INTERNSHIPS</b>	Syeda Nuzhat E Ibrat <b>WORK-FAMILY COLLISION, LIFESTYLE PREFERENCE AND WOMEN'S CAREER PROGRESSION: WHAT ROLE CAREER AGENCY PLAYS?</b>	Katherine Moore <b>SEEK AND YOU MAY NOT FIND: THE MARGINALISATION OF INEXPERIENCED YOUNG JOB SEEKERS THROUGH JOB ADVERTISEMENTS</b>	Keiji Kawai <b>UNIONISATION IN PROFESSIONAL SPORT: GLOBAL TRENDS AND THE CURRENT STATE OF SPORT IN JAPAN</b>
	3.00	Linda Colley <b>WITH THE STROKE OF A PEN: THE FRAGILE NATURE OF EMPLOYMENT SECURITY POLICY AND INDUSTRIAL PROVISIONS IN AN AUSTRALIAN PUBLIC SERVICE</b>	Sharron O'Neill, Louise Thornthwaite <b>EMPLOYEE SILENCE WHEN REGULATORY VOICE MECHANISMS EXIST: BULLYING, RETRIBUTION AND TRUCK DRIVER SAFETY</b>	Larissa Bamberry <b>CITY OR THE BUSH? CHANGING PATTERNS OF YOUTH OUTMIGRATION 1996–2016</b>	Pauline Stanton, Tim Bartram, John Burgess <b>MULTINATIONAL ENTERPRISES, HRM PRACTICES AND EMERGING RESEARCH ISSUES</b>
Fri 3.30 – 4.00	<b>AFTERNOON TEA AND COFFEE</b> Level 5				
Fri 4.00 – 6.00	<b>AIRANZ AGM (Lecture Theatre 333)</b>  <b>followed by CLOSING DRINKS (Level 5)</b>				