2025 AIRAANZ Conference Program

Navigating the Nexus: Politics, Profession, and Practice In Industrial Relations

3-5 February 2025

Wellington, New Zealand



AIRAANZ
Association of Industrial Relations Academics of Australia and New Zealand

VICTORIA UNIVERSITY OF WELLINGTON TE HERENGA WAKA

MASSEY UNIVERSITY TE KUNENGA KI PŪREHUROA UNIVERSITY OF NEW ZEALAND

Day 1 Monday 3 February 2025

Time				
7.00	90	**HDR Breakfast** (Chairs - Dan Langerud and Zöe Port)		12th floor meeting room
8.00		Conference Registrations Open with Coffee/Tea on arrival		Mezzanine Floor, Rutherford House
9.00	15	**Mihi Whakatau and Conference Welcome**		Lecture Theatre 2
9.15	30	**Keynote Address: Chlöe Swarbrick MP, Co-leader, Green Party of Aotearoa New Zealand**		Lecture Theatre 2
9.45	45	**President's Address Professor Jim Arrowsmith**		Lecture Theatre 2
10.30	30	**Morning Tea,** Mezzanine Floor, Rutherford House		
		Stream 1 Lecture Theatre 3 (Ground Floor)	**Stream 2 MZ02 (Mezzanine Floor)**	**Stream 3 MZ03 (Mezzanine Floor)**
11.00	80	Special (SS01): **The Digital Transformation of Work**	Special (SS02): **Time, Place and Fragmenting Work: Labour Geography & Industrial Relations**	Special (SS03) **Panel: 'Navigating the Nexus of Policy, Practice and Politics'**
		Lisa Heap Privacy, sensitive data and workers' rights	**Tom Barratt** Thick, Thin & Dead Time in Australia's Gig Economy	Speakers TBC
		Fiona MacDonald Algorithmic management in traditional work contexts: risks and responses	**Andrew, Susan McGrath-Champ, Al Rainnie** GPNs and GDNs in times of 'polycrisis': towards a globalization of work in the post-COVID world?	
		Alex Veen, Rick Sullivan The algorithmization of care work: A managerial perspective on the use of algorithmic management in the Australian home care sector	**Tom Barratt, Susan McGrath-Champ, Bradom Ellem** Filling the national institutional void – using scale to re-combine industrial relations and labour geography	
		David Peetz AI, integrative technology and neural capitalism	**Bradon Ellem, Caleb Goods** Organising the 'carbonscape': unionization in Australia's offshore gas industry	
12.20	60	**Lunch,** Mezzanine Floor, Rutherford House		
12.30	50	**Labour and Industry Journal** Editorial Subcommittee Meeting		MZ02 (Mezzanine Floor)
12.30	50	HDR/ ECR Meet Up		MZ03 (Mezzanine Floor)
1.20	50	**Plenary Keynote: Professor Peter Turnbull, University of Bristol, UK.** **'IR Academics, IR Associations and IR Activism'**		Lecture Theatre 2
		Stream 1 Lecture Theatre 3 (Ground Floor)	**Stream 2 MZ02 (Mezzanine Floor)**	**Stream 3 MZ03 (Mezzanine Floor)**
2.20	80	Special (SS04): **The National-led government's first year: public policy changes and their employment relations issues, trends & implications**	General (GS01) **Decent Work and Migrant Labour**	General (GS02): **Labour Shortages and Skills Development**

		Erling Rasmussen Introduction **Angus Wilson** The Current Government's Approach to Public Sector Jobs and Employment Relations	**Julia Connell, Peter Waring** Migrant Labour in Singapore and the Implications for a Decent Work Agenda	**Patrice Jalette** The role of employer discretion in the adaptation to labour shortages in unionized and non-unionized environments: the case of Quebec's employers
		Bill Cochrane The Current Coalition Government's Social Welfare Changes and the Employment Relations Impact	**Josh Healy, Andi Pekarek** Dignity at work in the AI age	**Laura Good** New technologies and digital competencies in frontline supermarket work
		Stephen Blumenfeld Fair Pay Agreements & Collective Bargaining: Enhancing Efficiency, Equity, and Worker Voice	**Iain Campbell, Martina Boese** Working Holiday Makers in Australia: Work Experiences on Farms and Constrained Labour Agency	**Emily Erickson, John Buchanan, EK Sarter, Chris Warhurst** Skills and productivity: what we know and implications for policy
		Lynne Coker, Amanda Reilly, Annick Masselot, Bernard Walker "Variations on a theme": proposed changes to the definition of employee and possible alternatives	**Jonathan Sale, Arlene Sale** Institutional, regulatory and workplace environments influencing the movement of Filipino nurses to Australia: Decent work, critical skills shortages, and sustainable development	**Melinda Laundon, Penny Williams** Critical labour shortages in manufacturing: job quality considerations
3.40	30	**Afternoon Tea,** Mezzanine Floor, Rutherford House		
3.40	30	**Book Launch: Al Rainnie, Andrew Herod, Susan McGrath-Champ, *Industry 4.0 and the Future of Work***		MZ03 (Mezzanine Floor)
		Stream 1 Lecture Theatre 3 (Ground Floor)	**Stream 2 MZ02 (Mezzanine Floor)**	**Stream 3MZ03 (Mezzanine Floor)**
4.10	80	Special (SS04): **The National-led government's first year: public policy changes and their employment relations issues, trends & implications**	General (GS03): **Platform Work and Workers: Regulation and Control**	General (GS04) **Indigenity and Labour**
		Brian Easton, Erling Rasmussen Economic policy changes & their employment impact	**Iain Campbell** Platform work and 'platform workers': Exploring patterns of engagement in a context of casualised labour markets	**Xavier Walsh** Furthering Critical Industrial Relations theory: Praxis, liberation and Indigenism
		Gemma Piercy-Cameron The ever-changing landscape of New Zealand Vocational Education & Training: The post-2020 Reform of Vocational Education (RoVE) and the current and planned changes sought by the current Coalition Government	**Danae Fleetwood, Penny Williams, Andrew Stewart, Paula McDonald** Powered by AI, Controlled by Algorithms: Employee consent, lawful interests, and all the other loopholes enabling workplace surveillance in Australia	**Robert Wilson, Mark Jones** 'First Peoples' Philosophical Epistemological Positioning Utilising a 'First Nations' Plains-Cree Methodology
		Paul Spoonley Immigration Challenges and Changes: What Can We Expect with the Coalition Government	**Andrew Stewart, Paula McDonald,** Regulating Digital Platform Work: Sorting the Employees and Employee-Like from the Genuinely Self-Employed	**Kevin Moore, Pauline Stanton, Mark Jones,** Victorian Treaty Through an Indigenous Lens
		Danaë Anderson Health and Safety Reform – back to the future?	**Ujjwal Kango** The human underpinning of algorithmic control: Uncovering Labour process on Indian food delivery platforms	
5.30	120	**Welcome Drinks** **The Thistle Inn, 3 Mulgrave Street, Thorndon** (Sponsored by Massey University)		

Day 2 Tuesday 4 February 2025

Time	Mins	Stream 1 Lecture theatre 3 (Ground)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ03 (Mezzanine Floor)	Stream 4 MZ06 (Mezzanine Floor)
8.40	60	General (GS05) – **Labour Law**	General (GS06) **HRM @ Work**	General (GS07) **Youth Labour**	
		Yvonne Oldfield Developments in labour law in Aotearoa New Zealand	**Natalie Galea, Alison McFadyen, Abigail Powell** Wrestling crocodiles: Lessons from the application of a theory of change approach to flexible work interventions in Australian construction sites	**Balakrishnan Parasuraman, Uganeswaran Cilamuthu, Jayaraj Vijaya Kumaran, Mohammad Firdaus Nizam, Murugaiah Parasuraman, Nazanin Dara** Exploring Youth Perspectives towards Trade Unions in Malaysia: A case study of the National Union of Plantation Workers (NUPW)	
		Grant Morris "The pandemic and the transformation of employment mediation in Aotearoa New Zealand"	**Naveed Hasan** Does Buttering Work? Effective of Ingratiation on Interpersonal Facilitation: Role of Leader Narcissism	**Tanya Ewertowska, Katherine Ravenswood, Fiona Hurd** Unfolding Young Workers' Everyday Resistance in Aotearoa New Zealand	
		David Martin, Kim Southey Perspectives of Injustice: Workers' Experiences of being Unfairly Dismissed	**Dan Langerud, Matthew Xerri, Peter Jordan, Amanda Biggs** Crafting Jobs and Managing Emotions: How Entitled Employees' Engagement is Enhanced by Emotion Regulation and Job Crafting	**Udaya Rathnayake** The Role of Emotional Intelligence in Bridging Psychosocial Safety Climate and Employee Job Performance: A Generational Perspective	
9.40	50	**Plenary Keynote: Professor Peter Berg, Michigan State University, USA.** **'The Impact of Employment Relations'**			Lecture Theatre 2
10.30	30	**Morning Tea,** Mezzanine Floor, Rutherford House			
11.00	100	General (GS08): **Gig Work and Gig Workers**	General (GS09) – **Workplace and Domestic Violence**	General (GS10): **Politics and Practice of Diversity, Equity and Inclusion**	General (GS11) **Political economy of Employment Regulation – Wages & Incomes**
		Penny Williams, Paula McDonald, Andrew Stewart, Robyn Mayes, Trish Obst, Alicia Feldman, Catherine Kennon Changing Patterns of Participation in the Gig Economy 2019 to 2023: Australian Evidence Pre and Post COVID	**Suze Wilson, Ruth Gibbons, Tracey Nicholls, Rochelle Stewart-Withers, Sarah Riley** Enabling or impeding the trolls? How employers help or hinder women employees facing online misogyny as part of their work	**Valerie Francis, Radhika Chugh and Jessica Borg** Initial perceptions and concerns of women upon entry into a traditionally male trade role	**Geoff Bartram, Bill Rosenberg** Economic rents and the widening income distribution of the self-employed
		Jiayi Sun The agency of migrant gig workers in navigating constraints: A comparative study of international and	**Meraiah Foley** Chasing digital shadows: Who is responsible for preventing	**Alison McFadyen** A Multilevel Conceptual Framework for Navigating	**John Buchanan, Troy Henderson, Jo Occhipinti, Anastasios Panagiotelis** Wages policy for the foundational

Time	Mins	Stream 1 Lecture theatre 3 (Ground)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ03 (Mezzanine Floor)	Stream 4 MZ06 (Mezzanine Floor)
		internal migrants on food-delivery platforms in Australia and in China	technology-facilitated abuse and harassment at work?	Women's Career Trajectories in the Architectural Profession	economy: lessons from recent developments in Australian teaching, nursing and care work
		Alicia Feldman, Penny Williams, Paula McDonald, Andrew Stewart, Robyn Mayes More than Uber and DoorDash: The Heterogeneous Gig Worker	**Mihajla Gavin, Kantha Dayaram, Renata Casado** Family and domestic violence leave in workplaces: Evaluating access and effectiveness	**Talara Lee** Friend or Foe? How senior women lawyers experience the client in their careers.	**Nicholas Avery** The Rationalisation of the Australian Meat Processing Sector: Productivity, Profits and Wages
		Maria Hameed Khan "They helped me, so I'll help them": How platform clients influence work in the gig economy	**Susan Ressia, Elaine Yang, Rawan Nimri, Varina Michaels, Gelareh Holden, Nigel Morgan** Preventing Gendered Violence Against Women of Colour in Australian Visitor Economy	**Sue Williamson, Linda Colley, Noelle Donnelly, Kelly Soderstrom, Vanessa McDermott, James Connor, Catherine Deen, Joe Ren** From merit to suitability: Reconceptualising the merit principle	**Peter Whiteford** Social security as a labour market institution: income support for people of working age and interactions with the Australian labour market
		Louise Ingersoll 'A salesman and a storyteller': the realities of alternative work for independent filmmakers in the Australian screen industry	**Susan Ellicott** Workplace responses to domestic violence: Exploring the nexus of politics, profession and practice	**Donna Bridges, Terrelle Hegarty, Mohini Vidwans, Elizabeth Wulff** Beyond Culture: Fragmentation and VET as structural impediments to gender parity for tradeswomen in the ANZ construction sectors	
12.40	60	**Lunch,** Mezzanine Floor, Rutherford House			
12.50	50	**AIRAANZ Executive Board Meeting**			MZ06
1.40	100	General (GS12): **Political Economy of Employment Regulation**	General (GS13): **Workplace Health & Safety**	General (GS14): **Public Sector**	General (GS15): **Gender**
		Mark Bray, Chris Howell The Albanese Government Industrial Relations Reforms in Historical and Comparative Perspective	**Lata Dyaram, Kantha Dayaram, Richa Pande,** Violence and Harassment in India's Healthcare Sector	**Grace Millar, Kirsten Windelov, Andrew McCauley, Mike Tana,** 'We were in this Together': The implications of Public and Community Service Workers' experience of disruption for industrial relations	**Nyssa Ferguson, Lyn Craig** The 'cost' of working: single mothers' engagement in paid work
		Bradon Ellem, Chris F Wright, Stephen Clibborn, Rae Cooper, Frances Flanagan, Alex Veen Policy failure as a catalyst for reform: A temporal perspective on work and industrial relations policy	**Annick Parent-Lamarche, Julie Dextras-Gauthier, Salima Hamonche** Optimizing Total Compensation: Longitudinal insights into diminishing intention to quit via psychological well-being	**Isabella Dabaja** Neoliberal trajectories of reform in public education work: mechanisms of control and resistance in the labour process of school leaders	**Francis Galt** 'It was like a pure rollercoaster to be honest with you': Lived Experiences of the Glasgow City Council Equal Pay Strike, 2018

Time	Mins	Stream 1 Lecture theatre 3 (Ground)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ03 (Mezzanine Floor)	Stream 4 MZ06 (Mezzanine Floor)
		Stephane Le Queux An Ontological 'Radix' Take on Comparative Industrial Relations	**David Peetz, Georgina Murray, Carolyn Troup, Robert Hales, Ian Lowe** HR is not your friend': intimidation of scientists and management support	**Kirsten Windelov, Grace Millar, Andrew McCauley, Mike Tana** Not waste or mush: New Zealand Public Servants experience of redundancy 2023-2024	**Rae Cooper, Josh Healy, Suneha Seetahul** 'Method of setting pay' and gender inequality at work: Evidence from Australia
		Katy Jones, Sharlene Farrugia Creating better active labour market policy through social dialogue in Liberal Market Economies	**Daniel Duan, Jane Bryson, Noelle Donnelly, Christian Yao** Stress appraisal among Chinese senior executives: Co-occurring demands beyond the organisational sphere	**Kehinde Aluko, John Burgess, & Belinda Moloney** New Technology, Career Disruption and Career Development in the Australian Local Government Sector	**Linda Colley** Reproductive Health Leave – the politics of being a policy pioneer
		Stephen Clibborn, Tess Hardy, Joel Cutcher-Gershenfeld, Improving wage law compliance through tripartite co-regulation	**Jekope Maiono** Indigenous Fijian (iTaukei) RSE workers and Hazardous Substance Material: Knowledge, Guidelines and Use.		**Negar Faaliyat, David Peetz, Susan Ressia** The Probability of Unemployment: Intersectionality, Gender and Ethnicity among Skilled Migrants
3.20	30	**Afternoon Tea,** Mezzanine Floor, Rutherford House			
3.50	100	General (GS16) **Union Legitimacy**	General (GS17) – **Flexible Work in a post-pandemic era**	General (GS18): **Voice & workplace democracy**	General (GS19) **Politics & Economies of Care work**
		Martijn Boersma, Emmanuel Josserand Integrated Strategies for union legitimacy (re)building: A process model	**Lonnie Golden, Hyeri Choi, Jaeseung Kim** 4-Day Workweeks: Worker Preferences, Hours Mismatches and Job Quality	**Johanna Macneil, Eugene Schofield-Georgeson** Expanding Delegates' Rights: A Path to Collaborative Pluralism in Australian Workplaces?	**John Buchanan, James Gillespie, Jo Occhipinti** Reconstructing work, health and care regimes to nurture well-being and economic renewal: lessons from Australia's workers' compensation systems
		Alison Rudman Union purpose and power: The role of union identities	**Sue Williamson, Helen Taylor, Uma Jogulu** Hybrid Working in the Public Service: An examination of paradoxes	**Helen Delaney** Learning for workplace democracy: Relationalities, practices, and effects	**Alexandra Heron, Marian Baird** Carer's leave in Australia: fit for purpose?
		Karen Douglas, Peter Fairbrother Place-based leadership and union power in two Australian regional Trades and Labour Councils	**Natalie Galea, Alison McFadyen, Abigail Powell** Flexible work interventions on Australian construction sites: Responding to greedy work and gendered institutions	**Victoria Lister** Overcoming working conditions silence by recognising the 'game': From wounded to confident at work	**Alison Williams, Marion Baird, Myra Hamilton** Older workforces – Lessons for research, policy and practice
		Mihajla Gavin, Susan McGrath-Champ, Scott Fitzgerald Teacher unions in neoliberal contexts: Legitimating influence in policymaking processes	**Amanda Selvarajah** Creating Effective Flexible Work Rights: Lessons from Australian Experiences during Covid-19	**Arlene Sale** Is there a meaningful voice during university restructuring?	**Alexandra Heron, Marian Baird** Flexible working arrangements and informal eldercare provision: do some flexibilities work for work better than others?

Time	Mins	Stream 1 Lecture theatre 3 (Ground)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ03 (Mezzanine Floor)	Stream 4 MZ06 (Mezzanine Floor)
		John Howe, Timothy Kariotis, Jack Fagan Is the Boss Watching, and are Unions Doing Anything About It? An Analysis of Workplace Surveillance Protections in Australian Enterprise Agreements	**Lyn Craig, DongJu Lee** 'At your own risk: agency and constraint in work-care flexibility'		
5.30	30	**Choir Practice**			MZ06 Mezzanine Floor
6.30		**Conference Dinner** **Dockside Restaurant, Shed 3/9 Queens Wharf (Waterfront), Wellington** (10 minute walk from Conference Venue)			

Day 3 Wednesday 5 February 2025

Time	Mins	Stream 1 Lecture Theatre 3 (Ground Floor)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ06 (Mezzanine Floor)
9.00	60	**AIRAANZ Annual General Meeting** Chair - Jim Arrowsmith		Lecture Theatre 2
10.00	60	General (GS20) **IR Scholarship and Practice**	General (GS21) – **Indigenity and Labour**	General (GS22): **Migrant Labour & Economies**
		Di Kelly Industrial Relations as Academic Practice - 40 plus years of (mostly) thriving – 1980s to 2020s	**Ria Holmes** Te Tiriti o Waitangi and Tikanga Māori: Obligations and Opportunities	**Mian Wu, Yulong Liu** Migrant Labor and Inclusive Growth: The Role of Digital International Remittance Platforms in Bridging Labor Market Inequalities
		Desmond Tutu Ayentimi, Albert Amankwaa, John Burgess Industrial Relations Research in Sub-Sahara Africa: A systematic review and research agenda	**Juliet Inyang** Ubuntu Relational Ontology: Decolonising Individual Agency for Workplace destigmatisation	**Martina Boese, Suzanne Young, Anthony Moran, Nicola McNeil, Dino Concepcion** Migrant work in residential aged care in Australia beyond Covid: a multi-stakeholder analysis
		Katrina Buchanan, Nikola Balnave 'Save our Steel': How working people influenced industrial transformation at Port Kembla in 2015	**Sharlene Leroy-Dyer** Intersectionality Theory, Racist Policies and Aboriginal and Torres Strait Islander Inclusion in the Workplace	**Jessie Liu** "It wouldn't be safe for me to do Uber driving": how the reselling of infant and toddler formula came to be a form of labour in Australia
11.00	30	**Morning Tea,** Mezzanine Floor, Rutherford House		
11.00	20	**Book Launch: Jane Parker, Noelle Donnelly, Susan Ressia, Mihajla Gavin, *A Field Guide to Researching Employment and Industrial Relations*.**		MZ02 Mezzanine Floor
11.30	80	General (GS23): **Climate Change, Work & Sustainability**	General (GS24) – **Precarious Work**	General (GS25): **Impact of AI**
		Jo Orsatti Who benefits from Net Zero futures? Quality Jobs and the Future Made in Australia	**Dayna East, Darelle Howard, Gemma Piercy, Bill Cochrane** Defining and deploying the concept of 'precarious employment': Valuable idea or empirical fallacy?	**Alexis Vassiley, Zoë Port, Clare Francis** Artificial intelligence, algorithmic management and automation: How are unionists responding to technology's three 'A's?
		Subas Dhakal, John Burgess Green Jobs and Sustainability Skills: Implications for Workforce Planning and Policies in Australia.	**Katherine Ravenswood, Nimbus Staniland, Janine Clemons, Lesley Dixon, James Greenslade-Yeats, Tago Mharapara** A drop in the ocean: exploring the interacting effects of gendered precarity in midwifery	**Penny Williams** "To remain contemporary": Technological determinism in HRM and the consequences for work
		Joanne Clarke, Kantha Dayaram, John Burgess Renewable Energy: The impact of workforce transition and tacit knowledge	**Patrice Jalette, Mélanie Laroche, Mélanie Dufour-Poirier** Survey of Quebec professionals: how do those in precarious jobs differ in their propensity to unionize?	**Sherry Thomas** Impact of digital technologies on job quality of managerial work in the context of the Australian transport and logistics sector.

Time	Mins	Stream 1 Lecture Theatre 3 (Ground Floor)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ06 (Mezzanine Floor)
		Darryn Snell, Al Rainnie Just Transition and the Decommissioning of the Fossil Fuel Industry: Opportunities for Labour Environmentalism		**Paula McDonald, Steve Hay, Abby Cathcart, Alicia Feldman** "Proceed with caution": The perceived impact of Gen AI on university staff work and workload
12.50	60	**Lunch,** Mezzanine Floor, Rutherford House **Conference Close**		