

# AIRAAANZ Conference 2026

Shifting perspective and practice: Industrial relations in a changing world of work

28 - 30 January 2026

The University of Technology Sydney  
Sydney, Australia



# Welcome

The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) is pleased to welcome you to the 2026 AIRAANZ Conference, held at the University of Technology Sydney.

UTS acknowledges the Gadigal People of the Eora Nation, the Boorooberongal people of the Dharug Nation, the Bidiagal people and the Gamaygal people upon whose ancestral lands our university stands. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

The theme of the conference is 'Shifting perspective and practice: Industrial relations in a changing world of work'. Addressing real-world problems is at the heart of industrial relations research. Relatedly, academics are increasingly encouraged to generate and demonstrate societal impact from their research. This theme invites reflection and dialogue on societal impact in industrial relations scholarship and practice, and the challenges and opportunities of undertaking socially impactful research in a changing world of work.

This Conference Program provides an overview of:

- General Information
- Keynote and Panel Speakers
- Streams, Workshops and Symposia
- Sponsors

Special thanks to:

- Conference Organising Committee – Mihajla Gavin, Frances Flanagan, Rebecca Dong, Mahan Poorhosseinzadeh and Susan Ellicott
- Keynote Speakers – Hon Dr Sarah Kaine MLC and Prof. Peter Fleming
- Panellists – Hon Dr Sarah Kaine MLC, Prof. Anthony Forsyth, Prof. Sara Charlesworth, Dr Jim Stanford and Dr Frances Flanagan
- Conference Solutions Team – Greg Vickers and Caitlin Waddell
- UTS Business School Leadership Team and Business Research Office – Business School Dean Prof. Sara Denize, Prof. Kathy Walsh, Bronwyn Edds and Jenny Ling
- Sponsorship of Afternoon Teas by the Auckland University of Technology Social Transformation Research Institute and Workplace Express
- 2025 AIRAANZ Executive Committee

## General Information

### Getting to the Venue

All sessions are held at UTS Business School (Building 8, Dr Chau Chak Wing Building), 14–28 Ultimo Road, Ultimo NSW 2007.

Sessions will run over Levels 3 and 4 of the Business School Building, which can be accessed by lift or internal stairs.

To get to the venue, refer to the UTS map by scanning the QR code or searching <http://wayfinding.uts.edu.au/>

### QR Code UTS Map



You can catch public transport – either tram, bus or train to Central Station. The Business School is on [The Goods Line](#), a partly elevated urban walkway from Central to the Sydney CBD and Darling Harbour. If travelling by train, you can walk through the Devonshire Street Tunnel onto The Goods Line to get to the Business School (10-15 minute walk). You can pay for public transport using Opal Card, credit cards, or Apple Pay.

If you are entering the building from The Goods Line, this is Level 3. The Level 2 entrances are off Mary Ann Street and Ultimo Road.

### Parking

Please check the conference website for information about parking options near UTS campus: <https://www.airaanz.org/conference/airaanz-conference-2026>

### Contact

If you need to contact one of the conference organisers, please email: [airaanz@con-sol.com](mailto:airaanz@con-sol.com)

### Registration

Registration opens at 8:00am on Wednesday 28 January on Level 2 of UTS Building 8. Please collect your lanyard to wear during the conference and social functions.

At 10:00am, registration will move to Level 3 and remain open on Level 3 for the duration of the conference.

### Conference Program and Sessions

The Conference Program is available online at <https://www.airaanz.org/conference/airaanz-conference-2026>. Please bring your own copy as well as your own pens/notebooks.

The Conference Welcome, Keynote by Dr Sarah Kaine MLC and Book Launch/Plenary Panel will take place on Wednesday 28 January on Level 2.

The Keynote by Professor Peter Fleming will take place on Thursday 29 January on Level 3.

Parallel sessions will be held on Levels 3 and 4. Please carefully read the room number to locate your room. Room numbers follow the pattern of Building/Level/Room. For example, CB08.04.002 is Building 8/Level 4/Room 2 and CB08.03.004 is Building 8/Level 3/Room 4.

### **Delivering your Presentation**

Each speaker is allotted 15 minutes for their presentation, plus 5 minutes Q&A after each presentation. Session chairs should strictly monitor this time to ensure all speakers receive their allotted speaking time.

Please arrive 10 minutes before the start time of your session to upload your slides to the computer. Please bring your presentation slides on USB. The lectern computer is a PC. If you must use your own device, only HDMI is supported. IMPORTANT! If you are bringing a MAC, you will need to bring a HDMI dongle.

### **Catering, Coffee and Relaxing**

Catered lunch, morning and afternoon tea, and coffee will be served each day in the foyer space of Level 3.

There are numerous nearby options for coffee including Café 80 (Level 2 Building 8), Knight's Coffee & Tea Co (Devonshire Street Tunnel), and Edition Roasters (Steam Mill Lane, Haymarket).

There is ample seating space on Levels 3 and 4 to sit and relax.

### **Welcome Reception**

The Welcome Reception will be held at 80 Bar & Café on Level 3 of the Business School Building on Wednesday 28 January. This event is included in your registration fee for full registrations. For those on single day registrations, tickets to social events can be purchased separately at the registration desk.

### **Conference Dinner**

The Conference Dinner will be held at Aerial Function Centre on Level 7 of Building 10, 235 Jones St, Ultimo NSW on Thursday 29 January, a short 5-minute walk from the Business School Building. Follow Harris and Thomas Streets.

This event is included in your registration fee for full registrations. Delegates on a single day registration can purchase tickets at the registration desk in advance of the dinner.

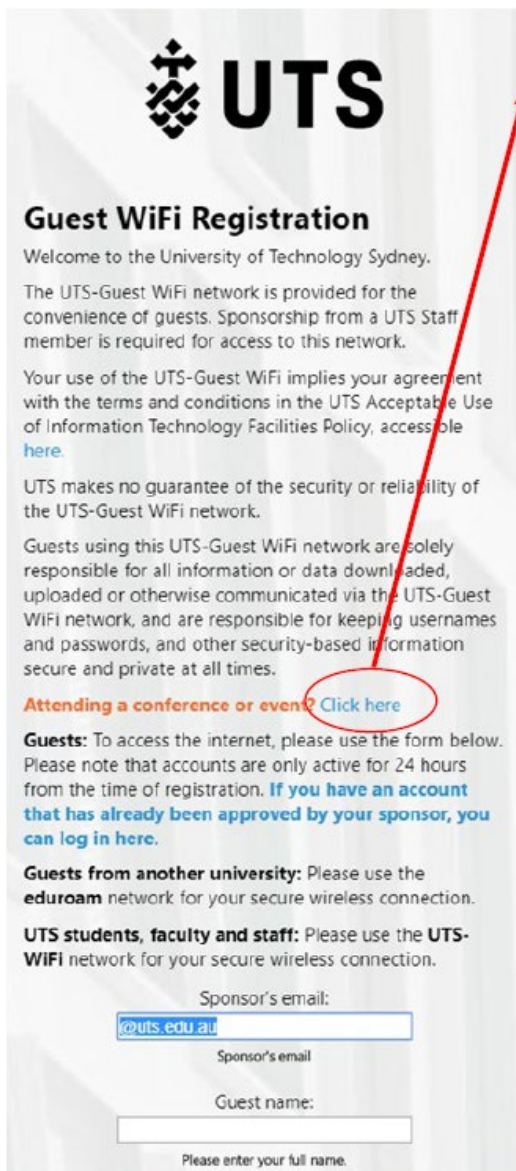
### **WiFi**

Please follow the instructions below to use the free UTS guest wi-fi.

WiFi: **UTS Guest**

Access Code: **FHJan26!**

Choose UTS-Guest from the list of networks shown on your device. You will then get the following pop up (see over page):



**UTS**

## Guest WiFi Registration

Welcome to the University of Technology Sydney.

The UTS-Guest WiFi network is provided for the convenience of guests. Sponsorship from a UTS Staff member is required for access to this network.

Your use of the UTS-Guest WiFi implies your agreement with the terms and conditions in the UTS Acceptable Use of Information Technology Facilities Policy, accessible [here](#).

UTS makes no guarantee of the security or reliability of the UTS-Guest WiFi network.

Guests using this UTS-Guest WiFi network are solely responsible for all information or data downloaded, uploaded or otherwise communicated via the UTS-Guest WiFi network, and are responsible for keeping usernames and passwords, and other security-based information secure and private at all times.

**Attending a conference or event?** [Click here](#)

**Guests:** To access the internet, please use the form below. Please note that accounts are only active for 24 hours from the time of registration. **If you have an account that has already been approved by your sponsor, you can log in here.**

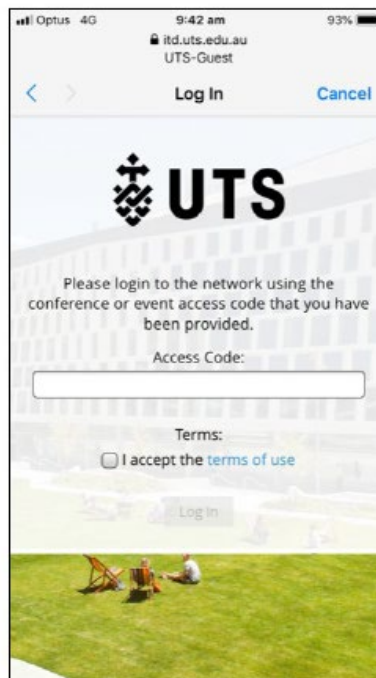
**Guests from another university:** Please use the **eduroam** network for your secure wireless connection.

**UTS students, faculty and staff:** Please use the **UTS-WIFI** network for your secure wireless connection.

Sponsor's email:  
  
 Sponsor's email

Guest name:  
  
 Please enter your full name.

Click on the "Attending a Conference or event" link and a new pop up will appear that looks like this:



Optus 4G 9:42 am 93%  
 itd.uts.edu.au  
 UTS-Guest

< > Log In Cancel

**UTS**

Please login to the network using the conference or event access code that you have been provided.

Access Code:

Terms:  
☐ I accept the [terms of use](#)

Login

Then enter the access code "XXXXXX" and accept the terms of use. Your connection will then be active.

If the registration page does not automatically pop up please enter this link into your browser:  
<https://nac.itd.uts.edu.au/guest/Sponsor.php>

If the registration page does not automatically pop up, please enter this link into your browser:  
<https://nac.itd.uts.edu.au/guest/Sponsor.php>

## Photography

During the conference, a photographer will be present to take photographs for AIRAANZ. If you do not wish to have your photograph taken, please see the registration desk to collect a red lanyard.

## Safety and Emergency

Please watch this short YouTube video about staying safe at UTS:  
<https://www.youtube.com/watch?v=y4xLT3ONr0M&feature=youtu.be>

If you need to call security, please call 02 9514 1192. When on campus, you can use the dedicated line for emergencies - dial ext. 6 from any landline telephone, or 1800 249 559 from



your mobile, to be connected to our Security Operations Centre. From here, one of our trained security officers will provide assistance as required. You can dial ext. 6 or dial 1800 249 559 to:

- report an emergency
- request emergency assistance
- access emergency services (police, fire, ambulance and SES).

You can use this line to notify us of an emergency in progress or if you need help. If it is not an emergency anymore – or you just have a general enquiry – our security officers will gladly take your call through our general enquiries number of 02 9514 1192. Both numbers are answered 24 hours per day, 7 days a week, 365 days per year.

Further information about evacuation procedures from Building 8 in the event of an emergency is available on the conference website: <https://www.airaanz.org/conference/airaanz-conference-2026>

## **Code of Conduct**

All delegates are expected to follow the code of conduct during the conference.

### Policy Statement

AIRAANZ is committed to fostering safe, respectful, ethical, welcoming and culturally safe participation in events. AIRAANZ Conferences and events are convened to foster industrial relations scholarship and community. Harassment, discrimination, or other inappropriate behaviour towards conference or event delegates, members, guests, visitors, and others involved (e.g., staff, volunteers) is unacceptable.

We commit to respectfully acknowledging and engaging with the Indigenous peoples of the land on which AIRAANZ events are held. We will endeavour, in ways that are appropriate and guided by local customs, protocols, and preferences, to recognise and honour the Indigenous communities connected to each host location. This commitment reflects our respect for Indigenous sovereignty, knowledge systems, and cultural practices, and our intention to foster relationships grounded in humility, learning, and mutual respect.

This code of conduct outlines expectations for all those who attend or participate in AIRAANZ conferences and other AIRAANZ events, including during any informal social events outside the formal programme. This includes in-person and other means (e.g. electronic communication). It reminds delegates and participants that usual professional and academic ethics and standards apply. It sets out potential consequences for violation of the code and reporting mechanisms.

### Unacceptable Behaviour

Examples of inappropriate conduct may include, but are not limited to:

- Written or verbal comments which exclude or prejudice people based on any characteristic (e.g. gender, ethnicity, gender identity, religion, nationality, age). This includes sexist, racist, homophobic, transphobic, ableist or exclusionary jokes,
- Photography or recording without consent,
- Sexual harassment, including using or displaying sexual language or imagery,
- Visual display of offensive material,
- Sustained disruptions of talks or presentations,
- Physical contact, ranging from unnecessary and unwelcome touching, to serious assault,
- Intimidating behaviour, either physical or non-physical,
- Isolating or marginalising a person,
- Bullying, deliberate intimidation, or following/stalking.

### Violations of the Code of Conduct

Before the start of AIRAANZ Conferences and events, delegates will be informed of this Code of Conduct and the process for reporting complaints.

Violations of the Code of Conduct will be treated seriously.

Conference and event delegates alleged to have violated these rules may be asked by the conference or event organisers to leave the conference or event, without refund. Other possible responses may include helping complainants to contact security or local law enforcement, and assisting complainants experiencing unacceptable behaviour to feel safe for the duration of the conference/event. If the alleged offender is a Member of the Association, disciplinary action may also be initiated against them pursuant to Clause 12 of the AIRAANZ Constitution.

### Reporting Unacceptable Behaviour

If you are subject to what you believe is unacceptable behaviour under this code of conduct or witness such behaviour, a report can be made in the following ways.

1. An anonymous email to AIRAANZ ([info@airaanz.org](mailto:info@airaanz.org)) monitored by the Communications Officer.
2. A report to the President, Vice President, Secretary, or any other member of the AIRAANZ Executive Committee.
3. A report to conference/event organisers, who will keep confidentiality and refer reports to the AIRAANZ Executive Committee.

Complaints will be reviewed independently by a sub-committee of the AIRAANZ Executive Committee in a timely manner. Recommendations of any actions to take will be made to the AIRAANZ Executive Committee and conference/event organisers.

Any complaint brought to our attention will be treated confidentially to the extent possible to properly assess the situation.

### Review

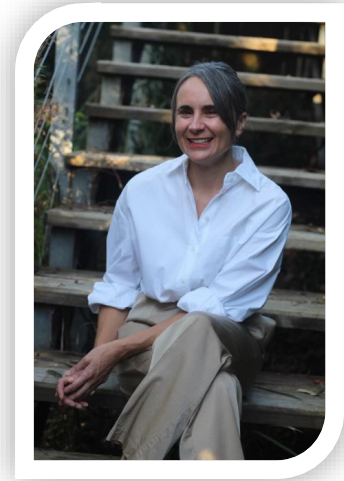
The next scheduled review of this Code of Conduct will be 2029.

# Keynote and Plenary Speakers

## Hon Dr Sarah Kaine MLC, Keynote Speaker

Dr Sarah Kaine is a member of the NSW Legislative Council and Chair of the Standing Committee on Social Issues. Starting with her first job in unions in 1995, Dr Kaine's 30-year career in industrial relations and labour rights advocacy has spanned the union movement, academia, public service and now Parliament. She began her career at the Australian Workers Union and the ACTU, later completing a PhD at the University of Sydney and serving as an Associate Professor at UTS for a decade. Her research and public advocacy have centred on labour standards, gender equity, and the role of organised labour in securing dignity at work.

As Director of the Industrial Relations Inspectorate in the NSW Government, she oversaw compliance and enforcement of workplace laws giving her deep insight into the practical enforcement of labour laws. Her work has consistently highlighted the importance of collective representation and fair regulation, which she continues to champion in Parliament through advocacy for fair work practices, ethical procurement, and democratic governance in public institutions.



## Peter Fleming, Keynote Speaker

Peter Fleming is Professor at the University of Technology Sydney. He has previously held positions at the University of Cambridge and University of London. His research focuses on the dark side of labour and life in the new economy. He has written numerous books including *The Death of Homo Economicus* (Pluto, 2017), *Sugar Daddy Capitalism* (Polity, 2019) and *Dark Academia: How Universities Die* (Pluto, 2021). His latest book is *Capitalism and Nothingness: Critical Theory in Unwanted Times* (Bloomsbury, 2025).



## Sara Charlesworth, Plenary Speaker

Sara Charlesworth is Professor Emerita at RMIT University. Her research centres on gender (in)equality in employment in the labour market, industry and workplace levels. Her current areas of research include low-paid women workers, gender-based undervaluation, paid care work, migrant care workers and work and care. Sara has been invited to provide expert evidence on these topics to various government inquiries and to the Fair Work Commission. Sara is a member of the Victorian government's *Equal Workplaces Advisory Council* and co-convenor of the *Work+Family Policy Roundtable*, a network of Australian gender, work and care scholars. She is also on the editorial board of the *Journal of Industrial Relations*.





### **Jim Stanford, Plenary Speaker**

Jim Stanford is one of Canada's best-known economists. He served for over 20 years as Economist and Director of Policy with Unifor, Canada's largest private-sector trade union (formerly the Canadian Auto Workers). He is Harold Innis Industry Professor in Economics at McMaster University in Hamilton, Canada; Senior Fellow at the Robert L. Heilbroner Center for Capitalism Studies at the New School for Social Research in New York; and Honorary Professor in the Department of Political Economy at the University of Sydney. He is author of *Economics for Everyone: A Short Guide to the Economics of Capitalism* (second edition published by Pluto Books in 2015), which has been published in six languages. Jim served for eight years as Economist and Director of the Centre for Future Work in Australia, and is now inaugural chair of the Centre's newly independent Board of Directors.



### **Frances Flanagan, Plenary Speaker**

Frances Flanagan is a Senior Lecturer in the Law Faculty at the University of Technology Sydney. She has an interdisciplinary background in law and history, and her research focuses on the intersections between labour law, environmental crises, industrial relations and changing formations of technology, gender and migration. She is the author of a monograph published by Oxford University Press and co-author of the book *Work and Industrial Relations Policy in Australia* (2025, Bristol University Press).



### **Anthony Forsyth, Plenary Speaker**

Anthony Forsyth is Senior Legal Officer at the Australian Council of Trade Unions, currently on leave of absence from his position as Distinguished Professor in the Law School, RMIT University, Melbourne. He is co-author of the 7<sup>th</sup> edition of *Creighton & Stewart's Labour Law* (2025) and a former President of the Australian Labour Law Association.



# Streams, Workshops and Symposia

In addition to thematic sessions, AIRAANZ Conference is hosting a great range of convened streams, workshops and symposia. Thank you to the convenors curating the following special sessions.

Session	Convenors
Resistance to a neoliberal agenda: Reflections on previous struggles and their relevance for the future	John Martin, Craig Brown
Disruptive Bodies at Work: Gendered Transitions and Institutional Responses	Natalie Galea, Myra Hamilton, Sydney Colussi, Mahan Poorhosseinzadeh
Labour Geography and Industrial Relations	Tom Barratt
Going Against the Grain for Social Transformation	Tanya Ewertowska, Katherine Ravenswood
Teaching and Learning in a Changing World of Work	Mahan Poorhosseinzadeh, Renata Casado
Researching Violence and Harassment in the World of Work	Kantha Dayaram, Renata Casado, Mihajla Gavin
Indigeneity and Labour	Mark Jones, Nimbus Staniland, Jekope Ramala Maiono
Gender based drivers of inequality and the superannuation system (Symposium)	Elizabeth Hill, Rae Cooper
<p>'Productivity: causes and cures'</p> <p>The topic of productivity is contested terrain for economists, policymakers and the wider society. This is particularly the case in a global productivity slowdown, which underlies distributional conflict from rising income and wealth inequality, an increasing corporate profit share and geopolitical competition for global market dominance. This session provides a taster of a forthcoming Routledge volume on Productivity edited by Roy Green and Phil Toner. It will focus on some of the key issues facing Australia and will feature three of the chapter authors: David Peetz, Moira Scerri and Jim Stanford.</p>	Phillip Toner, Roy Green
<i>Labour and Industry</i> : Insights from the journal's editors (Workshop).	Lynnaire Sheridan, Fiona Edgar

## Sponsors

Thank you to the following sponsors for their generous contributions to help make the 2026 AIRAANZ Conference a success!



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