Day 1 – Wednesday 28 January 2026

7.30	90	**HDR Breakfast – CB08.12.092 (Boardroom, Level 12, UTS Business School Building)** (Chairs: Renee Cunial and Susan Ellicott)			
8.00		**Conference Registration Opens (Level 2, outside CB08.02.005)**			
9.00	15	Conference Welcome – Dr Mihajla Gavin (CB08.02.005, Level 2 Auditorium, UTS Business School Building) Acknowledgement of Country – Aunty Glendra Stubbs, Elder in Residence Welcome to UTS Business School – Address by Professor David Brown, Head of Department			
9.15	30	Keynote Address – Hon Dr Sarah Kaine MLC (CB08.02.005)			
9.45	30	President's Address – Dr Mihajla Gavin (CB08.02.005)			
10.15	30	**Morning Tea (Level 3)**			
10.45	50 +5 min break	**Book Launch and Plenary Panel – *Work and Industrial Relations Policy in Australia* (CB08.02.005)** Hon Dr Sarah Kaine MLC, Sara Charlesworth, Jim Stanford, Anthony Forsyth and Frances Flanagan. Chair: Mihajla Gavin			
11.40	80	**Stream 1 (CB08.04.002): Indigeneity and labour** Chair: Sharlene Leroy-Dyer	**Stream 2 (CB08.03.004): AI and Digital Transformation** Chair: Rebecca Dong	**Stream 3 (CB08.04.003): Going Against the Grain for Social Transformation** Chair: Katherine Ravenswood	**Stream 4 (CB08.03.002): Gender-based drivers of inequality in the superannuation system (Symposium)** Chairs: Rae Cooper, Elizabeth Hill
		Nareen Young, Joshua Gilbert, Jane O'Leary The Price of Inequality for Indigenous Women in Australia	**Penny Williams, Diana Leon-Espinoza** App-athetic: Worker Responses to Platformisation	**Tanya Ewertowska** Creative Methods as Socially Transformative Research Practice	**Jo Kowalczyk, CEO Women in Super** Policy perspectives: Building women's economic security through a gender equal superannuation system
		Xavier Walsh (Re-)Imagining Critical Industrial Relations: Weaving tikanga Māori into the personal grievance procedure	**Muhammad Junaid Ahsan, Betty Frino, Jo Ingold** Digital Leadership and Corporate Digital Responsibility: Implications for Employment Relations in an Era of Workplace Digitalisation	**Angsana Techatassanasoontorn, Narges Safari, Antonio Díaz Andrade** AI and Me: Working alongside AI in the context of software development	**Elizabeth Hill, Rae Cooper** Rethinking adequacy in superannuation and retirement incomes using a gender lens
		Sharlene Leroy-Dyer, Ria Te Uira Holmes The Status of Indigenous Peoples and Work in Australia and Aotearoa, New Zealand	**Kehinde Aluko, John Burgess** Negotiating the Future: The Role of Unions and Enterprise Agreements in Local Government Digital Transformation	**Katherine Ravenswood** Where is the State in Workplace Violence?	**Rhonda Sharp** Looking back, looking forward: Superannuation and gender equality
			Maria Hameed Khan, Paula McDonald, Ben Matthews, Penny Williams Mistrust, sabotage and conflict: AI and the new dynamics of recruitment		**Siobhan Austen** An Intra-household perspective on superannuation

Day 1 – Wednesday 28 January 2026 (continued)

1.00	60	Lunch (Level 3)			
1.30	30	Labour and Industry Editorial Sub-Committee Meeting (CB08.03.004)			
2.00	100	**Stream 1 (CB08.04.002): Teaching and Learning in a Changing World of Work** Chair: Renata Casado	**Stream 2 (CB08.03.004): Labour Geography and IR** Chair: Bradon Ellem	**Stream 3 (CB08.04.003): Gender and Careers** Chair: Isabella Dabaja	**Stream 4 (CB08.03.002): Gender-based drivers of inequality in the superannuation system (Symposium)** Chairs: Rae Cooper, Elizabeth Hill
		Renata Casado, Nupur Ghosh Humility and confidence: An overlooked balancing act for international students' employability	**Tom Barratt** Temporalities of labour agency in Australia's gig economy	**Martijn Boersma, Emmanuel Josserand, Sarah Kaine, Mihajla Gavin** Oral Histories and Life-Course Trajectories of Women in Australian Trade Unions	**Alison Preston** Gender superannuation gaps along the distribution
		Jonathan Sale Teaching and Learning in a Changing World of Work: Negotiation, Conflict Management and Resolution	**Jamie Peck** Labour geography: two conjunctures	**Isabella Dabaja, Rae Cooper** Pipeline or pond? Mobilising supply and demand-side narratives to explain the 'problem' of male-dominated jobs	**Nareen Young, Josh Gilbert** The Super Gap for Indigenous Women: What it is, why it exists, and how to fix it
		Rebecca Kechen Dong Shifting Educators' Work Practices and Institutional Expectations through AI	**Rohini Anant, Neil M. Coe** Labour regimes in formation/transition: integrating skill ecosystem approaches into the multiscalar labour regimes framework	**Jennifer Kruwinnus, Belinda Luke, Michael Rosemann, Terrance Fitzsimmons, Wendy Scaife** Counteracting Barriers to the Nonprofit Chief Executive Officer Position - Enabling Women to Reach the Chief Executive Suite	**Helen Hodgson** Addressing gendered anomalies in the transition to retirement: unpicking the tax, transfer and superannuation nexus
		Mahan Poorhosseinzadeh, Kim Feddema, Sonja Coetzee Enhancing International Students' Professional Identity and Workplace Transition: Applying Equality, Diversity and Inclusion Principles in Work-Integrated Learning	**Thilini Bandara** Between Study, Work, and Migration: Understanding the Labour Agency of International Students in Australia's Gig Economy	**Talara Lee** 'Like the gods': Senior women lawyers' experiences of the client in their careers	**Myra Hamilton** Persistent Myths and Policy Barriers: Why Australia's Gender Superannuation Gap Endures
		Susan McGrath-Champ, Rachel Wilson, Scott Fitzgerald, Meghan Stacey, Mihajla Gavin, Karolina Parding Decent work for educators: Problems, policies and possibilities	**Tom Barratt, Daniel Nicholson** Place-making as a strategic response to technology change – train stations as fixes	**Alison McFadyen** "Grieving the loss of my career": Gendered career trajectories in the Australian architecture profession	

Day 1 – Wednesday 28 January 2026 (continued)

3.40	20	Afternoon Tea (Level 3) – Sponsored by AUT Social Transformation Research Institute			
4.00	100	**Stream 1 (CB08.04.002): Researching Violence and Harassment in the World of Work** Chair: Kantha Dayaram	**Stream 2 (CB08.03.004): Labour and Industry: Insights from the journal's editors (Workshop)** Chairs: Fiona Edgar, Lynnaire Sheridan	**Stream 3 (CB08.04.003): Flexible and Non-Standard Work** Chair: Greg Bamber	**Stream 4 (CB08.03.002): Unions and Voice** Chair: Nikola Balnave
		Leul Tadesse Sidelil, Mariko Carey, Lena Wang, Johanna Macneil Beyond Compliance: Conceptualising the Persistence of Workplace Sexual Harassment in Australia as Institutional Betrayal	Ever wondered what happens once a manuscript is submitted to a journal? This interactive session offers AIRAANZ members the opportunity to meet the new editorial team of *Labour and Industry: A Journal of the Social and Economic Relations of Work*. The editors will share their perspectives on the publishing process, the vital role of peer review, and how the AIRAANZ community can actively support the journal's success.	**Sara Charlesworth, Rae Cooper, Hektor Vineburg, Alexandra Heron** Fresh obstacles to flexible work? Arbitrating rejections of requests for flexible working arrangements	**Marian Baird, Alison Williams** What do Unions Do - for Older Workers?
		Renata Casado, Mihajla Gavin, Kantha Dayaram Ideology, Compliance and the Ethics of Care: Organisational Responses to FDV Leave Policy in Australia		**Emma Graham** Challenging the full-time ideal worker: examining the effectiveness of the Right to Request Flexible Working Arrangements in the Fair Work Act 2009	**Stewart Johnstone, Stuart McIntyre, Kendra Briken, Ian Cunningham, Anastasios Hadjisolomou, Eva Jendros, Tony McCarthy, Dora Scholarios, Phil Taylor** Do workers have the voice they want? Reconceptualising Voice Gaps and Effectiveness of Voice
		Alicia Pearce Safe to Speak Up: The potential of equality bargaining to embed workplace sexual harassment harm prevention in Australian Universities		**Sue Williamson, Robyn May, Fiona Buick, Vindhya Weeratunga, Deborah Blackman** Hybrid Working and the Australian Social Contract: Key factors in the 2025 federal election outcome	**Mark Riboldi, Emily Foley** Understanding the power and influence of the Australian union movement – a network analysis
		Michele Ford Translating International Norms: Addressing Workplace Violence and Harassment in Cambodia		**John Archer** The Hidden Workforce: Exploring the experiences of 'career ' casual employees	**Alison Rudman** Union purpose and power: The role of union identities
		Anastasios Hadjisolomou "Bystanders" to Themselves? Workers' Self-Strategies to Manage Sexual Harassment in the Gay Tourism Industry			
6.00	120	**Welcome Drinks** 80 Bar and Café, Level 3, UTS Business School Building			

Day 2 – Thursday 29 January 2026

9.00	60	Stream 1 (CB08.03.002): Early Childhood Education Sector Chair: Susan McGrath-Champ	Stream 2 (CB08.03.004): Migrant Workers Chair: Fiona Edgar	Stream 3 (CB08.04.003): Managing Psychosocial Hazards Chair: Lynnaire Sheridan	Stream 4 (CB08.04.009): Diversity, Equity and Inclusion Chair: Alison Williams	Stream 5 (CB08.03.005): Disruptive Bodies at Work: Gendered Transitions and Institutional Responses Chair: Natalie Galea
		Xanthe Whittaker, Jennifer Tomlinson, Kate Hardy, Helen Norman Professionalisation for early childhood education and care (ECEC) workers: Professional recognition as a strategy to combat gendered wages in the marketized state	Nafia Sultana, Kyoung-Hee Yu, Rayan Merkbawi, Elif Incekara Hafalir When Home Isn't Truly Home: A Mixed Methods Study on Marginalized Experiences and Wellbeing of Skilled Migrants in Australian Workplaces	Rebecca Langdon, Carol Hon, Andrew Stewart, Nektarios Karanikas Understanding Challenges for Managing Psychosocial Hazards in Small to Medium-Sized Enterprises	Lucy Taksa, Alain Klarsfeld Diversity, Equity and Inclusion (DEI) at a time of Backlash: Considering approaches to social justice and the impact of balkanisation	Linda Colley, Emma Graham, Leonora Risse Reproductive health entitlements at work: Scope and effect
		Renee Cunial, Oriana Price, Lynnaire Sheridan Not just undervalued but systematically misvalued: When the market sets the price on care in the Australian early childhood sector	Sherry Huang Temporary Migrant Workers in Australia's Food Supply Chain: Labour Hire, Precarity and the Prospects for Collective Voice	Arlene Sale, Jonathan Sale, John Burgess, Al Rainnie Employee voice and psychosocial hazards during university restructures	Praveena Thevisuthan Human-Centred Technology: A Systematic Review of Diversity, Equity and Inclusion Practices and Employee Outcomes in Technology-Enabled Workplaces	Sydney Colussi New Equality Bargaining for a New Generation of Reproductive Rights
		Nikola Balnave, Anne Junor Making Gender Skills Visible: Early Childhood Education, Undervaluation and Pay Equity		Heidi Vivian, Alexis Vassiley, Zoe Port, Michael Quinlan, Kantha Dayaram The role of worker voice in managing psychosocial hazards in the Western Australian mining industry	Cindy Choo, Jo Ingold, Betty Frino 'RetainAble' – A scoping review of retention and career progression of people with disabilities in Australia	Sophie Cotton Trans lives in Australian workplaces: 'gender affirmation leave now'
10.00	50	Plenary Keynote – Professor Peter Fleming (CB08.03.005, Level 3 Collaborative Theatre) *"The Coming Dark Machine Age: On Why Full Automation is the Least of Our Worries"*				
10.50	30	**Morning Tea (Level 3)**				

Day 2 – Thursday 29 January 2026 (continued)

11.20	100	Stream 1 (CB08.03.002): Resistance to a neoliberal agenda: Reflections on previous struggles and their relevance for the future Chair: Mark Bray	Stream 2 (CB08.03.004): Artificial Intelligence, Knowledge and Skills Chair: Betty Frino	Stream 3 (CB08.04.003): Gig Work Chair: Daniel Nicholson	Stream 4 (CB08.04.009): Care, Health and Work Chair: Lisa Heap
		John Martin, Craig Brown Efficacy of Union campaigns against outsourcing and Privatisation: Reflection on the 1996 Queensland School Cleaners dispute	**Hui-Ling Wang, Betty Frino** The Dual-Dimensional AI Integration Framework for understanding AI adoption and governance: a worker centric approach	**Jiayi Sun** The agency of migrant gig workers in navigating constraints: A comparative study of international and internal migrants on food-delivery platforms in Australia and in China	**Abby Bloom** Working while Caring in the Era of Longevity: the urgent Industrial Relations Challenge
		Lucy Taksa Reflecting on past struggles against modern slavery and wage theft: Lessons from the Truck System, everyday resistance and civic engagement	**Isabella Dabaja, Elsie Foeken, Laura Good, Suneha Seetahul** Digitally skilled but disregarded? Older workers and the influence of Generative AI	**Alex Veen, Caleb Goods, Tom Barratt** Minimum standards for the Australian app-based 'gig' economy: How has the 'institutional experiment' been faring to date?	**John Buchanan, Jo Occhipinti, Jim Gillespie** Establishing better work, health and care regimes: the contribution of politics of life, foundational economy and WHS framings
		John Martin The Not4sale campaign; its impact on the 2015 Queensland election and subsequent legacy	**Praveena Thevisuthan** Artificial Intelligence and Employee Well-Being in the Technology-Driven Workplaces- A Systematic Review	**Alicia Feldman, Penny Williams, Robyn Mayes, Paula McDonald, Andrew Stewart** Beyond pay: Financial dimensions of digital platform work	**Annick Parent-Lamarche, Salima Hamouche, Sabine Saade, Julie Dextras-Gauthier** Employee Humility as a Shield Against Psychological Distress: A Cross-Sectional Study on the Role of Gender, Workload, and Job Recognition
		Mark Bray, Chris Howell "Left Neoliberalism" and the Albanese Government's Industrial Relations Reform	**John Burgess, Sharyn Curran, Kantha Dayaram, Johanna Clarke** Managing the Transfer of Knowledge and Skills in the New Zealand Electricity Supply Industry		
1.00	60	Lunch (Level 3) Announcement of SAGE Journal of Industrial Relations Annual Prizes (Lucy Taksa and Amanda Pyman) (CB08.03.005)			
1.20	40	**AIRAANZ Executive Committee Meeting (CB08.03.004)**			

Day 2 – Thursday 29 January 2026 (continued)

2.00	80	**Stream 1 (CB08.03.002): Pay, Bargaining and Regulation** Chair: Josh Healy	**Stream 2 (CB08.03.004): IR and Productivity** Chair: Mark Bray	**Stream 3 (CB08.04.003): Indigeneity and labour** Chair: Mark Jones	**Stream 4 (CB08.04.009): Diversity, Equity, Inclusion and Respect** Chair: Betty Frino
		Ruth Barton, Patrice Jalette The Boyer Newsprint Mill, Tasmania: Transition, Innovation and Bargaining	**Phillip Toner, Roy Green** Session on Productivity Book	**Maiono Jekope Ramala** Gender, Culture, and Enterprise: The Case of Indigenous iTaukei Women-Owned Food Parcel Enterprises in Fiji	**John Burgess, Alan Nankervis, Subas Dhakal, Marian Baird** Managing the Evolving Multigenerational Workforce Across the Asia Pacific
		Karen Douglas 'the ballot results…represent the unity of local government workers prepared to fight for decent pay'	**David Peetz** Home truths about workplace relations and productivity	**Sharlene Leroy-Dyer** Indigenous Women's inclusion in the workplace: Setting the Blak Agenda	**Arash Mashhady, Kate Hutchings, Sangita De, Susan Ressia** Power, control and voice in technology-mediated work: an equity, diversity, and inclusion perspective
		John Buchanan, Peter Chen Beyond governance and executive pay: managerialism and the crisis in Australian universities	**Moira Scerri, Renu Agarwal** Redefining Productivity for Service and Network-Based Firms	**Robert Wilson** Respect, Relationships, Opportunities – Still No Parity: A Critical Reading of Army DRAPs (2007-2026)	**Meraiah Foley, Rae Cooper, Elizabeth Hill, Suneha Seetahul** Beyond incivility: Towards a multidimensional theory of respect at work
			Jim Stanford Productivity, Power, and Distribution		
3.20	20	**Afternoon Tea (Level 3) – Sponsored by Workplace Express** WORKPLACE »express			

Day 2 – Thursday 29 January 2026 (continued)

3.40	80	Stream 1 (CB08.03.002): Work, Health, Emotions and Psychosocial Safety Chair: Tom Barratt	Stream 2 (CB08.03.004): Violence and Harassment Chair: Renata Casado	Stream 3 (CB08.04.003): Climate Change and Just Transition Chair: Fiona Macdonald	Stream 4 (CB08.04.009): Disruptive Bodies at Work: Gendered Transitions and Institutional Responses Chair: Mahan Poorhosseinzadeh	Stream 5 (CB08.03.005): Technology and Worker Voice Chair: Greg Bamber
		Peter Thorning, Rebecca Langdon Utilising Alignment Theory to Improve Regulatory Focus and Performance of Work Health and Safety Inspectors	**Lisa Heap** Working Well—Not: How framing the 'problem' of gender-based violence and harassment as a psychosocial hazard undermines the potential of work health and safety	**John Burgess, Subas Dhakal, Julia Connell, Peter Waring** Climate Action & Sustainable Development: Challenges & Opportunities for Equity, Justice & Inclusion	**Natalie Galea, Myra Hamilton, Sally Hanna-Osborne** "Are the boys going to be comfortable with me doing this?": Unwelcome maternal bodies, control and (self)regulation in the Australian construction industry	**Tom Barnes** Towards an integrated theory of labour regimes? The case of automated warehousing
		Lynnaire Sheridan, Joseph Cooper, Mathew Todres Building Resource Caravans to reduce Job Burnout: How idealism influences hardiness in the JD-R model	**David Peetz, Georgina Murray** STEMM Women, Harassment and Equity	**Michele Ford, Benjamin Velasco, Michael Gillan** The Global Campaign for a Just Transition and Union Action in the Global South	**Michelle O'Shea** "Leave and flexibility to manage reproductive health should be a minimum entitlement for Australian employees covered by the Fair Work Act?"	**Emma Hughes, Debra Howcroft, Tony Dundon, Niall Cullinane, Conor McCabe** Voice, power and (so-called) 'good work' in UK warehouses
		Hui-Ling Wang Generative AI in the Workplace: Implications for Group Emotional Intelligence and Team Dynamics		**Caleb Goods, Bradon Ellem** Unionists in the Carbonscape: Work, workers, politics in the West Coast gas sector	**Robyn May, Judy Taubner-Ragg, Gwen Scaini, Amie Shaw, Ebru Dogan, Ruth McPhail** Menopause transition and the health care workforce: What can the employer do to support menopausal workers?	**Anastasios Hadjisolomou, Stewart Johnstone, Ian Cunningham, Kendra Briken, Tony McCarthy, Dora Scholarios, Phil Taylor, Stuart McIntyre** Manufacturing and distorting employee voice: The role of the line manager
				Gemma Beale Reindustrialisation and Renewal: How the AMWU Is Applying the Lessons of the Automotive Closure to the Net Zero Transition		**Melinda Laundon, Penny Williams** Humanoids at Work: What will happen when workplaces are shared with human-like robots?
5.00	30	AIRAANZ Choir Practice (CB08.03.004)				
5.00	30	Tour of Frank Gehry's iconic Business School Building (led by Professor Roy Green) – meet at Registration Desk				
7.00	180	**Conference Dinner** Aerial Function Centre, Level 7, Building 10, 235 Jones St, Ultimo NSW 2007				

Day 3 – Friday 30 January 2026

9.00	60	AIRAANZ Annual General Meeting (CB08.03.002)		
10.00	60	**Stream 1 (CB08.03.002): Work Health and Safety** Chair: Di Kelly	**Stream 2 (CB08.03.004): Violence and Harassment in the World of Work** Chair: Lucy Taksa	**Stream 3 (CB08.04.003): Global Labour Challenges** Chair: Tom Barnes
		Tatiana Kondratenko, Betty Frino, Marzena Baker "Wellbeing-washing" in the workplace: A review of causes and manifestations	**Victoria Lister** Violence and silence: The seen and unseen abuse of junior doctors	**Louise Ingersoll, Dominic McLoughlin** Modern slavery training in the global airline industry
		Rebecca Langdon, Brianna Woodall, Tina Cockburn, Melinda Laundon Supporting Silicosis Prevention in Construction Work from Respirable Crystalline Silica	**James Richards, Jos Collins, Siddhartha Saxena** Bullying and sexual harassment in the UK's research and innovation workplaces post-Covid-19-pandemic: Organisational responses and impact on employees and EDI	**Jonathan Sale, John Burgess, Al Rainnie, Arlene Sale** The Philippines: Global Labour and the Challenges of Global Integration
		Kanchana Nilmini Liyanapathiranage Using Work Health and Safety Law to Secure Safe Staffing Ratios in Queensland's Private Hospitals: A Union-Based Legal Strategy	**Susan Ellicott** Institutional and structural resource outcomes on the superannuation savings of employees experiencing domestic violence	
11.00	30	**Morning Tea (Level 3)**		

Day 3 – Friday 30 January 2026 (continued)

11.30	80	**Stream 1 (CB08.03.002): Unions, Voice and Bargaining** Chair: Di Kelly	**Stream 2 (CB08.03.004): Gender and Pay** Chair: Sue Williamson	**Stream 3 (CB08.04.003): Care Work** Chair: Louise Ingersoll
		John Buchanan, Sophie Cotton, Troy Henderson, Jo Occhipinti, Anastasios Panagiotelis Unions, wages policy and the reconstruction of care services: the case of NSW Staff Specialist Psychiatrists 2011 – 2025	**Michael Lyons, Meg Smith** Gendered Institutions, Wage Fixation, and Nurses	**Donna Baines, Catrina Brown** "We are limited by the structures we work in": Neoliberalism, Biomedicalism and the Social Justice Dilemma in Social Work
		Kate Hoang, Adrian Wilkinson, Paula Mowbray Voice Under Constraint: Autonomy, Power Distance, and Informality in Vietnamese Higher Education	**Anne-Marie Elias, Rebecca Dong, Christopher Bajada, Amir Armanious** From Gender Pay Gap to Pension Gap: Unpacking the Lifetime Chain of Inequality	**Tamara Daly, Sara Charlesworth, MacGregor Goodman, Frode F. Jacobsen** Ageing Out: Older Care Workers and the Conditions of Cumulative Disadvantage
		Daniel Nicholson, Andreas Pekarek, Gemma Beale Corporate Research as an Organising Tool: the case of the AMWU		**Michael Lyons, Michelle O'Shea, Jayne Bye, Han Cheng, Louise Ingersoll** Is the Carers (Recognition) Act 2010 (NSW) an outdated and aspirational Act?
12.50	40	**Lunch (Level 3)**		
1.30		**Conference Close**		