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The Gender Contract of Work and Care: Reframing the Social Contract

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Over the years, two important streams of employment relations research using either the concept of the social contract (Kochan and Dyer 2021; Korczynski, 2022) or the gender contract (Haandrikman, Webster and Duvander, 2021; Pfau-Effinger, 1994; Hirdman, 1988) have developed, yet these two streams have remained distinct. In this paper I argue they can usefully be brought together. In order to do this, I consider the notion of the social contract, and embedded within it, the gender contract of work and care. I argue that the gender contract is a critical component of the social contract *at* and *of* work. Illustrating with reference to the flow of work over Australian women's life courses, I consider the lack of connection between government policy responses and gender expectations at each of the points of greatest gender inequality over the life course: Phase 0, The reproductive period; phase 2, Childbirth; Phase 3, Return to work; Phase 4, Mature age and elder care. In addition, I draw attention to the importance of employer policy responses and trade union bargaining agendas in shaping the new gender contract and its influence on reframing the social contract at work.

Employee Preferences for Working from Home under Australia's Industrial Relations System: During and After COVID-19

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Public health regulations in Australia due to the global COVID-19 pandemic forced a change in work and care which catalysed a rethink in employee preferences for working from home as a form of flexible working arrangement. This paper assesses the many studies that interrogate employee preferences for working from home during and after COVID-19 in Australia. Results show that during the COVID-19 pandemic in Australia, while employee preferences for all forms of flexible working arrangements increased, working from home received much greater interest than before the pandemic. The pandemic exposed a number of regulatory gaps in Australia's industrial relations system and led to significant shifts in preferences toward geographical flexibility including working from home, whereas prior to the pandemic, employees most commonly associated temporal flexibility, including flexible working hours, with flexible working arrangements. However, there is less agreement about whether preferences toward working from home in the future will persist and how Australia's industrial relations system should respond to employee preferences for working from home arrangements through regulation. These shifts in preferences are analysed alongside the regulatory response of Australia's industrial relations system to forced changes to working from home during the pandemic. Lessons for future practice and policy after COVID-19 in how Australia's regulatory system can better respond to recent shifts in preferences for working from home are analysed.

Valuing Care Work

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One potentially positive outcome of the COVID-19 crisis is a renewed focus on the value of care work. Established political, ideological and economic framings of care work have come under stress as pressures intensified in the last two years within the entrenched social relations of workforce (re)production. Conceptually, we draw on social reproduction and Foundational Economy theories to argue that the work of nurturing and sustaining workforce (re)production constitutes a *care economy.* We present findings from a study which contributes to re-framing the socio-economic significance of paid care labour by asking: what is the scale and scope of care employment in Australia? Methodologically, we work with the ILO definition of paid care jobs which includes the health, education and social services sectors, and care occupations in all other industries. Using Census data, we find that the care economy is Australia's largest industry—employing over 25% of the Australian workforce. In the last decade, gender and age segmentations have widened in this already highly-feminised and older workforce. We specifically focused on the spatial distributions of care employment, finding gender, age and income disparities were highest in regional areas.

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Love and Security - learning from Holden's closure

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Holden's closure in 2017 marked the end of 70 years of car making in Australia. There has been limited research into the impact of high rates of precarious employment on mass layoffs. Through the design and application of a unique longitudinal, qualitative framework, this paper addresses that oversight and presents two key findings.

First, I will show that precarious work poses a significant risk to workers' transition experiences following large scale job loss. And that, therefore, job quality must become a central consideration for future worker transition support programs.

Second, I will explore one of my key qualitative findings; that employment security bred a love of work. The overwhelming majority of research participants spoke positively about their time in the auto industry and frequently said they 'loved it'. When considered through my unique framework of employment in/security, it became apparent that many of the positive components of working in the industry could be related directly to secure employment, rather than the mechanics of car making. I will show that the stability and security provided by the auto industry allowed individuals to build friendships, families, and communities, and that – in turn – fostered an environment of love and fraternity.

I will argue love and fraternity are often missing components of our conceptualisation of job security, and discuss what we can learn from this finding in the context of the recent focus on employment security from the union movement.

This paper uses data collected throughout a longitudinal study consisting of three waves of semi-structured interviews, conducted at 6-month intervals, with 28 former South Australian automotive manufacturing workers, totalling 79 interviews.

'Public ordering', 'private ordering' and Australian industrial relations since the 1990s

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This paper explores two closely related concepts – 'public ordering' and 'private ordering' – and the light they potentially shed on how Australian industrial relations have evolved since the 1990s. The first main section examines these concepts in some detail. It draws on Murray's (2006) use of the 'public realm' to criticise the 2006 Work Choices amendments and Colvin & Darbishire's (2013) argument about convergence amongst 'Anglo-American' countries towards a model characterised by extensive 'private ordering' and minimal 'public ordering'. The conclusion is that the two concepts have great merit, but they also benefit from further elaboration.

The second main section of the paper applies these concepts to the evolution of Australian industrial relations since the 1990s. The analysis shows that many of the changes in labour law and industrial relations confirm Colvin & Darbishire's account: there has been in Australia a substantial growth of private ordering and a serious decline in public ordering. This reflects not only the legal outcomes of political and industrial struggle between capital and labour but also the motivations of the major parties involved.

The third main section argues, however, that this confirmation of Colvin & Darbishire must be qualified in two main ways, both suggesting that public ordering remains more important in the Australian system than these authors suggest. First, legal regulation of bargaining (both collective and individual) administered by Australia's main federal tribunal, the Fair Work Commission, deeply affects both the procedural strategies of the parties and the substantive outcomes. Second, the scope and coverage of minimum standards – contained in legislation but especially in awards administered by the Fair Work Commission – are more extensive than anticipated by Colvin & Darbishire.

The conclusion is that public ordering continues in Australia in ways that point to the distinctiveness of Australia's industrial relations system.

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Addressing Critical Skills Shortages for Sustainable Development in the Asia Pacific Region

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The purpose of the paper is to discuss the conceptualisation and identification of critical skills shortages. The future of work in the Asia Pacific region is continuously being shaped by technological advancements and the demand and supply of critical skills. Despite being one of the fastest growing regions globally, with increasing living standards and improved educational attainment, there are multiple skill deficiencies in both developing and emerging economies.

Several megatrends, including but not limited to globalization, the Fourth Industrial Revolution, population aging, international and internal migration, climate change, and more recently the COVID-19 pandemic, have highlighted the urgent need for countries to adapt to accommodate changing skill needs. The focus of this paper is on critical skill shortages (CSS) in the context of the United Nations Sustainable Development Goals (SDGs).

The 2030 United Nations Agenda for Sustainable Development is a shared blueprint for balancing economic, environmental, and social priorities, now and into the future via the 17 SDGs (United Nations, 2015). According to the World Economic Forum (WEF), the common thread that binds these 17 aspirational goals is the "world of work" (WEF, 2021, para 3).

It is in this context that the term critical CSS can refer to two different situations. The first is linked to critical thinking ability, or soft skills, and refers to the problem-solving ability and independent thinking. The second manifestation of critical skills shortages can be found in government lists that prioritize occupations in the allocation of migration visas.

Through a review of the literature and exploratory research this paper contributes toward the conceptualization of CSS and presents a holistic stakeholder-centric framework for understanding the CSS as encompassing current and projected skills shortages within occupations deemed significant for countries in the region to attain one or more SDGs.

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Australian Trade Unions in the Light of the Power Resources Approach

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Trade unions in Australia, as in most other nations, have declined in strength and influence over recent decades, thereby contributing to dampened wages and working conditions for many workers, increased precariousness and increased socio-economic inequality. Current discussion is often confined to an overly narrow channel, in which union decline is measured in terms of falling union density and solutions are sought in more vigorous recruitment ('organising'), perhaps joined with efforts to persuade Labor governments to improve participative standards. A more expansive, more analytical approach is clearly needed. A useful path forward is through the power resources approach, which – in one recent iteration – differentiates structural, associational, institutional and societal power resources and considers the ways in which such power resources can be mobilised. This paper explores the power resources approach as a tool for analysing the situation of Australian trade unions, drawing on background literature, secondary statistics and documentary analysis. Though limited to a sketch at national level, largely setting aside the differences in union capacities at sectoral level, the paper succeeds in highlighting significant elements that are neglected in the current discussion and deserve closer attention, eg definitions of union purpose, shifts in collective bargaining coverage and forms of trade union engagement in politics.

Wage theft and regulatory complexity: The employer perspective on wage law non-compliance

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Since employer non-compliance with minimum wage laws emerged in recent years as a significant problem, many have blamed the complexity of Australia's industrial relations system. Employers and their representatives claimed that deliberate 'wage thieves' are a minority and most non-compliant employers are innocent victims of Australia's complex award system. Existing scholarship sheds little light, suffering from two main limitations: the paucity of research utilising data obtained from employers, and its focus on deliberate non-compliance. In contrast, this new research is based on in-depth interviews with owners and managers of hospitality, retail and horticulture businesses, including those which are compliant and both deliberately and inadvertently in breach of wage laws. Through the insights gained directly from these employers, I seek to explain employer non-compliance, with particular reference to the role of regulatory complexity.

The triple loss - listening to the experience of young people in Tonga navigating transnational parenting

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There is much still to be learned regarding the outcomes of transnational parenting on the young people left behind in labour sending countries. In particular, a significant knowledge gap exists regarding young people's perspectives on transnational parenting resulting from labour migration at the time of the parent's absence. Existing studies have predominantly relied on adult accounts, or when young people's accounts are utilised, information has primarily been elicited through survey instruments. Thus, the purpose of this study is to respond to the research question: *What is the impact of a parent's international labour migration on the young people left behind in Tonga?*

A theoretical framework utilising social remittances theory, the new sociology of childhood, sociology of emotion and childhood in Tonga was adopted. A critical, quick, ethnographic approach was undertaken with 179 participants of secondary school age. These included young people's drawings, semi-structured interviews, time diaries, short surveys, and field-work observations. This facilitated participant-led accounts of the experience of transnational parenting in Tonga.

The study offers important findings in the areas of young people's approach to education, aspirations, and work, during the transnational parenting period as households, and childhoods, are reconfigured to accommodate the transnational parent's absence.

Trajectories of Reform in NSW Public Education

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Following internal assessments that declared the failure of a decade of new public management reforms to produce improved results in the New South Wales public education system, the NSW Department of Education has implemented a 'whole-system, evidence-led reform program' in the School Success Model. Positioning itself as a corrective response to the adverse outcomes of the foregoing restructuring of work for public educators, the objectives of the School Success Model still ideologically resemble the neoliberal reforms of years past. Through a combination of policy analysis and qualitative interviews with school leaders, this research examines the degree to which the new reform model's stated aims align with its actual implementation in schools to date. Drawing upon earlier policy analysis and findings from studies that captured the reality of work for principals and teachers under the decade of preceding reforms, it also pieces together the long-term trajectory of changes to public education. Considering the overall suite of these changes in relation to the global literature on new public management reform in industrialised democracies, it argues that a disconnect remains between stated policy aims and outcomes, and that individual state complexities produce policy changes that do not converge with a global model, but persist to correct and sustain neoliberal objectives in public sector work.

Analysis of sexual harassment and discrimination in employment: Legal cases 2012-2022

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One in three Australian workers indicated that they experienced sexual harassment (SH) in the workplace, with perpetrators/harassers ranging from co-workers to clients (SWA, 2022) and usually in instances where there are power imbalances and/or vulnerable workers involved. On a broader level sexual harassment is accompanied by layers of discrimination that include age, gender, culture and race. While women were more likely to be to sexually harassed at work than men, other high risk categories include Aboriginal and Torres Strait Islander people, LGBTQI) workers, culturally and linguistically diverse workers and workers with a disability (AHRC, 2018). The Australian employment regulatory framework governing SH is complex since it falls under Federal and State jurisdictions and reporting avenues are dependent on the recourse that the victim/survivor seeks. At the Federal level, the *Sex Discrimination Act 1984* (Cth) (SDA) places vicarious liability onto the employer and confers powers to the Australian Human Rights Commission to refer matters to the Federal Court, which poses some challenges because the world of work since 1984, has drastically changed. The *Fair Work Act 2009* (Cth) was amended in 2021 to include SH and can issue 'stop SH orders' but only after it is satisfied that SH has occurred and there is a risk of future occurrence. Since there are economic costs and risks to workers' health and safety, the *Work Health and Safety Act 2020,* WA (WHS) regulates SH at State level under risks to physical and mental health. Despite these regulatory protections, there is a reluctance to report workplace sexual harassment/violence at the organisational or national level for reasons that include harasser power, career outcomes, economic costs, legal recourse, etc. In this study, we undertake a legal review of sexual harassment court cases in Australia over the past decade from 2012-2022 and examine 1) the demographic characteristics of the complaints and occupational sector, 2) the nature of the complaints, 3) the key legal aspects of the litigation, and 4) litigation outcomes. The findings have policy and practical implications for implementing and evaluating an integrative approach to eliminating workplace SH and discrimination.

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Livelihoods, work, women and just transitions in Australia

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Just transition literature argues that transition to low-carbon economies can be an opportunity to address existing structural inequalities, especially for vulnerable groups, such as women (Velicu and Barca, 2020). However, Goods (2020) argues that just transition public policy in Australia is almost non-existent and business interests focus on asking government to establish favourable business conditions. This research will compare public policy documents that inform government on industry decline, some prominent recent and historical examples include the decline of the Tasmanian forestry industry, mining closures, automotive factory closures and the clothing, textile and shoe industry in Australia. The themes identified in this literature will then be contrasted with previous findings on the Australian women's National Women's Alliances and federally funded women's bodies on climate adaptation, mitigation and impact. Further analysis may also involve further comparison with the recent Intergovernmental Panel on Climate Change (IPCC) report, which is the first to include detailed social analysis. Research question: how well does the public policy literature informing transitions to low-carbon work futures accommodate women, their livelihoods, communities and economic security? This research will draw on previous findings on work, community and family requirements for inclusive disaster recovery and rebuilding the Australian women's National Women's Alliances and federally funded women's bodies on climate adaptation, mitigation and impact. This work will form a baseline to assess available job, employment and work transitions against to ask whether existing approaches to just transitions are likely to achieve true just transitions.

Career Progression of Women Academics in STEM; a Difficult Climb to a Great View

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Gender disparity in STEM fields is well known and recognised. Research has advanced awareness and understanding of causes, and government policies making some progress; however, women's under-representation in STEM higher education in Australia remains. This is amplified for women academics at more senior levels of the organisational hierarchy. This paper reviews the literature exploring the underrepresentation of women academics in STEM higher education. Particular focus is given to women's under-representation in senior levels of STEM higher education. Research to date has explored career progression, with little focus or acknowledgment of a woman's various roles and identities, and how they impact their work and career aspirations. The review identified a scarcity of research on career progression of women academics in STEM, with the need to depart from current approaches and explore different angles. This paper proposes future research shifts towards the individual level, multi-level analysis, and using different theoretical lenses. The paper proposes using intersectionality and constructivist grounded theory to explore 1) how various identity intersections of women academics in STEM influence their career progress decision and 2) how the interactions of organisational stakeholders play a role in career progression. The review also offers insight into higher education institutions in recognising the lack of policies and practices that actively support women academics to successfully navigate and progress through their career ladder.

Using comparative policy analysis as a tool to examine union voice in socio-economic regional development

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Many regions in Australia are undergoing a major transition. How people and groups are positioned within regions has undergone change. Localised decision-making has increased in complexity as myriad actors within and external to regions influence economic, social and cultural outcomes. Debates focus on whether administrative devolution to community groups, businesses, and non-government agencies represents a withdrawal of the state from regional responsibilities. Alternatively, it may be that the state from a distance continues to exert significant influence on the ways in which regional outcomes are shaped.

One way of beginning to understand this complexity is to undertake a comparative policy analysis of the ways decisions are formulated and implemented. Surprisingly, there is limited literature comparing policy approaches at sub-national (local) government level. Hence, we do not understand how and under what circumstances workers via their union can play a part in these processes. In the Australian example a hierarchy of governance arrangements exists however, the centralisation of power at state and national government level rests policy and financial control over a regional population at a level abstracted from the local. This is particularly relevant in Australian areas undergoing socio-economic transition.

In these circumstances questions are raised as to how union voice can be part of policy engagement at the sub-national level. This paper argues that by adopting a comparative policy analysis of regional governance and related processes of socio-economic transition there is the possibility of specifying how union voice can be included in regional decision-making.

An innovative pathway to sustainable behavior at work

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Recent studies recognise the need to better understand how employee's personal needs, interests, motivations, and values drive their behaviour at work. Our study contributes to this end by investigating how individual values underpin employee's engagement in sustainable behaviour at work (SWB) and by exploring the mechanisms of this engagement. As contextual factors also play important role in sustainable behavior, we consider how HRM practices developed to support an organization's sustainability agenda (SusHRM), facilitate the translation of personal values in SWB. Specifically, the indirect relationships between employee personal values, innovative attitudes, and SWB are examined and then, by looking at how these relationships interact with organizational sustainability initiatives, we identify under what conditions these relationships hold.
To make this assessment, we draw on two behavioral theories. The first is value-attitude-behavior (VAB) theory (Homer & Kahle, 1988) which, in conceptualizing value, attitudinal and behavioral cognitions in a hierarchical manner, sees values informing attitudes, and attitudes informing behavior (Homer & Kahle, 1988). The second is supplies-values-fit (SVF) theory (Edwards, 1996) which suggests behavior is best promulgated via value alignment.

Results from our study suggest that personal values do not translate into SWB directly with the innovation orientation of employees mediating this relationship. Findings also support the important role SusHRM practices play in engaging employees in sustainable behavior.

Our study develops understanding of the VAB relationship at work by examining the role an innovative attitude plays in promoting SWB. It also informs understanding about how holistic approaches to SusHRM, whereby social (via trust and participation), economic (via empowerment and productivity), and environmental (via transparency) benefits are gleaned, can be supported.

Remaking Industrial Relations in the Fossil Fuel Industry: Union Power in the Queensland Coalfields

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How well equipped is coalmining unionism to deal with disruption in the industry? The most obvious of such future changes are transitions driven by policies to address the climate crisis. These matters are, however, *only* the most obvious and new of the disruptions facing unionised coalmining workforces. The central Queensland coalfields have certainly been 'ground zero' in the Australian politics of climate change. They have also been the site of a much less discussed phenomenon, a remaking of workplace industrial relations through changes to the composition of the workforce, automation, the geography of work, bargaining processes – and union power. Focussing on BHP's mines and drawing on union documents, media accounts, public company and tribunal material, and interviews and focus groups, this study shows how employer power is wielded in the fossil fuel economy to bring unionised workers to heel and disempower them in their workplaces and communities. Drawing on power resource theory – which here is both spatialised and historicised – the paper evaluates the limits and possibilities for union strategy against the backdrop of the industry's limited future, arguing that building workplace power remains as important is it is difficult.

De-skilling teachers' work through the provision of resources? An analysis of the NSW 'Quality Time' program in schools

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Labour process theory has a considerable and controversial history in research on teachers' work. Long-standing concerns about de-professionalisation and de-skilling, as a result of the introduction of surveillance and control mechanisms in teaching, have been critiqued as overblown (e.g. Smaller, 2015). In this presentation, however, we argue that current moves by the NSW Department of Education warrant us to re-visit the concept of de-skilling. We centre our analysis on the NSW Department of Education's 'Quality Time' program, and in particular the 'Quality Time Action Plan' and 'Mid-year Update' to this plan. To analyse these documents, we draw on Bacchi's 'What is the problem represented to be?' approach to policy analysis, an analytical tool which enables researchers to work 'backwards' from a proposed solution, to understand how the 'problem' is constructed as a particular kind of problem. We argue that the Quality Time documents position concerns about rising teacher workloads, which elsewhere have been understood in relation to 'admin' and data collection, as a problem of lesson planning and preparation. Lesson planning is an aspect of teachers' work which teachers themselves value highly, and for which they have reported wanting more, rather than less, time. As such, we argue that the Department's suggestion of the provision of resources may constitute an attempt at de-skilling the teacher workforce, under the guise of workload reduction.

Just cessation: public power and the reconfiguration of labour law in fossil fuel extractive industries

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The scientific recognition that 90% of global coal ore reserves are 'unextractable' if atmospheric temperature rise is to remain within 1.5 degrees presents a jarring challenge for labour law. To give effect to the imperative to keep this ore in the earth, industrial relations systems must be capable of imposing rules on categories of work that are defined with reference to their role in carbon extraction; they must be able to compel the cessation, rather than the 'regulation' of such work; and do so within starkly prescriptive time horizons. They must be capable, too, of ensuring that such work ceases wherever it is physically occurring, with a geophysical attunement to particular ore bodies that is more precise than abstract and aggregate measures of projected future emissions on an economy-wide basis. The concept of 'just transition', a set of flexible and non-prescriptive principles that emphasise the importance of social dialogue and cooperation in transitioning fossil-fuel workers into alternative employment on just terms, has limited conceptual capacity to engage with these issues. This paper advances a new concept to supplement it, that of 'just cessation', a set of normative responsibilities held by State actors to reconfigure labour law to ensure that the boundaries of legitimate economic activity (and thus employment) do not exceed ecological limits and that labour is not treated as a commodity within those boundaries. This paper locates the just cessation concept within traditional principles of labour law, as a natural extension of the State's role in setting the boundaries and foundations for labour law systems articulated by Hugo Sinzheimer and the 1944 *ILO Declaration of Philadelphia*. It then sets out four contributions that the just cessation concept makes to existing labour-environment nexus scholarship: (a) recognition of the legal constraints on fossil fuel employers and unions to cease their extractive activity (b) the significance of transparent and stable spatial boundaries (c) recognition of the state's responsibility for setting temporal frameworks (d) the recognition that states may use public power to reconfigure the ambit of existing labour laws on public interest grounds.

Technology, Teachers' Work and Digital Labour

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COVID-19 prompted a rapid, unparalleled shift to remote teaching and learning, placing greater emphasis on increasing teachers' digital competence and rapid upskilling in learning technologies and design. The pandemic occurred within an already complex and demanding work environment for teachers where the 'job' of teaching has expanded immeasurably under recent education reforms, while the profession is strained by a worsening teacher shortage (Fitzgerald et al. 2019). Drawing insights from interviews with educators in New South Wales, this paper discusses the changing nature of teachers' labour in the post-COVID environment.

This study is nested within broader theoretical conversations around the intensification of teachers' work in a neoliberal, market-driven school reform environment, as well as the transformation of work in the post-COVID-19 context (e.g. working from home, 4-day 'school' week). It is commonly claimed that technology can support teachers to achieve more in less time, freeing them from tasks that are repetitive and time-consuming, and allowing concentration on high-level teaching (see Selwyn & Heffernan, 2021). However, there is growing empirical evidence that digital technologies may augment and exacerbate teachers' workloads, can limit teachers' autonomy and professional judgement, and have detrimental effects on health and wellbeing (Selwyn et al., 2017; Selwyn & Heffernan., 2021). The pandemic has also broadly transformed ways of working, yet, little is known, in the post-COVID environment, about what this means for the role of educators in the future of school education and, particularly, what the future of knowledge work may look like.

Australian Workplace bullying and Work health and safety: Inconsistent policy intentions

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Workplace bullying has increased in Australia despite coordinated national legislation, regulatory intervention, prosecution, and compensation system. Notwithstanding detailed policy guidance, workplace bullying workers' compensation claims have increased within Australian organisations. Workplace bullying includes escalation of conflict, predatory bullying involving the exclusion of vulnerable outsiders, and work environments setting unreasonable targets or performance management practices. In Australia, workplace bullying is regulated by state, territory and federal workplace relations interventions, discrimination offences and work health and safety duty of care. Seventy-one publicly available current law and policy documents relating to workplace bullying in Australia were identified.   An inductive qualitative thematic analysis of these documents' stated and actual intentions was conducted using a grounded theory approach to identify any inconsistency. Findings identified that Australian workplace relations laws reactively intend to set a politically balanced level of behaviour where bullying becomes subject to legal liability. The work health and safety laws are intended to proactively encourage the elimination of risks to health and safety, including bullying. The gender equality laws proactively encourage equal pay, recruitment, and promotion opportunities for women in the circumstances amounting to predatory bullying using coercive public reporting requirements. However, the Safe Work Australia bullying policy reactively describes minimum standards of behaviour required to avoid workplace relations legal liability, inconsistently with eliminating workplace bullying as a risk to health and safety. It was found that a proactive, positive behaviour dignity policy such as the workplace gender equality policy encourages the elimination of workplace bullying and harassment.

Centring job quality debates on the job-worker nexus: A case study of ride-share workers with disabilities, caring responsibilities, and aged 45 and over

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This study examines how appropriately gig work 'fits' traditionally disadvantaged groups of workers in the Australian labour market, and how their experiences of this work contribute to understandings of job quality. Focussing on ride-share driving, we explore the experiences of workers with disability, caring responsibilities, and aged 45 and over. The study uses a mixed-method design and draws upon an initial screening survey (n=139) and 59 in-depth qualitative interviews with ride-share drivers working on a leading ride-share driving platform conducted in 2021. We explore how income support payments may influence understandings of job quality and reveal how for these workers experiences of and availability to work are shaped by their interactions with the social security system. We further find that workers' satisfaction is shaped by the works' ability to meet their individual job quality needs, with ride-share driving's ability to accommodate planned and unplanned absences regarded as a major advantage. The study contributes to the intersection of industrial relations and the welfare system and highlight how job quality debates needs to consider the relations between workers, the nature of work, and the broader institutional context in which the work takes place.

Unions as agents of transition? Union strategy in the coal heartland of Western Australia

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Climate change often confounds unions and raises questions about many of the underlying assumptions of industrial relations. The 'good life' associated with secure employment, pay and conditions has been embedded within a carbon intensive form of capitalism that must be reimagined, a reimagining that challenges the power and strategy of many unions. Much scholarship in this nascent field assumes unions can readily become agents of transition but simply lack a willingness to do so. Our research asks a prior question: under what circumstances might unions drive just transitions in fossil fuel capitalism? The research draws upon a case-study of the Australian Manufacturing Workers' Union's (AMWU) effort to drive a 'just transition' in the energy generation sector in the community of Collie, Western Australia. Our study, to which the AMWU is a research partner, draws on over 40 interviews with union leaders, organisers, delegates, employers, community members and government officials, as well as observing local delegate meetings. Here, we found what is, in Australia, an unusual case where union leaderships have seen themselves as agents of transition capable of effectively deploying power resources in the pursuit of transition. However, these resources are highly fragile as expectations and time pressures for the transition effectively sit in the hands of capital and the state.

The belated return of an Australian living wage: Reworking 'a fair go' for the 21st century

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We trace the achievements and challenges of Australia's pursuit of a living wage. For much of the 20th century, a distinctive compulsory arbitration system balanced the competing criteria of workers' needs and employers' capacity to pay. It served Australia well, yielding equitable real wage growth and coordinated responses to economic downturns. Starting in the 1980s, however, public policy shifted to emphasise workplace-level wage determination. In this paper, we examine how the push to 'free up' the labour market and decentralise wage-setting has affected Australia's ability to maintain, and enforce, its wages safety net. Comparisons with similar OECD countries indicate that Australia's real minimum wage remains high but has declined in recent years relative to international benchmarks. The incidence of employment at low pay, and below the minimum wage, are also considered for different industry sectors. We conclude with an assessment of the union movement's recent attempts to reinvigorate a living wage campaign, in the face of an increasingly fragmented workforce and the pandemic.

Platforms in the pandemic: What has COVID-19 done to the gig economy?

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Before the pandemic, digital platforms faced extensive critical scrutiny for their prevailing labour practices, with many scholars concluding that a veneer of choice and flexibility concealed a darker reality of worker disempowerment and disadvantage in the gig economy. Since COVID-19 arrived, however, these platforms have found opportunities to rehabilitate their public image and standing, without altering their fundamentally problematic business practices. Workers retrenched or stood down from their main jobs could, potentially, use platforms to earn an income. And with many food and retail outlets closed to normal trading, demand for home-delivery services soared. In this paper, we provide evidence of how far – and in which directions – the platform economy evolved through the pandemic. Using data from a new and unique survey module, fielded in early 2022, we examine changes in Australians' awareness and use of platforms, and their assessments about the 'gig work' these platforms provide. Our findings offer new evidence of how and why Australians engage with digital platforms, showing in richer detail how they have infiltrated and influenced Australians' lives. We make further observations about what the future of the gig economy looks like, and what issues platforms and governments must address to realise a future of work with dignity in this sector, even as pandemic uncertainty lingers.

Campaigning to regulate – VTHC Campaign to stop gendered violence at work

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In late 2016 the Victorian Trades Hall Council (VTHC), launched a campaign to have gendered violence at work (GBVH) treated as a serious workplace health and safety (WHS) hazard. The representation of GBVH as a WHS concern is described as a 'significant intellectual breakthrough' (Hilakari 2020) that allowed the union movement to tackle the issue in a way that it had not done before.

In this case study I explore how the representation of the problem of GBVH (Bacchi 1999), social movement organising (Ganz 2011; Ganz & Lin 2011), feminist organising and a comprehensive campaigning (Hickey 2004; Kaine & Rawling 2010) approach has been used to shift both the union movement and WorkSafe Victoria to take action to prevent gender-based violence and harassment. My analysis draws from interviews with union leaders and representatives of WorkSafe Victoria. Internal and public documents from the VTHC and the regulator, were also examined. My own reflections of leading the initiative within VTHC between 2015-2018 form part of this analysis.

This research highlights the methods used (which I refer to as a regulatory cycle) by VTHC to achieve a shift in unions and the regulator. These gains are 'fragile' – reliant on significant funding support from the Labor Government, subject to historical gender norms within the union movement and institutional resistance within the regulator (Krook & Mackay 2011; Mackay 2014). This research contributes to scholarship on the role of union peak bodies in leading change both within the movement and within society (Ellem 2013) and on unions as regulators (Gahan 2006).

Keywords: comprehensive campaigning; gender-based violence; peak union bodies; regulation; union organising; VTHC

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Understanding the Inequality of Retirement Time among Ageing Immigrants in Canada

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Research has shown that forms of inequality are increasing in Canada. However, one oftenoverlooked form has been the inequality of retirement time, which is the period between labour market exit and the end of the life course. Divergences that persist in retirement time present opportunities for scrutiny given that they often mirror other forms of inequality across the life course. While racialized immigrants are reported to be less successful in the Canadian labour market, very little is known about their lived experiences navigating retirement time after they exit. This paper presents findings of a constructivist grounded study of 20 Jamaican Canadian retirees (aged 60 and older) following their long-term labour market participation in Canada. For analytical purposes, the following research questions were explored: What are the experiences of retired Jamaican Canadians? How do they perceive and navigate retirement time and retirement security? Drawing on emerging scholarship focused on retirement security from fields of labour economics and migration studies, the study utilized a critical transnationalism perspective to explore this significant life transition and illustrates both precarity and agency as important facets of Jamaican Canadians' retirement time. Findings revealed that the interconnections of earlier life course trajectories, livelihood strategies, and fears of perceived improvidence, are among key factors determining access to and quality of retirement time. Significantly, the paper highlights the strategic responses to the risks and opportunities which contour this lesser researched phase of the migratory life course.

Interrogating Nordic Neoliberalism: How Distinctive is Industrial Relations Liberalization in Nordic Countries?

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This paper addresses a set of questions concerning the liberalization of industrial relations in the Nordic countries. The broad research question is how liberalization manifests itself in the Nordic context, or indeed whether liberalization is even a useful descriptor of what is happening in the sphere of industrial relations in a set of countries that along several common dimensions appear to have thus far survived the neoliberal era largely unscathed.

The Nordic experience contributes to understanding neoliberalism's multiple architectures and pathways. The industrial relations institutions of Nordic political economies are not identical to Anglophone ones. Yet even if the forms, actors and practices appear different there has been substantial liberalization in the sphere of industrial relations encompassing both a set of universal and familiar criteria such as deregulation, decentralization and individualization of bargaining, and also ones that are specific to the Nordic context, specifically the re-engineering of coordinated wage bargaining systems away from solidarism and in service of alternatives to wage-led growth.

The paper further argues that Nordic states have played an essential role in the liberalization of their political economies and that the characteristics of state action in service of liberalization are shaped by the transition from Fordist growth to the range of post-Fordist growth models that have replaced it, and the obstacles to liberalization which are in turn a product of the inherited institutions of the Fordist era.

The value of work for doctors in Pakistan: Towards a framework for ensuring decent work

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While the COVID-19 pandemic inspired an outpouring of public appreciation for healthcare workers in different parts of the world, the critical frontline work of doctors in Pakistan's public sector hospitals was significantly undervalued by the public, government, and public sector hospitals. Media reports and different research studies highlight that Pakistani doctors are facing new organisational, political, and societal challenges in addition to physical and psychological demands of the work itself. This study explores how doctors' work is valued (or undervalued) in the current context of Pakistan, and how this aligns to the concept of decent work. Thirty-two semi structured in-depth interviews were conducted with the Pakistani public sector doctors. Patient care and serving others were considered as a valuable aspects of their work. Poor work environment, poor compensation and benefit system, poor service structure, and political and government level challenges were considered as hindrances for their wellbeing and their experience of decent work. Drawing on the decent work concept and psychology of working theory, we establish how the organisational, governmental, and other societal challenges faced by doctors lead to the undervaluing of their work and are associated, in turn, with negative emotional and psychological consequences. This study advocates to develop a sustainable system for Pakistani public sector doctors based on a supportive work environment, more effective service structure, more meaningful compensation and benefits, and other forms of appreciation. This is likely to promote improved working conditions and help them withstand the shocks associated with crises such as the COVID-19 pandemic

The realities of work and employment for independent filmmakers in the Australian Screen Industry

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As an area of media, communication and the arts, film has a rich history in Australia in terms of genre analysis, theory, policy and culture. However, beyond the impact of the films themselves and the stories they tell, they are also an important component of our industrial landscape and independent filmmaking within the Australian Screen Industry is a critical component of our cultural society. By its very nature, filmmaking is project-based work and complicated by the multitude of stakeholders and risks associated with the investment required for successful production and distribution. This creates a unique employment landscape that is highly precarious in terms of income and occupational security. Filmmakers that choose to operate as freelancers, independently from major studios are unprotected from standard employment regulations and are highly vulnerable to the flux of market forces and the uncertainty of opportunity.

This research set out to explore the realities of work and employment for independent filmmakers as an issue of sustainability for the Australian Screen Industry. Using in-depth interviews with 24 participants the study applies thematic analysis to examine the link between systems, structures and agency via an intensive empirical analysis of filmmakers' working lives. The findings revealed a complex interplay between individuals and the open system in which they engage in work. These are our cinematic story-tellers and their lives are dominated by the creative passion for making meaningful 'content' while struggling to survive. How they navigate the complexities and challenges of this unstable and unforgiving industry is its own story of survival, resilience and versatility and is itself, an important story to tell.

Social responsibilities in the Australian meat processing industry: Extending beyond industrial relations

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The meat processing industry has gone beyond the traditional IR analysis of adversarialism, pluralism, and labour process theory as explanatory theories. The industry faces a growing number of challenges and new actors impacting on how it operates, putting pressure upon both the trade union – the Australasian Meat Industry Employees' Union (AMIEU) – and the employers. I have previously utilised social movement theory to explain changing relationships between the AMIEU, the trade union movement, employers (both processors and live animal exporters), and animal welfare and rights organisations and activists since the 1970s. In the 2020s, the emergence of new and influential actors – for example, Extinction Rebellion and other such groups – and the challenges of plant protein and synthetic meats, have forced the union and the employers to readjust their own approaches to their industry and these actors. This readjustment has also extended to the industry supply chain with social, media, and economic pressures being applied to farmers through to processors through to retail outlets, with the union caught somewhere in the middle. The question addressed is 'how can theory best explain these changes within the industry in terms of an exploration of power relations and fields of action when traditional industrial relations theories can no longer do this?' The study utilised primary and secondary data and focuses on the moves towards social responsibility by Teys Australia and the AMIEU to address the question.

Sustainability, the circular economy, and the future of the Australian construction industry: Who forgot the unions – not us!

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Since 2014, profit margins and construction companies have collapsed at ever increasing rates with insolvencies higher than in any other sector. Productivity remains problematic and the main industry employers and representative bodies are now facing sustainability issues in terms of company and industry finances, employee wellbeing and retention, worsening supply chain issues, and environmental challenges. Given an employer emphasis on the creation of a positive industry culture; sufficient capacity, capability, and skills; and a new business model that shares financial responsibility more evenly across different levels, we must ask and answer: 'Where is the voice of the workers and their unions?'. If not, the outcome is predictable: industrial action by unions not consulted about the increased Artificial Intelligence and other advanced technologies fostering efficiency by eliminating waste, pollution, and worker downtime through changing the nature of building design, materials, and the actual building process - but threatening jobs. We examine current industry status regarding sustainability and the circular economy with a view to placing the industry's unions front and centre. The mixed method design uses interviews and documentation analysis to build industry-segment case studies of where workers and unions fit. This is supported by surveys. We aim to demonstrate how an industry cannot move forward without addressing industrial relations, at the centre of which are people and their connections to community.

The Australian Aged Care Work Value Case: Addressing gender-based under-valuation of care-work skills

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We ask whether the 4 November 2022 interim decision in the Fair Work Commission Aged Care work value case may finally overcome barriers to acceptance of gender pay equity claims, through a methodology for recognising gendered service skills. We explain the underpinning theoretical and research basis of the invisible skill identification ("Spotlight") methodology used to document the intensive and extensive use of such skills. We discuss the significance of the Full Bench ruling that the skills in question "are correctly characterised as skills (as opposed to personality traits or dispositions) and should be brought to account in the assessment of work value". We also discuss the implications of a further statement issued on the same day by the Commission President, on 'occupational segregation and undervaluation', noting skill 'invisibility' as adversely affecting work value assessment in female-dominated areas. Hopefully this outcome will assist future gender-equitable valuation.

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Justice Jim Staples and the Industrial Relations Club. Was there workplace bullying?

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Justice Jim Staples was a colourful and brilliant lawyer who was a Deputy-President in the Australian Conciliation and Arbitration Commission (ACAC) from 1975 until 1989. He had earlier been a member of the CPA until 1956, when he was expelled from the party for circulating Khrushchev's secret speech. An Andersonian, Staples graduated in law in 1952. He partnered with (later transport tycoon) Gordon Barton in a fledgling trucking business, leaving to become a barrister in 1960. From then on, Staples was an activist barrister, supporting protesters who had been arrested in antiwar demonstrations, while also taking a lead role in civil liberties, and in important causes such as prison and abortion reform. Staples' time in the ACAC was doomed by his deep belief in the law, and his unwillingness to play by the rules of the so-called 'Industrial Relations Club'. From the first, his insights and legal logic caused questions. The cases given to him to judge were ever fewer from 1980, and none at all after the appointment of Justice Barry Maddern as President of the ACAC. Staples was finally ousted from the Conciliation and Arbitration system by Hawke government legislation in 1989. From the perspective of the Human Rights Commission, Staples' exclusion and expulsion were clearly evidence of workplace bullying. Drawing on archival sources and the extensive bullying literature, this paper explores this possibility, highlighting the need to understand the nature and extent of bullying.

Cobots and decent work

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The use of cobots (collaborative robots) is expanding in industrial settings. Differing from traditional robots by requiring close human proximity and the use of inimitable human skills by an operator, cobots have important implications for worker identity, voice, safety and diversity. This conceptual study investigates the implications of cobots for decent work, using the four pillars of decent work (employment creation, social protection, rights at work, and social dialogue) as a framework to highlight the need for employment relations perspectives on cobots.

The business case for robots is usually framed as increasing productivity and reducing staff costs. However, cobots may facilitate innovation and job creation (Acemoglu & Restrepo, 2019). Cobots have the potential to extend social protection by improving inclusion. They can be used to do the parts of a job that are dangerous or require high levels of physical strength, opening roles to diverse workers. Cobots may improve safety by reducing or easing undesirable, difficult or unsafe tasks, as well as those that are boring and repetitive, thereby reducing injury and increasing opportunities for meaningful and interesting work (Gualtieri et al., 2021). However, safety concerns about cobots and fears of cobots supplanting workers can affect worker wellbeing and identity (Smids et al, 2020). The impact of cobots on rights at work is largely unexamined. However, the literature on employee voice in relation to robot adoption provides some salient insights. Social dialogue is central to successful adoption of cobots, as they require the workers to accept cobots as co-workers sharing activities and workspaces.

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Ideals, champions, and myths: perceptions of the client and gendered legal careers

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The legal profession is a crucial institution shaping our political, social, and economic world. Yet inequalities persist within the profession for women lawyers. Women make up more than half of Australia's solicitors, but men dominate senior leadership roles and women are overconcentrated in less lucrative legal areas. Scholars explaining this phenomenon have pointed to gendered organisational practices and professional norms (Bolton and Muzio, 2007). This paper builds on these understandings and critical management scholarship (Alvesson, 2004) to situate the client (an entity receiving legal advice) within these dynamics. It asks, 'how do senior leaders in the legal profession perceive the client, and is this gendered?' Drawing on the first phase of a PhD project, this paper presents analysis of 35 interviews with senior leaders in the law. It extends Campbell et al.'s (2012) ideal worker, finding that an 'ideal lawyer' is comprised of dominant norms of competency and working time. These are constructed around the client as a career champion and a myth. The paper argues that these ideals vary across gender and legal specialism, shaping women and men lawyers' access to opportunities and success across the profession.

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Intersectionality theory, racist policies and Aboriginal and Torres Strait Islander inclusion in the workplace

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Aboriginal and Torres Strait Islander peoples are the most disadvantaged group in Australia especially when it comes to employment. Since the 1967 referendum, policies and programs have been introduced by governments and the private sector in an attempt to redress this disadvantage. However, the majority have failed. There are several reasons for this failure. The interconnected nature of race, class, and gender, have created an overlapping and interdependent system of discrimination and disadvantage for Aboriginal and Torres Strait Islander peoples. Racist, sexist and the social hierarchical policies and practices still exist within colonial structures, systems and workplaces.

Successive governments have also ignored the dominant political philosophy of self-determination held by Aboriginal and Torres Strait Islander peoples, perpetuating disadvantage. When Aboriginal and Torres Strait Islander peoples have a genuine say (and are included) in the design and delivery of policies, programs and services that affect them, better outcomes are achieved that enhance our economic, social and cultural rights. This paper focuses on Aboriginal and Torres Strait Islander employment disadvantage, exploring what life is like in the workplace for Aboriginal and Torres Strait Islander peoples. The paper unpacks power and privilege in workplaces by applying intersectionality theory, critical race theory and Indigenous feminist theory with the goal to dramatically shift the nature and scope of relations, aimed at critiquing and questioning the processes of inclusion and exclusion. The paper suggests ways in which the workplaces can be more inclusive, delivering a workplace where Aboriginal and Torres Strait Islander peoples and knowledges are accepted, embedded, valued and celebrated.

Keywords: *Racism, Whiteness, Race, Power and Privilege, Inclusivity, Intersectionality*

Closing the Gap on Aboriginal and Torres Strait Islander Employment Disadvantage

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Aboriginal and Torres Strait Islander peoples are the most disadvantaged group in the Australian community, a direct result of British invasion and the systematic exclusion from Australian society. Since 1967, Australian governments have enacting policies to redress this disadvantage. One such policy is the 'Closing the Gap' (CTG) Strategy. One of the objectives of this strategy was to halve the gap between Indigenous and non-Indigenous employment outcomes within a decade (by 2018), however this initiative failed to produce results, for several reasons, including the Government's refusal to recognise the political philosophy of self-determination. This paper is a qualitative research approach, utilising Indigenous research methodologies, combined with documentary data collection and a systematic literature review to analyse information relating to closing the gap on Aboriginal and Torres Strait Islander employment disadvantage. Indigenous methodologies are an approach based on Indigenous philosophical positioning and epistemology, the interplay between the method and the paradigm and the extent to which the method is consistent within an Indigenous worldview. It is a more culturally appropriate and ethically correct way of doing research, that is for the acquisition and dissemination of knowledge about Indigenous peoples and is based on Indigenous ethics and knowledge that determines how to access knowledge, the tools to gain that knowledge and the theoretical approaches for conducting research. This paper looks at the purpose of CTG, what policies have been enacted to close this gap, and what progress has been made in CTG on employment disadvantage in the Australian labour market.

Technological Change and the Pluralist Turn

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Despite the centrality of technology to analyses of work and employment, it plays almost no role in students' introduction to the "pluralist turn" in industrial relations research. This piece starts to fill this void by first summarizing the received mainstream and Marxist approaches to technological change that evoked the turn. Their diametrical ideological standpoints lead to polar opposite predictions. Yet, they reflected the same, "hard" form of technological determinism—that which draws a straight line from some exogenous form of technological change, on the one hand, to work- and employment-related outcomes, on the other. Seminal, pluralist treatments of the topic improve upon this. I present two, prototypical contributions of that era. Each essentially allows employment relations features to moderate the relationship between technological change and work- and employment-related outcomes. Based on this, we can applaud the early pluralists for tackling the hardest forms of technological determinism while simultaneously wishing they had done much more. I conclude by outlining a broad agenda for endogenizing technology itself into the pluralist analysis of the employment relationship. Like it or not, these scholars left for us the responsibility to rid our theory and research of the "softer" forms of deterministic rot.

'Supported bargaining': a pathway to decent work in the care economy?

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This paper addresses the potential and limits of Australia's new Labor Government's proposed multi-employer supported bargaining (SB) stream via amendments to the Fair Work Act 2009. We ask: Can the proposed new SB provisions improve wages and working time conditions in federally funded disability and home care work? If so, how? If not, what are the alternatives?   We draw on an analysis of failures of the current low paid bargaining (LPB) stream (to be replaced by the SB stream) to achieve multi-employer bargaining, and a selective analysis of current single enterprise agreements covering disability support and home care workers employed under the SCHCADS Award. Disability support and home care work are funded by the federal government under three very different funding models. The SB stream, like the LPB stream, has the potential to bring the government (as funder) to the bargaining table. However, we argue that without a secure award base of decent skill, pay and working time minima, supported bargaining across multiple employers may not deliver above-award pay rises and improvements in working time security. We consider two stepped regulatory options to achieve decent work for disability support and home care employees: (i) an award review by the new Care and Community Sector panel to deliver a robust basis for multi-employer bargaining and (ii) an amended SB stream which directly involves government as funder as a party to any multi-employer agreement.

Frames of Reference and the Prevention of Workplace Mental Health Injury

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This paper evaluates a collaborative workplace mental health project led by a blue-collar union in Victoria. The project's objectives were to 1) prevent mental health injury amongst employees; and 2) improve workplace collaboration between union, employees, and management. The question informing this research is - *Under what circumstances will unions and management successfully cooperate in the prevention of mental health injury at work?*

The paper reports case studies of changes in two manufacturing organisations over 18 months, based on data collected from documents and 26 individual interviews, supplemented by survey data. These were framed as 'most likely' cases to demonstrate successful collaborative change (Flyvbjerg, 2006:230-31), because project participation was voluntary, and strong mutual interest in the subject.

It was proposed that union-management cooperation to prevent workplace mental health injury was plausible when one of three frames of reference on union management co-operation dominated at the workplace – collaborative pluralism, adversarial pluralism, or consultative unitarism (Bray et al 2019) – but that collaborative pluralism would provide the greatest support.

We found evidence to support this proposition – in one case, successful interventions to improve psychosocial safety climate supported a shift from consultative unitarism towards a more collaborative pluralist frame. In the other case, efforts to move from adversarial pluralism to greater collaboration were thwarted by external factors, including the intensity and impact of the public health crisis; knowledge of and support available to project participants; and the true level of comfort in Australian workplaces when tackling issues of mental health.

Interest based bargaining in a public sector context

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Recently a large Queensland Government department reached agreement with the union covering the largest proportion of its workforce for a replacement enterprise bargaining agreement. This is nothing unusual in that its is the tenth such agreement that has reached between the parties or been settled by arbitration. What is unusual is that an interest-based bargaining (IBB) approach was adopted by the parties.

Literature and empirical studies surrounding IBB in Australia is very limited (Macneil and Bray 2013). Most of literature concerning IBB emanates from the United States as is now somewhat dated. A common feature of the literature that does exist, is that IBB is usually undertaken in the context of declining collective bargaining coverage and/or union membership (Cuther-Gershenfeld et al:2007; Leavy 2015; Paquet, Gaétan and Bergeron 2000).

The union in question has high density and has been willing to take industrial action (both protected and unprotected) in the past. The suggestion to use IBB was advanced by the union which raises the question as to why the union chose this course of action.

The paper for the 2023 AIRAANZ conference outlines the literature concerning IBB and the proposed research into the use IBB in this particular instance. In addition to the observations of the author, a series of structured interviews are to be undertaken to establish the motivation for the use of IBB and any benefits thought to be derived from the use of IBB. Tangential to these primary questions is the proposition that IBB is inconsistent with an organising model approach that has been adopted by many Australian unions.

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"Whatever the market is": Income and care-worker agency on digital labour platforms

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Recently, a growing number of digital platforms have emerged that intermediate or facilitate connections between care workers and people requiring care. Platforms position themselves as a viable response to the 'care crisis' yet have been decried for driving down wages and exposing workers to greater risk and precarity. Unlike more transactional types of intermediated work such as ride-hailing or food delivery, the income of care workers depends not on pricing algorithms but on how much they work and their level of agency in negotiating pay rates with clients. Drawing on three sources of triangulated data from a global digital platform business, this study asks how self-employed care-workers exercise agency in relation to income generation. The findings revealed evidence of three types of agentic action: establishing professional worth; assessing costs and maximizing income; and negotiating with clients. Agency was constrained however by the platform's architecture and client-related dynamics. The study reveals the nuanced dynamics of individual worker agency in relation to income, in a growing, feminized and largely devalued new market. Although the inherent nature of community care work is localized and often short-term, fragmented and episodic, the low pay achieved by this group of care workers amplifies the salience of time investments and direct expenses associated with self-employment that were individually shouldered by workers. The findings also demonstrate how platform businesses, despite that they do not manage work or workers directly, play a significant role in the organization and distribution of work.

Achieving Gender Equity Using AI: A Construction Industry Perspective

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While debates over the potentials versus the threats of Artificial Intelligence (AI) continue, the reality is that in areas such Human Resources (HR), it has progressed rapidly to areas such as its strategic value and the ethics surrounding its use. With this in mind, this research explores the possibility of AI being a key tool for HRM to employ in achieving gender equity – a challenge of longstanding, particularly in the Australian construction industry. For this reason, the primary focus of the proposed research is to explore the experiences regarding AI and gender equity of those who work in HR in the construction industry through interviews with HR professionals from a major Australian construction company. The leaky pipeline theory provides the research framework while the concept of technological frames allows understanding of the participant's perspective of AI to specifically identify the issues they see as points of leakage for women in the construction industry. The study found a mix of caution and excitement about AI. While some queried whether it should even be allowed to assist with gender equity issues, others saw the potential for its use to deliver on-site training programs, conduct on-site work remotely as well minimising the traditional physical, male-associated aspects of on-site work. This produced a clear tension where HR professionals based offsite saw no issues with AI threatening job security while those based on-site did. Overall, conversations about AI focussed at the beginning of the pipeline, with little regard to leakage being able to be addressed by AI.

Ideational Power Resources in Employment Relations

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Ideas as an explanatory variable have, until recently, been largely ignored by IR scholarship. This is in many ways surprising, given that the concerted and vociferous attacks on trade unions as legitimate representatives since the 1980s, particularly in liberal market economies, have been highly ideational and discursive (Wright & McLaughlin, 2021). We theorise ideation as a power resource: what it is, how ideational power and ideational power resources differ, how industrial relations actors such as trade unions can build this power resource, and how ideational power resources interact with other power resources. We examine the ways in which ideas, which have causal properties (Hauptmeier & Heery 20014), the way they are framed and the way they are communicated are all dimensions of ideational power resources. Framed and communicated in the right way, good ideas can advance actors' interests. Ideas are by their very nature discursive, and actors engage in a *battle of ideas,* not only in framing and transmitting them, but also mobilising support for or against ideas in order to control the public discourse and to counter ideas from other actors (Levesque and Murray 2010; McLaughlin & Bridgman, 2017; McLaughlin & Wright, 2018; Schmidt, 2002). We also examine the concept of legitimacy, and in particular union legitimacy. Unions' moral legitimacy gives credence to their ideas with the wider public and can strengthen their ideational power resources (Wright & McLaughlin, 2021). Finally, we look at how issues of identity (race, gender, sexuality) influence the interpretation of interests (Doellgast et al, 2021; Lee & Tapia, 2021) and therefore the strength of ideational power resources.

Voicing the tensions of diverse First Peoples identities in the Victorian Treaty process

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In 2016 the Victorian government was the first Australian state to commence conversation around Treaty with its First Peoples residing within its colonial borders. The Treaty process recognises that Sovereignty has never been ceded and the establishment of the Yoo-rrook Truth Telling Commission establishes the true history of brutal colonisation toward First Peoples in Australia. In this paper we draw on yarning with Traditional Owners focusing on their experiences of the Treaty process and examine the complexities and challenges capturing First Peoples voices. Through an Indigenous Standpoint Theory (IST) lens, drawing on Employee Voice (EV) and Social Identity Theory (SIT) we cast some light on the underlying dynamics. Drawing on interviews with a range of key stakeholders our paper illustrates the clashes between Western democratic processes and First Peoples ways of knowing, being and doing, moving toward decolonisation. We look at inclusion and exclusion of Victorian Traditional Owners and the Western democratic processes on First Peoples community practices and the underlying tensions in the Victorian Treaty process. We highlight the perspectives of members from different clans and recognise the impact of colonisation and their diverse identities as First Peoples. We acknowledge this diversity by signposting that First Peoples are not homogenous and our differences (language, Elders, customs, Dreamtime) make us unique. However, our experiences of colonisation are both collective (land rights, deaths in custody, Stolen Generation), and sometimes different for example the impact of Native Title. This paper highlights the conflicting views through the lens of First Peoples within the Treaty process.

Keywords: Treaty, Indigenous Standpoint Theory, Social Identity Theory, Employee Voice

From Minimum Wage to the Productivity Linked-Wage System (PLWS): The Case Study of Malaysia

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Before 2011, the wages in Malaysia were determined by the market forces, Collective Bargaining, individual mutual agreement and the Wages Councils Act 1947 (covered limited sectors only). In 2010, the World Bank researched the minimum wage (MW), which indicated that the lower income group (B40) earned below RM700 monthly, adversely impacting employee quality of life. The National Wages Consultative Council (NWCC) Act in 2011 replaced the Wage Council Act of 1947 by covering the lower group of employees in all sectors whose earnings were below RM2,500. In June 2016, the Malaysian government ratified the MW Fixing Convention, 1970, with ILO. In May 2022, the MW increased to RM1500 (from RM800-RM900 MW in 2013). MW will be revised every two years under the MW Order Law; nevertheless, this two years gap causes a higher inflation rate, increasing the cost of living among the B40 group. In 1996, the government introduced the Productivity-Linked Wage System (PLWS), a combination of basic salary and other financial and non-financial incentives to cover all levels of employees that particularly benefited the B40 group. However, implementation of PLWS is voluntarily by employers. The National 2022 Winners of PLWS Companies reported that the B40 group earned more than RM1500 with additional financial incentives, which helped them to improve their quality of life and combat the cost of living. Therefore, the combination between MW and PLWS will improve B40's quality of life and reduce living costs aligned with SDGs (Decent Work Agenda).

Toward a global typology of Industrial Relations systems: Are European models representative of non-European regions?

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Industrial relations researchers have created typologies to explain the development of industrial relations systems in different countries (e.g. Hall and Soskice, 2001; Hall et al., 2009; Gould et al., 2015; Martin, 2014). However, these studies mostly focus on European countries, usually employing quantitative methods (e.g. Caprile et al., 2018). This paper aims to broaden the scope of existing research by examining countries outside Europe and by using an exploratory, mixed-methods approach. Specifically, we investigate the dimensions of industrial democracy, industrial competitiveness, social justice, and quality of work and employment across European and non-European country contexts. A key objective is to determine whether existing typologies based on European systems can be applied to countries outside of Europe, and whether the development of a global typology of industrial systems is feasible. The study employs contemporary cluster analysis methods that integrate both quantitative and qualitative information and data. Methodological implications of the findings for examining the contexts and character of national industrial relations systems in regional context are critically discussed.

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Risk cycles: the interaction of flexibility, resistance and control

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Labour process theory can make an important contribution to analysis of the future of work. This can be done through the concept of 'risk cycles', a dialectic that reflects the inevitable tension between risk, resistance and control.

A risk cycle is a process occurring over many decades, by which a new mechanism for transferring risk from capital to labour (a 'mode of flexibility') is designed, implemented, resisted and regulated, at the end of which a new equilibrium of risk distribution is reached and a new mode of flexibility is sought. A risk cycle has several stages: employers identify an opportunity to enhance profit and transfer risk to workers; resistance emerges; employers encounter difficulties of control, which acts as a major brake on how far employers can go with any new mode of flexibility; the state intervenes, in a form that depend on the power factors that are considered important in industrial relations; a new risk equilibrium is reached; employers then seek new modes of flexibility. This concept can be applied to various forms of app-based platforms in 'gig' work and the application of AI within workplaces.

The method for this study uses information on two modes of precarious work on which data are widely available: temporary or casual employment; and self-employment. For both topics, this paper first considers international patterns using OECD data, then looks more closely at Australia, using more detailed data available from the ABS.

Ethics committees and the protection of workers and society in the spread of artificial intelligence

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There is a critical need to regulate artificial intelligence (AI) and 'integrative technology' to protect the interests of workers and society at large. For example, these technologies have major implications for recruitment, selection and promotion, for surveillance and the capacity for collective action, and for inequality. This paper proposes a mode of workplace regulation that may otherwise be absent from policy considerations (for example, through EU consideration of the issue). It focuses on the establishment of Independent Digital Audit Procedures (IDAPs) and, in more detail, Independent Digital Ethics Committees (IDECs).

Under this proposal, organisations using algorithms in decision making would be required to set up IDECs to oversight them. These IDECs would determine processes for auditing algorithms, and resolve any dispute. A failure to establish an IDEC would be a prima facie indication that organisational processes are unfair, but establishing an IDEC would not obviate an organisation's liability for unfair practices. The organisation would not be able to circumvent its obligations in the manner of 'self regulation' because it remains liable for anything that goes wrong. This proposal would force organisations to internalise the risk and make their own assessments as to how best to manage that risk, rather than transferring it onto the people affected by decisions.

Auditing and ethics institutions would be complementary and need each other to function properly in regulating the workplace application of AI and integrative technology.

The fight against gender pay gap in EU law. The importance of regulatory interventions on transparency and adequacy of pay.

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The issue of the gender pay gap, as much mentioned as unresolved, is today at the centre of specific lines of action at EU level. These are regulatory measures aimed at tackling two of the most complex problems that hinder the effectiveness of the non-discrimination principle in this area: the lack of transparency and horizontal segregation.

Regarding the topic of pay transparency, in March 2021 the European Commission presented a proposal for a directive aimed at strengthening the implementation of the principle of gender pay equality through pay transparency. The initiative is significant: at EU level, the importance of pay transparency for gender equality has been highlighted by the Court of Justice of the European Union since the Danfoss ruling in 1989, but directive 2006/54/EC does not specifically intervene on this point. Detailed measures can only be found in soft law sources, in particular in a Recommendation of the European Commission of 2014. The proposal for a directive presented in 2021 continues along the lines of this Recommendation.

In particular, it establishes, in the perspective of prevention, individual subjective rights to information and an aggregate data reporting process. In this regard, it is important to immediately highlight how the proposal expressly includes in Article 1, among others, the definition of a pay quartile (each of the four equal groups into which workers are divided according to their pay level, from the lowest to the highest) and in Article 8 it requires that the reporting indicate "the percentage of female and male workers in each pay quartile". Article 8 also requires the median pay gap in fixed and variable pay components to be explicitly stated. Next, the proposal envisages the possibility for workers and their representatives to request clarifications and further details, including explanations on possible disparities, as well as the carrying out of a joint assessment in cooperation with workers' representatives, when an average gap (on aggregated data) of at least 5% occurs and this is not justified by the employer with objective and 'gender-neutral' factors. The provision of these guarantees is all the more relevant when a complete (and not only partial) reversal of the burden of proof is attached to it. In particular, it is established that 'where an employer has not complied with any of the rights or obligations relating to pay transparency [...], Member States shall ensure that it is for the employer to prove, in any judicial or administrative proceedings concerning direct or indirect discrimination, that there has been no discrimination' (Art. 16(2)). The proposal is very significant. On the one hand, the data required in the reporting - i.e., in particular, the indication of the median pay gap and the verification of the distribution of men and women in pay quartiles - may allow for a better appreciation of the issue and therefore constitutes a valid choice of method. On the other hand, the provision of individual information rights and, above all, of a joint evaluation system with workers' representatives, when a sensible differential emerges, are decisive premises for a virtuous management of the problem at company level.

With regard to the topic of horizontal segregation, it is important to premise that the principle of gender pay equality enshrined in Article 157 of the Treaty on the Functioning of the European Union does not only concern the hypothesis of men and women doing the same job but also the hypothesis of men and women doing different jobs of equal value. The question arises especially if there is a context of horizontal gender segregation: within a given production sector certain tasks are predominantly assigned to women and the characteristics of these tasks are undervalued and underpaid. The issue is complex and would need to be tackled by also introducing the concept of job evaluation, which should be taken into consideration especially where the definition of salary levels is carried out by the social partners through a process of collective bargaining. Analytical job evaluation is a procedure that, by breaking down each individual job position into the factors characterising it in terms of skills, responsibilities, efforts and environmental/organisational

conditions, reconstructs the relative value of that position in the company organigram starting from the sum of the scores attributed to each of the factors composing it. Job evaluation, if designed in a gender-neutral manner, i.e. without a stereotyped approach in the choice of factors to be evaluated and in their weighting, makes it possible to establish ex ante the relative value of the function and its basic pay level, giving equal status to positions of equal value, in accordance with the principle of gender pay equality.

Furthermore, an important contribution to solving this problem can also be found in the regulatory measure provided by the EU directive on adequate minimum wages in the European Union, which was finally adopted by the European Parliament in September 2022 and by the Council in October 2022.

In this regard, it is important first to note that in the context of this directive, minimum wages are considered to be of an adequate level only insofar as they enable a decent standard of living for workers and their families. As it is specified in the introductory recitals, "minimum wages are considered adequate if they are fair in relation to the wage distribution in the country and if they provide a decent standard of living for workers based on a full time employment relationship".

In the introductory recitals, the directive also specifies that when set at adequate levels, minimum wages, as provided for in national law or in collective agreements, protect the income of workers, in particular of disadvantaged workers. In this perspective, minimum wages that provide for a decent standard of living, thus meet a threshold of decency, can contribute to the reduction of the gender pay gap (Recital 8). Recital 10 highlights that given the over-representation of women in low-paid jobs, improving the adequacy of minimum wages contributes to gender equality, closing the gender pay and pension gap, as well as elevating women and their families out of poverty and contributes to sustainable economic growth in the Union. Article 5 states that Member States with statutory minimum wages shall establish the necessary procedures for setting and updating of statutory minimum wages. Such setting and updating shall be guided by criteria set to contribute to their adequacy, with the aim of achieving a decent standard of living, of reducing in-work poverty, as well as of reducing the gender pay gap.

It is clear that, in order to achieve the goal of gender equality, the perspective of the adequacy of the minimum wage must necessarily be declined by taking into consideration the issue of equal pay for works of equal value. And this requires a reflection on the removal of gender stereotypes that lead to define the different value of work, not only for the purpose of identifying the adequacy of the minimum living wage level, but also beyond its threshold, when setting the basic level of pay of different jobs and positions. The role of the social partners in this process is crucial, if carried out with due consideration of the issue and the tools to implement 'gender-neutral' strategies: in this perspective, the part of the directive promoting collective bargaining on wages in all member states must be particularly emphasised.

Bringing multiple job holding out of the moonlight: Understanding different types of multiple job holders and their experiences in Aotearoa New Zealand

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Multiple job holding is a form of non-standard work for which research reports vastly mixed experiences for those individuals involved. The aim of this study was to investigate why the experiences of multiple job holders differ, through the achievement of two sub-objectives:

To determine whether different "types" of multiple job holder can be identified based upon their situational factors, including their experience of the psychosocial work environment

To investigate whether outcomes experienced differ between the different types of multiple job holder identified

This study utilised latent class analysis on questionnaire data from a sample of 507 multiple job-holders in Aotearoa New Zealand. The psychosocial work environment concept was used as a lens with the Job-Demand-Resource (JDR) model (Bakker & Demerouti, 2017). as the specific theoretical framework. The study examined whether different types of multiple job-holder could be detected based on participants' responses to questions around their work situations, including their experiences of the psychosocial work environment in their main job – with psychosocial work environment factors categorised into demands or resources.

The findings suggested the presence of four, distinct types of multiple job-holder in the sample – ranging from those undertaking the practice by choice, to those forced into it out of financial necessity. Work-related and physical and mental health-related outcomes were found to be significantly different across the different types, giving weight to the suggestion that experiences of multiple job-holders differ due to their situations – including their reason for holding multiple jobs, and experiences of the psychosocial work environment.

A history of wage fixation in Queensland's retail industry, 1862-1996

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Australia has, since the federation of the colonies in 1901, developed a unique system of centralised wage fixation via industry-wide awards. From federation until a national system was created in 1996, wages and working conditions for the retail industry were set at state level via the lodgement of ambit claims and the arbitrated award decisions of a tribunal tasked with balancing the competing claims of retail employer associations and the retail union. This article explores the history of retail wages and employment until the advent of a national industrial relations system with organizational-level collective bargaining in 1993. It draws on documentary and statistical evidence to paint a picture of the evolution of retail employment and employment conditions under the centralised award system in Queensland over nearly a century. The paper argues that the retail union made strategic errors in their decision to privilege full-time predominantly male workers over part-time predominantly female workers and that this began a race to the bottom in retail employment conditions.

Gender Equality, Intersectionality and the Future of Work

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Discussion on future of work is invariably predicated by the predominant scenarios of the 4th Industrial revolution (4IR) and according to research (Karr, Loh & San Andres, 2020) the Covid-19 pandemic has contributed to the accelerated application of 4IR automation technologies and other advancements in artificial intelligence, the Internet of Things, and the utilization of big data that enable predictive analytics. While this has ushered a wave of euphoric changes in the workplace structures, work organization and the experience of work, there are entrenched issues like leaving the vulnerable behind in the absence of an enabling ecosystem in our digital future. A major concern is that technological innovation is a major force contributing towards increasing inequality, the displacement of workers and issues of pay equity which has negative consequences for groups that tend to suffer disadvantage within labour markets.

This problem is further magnified by the systemic issues of intersectionality that underscore gender-based discrimination compounded by factors like race, sexuality, disability, unequal burden of unpaid care, social norms and stereotypes. The underlying premise of gender inequality remains unmitigated notwithstanding the advent of the revolutionary digitally enabled gig economy which claims to offer the promise of flexibility, autonomy and access to wider work opportunities. Importantly, the gap between women's aspirations and labour market realities begs for urgent attention with appropriate policy responses along with societal and organisational reconfiguration. The moot question is whether in the emergent forms of work, a more progressive gender equal future can be envisaged, enshrined and consciously enacted?

Worker voice and labour disputes settlement in Australia

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Having a say at work is the essence of employee or worker voice. This involves expression and/or representation of employee or worker interests. This also entails agency — the capacity of employees or workers to decide and act on decisions, individually or collectively. In this sense, approaches to labour disputes settlement are important channels of employee or worker voice. What are the labour disputes settlement mechanisms under Australia's industrial relations or employment relations system and how have they changed or evolved over time? This is the main research question that this case study seeks to answer using two analytical steps, each addressed and summarised via two diagrams: one focusing on the types of labour disputes that can be the subject of legal regulation; another concentrating on modes or means by which labour disputes can be settled. In other words, there are types of labour disputes and methods of managing or resolving them. As to parties (relationships), labour disputes can be intra-party or inter-party. In terms of content or subject matter (rule-application and/or rulemaking), they may involve labour standards disputes or labour relations disputes. With respect to who makes the decisions or locus of decision making (power), the modes of handling labour disputes could be dispute management or dispute resolution. And as regards obligatoriness (publicness), they might be voluntary or compulsory modes. The changes over time as to kinds of disputes and settlement mechanisms regulated by federal labour law in Australia, which are dynamic or historical accounts, are mapped onto the diagrams.

Women's Career Progression in the Australian Mining Industry: Gendered Patterns and Barriers

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The Australian labour market is highly gender-segregated by occupation and industry with most senior positions held by men, a phenomenon which applies to other OECD countries. Gender diversity remains a significant issue in the male-dominated Australian mining industry, with 6.7% of CEOs being female, compared to the national average of 19.4%, a percentage which has hardly changed over ten years despite the sector's attempt to increase female representation. The low levels of female employment, and slow career pipeline provides strong justification for further research. This study aims to shed light on gendered patterns of recruitment and progression for women in the Australian mining industry. Drawing on Acker's gendered organisation, this study investigates: 1) why are women underrepresented in senior management positions within the Australian mining sector? 2) what cultural aspects, such as norms and behaviours and what structural dimensions, such as policy or organisational initiatives, facilitate or hinder women's career progression in the Australian mining industry? This paper, part of a larger qualitative study, analyses the dimensions of gendered organisations using the recent statistics and extensive reports on engagement in the Australian mining industry. This analysis shows that diversity may not be the problem, but that inclusion is the real issue. Despite efforts to embed structural improvements such as reformed processes, including Parental Leave support and benefits, as well as increased flexibility and work-life-balance, cultural challenges such as bullying, harassment and discrimination remain pervasive and abundant across the sector.

Unlocking women's workforce participation potential:
Addressing the complexity of women's workforce participation through an ecological perspective

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Despite global advances over numerous decades in policies and legislation, such as maternity leave and childcare, the issue of workforce participation for women with children in their early years, in particular professional women, remains an ongoing issue. It is clear, that legislation and policy alone cannot "solve" this ongoing gendered workforce participation disparity. This intertwining of economic and social gender inequality, most evident through the immediate workforce participation impacts on women from the COVID-19 pandemic, has re-prioritised this issue globally. On a global scale, New Zealand, in 2022, was the only country from East Asia and the Pacific to rank in the top 10 for gender workforce participation equality, and Australia remained behind the OECD average for maternal workforce participation. Gender workforce participation disparity is even higher in countries such as South Asia, the Middle East, and North Africa. This research project proposes that by drawing on theoretical models, such as the Socio-Ecological theory of work, family, and community and Conservation of Resources theory, scholars, practitioners, and policy makers can gain a deeper understanding of the complexities underpinning and influencing women's workforce participation, in particular the specificity of resources that are most capable of enabling greater equality in women's workforce participation. Implications for Australia and other nations will be drawn from the research project, to enable and inform ongoing national and global gendered workforce participation goals and build greater incentives and supports for addressing gendered workforce participation.

Pay Equity, Occupational Segregation and a Living Wage

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There is an extensive literature examining the source and determinants of the gender pay gap. It has been shown to be affected by demographic characteristics such as age, marital status, children, job mobility and job sorting within and across firms. Other institutional factors shown to be important in affecting the size of the gender gap include industrial tribunals and minimum wage setting, the segregation of women into occupations and the segregation at the workplace level. In this paper we focus primarily on evidence from Australia to illustrate the issues of institutions in so far as they impact on segregation and pay equity. Australia has a unique institutional history and, in this regard, makes for an interesting case study when examining the link between segregation, wage and work value determinations and pay equity. Our paper will commence with a focus on theory, drawing first on neoclassical theory (which emphasises the choice and preferences of individuals concerning human capital investments and occupational outcomes) and then feminist theory - where gender is considered a social structure and gendered outcomes (e.g., sex-segregation of occupations) are shaped by social and normative factors (including through the decisions of industrial tribunals). The following section of the paper discusses the institutional framework that shaped – and continues to shape – the Australian labour market and associated outcomes (e.g. wage gaps). We then review the literature drawing, in particular, on relevant Australian studies within the economic, industrial relations and sociological literatures. Our aim is to complement the comprehensive international surveys that have recently been published in this space.

Jobs, regional regeneration and renewable energy: false promise?

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Carbon-exposed regions tied to the fossil-fuel industry have uncertain futures. The promise of regional regeneration and job stimulus through a transition to renewable energy has been presented by governments, environmental organisations and some unions as a viable solution to their dilemmas. In this paper we critically evaluate the job generation and local development possibilities from two high profile renewable energy initiatives – offshore wind farms and hydrogen hubs. Our starting point is that the debate to date has tended to be very narrowly focussed on 'employment estimates for renewable versus fossil fuel industries' without consideration of where these jobs will be located and the nature of these jobs.

Drawing up the work of Pearse & Bryant (2021) and David Harvey's notion of a spatial fix we adopt a a more nuanced and spatially sensitive approach to examine the claims about job numbers and distribution of work in the RE sector. Adopting a case study method, we consider the development of offshore wind farms and hydrogen hubs in Australia and their location within global production networks (GPNs) and the temporal and spatial dimensions of work required for developing, operating and maintaining these emerging industries. We demonstrate how the low labour intensity of ongoing work in offshore wind, hydrogen hubs as well as solar utility maintenance and operations means that new jobs created are mostly in short bursts of temporary labour in project construction. We conclude by examining the challenges Australian unions have in responding to renewable energy transitions and the jobs promise.

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Consequences of job loss and the role of transition support: Experiences from the Swedish hospitality sector during the pandemic

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This study focuses on the individual experiences of redundancies and transition support offered during and after restructuring. The Swedish model of restructuring is primarily *negotiation oriented* where the social partners through the collective agreements offer transition support in arrangement with job security councils (JSC). The empirical data consists of 28 semi-structured interviews with displaced workers in the Swedish hospitality sector and 18 interviews with representatives from JSC, trade unions at central and local levels, top management and the employer association. Data was collected between 2020–2022 and focused on four hotels located in both metropolitan and rural areas. The interviews are analyzed through an inductive thematic approach, mainly focusing on the consequences of job loss and the redundant workers' transition journeys. The analysis is ongoing, and the results will be presented at the conference. Preliminary results indicate that redundancies included consequences such as health issues, economic hardship and social withdrawal, yet not all journeys were perceived as negative since it also provided opportunities for active career planning. The displaced workers perceived the support by JSC differently both in positive and negative terms. A critical discussion will be held about consequences of redundancies and the transition support structures in Sweden during an economic crisis.

Job retention schemes and its effect on working conditions: The case of the hospitality sector in Sweden

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As a way to protect jobs and mitigate the negative effects of the economic downturn caused by the COVID-19 pandemic, many nations' governments implemented different types of job retention schemes, including short-time work (STW) schemes. State-funded STW schemes in Sweden meant that employees' working hours and net income were reduced, where the state to a rather large extent financially compensated the income loss. In 2020, over 600 000 employees in Sweden were put on STW schemes. In this study, we examine STW schemes effects on hotel employees' working conditions. It should be noted that the STW schemes were introduced in times when also many redundancies occurred in the sector at large.

The data material consists of 36 interviews with managers, local union representatives and employees from three hotels in Sweden and were analyzed by thematic analysis. The study reveals that the rather long period of government restrictions (although Sweden did not implement mandatory lockdowns or workplace closings), radical changes in hotel occupancy rates and degrees of reduced working hours, changed employment relationships and working conditions in terms of job (in)security; workload and work extension; time and financial structures; and workplace relations. The study engages with debates on 'restructuring regimes' as well as effects of organizational restructuring on employees' working conditions. For example, the study elaborates on the relationship of qualitative and quantitative job insecurity during implemented STW schemes.

Undervalued and Underpaid: Examining Gender-Based Disrespect in the Retail Sector

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The retail industry is a key employer of Australian women. As the third most feminised industry in Australia (Australian Bureau of Statistics (ABS), 2020), women comprise 57% of the retail workforce (Workplace Gender Equality Agency (WGEA), 2021), and are fundamental to the success, profitability, and overall functioning of the industry. Despite the many rapid changes in this feminised sector over several decades (Kele et al., 2022), retail workplace culture remains challenging for achieving gender equality. Retail work is largely regarded as being of low quality, characterised by high levels of worker precarity, low pay, low status, and the undervaluation of the complex skills exercised by employees. The quality of retail work and the well-being of workers employed in the industry is further impacted by the experience of harassment, abuse, and incivilities (Australian Human Rights Commission., 2019; Korczynski & Ott, 2004; Tindell & Padavic, 2022). This paper draws upon in-depth interviews collected with 30 senior industry leaders and stakeholders in the Australian retail industry, as well as findings from a survey (n = 1,160) of retail workers. Through this mixed methods approach, we show that gender-based disrespect is a key concern for both industry stakeholders and workers employed in the sector. We shed light on patterns of abuse and harassment among retail workers, as well as the need for further research to address these pernicious problems.

Key words: value, women, gender equality, disrespect, retail.

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Understanding Work Related Conflicts During and After the Covid-19 Pandemic

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The Covid-19 pandemic brought major disruptions to economic and social life with few people anywhere escaping its effects. Much has been written on the ways that the pandemic has affected work, workers, and workplaces. This literature is dominated by health workers and their role in delivering care and issues of stress and burnout, coping strategies of health care workers. Work-life balance issues, particularly among those working remotely, also receives considerable attention. Discussion on the consequences of work and workplace conflict, who was involved, causes and trajectories, means of resolution, and how conflicts have been managed is limited and has mainly been confined to the mass media.

This paper concentrates on two areas of conflict: workers who required to continue working in the physical workplace and those able to work remotely. In the former, conflicts have arisen mainly around workers' perceptions of their own safety and balancing their work-and family lives. For remote workers conflicts have often occurred around employers' attempts to make them return to their pre-pandemic workplace but also in relation to the conditions under which they work. Some conflict has involved resistance to electronic surveillance enabled by the nature of these working arrangements. To understand these conflicts and their attempted resolution we draw upon industrial relations frames of reference and theories of justice. A distinctive feature of these conflicts has been their articulation and organisation through social media and the coalescence of grievances against employers and governments.

How are global production networks embedded in local gender relations? A conceptual framework for understanding GPNs as gender regimes

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This paper seeks to add to the feminist GPN literature by creating a conceptual framework of global production networks as gender regimes that intersect with local gender institutions. Feminist scholars have drawn attention to the various ways that production is not gender neutral and how it creates gendered identities. Recent feminist conceptualisations of GPNs explored how the value creating role of women workers in production is linked to their roles in the reproductive sphere (Barrientos, 2019; Lebaron & Gore, 2019; Ruwanpura, 2011). These conceptualisations have contributed important insights about how GPNs blur boundaries between production and reproduction. However, there has been limited attention given to the complex intersection and interaction between global production networks with local gender relations.

The paper contributes to understanding embeddedness of global production networks by defining local gender relations as a social institution: a traceable macro-level structuration of societal processes, that is manifested and 'done' in different levels of society. Building on McCarthy and Moon's model of dimensions of the gender institution, the paper positions gendered dynamics of global production network as a meso-level gender regime, "a patterning of gender processes in particular social units at particular historical times", that reproduces the gender institution but may also depart from it (Acker, 1992; Greenwood et al., 2008; McCarthy & Moon, 2018). The paper offers a conceptual avenue to utilise the full analytical potential of GPN theory to explore how production networks are both shaped by and in turn shape the concrete places within which they are embedded.

Workplace Psychosocial Hazards and Employment Relations

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Workplace psychosocial hazards – anything in the design or management of work that causes stress - are receiving growing attention from policymakers, regulators and academics alike.

Stress in turn can negatively impact both physical and mental health (Worksafe Victoria, no date). For example, the World Health Organisation's global analysis of hours of work attributed heart disease and stroke to longer working hours (Pega, et al, 2021). These hazards affect both blue and white collar workers and can include workload, long hours, shift scheduling, bullying, and harassment (World Health Organisation, 2010). There is a shifting regulatory terrain evidenced by new codes of practice on Psychosocial Hazards in the Workplace in a number of Australian jurisdictions.

Industrial relations effects the existence and impact of these hazards, which frequently interact. For example, young women workers in hospitality may be on casual contracts, experience harassment from customers, and not speak up for fear of losing their job. Industrial relations scholars have been writing about issues workload, working hours, job insecurity, power in the workplace (and the list goes on) for many decades. Yet with some exceptions (eg. the work of Michael Quinlan and colleagues), IR academics have not been writing about these issues *as psychosocial hazards*.

How can we as industrial relations academics to relate to and contribute to this important discussion? We call for a considered discussion within the discipline as to how researchers might approach such issues, including whether and how to break down the firewall between industrial relations and work, health and safety. Or, on the other hand, is this growing trend a 'bad thing', reflective of declining union power and rampant individualism?

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The Contrary Effects of Abusive and Ethical Supervision on Subordinate Employee Organisational Cynicism, Job Embeddedness, Turnover Intention, and Helping Behaviour

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Destructive leadership research has tended to investigate the negative consequences of destructive leadership behaviors on undesirable follower outcomes, without considering constructive leadership behaviors and their potentially contrary and interactive effects. However, a more practical and nuanced view is that both destructive and constructive leadership behaviors occur within a subordinate employee—supervisor relationship. Thus, in the current study, we seek to explicate and illuminate the contrary and interactive effects of subordinate employee perceived abusive (destructive) and ethical (constructive) supervision on employee organisational cynicism and organisational cynicism's mediating influence on the effects of these two contrary leadership behaviors on subordinate employee job embeddedness, turnover intention, and helping behavior. This study's posited interactive effect and posited structural model and hypotheses were assessed using ordinary least squares regression and the bootstrapping function in Amos 28 (a structural equation modelling tool), respectively and time series (longitudinal) data obtained from a matched sample of 125 employees and their 23 direct supervisors from six Chinese companies. Congruent with conceptual research on positive-negative asymmetry effects and the within-domain exacerbation hypothesis, abusive supervision and ethical supervision were found to have a positive direct relationship and a negative direct relationship with – and a positive, interactive effect on – subordinate employee organisational cynicism, respectively as well as contrary indirect relationships with employee job embeddedness, turnover intention, and helping behaviour. Moreover, the findings reveal organisational cynicism and job embeddedness to be crucial mediating mechanisms through which subordinate employee perceived abusive and ethical supervision effect subordinate employee turnover intention and helping behaviour.
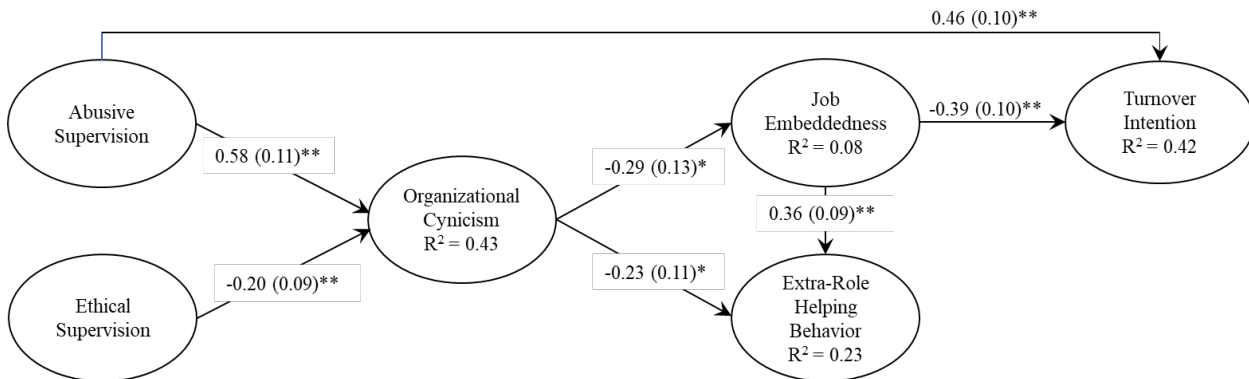
# Behaving Badly: How Abusive Supervision Stifles Employee Voice Behaviour

Sean Way[1], **Shenbufan Li[1]**
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The purpose of the current study is to explicate and illuminate how abusive supervision fosters employee counterproductive work behaviour and stifles employee affective commitment and voice behaviour through its positive effect on a key proximal negative employee psychological outcome; i.e., employee job anxiety. Congruent with fairness theory and social exchange theory, abusive supervision reflects a violation of the employee's expectations about equitable exchange and injustice in the employee—supervisor relationship. Thus, an abused employee may seek to restore justice in the employee—supervisor exchange relationship by engaging in counterproductive behaviour (e.g., tardiness and absenteeism). Alternatively, the abused employee may seek to correct injustice (restore justice) in the exchange relationship by withholding positive discretionary behaviours such as voice behaviour. Given that voice behaviour is discretionary, withholding it is not punishable and thus represents a low risk response by the abused subordinate to correct injustice (restore justice) in the employee—supervisor exchange relationship.

To test this study's hypotheses, we used time series data obtained from a matched sample of 125 subordinate employees (Time 1 and Time 2) and their 23 direct supervisors (Time 3) from six Chinese companies and four Chinese industry sectors. As shown in Figure 1, the empirical evidence supports the forwarded hypotheses and illustrate abusive supervision's effects on both negative (counterproductive work behaviour) and positive (affective commitment and voice behaviour) employee outcomes as well as illuminate employee job anxiety as the lynchpin moderator in illustrating these effects.

FIGURE 1. Hypothesised structural model with posited standardised direct and indirect effect estimates
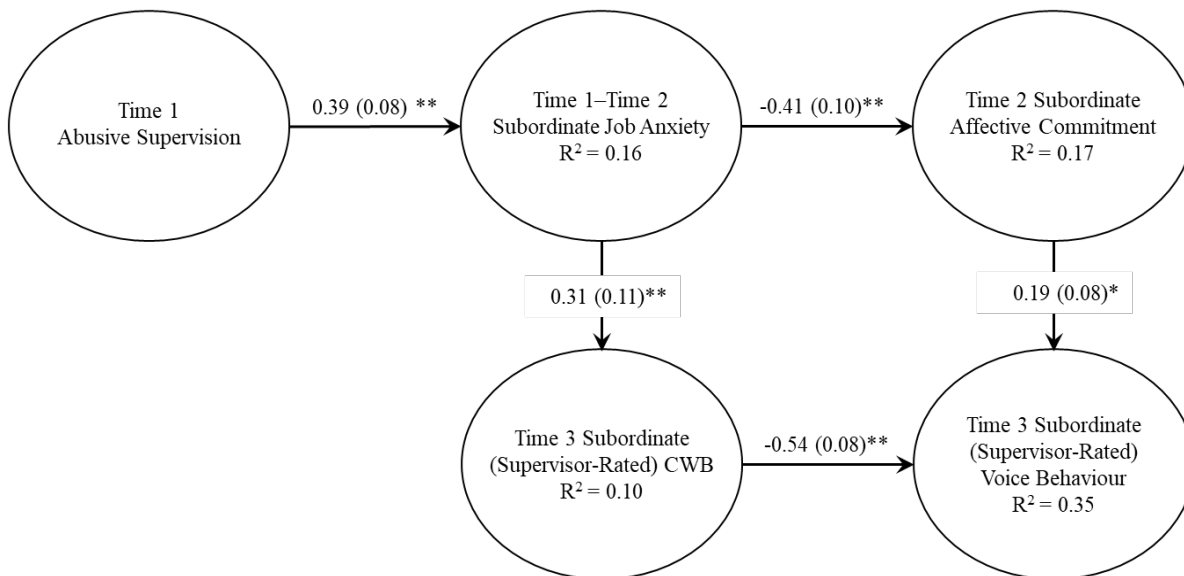
SIE, SE, and probability estimates

Time 1 abusive supervision and Time 2 subordinate affective commitment: -0.16 (0.06)** (Hypothesis 2: Supported)

Time 1 abusive supervision and Time 3 subordinate (supervisor rated) CWB: 0.12 (0.05)** (Hypothesis 3: Supported)

Time 1 abusive supervision and Time 3 subordinate (supervisor-rated) voice behaviour: -0.10 (0.03)** (Hypothesis 4: Supported)

Time 1–Time 2 subordinate job anxiety and Time 3 subordinate (supervisor-rated) voice behaviour: -0.25 (0.07)**

When an algorithm is your boss - The emergence of automated people management

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Labour process theorists have long studied technology as tools of managerial control used to extract surplus value from labour, yet technologies now exist to automatically take screenshots from employees' remote computers, track keystrokes and bathroom breaks, analyse emails, tone of voice, facial expressions, audio record conversations, and even monitor the commuting time, heart rates and sleep habits of workers. Using sophisticated algorithms, machine learning and natural language processing (AI), these technologies move beyond tracking, surveillance, or measuring productivity, to automate decisions once made by human managers. Management by algorithm has been a core concern in studies of the gig economy. Now the use of AI to automate people management in conventional organisations is growing rapidly as employers grapple with competitive pressures and the challenges of managing dispersed, flexible workforces. Through automation human resource management becomes "no longer a human practice, but a process embedded in technology" (Schildt, 2017, p.25) that extends within and beyond the boundaries of the workplace. The minutiae of worker behaviour becomes 'knowable and governable' (Flyverbom, 2016, p.111) while the basis on which managerial decisions are made is concealed within algorithms. This paper discusses why automated people management is an under-researched phenomena and explores the potential implications of algorithmic management for employers, their employees, and society broadly, identifying critical areas for future research.

Examining the Impact of COVID-19 on Managing Public Sector Employees: Overcoming or exacerbating incoherences?

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Governments played a key role during the initial stages of the COVID-19 pandemic, as public services continued to operate and deliver services. This crisis highlighted how the response from the Australian public service (APS) has been influenced by New Public Management (NPM), which has shaped public sectors for more than 40 years (Hood, 1991), and resulted in extensive devolution of human resource management (HRM) functions from central agencies to line agencies, and further to managers (Williamson, Colley and Foley, 2020). While there is extensive analysis of working from home during the pandemic, little research has examined how public sector managers oversaw their teams during this period (extant research includes Kirchner, Ipsen and Hansen, 2021; Rose and Brown, 2021). We ask: how did the pandemic change management practices in the APS, as employees and teams worked from home? What are the implications for NPM and its ostensible goals of letting managers manage? To answer these questions, we surveyed approximately 6,000 APS employees in both 2020 and 2021, in partnership with Australia's largest public sector union. The paper presents findings through the theoretical lens of incoherences within HR (Pichault, 2007), where we consider whether working from home has exacerbated or ameliorated existing inconsistencies. Our research provides evidence of a significant shift, from pre-pandemic resistance, to managers being supportive of working from home. We conclude by reflecting on what this means for the NPM goal of letting managers manage amidst ongoing reforms, and what this means for the future of work in the APS.

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Retaining doctors following maternity/ paternity leave: the influence of organisation factors.

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Currently in the United Kingdom, doctors are leaving the National Health Service (NHS) at a rate which is creating a significant crisis and strain on the system. This study examines an extensive dataset of medical professionals (n=3,869) who have taken maternity or paternity leave, to better understand explanations for their departure from planned career paths.

Over a five-year period following their maternity / paternity break, we model the risk of departure for two groups; those that take a short maternity/ paternity period and return largely or completely full-time and those that take a long maternity/ paternity period and return largely or completely part-time. Hakim (1998) argued that those that return to work part-time following maternity leave, are not work-centred and more likely to leave than full-time workers who are higher on work commitment. She did not extend this explanation to paternity leave. Embeddedness theory (Mitchell et al, 2001), on the other hand, argues that part-time post-leave workers will be discouraged away from career due to observed lack of workplace opportunity and facilitated connections.

Our analysis finds no support for a lack of commitment for part-time re-joiners; instead that the departure risk for full-time re-joiners commences and increases at a much higher rate till month 15. However, their adjustment to the workplace is rapid. The risk of exit tapers off at a much higher rate. We further investigate how organisation and HR factors that influence "embeddedness" might be pertinent to decreasing part-time departure risk to match the adjustment of full-timers.

Comparative institutional and ideological responses to the COVID labour market crisis

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This paper examines how institutions and ideologies influenced labour market policies during the COVID pandemic and recession. It presents the design of a comparative study of the responses to the COVID crisis of five countries with diverse institutional settings and ideologically distinct governing parties during the initial phase of the COVID crisis in 2020: Australia, Denmark, Ireland, Italy and the United Kingdom.

The paper draws upon two concepts that comparative employment relations scholars have identified as influencing labour market policy: institutions and ideologies. Comparative employment relations scholarship has primarily utilised institutionalist perspectives to explain how governments, industry associations and unions respond to labour market crises. Previous studies have found that national institutions and shape universal pressures, such as globalisation and technological change, in different ways depending on whether they are 'liberal' or 'coordinated' in their character. More recently, comparative employment relations perspectives emphasising the role of ideologies in shaping labour market policy have become more prominent.

While previous studies have examined institutions and ideologies as distinct forces influencing national labour market policies, there is a gap in existing scholarship in understanding how these forces interact. The paper addresses this gap through an analysis of how different types of national institutions and the different governing parties' ideologies impacted national labour market policy responses to the COVID pandemic and recession. The COVID crisis is an appropriate context for this analysis given its widespread international impact on businesses and workers served as a catalyst for labour market policy change in virtually all countries.