



## Conference Program

| Tuesday 11 February   |   |  |   |   |
|-----------------------|---|--|---|---|
| 1.00 - 5.00pm         | Registrations - 5th Floor Foyer   |  |   |   |
| 12.00 - 1.00pm        | AIRAANZ Exec Labour & Industry subcommittee meeting (Queenstown Room)   |  |   |   |
| 1.00 - 3.00pm         | AIRAANZ Exec meeting (Queenstown Room)  |  |   |   |
| 3.00 - 5.00pm         | Post Graduate and Doctoral Students Workshop (Queenstown Room)  |  |   |   |
| 5.00 - 6.00pm         | Open access, relevant research, engagement and the games academics play (Erling Rasmussen, Felicity Lamm & Julienne Molineaux)  |  |   |   |
| 6.00 - 7.30pm         | Mihi whakatau and welcome Reception (Reds Bar)  |  |   |   |
| Wednesday 12 February |   |  |   |   |
| 8.00am                | Registrations with Coffee on Arrival - 5th Floor Foyer  |  |   |   |
|                       | <i>Queenstown Room - General Stream - Health and Safety</i>   | <i>Remarkables Room - Improving Workers Rights Stream</i>  | <i>Clancys Room - General Stream - International</i>  | <i>Wakatipu Room - General Stream - Future of Industrial Relations</i>  |
| <b>Stream Chairs</b>  | <i>Rebecca Loudoun</i>  | <i>Mark Saunders</i>   | <i>Ray Markey</i>   | <i>Joshua Healy</i>   |
| 8.30 - 10.30am        | Kritkorn Nawakitphaitoon. <b>The Moderated Mediation Model of the Relationship between HPWS and Employee Attitudes in China</b> | Juliane Reinecke, Jimmy Donaghey. <b>Political CSR at the coalface – roles and contradictions of MNCs in developing workplace dialogue</b> | Annie Delaney, Afreen Huq, Ben Debney. <b>The performativity of entrepreneurialism and empowerment discourses in relation home-based Bangladesh garment workers</b> | John Lewer, Ros Larkin. <b>Death of ‘industrial relations’ greatly exaggerated</b>  |
|                       | Katherine Ravenswood, Julie Douglas. <b>Occupational health and safety in care and support work in New Zealand</b>              | Amanda Reilly. <b>Big data and employment: does New Zealand’s law adequately protect employees’ right to a private life?</b>               | Negar Faaliyat, Susan Ressa, David Peetz. <b>Middle Eastern and North African skilled migrant workers in Australia</b>  | David Peetz. <b>Remaking institutions for a progressive industrial relations: Can New Zealand’s radicalism teach Australia?</b> |
|                       | Michael Walker. <b>Establishing heat and humidity guidelines for manual workers</b>   | Sue Williamson, Meraiah Foley, Linda Colley. <b>Overcoming Barriers: Middle Managers and Flexible Work Arrangements</b>                    |   | Erling Rasmussen. <b>Towards the Promised Land: employment relationship problems under the Employment Relations Act 2000.</b>   |

|                        |  |  |   |   |   |
|------------------------|--|--|---|---|---|
|                        | John Martin. <b>FIFO Rosters and WHS: a case study of the impacts of extended shift rosters.</b>   | Stephen Clibborn. <b>Regulation of minimum employment standards for undocumented workers in the United States and Australia</b>  |   | Damian Treanor. <b>The nudging ERA: a consideration of the Employment Relations Act through nudge theory</b>                                    |   |
|                        | Sarah Gregson. <b>Memorialising workers: the West Gate Bridge collapse</b>   |  |   |   |   |
| <b>10.30 - 11.00am</b> | <b>Morning Tea - 5th Floor Foyer</b>   |  |   |   |   |
| <b>11.00- 11.30am</b>  | <b>President's Address - Queenstown Room</b>   |  |   |   |   |
| <b>11.30 - 12.30pm</b> | <b>Keynote Speaker: Saunoamaali'i Karanina Sumeo (EEO Commissioner - New Zealand Human Rights Commission) - Queenstown Room</b>                    |  |   |   |   |
| <b>12.30 - 1.30pm</b>  | <b>Lunch - 6th Floor Restaurant, Bazaar Interactive Marketplace</b>  |  |   |   |   |
|                        | Labour & Industry Editorial Board Meeting - Coronet Room   |  |   |   |   |
| <b>1.30 - 2.30pm</b>   | <b>Keynote Speaker: Laila Harre (Programme Manager – Indonesia Young Leaders Programme, UnionAID) - Queenstown Room</b>                            |  |   |   |   |
| <b>2.30 - 3.00pm</b>   | <b>Afternoon Tea - 5th Floor Foyer</b>   |  |   |   |   |
|                        | <i>Queenstown Room - General Stream - Future of Work and Technology</i>  | <i>Remarkables Room - Improving Workers Rights Stream</i>  | <i>Clancys Room - General Stream - Collective Bargaining</i>  | <i>Wakatipu Room - General Stream - Union</i>   | <i>Coronet - General Stream - Gender Policy</i>   |
| <b>Stream Chairs</b>   | <i>Paula O'Kane</i>  | <i>Stephen Clibborn</i>  | <i>David Peetz</i>  | <i>Bradon Ellem</i>   | <i>Linda Colley</i>   |
| <b>3.00 - 5.00pm</b>   | Joshua Healy, Peter Gahan, Andreas Pekarek. <b>On technology, job transformation and the future of work: Bringing industrial relations back in</b> | Jim Arrowsmith, Jane Parker, Stuart Carr, Jarrod Haar, Darrin Hodgetts, Siatu Alefaio, Amanda Young-Hauser. <b>Employer perspectives on moving the Minimum Wage towards a 'Living Wage' in New Zealand</b> | Jonathan Sale. <b>Collective bargaining systems in Australia, Malaysia and the Philippines: Some recent developments</b>  | Alexis Vassiley. <b>Pilbara trade unionism from the establishment of the iron ore industry to the Robe River dispute: examining the sources</b> | Sue Williamson, Lisa Carson, Meraiah Foley. <b>Representations of New Public Management in Australian Public Service Gender Equality Policies</b>     |
|                        | Stephane Le Queux, Georgina Murray. <b>Browsing mega-trends: IR 4.0</b>  | Frances Flanagan. <b>Cleaning work and civic space: toward a theory of 'civic labour'</b>  | Nick Krachler. <b>Positive union effects for coordination at work? Evidence from US and UK care coordination programs</b> | Katherine McFarlane. <b>The diverging future of union rights of entry in Australia and New Zealand</b>  | Lisa Gulesserian, Suneha Seetahul, Sarah Mosseri. <b>Connected spheres of inequality: gender discrimination at work and unpaid labour in the home</b> |
|                        |  | Wayne Lewchuk. <b>Does an expanding economy make employment less precarious and the distribution of income more equal?</b>   | Kanchana Liyanapathirana. <b>The Role of Unions in protecting working conditions of Gig Workers.</b>                      | Marjorie Jerrad. <b>Gerlach's Network Theory as an Explanation for AMIEU Alliances and Breakdowns in Live Animal Export</b>                     | Daniel Dinale. <b>The Inadvertent Female Employment Success of Liberal Economies: Flexible Labour Markets and Employment Protection Legislation</b>   |
|                        |  | David Nash, Edmund Heery, Deborah Hann. <b>Employer Responses to the real Living Wage: Evidence from the UK</b>  | Thomas Haipeter. <b>New Developments in German Industrial Relations. A Story about Crisis and Revitalisation.</b>         | Andrew See. <b>Exploring why unfair dismissal remedy applications resolve at the various stages of conciliation and arbitration</b>             | Annick Masselot. <b>The right to primary carer leave: a labour of love?</b>   |
|                        |  |  |   | Julie Douglas, Peter McGhee. <b>Just Transition awareness and climate change responsibility amongst New Zealand union members</b>               |   |

### Thursday 13 February

**8.00am** Registrations with Coffee on Arrival - 5th Floor Foyer

|                        |  |  |  |  |
|------------------------|--|--|--|--|
|                        | <i>Queenstown Room - General Stream - Senior Female Leaders</i>  | <i>Remarkables Room - General Stream - Gig Economy</i>   | <i>Clancys Room - Comparative Collective Bargaining supported by Centre for Future Work and the Nordic Policy Centre</i> | <i>Wakatipu Room - Improving Workers Rights Stream</i>   |
| <b>Stream Chairs</b>   | <i>Michael O'Donnell</i>   | <i>Caleb Goods</i>   | <i>Alison Pennington</i>   | <i>Mark Bray</i>   |
| <b>8.30 - 10.00am</b>  | Karishma Prasad, Katherine Ravenswood, Candice Harris. <b>The undoing of gender by senior female leaders in New Zealand's ICT industry</b>                                   | Louise Ingersoll. <b>Keeping the dream alive: Surviving 'gig' work in the Australian Film Industry</b>   | Tom Roberts. <b>Sector-Wide Bargaining: Problems and Prospects in the Australian Case</b>                                | Cathy Brigden. <b>Applying an Indigenous lens to industrial relations and workers' rights</b>  |
|                        | Sarah Mosseri. <b>In Defense of Downtime: Elite Professionals' Contestation of Ideal Worker Norms</b>  | Caleb Goods, Brett Smith, Tom Barratt, Alex Veen. <b>Consumers as IR Actors: Are consumers for or against workers' rights in platform-based food delivery?</b>             | Avalon Kent. <b>New Approaches to Industry and Sector Bargaining in New Zealand</b>                                      | Meagan Tyler. <b>Does decent work require abolishing unacceptable work? Insights from feminist debates on the sex industry</b>                   |
|                        | Linda Colley, Sue Williamson. <b>Does the APS really want to be an employer of choice?</b>   | Penny Williams, Paula McDonald, Robyn Mayes, Andrew Stewart, Damian Oliver. <b>Australian Participation in the Gig Economy: Evidence from a National Prevalence Survey</b> | Erling Rasmussen. <b>Analytical angles on the Danish Model of Employment Relations</b>                                   | Lina AlSaree. <b>What is just? How do today's workforce perceive organisational justice?</b>   |
|                        |  | Andrew Stewart, Penny Williams, Simon Guthrie. <b>Regulating the Fairness of Gig Economy Contracts</b>   |  |  |
| <b>10.00 - 10.30am</b> | <b>Morning Tea - 5th Floor Foyer</b>   |  |  |  |
| <b>10.30 - 11.30am</b> | <b>Keynote Speaker: Professor Mark Saunders</b> - Professor of Business Research Methods and Director of PhD Programmes, Birmingham Business School - <i>Queenstown Room</i> |  |  |  |
|                        | <i>Queenstown Room - General Stream - Gender</i>   | <i>Remarkables Room - General Stream</i>   | <i>Clancys Room - Comparative Collective Bargaining supported by Centre for Future Work and the Nordic Policy Centre</i> | <i>Wakatipu Room - Improving Workers Rights Stream</i>   |
| <b>Stream Chairs</b>   | <i>Paula McDonald</i>  |  | <i>Alison Pennington</i>   | <i>Andrew Stewart</i>  |
| <b>11.45 - 1.10pm</b>  | Linda Colley. <b>Women and superannuation: Time to do superannuation differently</b>   | Rae Cooper, Mark Stuart, Tony Dundon. <b>Rethinking the Future of Work: Taking employment relations to the centre of the debate</b>  | Andrew Scott. <b>Skills, Technology and Transition: Lessons from the Nordic Countries</b>                                | Karen Douglas. <b>You can't say, "I'm not going to do a sleepover": organising labour intensive workforces</b>                                   |
|                        | Daniel Dinale. <b>Active Labour Market Programmes as a Policy Determinant of Post-Industrial Female Employment and Fertility Outcomes</b>                                    |  | Bill Rosenberg. <b>Unions and the Evolution of Trade and Industry Policy under the Ardern Government</b>                 | Raymond Markey, Martin O'Brien. <b>Employer Responses to Penalty Rate Cuts: Employment in Retail and Hospitality</b>                             |
|                        | Ariadne Vromen, Sarah Mosseri. <b>The Future Workplace Imaginaries of Australian Women</b>   |  | Andrew Dettmer. <b>Unions and Industry 4.0: Comparing Europe and Australia</b>   | Alexis Vassiley, Scott Fitzgerald, John Burgess. <b>Organising and union renewal in Australia's agricultural sector: Farm workers fight back</b> |

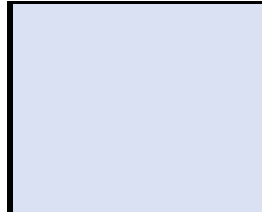
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|-----------------|---|--|--|--|
|                 | Elizabeth Hill, Suneha Seetahul.<br><b>Aspirations and concerns about the future of work: the case of Asian-born workers in Australia</b> |  |  |  |
| 1.00pm          | <b>Lunch</b>  |  |  |  |
| 1.30pm - 5.30pm | Afternoon Activities:<br><i>Choice of Pub Tour, Jetboating, Gondola &amp; Afternoon Tea, TSS Earnslaw or Bike Ride</i>                    |  |  |  |
| 6.30 - 11.00pm  | <b>Conference Dinner - Queenstown Room</b>  |  |  |  |

## Friday 14 February

|                      |  |  |   |  |
|----------------------|--|--|---|--|
| 8.00am               | <b>Registrations with Coffee on Arrival - 5th Floor Foyer</b>  |  |   |  |
|                      | <i>Queenstown Room - Improving Workers Rights Stream</i>   | <i>Remarkables Room - Workplace Gender Equality Stream</i>   | <i>Clancys Room - General Stream - Millennial Workers</i>   | <i>Wakatipu Room - General Stream - State/Public Sector</i>  |
| <b>Stream Chairs</b> | <i>Karen Douglas</i>   | <i>Rae Cooper</i>  | <i>Fiona Edgar</i>  | <i>Erling Rasmussen</i>  |
| 8.30 - 10.30am       | Virgel Bingham. <b>Security in a workers' world: labor leaders' thoughts on labour standards compliance in the Philippines</b>   | Larissa Bamberry, Donna Bridges, Stacey Jenkins, Branka Krivokapic-Skoko, Elizabeth Wuff. <b>Addressing the persistent barriers to women's employment in the manual trades</b>   | Shirley Jackson, Dan Woodman. <b>Breaking the Silence: Rethinking the strategies young workers employ beyond exit, voice and silence</b>              | John Burgess, Peter Waring, Desmond Ayentimi. <b>Is SRI Improving Corporate Behaviour?</b>   |
|                      | Peter Holtum, Gillian Whitehouse, Tricia Rooney. <b>Regulating to Improve Workers' Rights: the scope and promise of Queensland's labour hire licensing system</b>                      | Meraiah Foley, Rae Cooper, Sarah Oxenbridge, Sally Hanna-Osborne. <b>Workplace Gender Equality: Where are we now, and where to next?</b> Lisa Heap. <b>Exploring new regulatory approaches to preventing gender-based violence at work</b> | Tanya Ewertowska, Katherine Ravenswood, Julie Douglas. <b>Shining a light on young people's experiences in non-standard employment in New Zealand</b> | Mihajla Gavin, Karolina Parding, Scott Fitzgerald, Susan McGrath-Champ. <b>Collaborative work and institutional crowdedness: Professionals' work in the context of New Public Management</b> |
|                      | Paula McDonald, Penny Williams, Robyn Mayes. <b>Please sign here: Means of control used by digital intermediaries in contractual terms and conditions</b>                              | Mark Westcott. <b>Women Specialist Business Managers – Where are we now?</b> Marian Baird. <b>Anniversaries: PPL's 10th and the ILO's Maternity Protection Convention's 101st</b>  | Tilly South. <b>Unpaid internships and the employability promise: a qualitative study of Australian intern experiences</b>                            | Mark Bray. <b>Patterns of labour regulation in decentralised/deregulated industries: The case of Chengdu hotels</b>  |
|                      | Kate Farhall. <b>The workplace-domestic violence nexus: barriers to workplace responses outside of large cities</b>  | Sara Charlesworth, Fiona MacDonald. <b>Regulating for gender-equitable decent work: The hard case of individualised social care</b>  | Naron Veung, Seyhah Ven. <b>The contribution of skilled labour development to the Cambodia's economy</b>  |  |
| 10.30 - 11.00am      | <b>Morning Tea - 5th Floor Foyer</b>   |  |   |  |
| 10.45 - 12.00pm      | <b>AIRAANZ AGM (take morning tea with you)</b>   |  |   |  |
| 12.00 - 1.00pm       | <b>Lunch - 5th Floor Foyer - *BOOK LAUNCH* Contemporary Issues in Work and Organisations: Actors and Institutions - edited by Russell Lansbury, Anya Johnson, and Di van den Broek</b> |  |   |  |
|                      | <i>Queenstown Room - General Stream - HRM and Well-being</i>   | <i>Remarkables Room - General Stream - Mixed</i>   | <i>Clancys Room - General Stream - Precarious Employment</i>  | <i>Wakatipu Room - General Stream</i>  |
| <b>Stream Chairs</b> | <i>Marjorie Jerrard</i>  | <i>Stephen Clibborn</i>  | <i>Michael Walker</i>   | <i>Cathy Brigden</i>   |



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|----------------------|---|--|--|---|
| 1.00 - 2.30pm        | Virgel Bingham, Rodessa May M. Marquez. <b>Job satisfaction and retention elements for millennial employees in an educational institution</b> | John Martin. <b>Case Study of the Ethical Supplier Mandate (Qld)</b>   | Carolyn Sutherland. <b>Assumptions and 'common sense' reasoning in judicial decisions about the status of workers</b>  | Jiayi (Vivian) Sun, Alex Veen. <b>When you wish an algorithm was your boss: Worker experiences on emerging Australian food-delivery platforms</b> |
|                      | Marcelle Droulers, Larissa Bamberry, Russell Roberts. <b>Rethinking leadership and its importance for workplace wellbeing</b>                 | Lisa Heap, Yvonne Oldfield, Rachel Mackintosh. <b>ILO Convention 190 – A new standard for a new century</b>  | Gemma Beale. <b>Exploring the impact of precarious employment on workers' transition experiences following industry closure</b>                                    | Diane Van Den Broek, Prudence Black. <b>Double Time: Employment, Discrimination and Incarceration</b>   |
|                      | Fiona Edgar, Paula O'Kane. <b>The silent curse of Schadenfreude in the workplace</b>  | Alex Vassiley. <b>Towards an Intergration of mobilisation theory and the marxist theory of the trade union bureaucracy</b>   | Andrew Stewart, Paula McDonald, Penny Williams, Robyn Mayes, Damian Oliver. <b>Assessing the Employment Status of Digital Platform Workers in Australia</b>        | David Peetz, Georgina Murray. <b>Worker Rights and Digital Implant Technology</b>   |
|                      | Sally Hanna-Osborne. <b>Women paramedics' experiences of gender-based harassment and violence at work</b>                                     | Jeane Wells. <b>Regulation: The construction of Paid working time in Australia</b>   | Jill Rubery, Philippe Mehaut, Claudia Weinkopf, Damian Grimshaw. <b>Closing protective gaps in part-time and variable hours jobs in Germany, France and the UK</b> | Bradon Ellem, Caleb Goods, Trish Todd. <b>Rethinking power, strategy and renewal: members and unions in crisis</b>                                |
| 2.30 - 3.00pm        | <b>Afternoon Tea - 5th Floor Foyer</b>  |  |  |   |
|                      |   | <i>Remarkables Room - General Stream - Higher Education</i>  | <i>Clancys Room - Comparative Collective Bargaining supported by Centre for Future Work and the Nordic Policy Centre</i>   |   |
| <b>Stream Chairs</b> |   | <i>Paula O'Kane</i>  | <i>Alison Pennington</i>   |   |
| 3.00 - 4.30pm        |   | Susan Ressia. <b>Employment relations and human resource graduates transition into employment</b>  | Russell Lansbury. <b>Unions and Social Benefit Provision: Can Australia Learn from the Ghent Model?</b>  |   |
|                      |   | Susan McGrath-Champ, Rachel Wilson, Mihajla Gavin, Scott Fitzgerald, Meghan Stacey. <b>Education beyond 2020: The 'State of the Nation's' teaching profession</b>                                    | Jim Stanford. <b>The Economics of Union Free-Riding and the Diversity of International Solutions</b>   |   |
|                      |   | Roslyn Cameron, Jacqueline Larkin, Aaron Wijeratne, Ingy Shafei. <b>Independent professionals in online higher education delivery: motivations, choices, satisfaction and organisational support</b> | Andrea Fromm. <b>A Broader Role for Unions in New Zealand?</b>   |   |



Desmond Tutu Ayentimi, Hossein Ali Abadi, John Burgess. **What is keeping women out of academic careers in higher education in developing societies?**

Timothy Kennedy. **New Models of Unionism for a New Economy: Australia's United Workers Union**

4.30 - 5.30pm

Farewell Drinks