

DRAFT PROGRAM: 'GLOBAL WORK, QUALITY WORK' 33rd ANNUAL AIRAANZ CONFERENCE, RMIT UNIVERSITY, 12-14 FEBRUARY 2019

DAY 1: TUESDAY 12 FEBRUARY 2019 (Storey Hall, RMIT Building 16, 342-344 Swanston St, Melbourne)	
8:45-11:00	8:45 am REGISTRATION OPEN (Foyer, level 5) 9:00 am POSTGRADUATE & ECR WORKSHOP (Conference Room 2, level 7) 9:00 am AIRAANZ EXECUTIVE MEETING (Conference Room 1, level 7)
11:00-12:00	
12:00-12:45	
12:45-2:45	
LUNCH	
CONCURRENT SESSION 1	
Seminar Rooms 1 & 2 (Level 7)	Seminar Rooms 3 & 4 (Level 7)
Experimentation: Actors navigating disruptive faultlines <i>Chair: Peter Fairbrother</i>	Workforce development, employers and skills <i>Chair: Fiona Macdonald</i>
12 Ruth Barton & Patrice Jalette Trade unions, management and place: The Australian Manufacturing Workers Union in the vegetable and potato processing industry in North West Tasmania	Chris Wright & Colm McLaughlin Critically assessing the 'skills' underpinning skilled migration schemes
1:15 Raja Abid Socially responsible (ir)responsible employment practices and stock market reaction: An event study	Darryn Snell, Victor Gekara, Harry Tan "Cert III and IV...it is a waste of their time": The dilemmas and contradictions of employers' changing attitudes towards qualifications
1:45 Patrice Jalette, Gregor Murray, Tim Bartram, Pauline Stanton, John Burgess The Employment Practices of MNEs in the Resources Sector: A Canada – Australia Comparison	Megan Moskos, Linda Isherwood "The tyranny of distance is ever present": The disability sector and its workforce in rural and remote Australia
2:15 Karen Douglas Can unions organise workers outside standard employment? A study of disability support workers	Sami Ullah Baijwa, Naveda Kitchlew Result Based Management (RBM) as Distinctive Management Approach for International Development Agencies: An Integrated Literature Review
Conference Room 1 (Level 7)	Conference Room 2 (Level 7)
Education spaces as workplaces <i>Chair: Susan McGrath-Champ</i>	Public sector health & social care: Work reforms <i>Chair: Linda Colley</i>
Karolina Parding, Susan McGrath-Champ, Meghala Stacey & Anna Berg-Jansson Governance reform & the differentiation of employment & working conditions: the case of upper secondary teachers in Sweden	Ian Cunningham, Alina Baluch, Philip James & Doug Young The consequences of introducing the 'real living wage' in adult social care in Scotland
Christina Howe Experiences and perceptions of change of career teachers integrating into Western Australian government secondary schools as their new work environment.	Eileen Willis, Julie Henderson, Tracey Giles, Diane Chamberlain & Ian Blackman The impact of the Independent Hospital Pricing Authority determination to risk adjust funding for adverse events: a new round of work intensific'n
Scott Fitzgerald, Susan McGrath-Champ, Meghan Stacey, Rachel Wilson & Mihajla Gavin The work and workload experiences of fixed contract teachers: New casualisation of staff in schools?	Katharina Spaeth, Tse Leng Tham & Peter Holland Paradox of silence in a highly unionised workplace – Insights into the Australian nursing profession
Susan Beltman & Caroline Mansfield Balancing with BRITE: building educator capacity for professional resilience	Matt Nichol, Elizabeth Shi, Kendall Herbert Empirical research in gender pay equality in the Victoria Public Health Sector
Conference Room 1 (Level 5)	Conference Room 2 (Level 5)
The Fair Work Act: Reflections on the 1 st decade <i>Chair: Kurt Walpole</i>	Work reforms <i>Chair: Linda Colley</i>
Sarah Roberts Protected action ballots under the Fair Work Act – democracy or bureaucracy?	Philip James & Doug Young The consequences of introducing the 'real living wage' in adult social care in Scotland
Alex Veen Exploring the rationale for the decertification of enterprise agreements: a document analysis	Eileen Willis, Julie Henderson, Tracey Giles, Diane Chamberlain & Ian Blackman The impact of the Independent Hospital Pricing Authority determination to risk adjust funding for adverse events: a new round of work intensific'n
Mark Bray, Shae McCrystal & Leslee Spiess What do we know about non-union collective agreement making under the Fair Work Act?	Katharina Spaeth, Tse Leng Tham & Peter Holland Paradox of silence in a highly unionised workplace – Insights into the Australian nursing profession
Desmond Tutu Ayentimi & John Burgess Gender equality and inclusion in Ghana; Good intentions, slow progress	Matt Nichol, Elizabeth Shi, Kendall Herbert Empirical research in gender pay equality in the Victoria Public Health Sector
Lecture Theatre 1 (Level 1)	Lecture Theatre 2 (Level 1)
Equal Pay: Regulatory approaches <i>Chair: Paula McDonald</i>	Public sector health & social care: Work reforms <i>Chair: Linda Colley</i>
Gillian Whitehouse & Meg Smith Australia's 'revolving door' approaches to equal remuneration – where to next in the federal jurisdiction?	Ian Cunningham, Alina Baluch, Philip James & Doug Young The consequences of introducing the 'real living wage' in adult social care in Scotland
Jane Parker & Noelle Donnelly Pay equity in New Zealand – critique and contextualisation of key legislation, policies and cases	Eileen Willis, Julie Henderson, Tracey Giles, Diane Chamberlain & Ian Blackman The impact of the Independent Hospital Pricing Authority determination to risk adjust funding for adverse events: a new round of work intensific'n
Sara Charlesworth & Lisa Heap Delivering on equal pay in the care sector: Australia and New Zealand Compared	Katharina Spaeth, Tse Leng Tham & Peter Holland Paradox of silence in a highly unionised workplace – Insights into the Australian nursing profession
Desmond Tutu Ayentimi & John Burgess Gender equality and inclusion in Ghana; Good intentions, slow progress	Matt Nichol, Elizabeth Shi, Kendall Herbert Empirical research in gender pay equality in the Victoria Public Health Sector

DAY 1: TUESDAY 12 FEBRUARY 2019					
AFTERNOON TEA					
CONCURRENT SESSION 2					
	Seminar Rooms 1 & 2 (Level 7)	Seminar Rooms 3 & 4 (Level 7)	Conference Room 1 (Level 7)	Conference Room 2 (Level 7)	Auditorium (Level 5)
2:45 – 3:15					
3:15 – 5:15					
	Public Service work reforms and job quality <i>Chair: Sue Williamson (UNSW)</i>	Vulnerable workers, working lives <i>Chair: Susan Ressia</i>	The 4th Industrial Revolution <i>Chair: Desmond Arentini</i>	Experimentation for better work: Regulatory innovation <i>Chair: Patrice Jalette</i>	Paid care work: employment, regulation & job quality <i>Chair: Karen Douglas</i>
3:15	Linda Colley, Sue Williamson (UNSW), Meraiah Foley, Rae Cooper Gender equality policies: Gender fatigue and implementation failure?	Ian Cunningham & Anastasios Hadjisolomou Blurring allegiances within the service triangle: Austerity, unemployment & customer abuse of migrant workers in the Cyprus food retail sector	Marco De Sisto, John Burgess, Julia Connell Is the HR Profession Prepared for the Challenges of the 4IR?	Chris Wright Towards a new web of rules: An international review of institutional experimentations to strengthen labour standards	Tamara Daly & Donna Baines Count Down: Temporality and the construction of care work
3:45	Julie Douglas, Jane Parker, Noelle Donnelly, Katherine Ravenswood The role of middle managers in progressing gender equity in the New Zealand public service	Jasmin Rodd, Terri Mylett, Jennifer Hall Job search experiences of culturally and linguistically diverse immigrants in the Western Sydney Region	Ali Tehrani & John Burgess Exploring the Impact of Artificial Intelligence on Work in the Australian Higher Education Sector	Gregor Murray & Gilles Trudeau Labour Law as Institutional Experimentation: The Case of Federalism in Canada	Sara Charlesworth & Jennifer Malone The employment experiences of overseas born care workers in Australia
4:15	Peter Holland & Tse Leng Tham Work intensification as a driver of silence and exit in academia	Nicholas Kimberley Working lives after retrenchment: Using a Moral Economy framework to better understand workers' experiences of job loss	Ariadne Vromen, Joshua Healy, Andreas Pekarek Consumers and work in the gig economy: Dead end or high road?	Jonathan Winterton, Mengjiong Huo, Peter Boxall Training regimes and skills mismatches in Europe	Aaron Hart, Dina Bowman & Shelley Mallett Job quality and worker health in aged care: What are the funding and regulatory drivers?
4:45	Stephen Blumenfeld, Rebecca Kirkham & Ashish Malik The mediating effect of knowledge sharing in the relationship between high-involvement work practices & organisational performance in New Zealand's Public Services	Leesa Taylor, Roslyn Cameron, Mohtsham Saeed & Parth Patel Organisational support for grieving employees in Australia	Penny Williams, Paula McDonald & Robyn Mayes Disruption, diffusion and displaced freelancers	Amanda Coles & Peter Fairbrother What do unions do when there is no fixed employer?	Linda Isherwood & Megan Moskos The attraction and retention of nurses and care workers in the Australian aged care workforce
5:30 – 7:30	WELCOME RECEPTION SPONSORED BY THE NTEU (FOYER, LEVEL 5)				

DAY 2: WEDNESDAY 13 FEBRUARY 2019						
REGISTRATION OPEN (Foyer, Level 5)			LABOUR & INDUSTRY SUB-COMMITTEE (Conference Room 1)			
CONCURRENT SESSION 3						
8:30 – 9:30	Seminar Rooms 1 & 2 (Level 7)		Seminar Rooms 3 & 4 (Level 7)		Conference Room 1 (Level 7)	Conference Room 2 (Level 7)
9:30 – 11:00	Auditorium (Level 5)		Auditorium (Level 5)			
	Varieties of experimentation: Digital, organisational, institutional <i>Chair: Ruth Barton</i>		Employment systems and organisations <i>Chair: Keith Townsend</i>	The 4th Industrial Revolution <i>Chair: John Burgess</i>	Gender equality, experiences & attitudes at work <i>Chair: Larissa Bamberg</i>	
9:30	Gregor Murray, Glenn Morgan, Christian Levesque & Nicolas Roby Disruption, re-regulation and experimentation in the regulation of work and employment: from organizational to institutional experimentation	John Budd, Dionne Pohler & Wei Huang (Mis)matched frames of reference: Cognitive foundations of employment systems	Alex de Ruyter, Martyn Brown & John Burgess Gig Work in the UK and Australia: Approaches to Regulation	Mahan Poorhosseinzadeh Who is lucky? Women's and men's attitudes to career planning for executive positions.		PANEL
10:00	Peter Fairbrother Cows and coal: The challenge of institutional experimentation for decent work	Kenneth Cafferkey, Margaret Heffernan, Brian Harney & Tony Dundon HRM strength and commitment: An open systems and employee relations climate perspective	Patricia Leighton, Tui McKeown Staring into the void: The role of labour regulation	Sarah Oxenbridge, Rae Cooper & Marian Baird Comparing the work and career experiences of Australian women in two very different male-dominated occupations		Collective bargaining under the Fair Work Act: Evaluating the Australian experiment in enterprise bargaining <i>Chair: Breen Creighton</i> Panel: Tess Hardy, Mark Bray, Shae McCrystal, Sara Charlesworth
10:30	Pamela Lirio Robots and chatbots and AI, oh my! HRM and digital transformation at work	Carla Lipsig-Mummme Just Transition and beyond Just Transition: Canadian Perspectives	Mark Stuart, Simon Joyce, Chris Forde & Danat Valizade Regulation, voice and the future of work: work motivations and job quality of work-dependent platform workers	Meraiah Foley & Sue Williamson (UNSW) Do anonymous job applications reduce gender bias? Understanding managers' perspectives		
11:00–11:30	MORNING TEA					

DAY 2: WEDNESDAY 13 FEBRUARY 2019					
CONCURRENT SESSION 5					
3:30 – 5:00	Seminar Rooms 1 & 2 (Level 7)	Seminar Rooms 3 & 4 (Level 7)	Conference Room 1 (Level 7)	Conference Room 2 (Level 7)	Auditorium (Level 5)
	Capitalism, regulation & convergence <i>Chair: Cathy Brigden</i>	Policy, workplace practice and productivity <i>Chair: Noelle Donnelly</i>	The Fair Work Act: Reflections on the 1 st decade <i>Chair: Andrew Stewart</i>	Vulnerable workers, wages and institutions <i>Chair: Johanna Macneil</i>	Employee voice, organising and union renewal <i>Chair: Annie Delaney</i>
3:30	Jonathan Sale Harmonisation of Labour Laws and Employment Growth: Quo Vadis, ASEAN?	Norihito Sakamoto The economic effects of Japanese disability employment system on employment, productivity, and workplace.	Anna Chapman & Beth Gaze Adverse Action Protections in the Fair Work Act: High expectations dashed in 10 years of disappointment?	John Martin Queensland Wage Theft Inquiry	Amrita Gautam Understanding voice: how expectations and affective events explain forms, channels and voice outcomes
4:00	Ibukun Kolawole Changing focus of work innovations and labour response: A comparative review of situations in Nigeria and South Africa	Pauline Stanton, <u>Timothy Barttram</u> , <u>Jillian Cavanagh</u> , <u>Matthew Walker</u> & Beni Halvorsen Rostering practices in pathology services	Jeanne Wells The Fair Work Act and flexible work	Stephen Clibborn Institutional failure, individual power and wage outcomes for international and local student workers	<u>Qijie Xiao</u> & <u>Greg Bamber</u> An alternative vehicle for organizing rural migrant workers in China? A case study of H Mobile Party Organization
4:30	<u>Debra King</u> , <u>Nabiliya Rifsa Izzati</u> , <u>Falikul Isbah</u> , <u>Dian Fatmawati</u> Workers' paradise? Exploring the legal landscape of Indonesia's on-demand transportation industry	Wardah Azimah Sumardi A comparative study of employee involvement and participation in emerging economies: The case of Saudi Arabia, Malaysia and Brunei	Alison Pennington The Decline of Enterprise Bargaining in Australia's Private Sector	Iain Campbell The puzzle of harvest labour: alleged labour shortages, underpayments and the restless search for new sources of foreign labour	Daina Bellido De Luna Trade union renewal in Chile: challenges and practices.
5:15/5:30-7:00	GREEN BANS TOUR (from 5:15) or DOUBLE BOOK LAUNCH SPONSORED BY RMIT CENTRE FOR PEOPLE, ORGANISATION AND WORK				

DAY 3: THURSDAY 14 FEBRUARY 2019

REGISTRATION OPEN (Foyer, level 5)

CONCURRENT SESSION 6

8.30 – 9.00	CONCURRENT SESSION 6					Auditorium (Level 5)
9.00 – 11.00	Seminar Rooms 1 & 2 (Level 7)	Seminar Rooms 3 & 4 (Level 7)	Conference Room 1 (Level 7)	Conference Room 2 (Level 7)	Auditorium (Level 5)	
	Labour markets, non-market and market activities <i>Chair: Wendy Taylor</i>	The politics of national and international regulation <i>Chair: Julie Douglas</i>	Well-being and safety at work: Occupational experiences <i>Chair: Kate Farhall</i>	The Fair Work Act: Reflections on the 1 st decade <i>Chair: Ray Markey</i>	PANEL Union experimentation in the fractured world of work and employment <i>Chair: Peter Fairbrother</i> Charlotte Yates Gregor Murray Ruth Barton	
9:00	John Buchanan, Stephen Tierney, Jie Yin, Bala Rajaratnam & Catherine Lee Contours of labour market segmentation: Mapping occupational labour flows within Australia's employed workforce	Nicole Woolf The International Labour Organization and Myanmar: A two-way legitimacy problem	Susan McGrath-Champ, Mihajla Gavin, Meghan Stacey, Rachel Wilson & Scott Fitzgerald Workload and wellbeing: (In)compatible demands in education?	Andrew Stewart The Fair Work Act 10 years on: Is it time for a new balance?		
9:30	Lyn Craig & Brendan Churchill Market & non-market activities of Australians 2001-2016: Convergence, continuity & divergence across generations & gender	Erling Rasmussen Workplace fairness and personal grievances: let's celebrate while we commiserate	Larissa Bamberry, Marcelle Droulers, Rachel Rossiter & Russell Roberts Worker wellbeing in a risk-averse, compliance-based workplace culture	Tess Hardy Trivial to troubling? The evolution of enforcement under the Fair Work Act		
10:00	Brendan Churchill & Lyn Craig What are people doing when they are not in the Labour Force (NILF)? A comparison of young & mature-age Australians 2001-2016	Simon Fry A historical perspective on the issue of bias and impartiality in the appointment and behaviour of the personnel of the Fair Work Commission and its predecessors	Robert Guthrie Victims of crime in the workplace: interactions between workplace injuries and criminal injuries compensation.	Kurt Walpole, Nicholas Kimberley & Shae McCrystal The Fair Work Act: Reflections on the first decade		
10.30-11.00	MORNING TEA					

DAY 3: THURSDAY 14 FEBRUARY 2019

KEYNOTE ADDRESS: PROFESSOR LISA ADKINS
(Auditorium, Level 5)

CONCURRENT SESSION 7 (DAY 3)

	CONCURRENT SESSION 7 (DAY 3)				
	Seminar Rooms 1 & 2 (Level 7)	Seminar Rooms 3 & 4 (Level 7)	Conference Room 1 (Level 7)	Conference Room 2 (Level 7)	Auditorium (Level 5)
11:00-12:00	KEYNOTE ADDRESS: PROFESSOR LISA ADKINS (Auditorium, Level 5)				
12:00-1:30	CONCURRENT SESSION 7 (DAY 3)				
	Seminar Rooms 1 & 2 (Level 7) Gender-based violence: Responses, regulation and redress <i>Chair: Kate Farhall</i>	Seminar Rooms 3 & 4 (Level 7) Understanding self-employment <i>Chair: Louise Thornthwaite</i>	Conference Room 1 (Level 7) Workplace rights, inclusivity and effectiveness of regulation <i>Chair: Meg Smith</i>	Conference Room 2 (Level 7) The 4th Industrial Revolution <i>Chair: Darryn Snell</i>	Auditorium (Level 5) Gender equality at work: opportunities and approaches <i>Chair: Eileen Willis</i>
12:00	<u>Debra King</u> , <u>Natasha Cortis</u> , <u>Kristen Natalier</u> , <u>Kate Seymour</u> & <u>Sarah Wendt</u> Beyond self-care: Identifying workplace settings that promote safety among domestic and family violence workers	<u>Afreen Hug</u> & <u>Annie Delaney</u> Challenging the entrepreneurial discourse around women home-based workers' empowerment	<u>Dominique Allen</u> The challenges of addressing workplace discrimination - A case study of Victoria	<u>Frances Flanagan</u> , <u>Michael Walker</u> Labour's 'spatial fix': Workit and digital unionism in historical context	<u>Leanne Russell</u> & <u>Linley Lord</u> The road less travelled: Female principalship in Western Australian public secondary schools
12:30	<u>Larissa Bambery</u> , <u>Donna Bridges</u> , <u>Stacey Jenkins</u> , <u>Branka Krivokapic-Skoko</u> The role of Group Training companies in mediating workplace violence for regional women apprentices in male-dominated industries	<u>Tui McKeown</u> & <u>Patricia Leighton</u> The push & pull of independent contracting	<u>Alvina Blackham</u> & <u>Prof Mia Rönömar</u> The ageing workforce and collective bargaining: a comparative perspective on measures to promote work ability in Sweden, the UK and Australia	<u>John Buchanan</u> , <u>Rose Ryan</u> , <u>Michael Anderson</u> , <u>Rafael Calvo</u> , <u>Nick Glozier</u> , <u>Sandra Peters</u> Meeting the AI and union renewal challenges: time for a new education settlement beyond 21st century skills	<u>Meraiah Foley</u> , <u>Rae Cooper</u> , <u>Sue Williamson (UNSW)</u> & <u>Linda Colley</u> Gender-blind or gender-aware? Managers and the discourse of merit in the context of 'inclusion'
1:00	<u>Lisa Heap</u> & <u>Sara Charlesworth</u> Eliminating violence and harassment in the world of work: The ILO, gendered violence and new parameters for labour rights	<u>Renata Casado</u> , <u>Eduardo Picanço Cruz</u> & <u>Roberto Falcão</u> Brazilian entrepreneurship in Australia: self-realisation or survival strategy?	<u>Adriana Orifici</u> Workplace investigations and regulation: The role of individual enforcement	<u>Mark Dean</u> , <u>Al Raimnie</u> , <u>John Spoehr</u> Industry 4.0 and the political geographical economy of the Future of Work	<u>Abigail Powell</u> , <u>Fanny Salignac</u> & <u>Natalie Galea</u> Can a systems approach help address workplace gender equality?
1:30 – 2:30	LUNCH				

DAY 3: THURSDAY 14 FEBRUARY 2019

CONCURRENT SESSION 8 (DAY 3)

2:30 -4:00	CONCURRENT SESSION 8 (DAY 3)				
	Seminar Rooms 1 & 2 (Level 7)	Seminar Rooms 3 & 4 (Level 7)	Conference Room 1 (Level 7)	Conference Room 2 (Level 7)	Auditorium (Level 5)
	<p>Comparative studies: gender impacts <i>Chair: Sara Charlesworth</i></p> <p>Marian Baird, Elizabeth Hill & Sydney Colussi Menstrual leave policy: Protective and progressive?</p>	<p>Wages and co-operation at work <i>Chair: Michael Walker</i></p> <p>Raymond Markey & Martin O'Brien Reduction of penalty rates and the impact on employment</p>	<p>Regulating work in transnational supply chains <i>Chair: Annie Delaney</i></p> <p>Maria Beamond & Matthew Ripley Creating stakeholder value in the extractives supply chain</p>	<p>Gender-based violence: Critical feminist perspectives <i>Chair: Natasha Cortis</i></p> <p>Meagan Tyler (In)Decent Work? Recognising labour in the sex industry while acknowledging gendered violence and harm</p>	<p>Regulation & voice <i>Chair: Nicholas Kimberley</i></p> <p>Rae Cooper Regulation, voice and the future of work: Young women's voice at work now and in the future of work</p>
2.30					
3.00	<p>Daniel Dinale Varieties of fertility (VoF): theorising the impact of comparative capitalist settings on structural fertility rates in post-industrial nations</p> <p>Anne-Marie Greene, Gill Kirton & Sue Williamson Diversity consultants as change agents: Transcending theoretical, physical and spatial boundaries.</p>	<p>John Martin Does the Annual Wage Review take us any closer to fairness?</p> <p>Mark Bray, John Budd & Johanna Macneil The many meanings of cooperation in the employment relationship and their implications</p>	<p>Louise Thornthwaite Industry supply chain self-regulation and the prospects for workplace health and safety</p> <p>Ingrid Landau, Shelley Marshall & Annie Delaney Leveraging technology to improve working conditions in global supply chains</p>	<p>Kate Farhall Public discourses around domestic violence leave: Gender, work and rhetoric</p> <p>Kate Grosser, Meagan Tyler Spreading profits from violence against women: integration of the sex industry, and sex work, in core business models in Mining, Hospitality, Finance and beyond</p>	<p>Anna Chapman & Nana Oishi Au pairs: The forgotten migrant workers of employment regulation</p> <p>Andrew Stewart, Rosemary Owens, Anne Hewitt & Joanna Howe Labour law at the intersection of education and work: The role of Australian universities in the regulation of work experience</p>
3:30					
4.00 – 5.30	AIRAAZ AGM (AND AFTERNOON TEA) (Auditorium, Level 5)				
6.30 – 11:00	CONFERENCE DINNER SPONSORED BY MAURICE BLACKBURN LAWYERS (Zinc, Federation Square)				