

2025 AIRAANZ Conference Program

Navigating the Nexus: Politics, Profession, and Practice in Industrial Relations

3-5 February 2025

Victoria University of Wellington, Rutherford House, Bunny Street, Wellington



AIRAANZ

Association of Industrial Relations Academics
of Australia and New Zealand



VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA




MASSEY UNIVERSITY
TE KUNENGA KI PŪREHUROA
UNIVERSITY OF NEW ZEALAND

Day 1 - Monday 3 February 2025

7.00	90	PhD/HDR Breakfast Dan Langerud and Zoë Port		12 th floor, RH1210, Rutherford House
8.00		Conference Registrations Open with Coffee/Tea on arrival		Mezzanine Floor, Rutherford House
9.00	15	Mihi Whakatau Conference Welcome Professor Jane Bryson, Dean, School of Business & Government		Lecture Theatre 2
9.15	30	Keynote Address Hon Chlöe Swarbrick MP, Co-leader, Green Party of Aotearoa New Zealand		Lecture Theatre 2
9.45	45	President's Address Professor Jim Arrowsmith		Lecture Theatre 2
10.30	30	Morning Tea , Mezzanine Floor, Rutherford House		
		Stream 1 Lecture Theatre 3 (Ground Floor)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 Lecture Theatre 2 (Ground Floor)
11.00	80	Special (SS01): The Digital Transformation of Work	Special (SS02): Time, Place and Fragmenting Work: Labour Geography & Industrial Relations	Special (SS03): Panel: 'Navigating the Nexus of Policy, Practice and Politics in ER'
		Chair: Lisa Heap	Chair: Tom Barratt	
		Lisa Heap Privacy, sensitive data and workers' rights	Tom Barratt Thick, Thin & Dead Time in Australia's Gig Economy	Chair: Hon. Maryan Street , Pro-Chancellor, VUW Panelists: <ul style="list-style-type: none"> • Paul Mackay, Manager, Employment Relations Policy, BusinessNZ • Erin Polaczuk, Secretary, New Zealand Council of Trade Unions • Julie Douglas, Co-President, Tertiary Education Union • Allana Coulon, Managing Director, MartinJenkins Consultants
		Fiona MacDonald Algorithmic management in traditional work contexts: risks and responses	Andrew Herod, Susan McGrath-Champ, Al Rainnie GPNs and GDNs in times of 'polycrisis': towards a globalization of work in the post-COVID world?	
		Alex Veen, Rick Sullivan The algorithmization of care work: A managerial perspective on the use of algorithmic management in the Australian home care sector	Tom Barratt, Susan McGrath-Champ, Bradon Ellem Filling the national institutional void – using scale to recombine industrial relations and labour geography	
		David Peetz AI, integrative technology and neural capitalism	Bradon Ellem, Caleb Goods Organising the 'carbonscape': unionization in Australia's offshore gas industry	
12.20	60	Lunch , Mezzanine Floor, Rutherford House		
12.30	50	Labour and Industry Journal Editorial Subcommittee Meeting		MZ02 (Mezzanine Floor)

1.20	50	Plenary Keynote: Professor Peter Turnbull, University of Bristol, UK. 'IR Academics, IR Associations and IR Activism'		Lecture Theatre 2 (Ground Floor)
		Stream 1 Lecture Theatre 3 (Ground Floor)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ03 (Mezzanine Floor)
2.20	80	Special (SS04): The National-led government's first year: public policy changes and their employment relations issues, trends & implications	General (GS01): Decent Work and Migrant Labour	General (GS02): Labour Shortages and Skills Development
		Chair: Erling Rasmussen	Chair: Stephen Clibborn	Chair: Alex Veen
		Erling Rasmussen - Introduction	Julia Connell, Peter Waring Migrant Labour in Singapore and the Implications for a Decent Work Agenda	Patrice Jalette The role of employer discretion in the adaptation to labour shortages in unionized and non-unionized environments: the case of Quebec's employers
		Angus Wilson The Current Government's Approach to Public Sector Jobs and Employment Relations		
		Bill Cochrane The Current Coalition Government's Social Welfare Changes and the Employment Relations Impact	Josh Healy, Andi Pekarek Dignity at work in the AI age	Emily Erickson, John Buchanan, EK Sarter, Chris Warhurst Skills and productivity: what we know and implications for policy
		Stephen Blumenfeld Fair Pay Agreements & Collective Bargaining: Enhancing Efficiency, Equity, and Worker Voice	Iain Campbell, Martina Boese Working Holiday Makers in Australia: Work Experiences on Farms and Constrained Labour Agency	Melinda Laundon, Penny Williams Critical labour shortages in manufacturing: job quality considerations
		Lynne Coker, Amanda Reilly, Annick Masselot, Bernard Walker "Variations on a theme": proposed changes to the definition of employee and possible alternatives	Jonathan Sale, Arlene Sale Institutional, regulatory and workplace environments influencing the movement of Filipino nurses to Australia: Decent work, critical skills shortages, and sustainable development	
3.40	30	Afternoon Tea, Mezzanine Floor, Rutherford House		
3.40	30	Book Launch: Al Rainnie, Andrew Herod, Susan McGrath-Champ <i>Industry 4.0 and the Future of Work: Global Production Networks, Global Disassembly Networks and the Circular Economy</i> Edward Elgar Publishers		MZ03 (Mezzanine Floor)


		Stream 1 Lecture Theatre 3 (Ground Floor)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ03 (Mezzanine Floor)	
4.10	80	Special (SS04): The National-led government's first year: public policy changes and their employment relations issues, trends & implications	General (GS03): Platform Work and Workers: Regulation and Control	General (GS04): Indigeneity and Labour	
		Chair: Erling Rasmussen	Chair: Josh Healy	Chair: Nimbus Staniland	
		Brian Easton, Erling Rasmussen Economic policy changes & their employment impact	Iain Campbell Platform work and 'platform workers': Exploring patterns of engagement in a context of casualised labour markets	Xavier Walsh Furthering Critical Industrial Relations theory: Praxis, liberation and Indigenism	
		Gemma Piercy-Cameron The ever-changing landscape of New Zealand Vocational Education & Training: The post-2020 Reform of Vocational Education (RoVE) and the current and planned changes sought by the current Coalition Government	Danae Fleetwood, Penny Williams, Andrew Stewart, Paula McDonald Powered by AI, Controlled by Algorithms: Employee consent, lawful interests, and all the other loopholes enabling workplace surveillance in Australia	Robert Wilson, Mark Jones 'First Peoples' Philosophical Epistemological Positioning Utilising a 'First Nations' Plains-Cree Methodology	
		Paul Spoonley Presented Erling Rasmussen by Immigration Challenges and Changes: What Can We Expect with the Coalition Government	Andrew Stewart, Paula McDonald Regulating Digital Platform Work: Sorting the Employees and Employee-Like from the Genuinely Self-Employed	Kevin Moore, Pauline Stanton, Mark Jones Victorian Treaty Through an Indigenous Lens	
		Danaë Anderson Health and Safety Reform – back to the future?		Jekope Maiono Indigenous Fijian (iTaukei) RSE workers and Hazardous Substance Material: Knowledge, Guidelines and Use	
5.30	90	Welcome Drinks The Thistle Inn, 3 Mulgrave Street, Thorndon (Sponsored by Massey University)			

Day 2 - Tuesday 4 February 2025

Time		Stream 1 Lecture theatre 3 (Ground)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ03 (Mezzanine Floor)	Stream 4 MZ06 (Mezzanine Floor)
8.40	60	General (GS05): Labour Law	General (GS06): HRM @ Work	General (GS07): Youth Labour	
		Chair: Andrew Stewart	Chair: Christian Yao	Chair: Zoë Port	
		Yvonne Oldfield Implications of the Screen Industry Workers Act 2022, two years on	Natalie Galea, Alison McFadyen, Abigail Powell Wrestling crocodiles: Lessons from the application of a theory of change approach to flexible work interventions in Australian construction sites	Tanya Ewertowska, Katherine Ravenswood, Fiona Hurd Unfolding Young Workers' Everyday Resistance in Aotearoa New Zealand	
		Grant Morris "The pandemic and the transformation of employment mediation in Aotearoa New Zealand"	Dan Langerud, Matthew Xerri, Peter Jordan, Amanda Biggs Crafting Jobs and Managing Emotions: How Entitled Employees' Engagement is Enhanced by Emotion Regulation and Job Crafting	Udaya Rathnayake The Role of Emotional Intelligence in Bridging Psychosocial Safety Climate and Employee Job Performance: A Generational Perspective	
		David Martin, Kim Southey Perspectives of Injustice: Workers' Experiences of being Unfairly Dismissed	Peiwen Chew, Gabriel Eweje, Aymen Sajjad Addressing Societal Grand Challenges in New Zealand: The Role of Sustainability Leadership		
9.40	50	Plenary Keynote: Professor Peter Berg, Michigan State University, USA. 'The Impact of Employment Relations'			Lecture Theatre 2 (Ground Floor)
10.30	30	Morning Tea, Mezzanine Floor, Rutherford House			

11.00	100	General (GS08): Gig Work and Gig Workers	General (GS09): Workplace and Domestic Violence	General (GS10): Politics and Practice of Diversity, Equity and Inclusion	General (GS11): Political economy of Employment Regulation – Wages & Incomes
		Chair: Caleb Goods	Chair: Rae Cooper	Chair: Natalie Galea	Chair: Chris Wright
		Penny Williams, Paula McDonald, Andrew Stewart, Robyn Mayes, Trish Obst, Alicia Feldman, Catherine Kennon Changing Patterns of Participation in the Gig Economy 2019 to 2023: Australian Evidence Pre and Post COVID	Suze Wilson, Ruth Gibbons, Tracey Nicholls, Rochelle Stewart-Withers, Sarah Riley Enabling or impeding the trolls? How employers help or hinder women employees facing online misogyny as part of their work	Alison McFadyen A Multilevel Conceptual Framework for Navigating Women’s Career Trajectories in the Architectural Profession	Geoff Bartram, Bill Rosenberg Economic rents and the widening income distribution of the self-employed
		Alicia Feldman, Penny Williams, Paula McDonald, Andrew Stewart, Robyn Mayes More than Uber and DoorDash: The Heterogeneous Gig Worker	Meraiah Foley Chasing digital shadows: Who is responsible for preventing technology-facilitated abuse and harassment at work?	Talara Lee Friend or Foe? How senior women lawyers experience the client in their careers.	John Buchanan, Troy Henderson, Jo Occhipinti, Anastasios Panagiotelis Wages policy for the foundational economy: lessons from recent developments in Australian teaching, nursing and care work
		Maria Hameed Khan “They helped me, so I’ll help them”: How platform clients influence work in the gig economy	Mihajla Gavin, Kantha Dayaram, Renata Casado Family and domestic violence leave in workplaces: Evaluating access and effectiveness	Sue Williamson, Linda Colley, Noelle Donnelly, Kelly Soderstrom, Vanessa McDermott, James Connor, Catherine Deen, Joe Ren From merit to suitability: Reconceptualising the merit principle	Nicholas Avery The Rationalisation of the Australian Meat Processing Sector: Productivity, Profits and Wages
			Susan Ressia, Elaine Yang, Rawan Nimri, Varina Michaels, Gelareh Holden, Nigel Morgan Preventing Gendered Violence Against Women of Colour in Australian Visitor Economy	Donna Bridges, Terrelle Hegarty, Mohini Vidwans, Elizabeth Wulff Beyond Culture: Fragmentation and VET as structural impediments to gender parity for tradeswomen in the ANZ construction sectors	Peter Whiteford Social security as a labour market institution: income support for people of working age and interactions with the Australian labour market
			Susan Ellicott Workplace responses to domestic violence: Exploring the nexus of politics, profession and practice		
12.40	60	Lunch, Mezzanine Floor, Rutherford House			
12.50	50	AIRAANZ Executive Board Meeting			12 th Floor, RH1210, Rutherford House
1.00	40	PhD/HDR/ECR Lunch Meet Up			MZ03 (Mezzanine Floor)

1.40	100	General (GS12): Political Economy of Employment Regulation	General (GS13): Workplace Health & Safety	General (GS14): Gender	
		Chair: Jim Arrowsmith	Chair: Danaë Anderson	Chair: Talara Lee	
		Mark Bray, Chris Howell The Albanese Government Industrial Relations Reforms in Historical and Comparative Perspective	David Peetz, Georgina Murray, Carolyn Troup, Robert Hales, Ian Lowe HR is not your friend': intimidation of scientists and management support	Nyssa Ferguson, Lyn Craig The 'cost' of working: single mothers' engagement in paid work	
		Bradon Ellem, Chris F Wright, Stephen Clibborn, Rae Cooper, Frances Flanagan, Alex Veen Policy failure as a catalyst for reform: A temporal perspective on work and industrial relations policy	Annick Parent-Lamarche, Julie Dextras-Gauthier, Salima Hamonche Optimizing Total Compensation: Longitudinal insights into diminishing intention to quit via psychological well-being	Frances Galt 'It was like a pure rollercoaster to be honest with you': Lived Experiences of the Glasgow City Council Equal Pay Strike, 2018	
		Stephane Le Queux An Ontological 'Radix' Take on Comparative Industrial Relations	Lata Dyaram, Kantha Dayaram, Richa Pande Violence and Harassment in India's Healthcare Sector	Rae Cooper, Josh Healy, Suneha Seetahul 'Method of setting pay' and gender inequality at work: Evidence from Australia	
		Katy Jones, Sharlene Farrugia Creating better active labour market policy through social dialogue in Liberal Market Economies	Daniel Duan, Jane Bryson, Noelle Donnelly, Christian Yao Stress appraisal among Chinese senior executives: Co-occurring demands beyond the organisational sphere	Linda Colley Reproductive Health Leave – the politics of being a policy pioneer	
		Stephen Clibborn, Tess Hardy, Joel Cutcher-Gershenfeld Improving wage law compliance through tripartite co-regulation	Grace Millar, Kirsten Windelov, Andrew McCauley, Mike Tana 'We were in this Together': The implications of Public and Community Service Workers' experience of disruption for industrial relations	Negar Faaliyat, David Peetz, Susan Ressia The Probability of Unemployment: Intersectionality, Gender and Ethnicity among Skilled Migrants	
3.20	30	Afternoon Tea, Mezzanine Floor, Rutherford House			
3.20	20	Book Launch Sue Williamson, Jane Parker, Noelle Donnelly, Mihajla Gavin, Susan Ressia <i>Research Handbook on Gender, Work and Employment Relations</i> Edward Elgar Publishers			MZ06 (Mezzanine Floor)

3.50	100	General (GS15): Union Legitimacy	General (GS16): Flexible Work in a post-pandemic era	General (GS17): Voice & workplace democracy	General (GS18): Politics & Economies of Care work	
		Chair: Bradon Ellem	Chair: Daniel Duan	Chair: Stephen Blumenfeld	Chair: Katherine Ravenswood	
		Martijn Boersma, Emmanuel Josserand Integrated Strategies for union legitimacy (re)building: A process model	Sue Williamson, Helen Taylor, Uma Jogulu Hybrid Working in the Public Service: An examination of paradoxes	Johanna Macneil, Eugene Schofield-Georgeson Expanding Delegates' Rights: A Path to Collaborative Pluralism in Australian Workplaces?	John Buchanan, James Gillespie, Jo Occhipinti Reconstructing work, health and care regimes to nurture well-being and economic renewal: lessons from Australia's workers' compensation systems	
		Karen Douglas, Peter Fairbrother Place-based leadership and union power in two Australian regional Trades and Labour Councils	Natalie Galea, Alison McFadyen, Abigail Powell Flexible work interventions on Australian construction sites: Responding to greedy work and gendered institutions	Helen Delaney Learning for workplace democracy: Relationalities, practices, and effects	Alexandra Heron, Marian Baird Carer's leave in Australia: fit for purpose?	
		Mihajla Gavin, Susan McGrath-Champ, Scott Fitzgerald Teacher unions in neoliberal contexts: Legitimizing influence in policymaking processes	Amanda Selvarajah Creating Effective Flexible Work Rights: Lessons from Australian Experiences during Covid-19	Victoria Lister Overcoming working conditions silence by recognising the 'game': From wounded to confident at work	Alison Williams, Marion Baird, Myra Hamilton Older workforces – Lessons for research, policy and practice	
		John Howe, Timothy Kariotis, Jack Fagan Is the Boss Watching, and are Unions Doing Anything About It? An Analysis of Workplace Surveillance Protections in Australian Enterprise Agreements		Arlene Sale Is there a meaningful voice during university restructuring?	Alexandra Heron, Marian Baird Flexible working arrangements and informal eldercare provision: do some flexibilities work for work better than others?	
				Isabella Dabaja Neoliberal trajectories of reform in public education work: mechanisms of control and resistance in the labour process of school leaders		
5.30	30	Choir Practice			MZ06 Mezzanine Floor	
6.30		Conference Dinner Dockside Restaurant, Shed 3/9 Queens Wharf (Waterfront), Wellington (10 minute walk from Conference Venue)				

Day 3 - Wednesday 5 February 2025

Time		Stream 1 Lecture Theatre 3 (Ground Floor)	Stream 2 MZ02 (Mezzanine Floor)	Stream 3 MZ06 (Mezzanine Floor)
9.00	60	AIRAANZ Annual General Meeting Chair - Jim Arrowsmith		Lecture Theatre 2
10.00	60	General (GS19): IR Scholarship and Practice	General (GS20): Indigeneity and Labour	General (GS21): Migrant Labour & Economies
		Chair: Noelle Donnelly	Chair: Mark Jones	Chair: Christian Yao
		Di Kelly Industrial Relations as Academic Practice - 40 plus years of (mostly) thriving – 1980s to 2020s	Ria Holmes Te Tiriti o Waitangi and Tikanga Māori: Obligations and Opportunities	Mian Wu, Yulong Liu Migrant Labor and Inclusive Growth: The Role of Digital International Remittance Platforms in Bridging Labor Market Inequalities
		Katrina Buchanan, Nikola Balnave 'Save our Steel': How working people influenced industrial transformation at Port Kembla in 2015	Juliet Inyang Ubuntu Relational Ontology: Decolonising Individual Agency for Workplace destigmatisation	Martina Boese, Suzanne Young, Anthony Moran, Nicola McNeil, Dino Concepcion Migrant work in residential aged care in Australia beyond Covid: a multi-stakeholder analysis
			Sharlene Leroy-Dyer Intersectionality Theory, Racist Policies and Aboriginal and Torres Strait Islander Inclusion in the Workplace	Jessie Liu “It wouldn’t be safe for me to do Uber driving”: how the reselling of infant and toddler formula came to be a form of labour in Australia
11.00	30	Morning Tea , Mezzanine Floor, Rutherford House		
11.00	20	Book Launch: Jane Parker, Noelle Donnelly, Susan Ressia, Mihajla Gavin <i>A Field Guide to Researching Employment and Industrial Relations</i> Edward Elgar Publishers		MZ02 (Mezzanine Floor)

11.30	80	General (GS22): Climate Change, Work & Sustainability	General (GS23): Precarious Work	General (GS24): Impact of AI
		Chair: Tanya Ewertowska	Chair: Scott Fitzgerald	Chair: Danae Fleetwood
		Jo Orsatti Who benefits from Net Zero futures? Quality Jobs and the Future Made in Australia	Dayna East, Darelle Howard, Gemma Piercy, Bill Cochrane Defining and deploying the concept of ‘precarious employment’: Valuable idea or empirical fallacy?	Alexis Vassiley, Zoë Port, Clare Francis Artificial intelligence, algorithmic management and automation: How are unionists responding to technology’s three ‘A’s’?
		Bradon Ellem, Caleb Goods Who drives just transition? Policy, place and power in remaking fossil fuel sites	Katherine Ravenswood, Nimbus Staniland, Janine Clemons, Lesley Dixon, James Greenslade-Yeats, Tago Mharapara A drop in the ocean: exploring the interacting effects of gendered precarity in midwifery	Penny Williams “To remain contemporary”: Technological determinism in HRM and the consequences for work
		Joanne Clarke, Kantha Dayaram, John Burgess Renewable Energy: The impact of workforce transition and tacit knowledge	Patrice Jalette, Mélanie Laroche, Mélanie Dufour-Poirier Survey of Quebec professionals: how do those in precarious jobs differ in their propensity to unionize?	Sherry Thomas Impact of digital technologies on job quality of managerial work in the context of the Australian transport and logistics sector.
		Darryn Snell, Al Rainnie Just Transition and the Decommissioning of the Fossil Fuel Industry: Opportunities for Labour Environmentalism		Paula McDonald, Steve Hay, Abby Cathcart, Alicia Feldman “Proceed with caution”: The perceived impact of Gen AI on university staff work and workload
12.50		Lunch, Mezzanine Floor, Rutherford House Conference Close		