

## **MPOWER:**

### **New projects and partners**

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**MPOWER**



### **Project work**

In our last newsletter, we touched on a new project involving MPOWER people which looks at work addiction. In this issue, the project leaders, Dr Edyta Charzyńska (University of Katowice, Poland) and Dr Pawel Atroszko (University of Gdańsk) outline the scope and nature of this cross-national study of 50 countries, including Aotearoa New Zealand (see pages 3-5). The on point focus of this project is emphasised by the increasing workplace emphasis in New Zealand and beyond on worker well-being and mental health, particularly with the Covid-19 pandemic. A sample of other projects and activities involving MPOWER researchers are outlined on pages 5-12.

### **2023 AIRAANZ Conference**

This issue elaborates on earlier information about the 2023 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) conference on 'Labour and Value', 8-10 February 2023, at Magnetic Island, North Queensland, Australia (page 14). Professor Stephane Le Queux (James Cook University) and other members of the organising team (including Professor Patrice Jalette (Université de Montréal), a conference keynote speaker) are MPOWER members.

### **MPOWER awards at MBS Academic Excellence Awards event**

There was a terrific turnout for this year's Massey Business School Academic Excellence Awards event on the Albany campus. Several MPOWER awards (see last issue) were presented—see page 13 for more information.

### **MPOWER outputs**

On the last page (page 15), we list recent publications involving MPOWER members. On page 7, we profile a recent article in Industrial Relations by Professor Martin Behrens and Dr Andy Pekarek on German industrial relations institutions during the Covid-19 pandemic. On pages 11-12, Professor Jim Arrowsmith (MPOWER Co-Director) discusses a recent survey-based study of employer perspectives on the Living Wage that will be presented at the ADAPT International Conference in Bergamo in November.

### **How to join MPOWER**

MPOWER aims to connect academics, practitioners and policy makers around applied employment research. Joining the Group is free and simple. Contact us by e-mail: [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz) to be put on our mailing list. You can also receive information on and early alerts to MPOWER activities via our LinkedIn Group.

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### **Contact us**

*If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email us at:*

**MPOWER**  
**@massey.ac.nz**

*Our next issue is due in September 2022.*

## *MPOWER- Upcoming Events/Activities*

- ◆ MPOWER (book launch) at 2023 AIRAANZ Conference (book launch session), with Professor Patrice Jalette (Université de Montréal) as a conference keynote speaker, Magnetic Island, North Queensland, Australia, 8-10 February 2023 (page 14)
- ◆ Upcoming visitors: Dr Katy Jones (Manchester Metropolitan University); Professor Mike Bresnen (Manchester Metropolitan University); and Professor Patrice Jalette (Université de Montréal), from November 2022
- ◆ MPOWER engagement in a cross-national study of work addiction (pages 3-5)
- ◆ MPOWER at the ADAPT International conference in Bergamo, Italy (pages 11-12)
- ◆ MPOWER webinar on 'Working women in Asia Pacific: experiences, challenges and opportunities' (online event, date tba)

## *Recent Activity (May-July 2022)*

- ◆ 2022 MPOWER Research Excellence and Academic Awards presented at the Massey University Academic Excellence Awards ceremony, 1 June, Sir Neil Waters building, Massey (Albany) campus
- ◆ E tū project supported by MPOWER on employee well-being (ongoing)
- ◆ MPOWER/multi-institution project on Varieties of Industrial Relations (ongoing)
- ◆ MPOWER-Bogadizi University study of worker autonomy and collectivism (ongoing)

*For more information, see the MPOWER website or e-mail: [mpower@massey.ac.nz](mailto:mpower@massey.ac.nz)*



## **New project: Major comparative study of the "The role of macro-, meso-, and micro-level factors in work addiction and related health problems"**



Dr Edyta Charzyńska



Dr Paweł Atroszko

### **Work addiction**

There has been considerable progress in the conceptualisation and research on work addiction in recent years. It is defined as a behavioral addiction with symptoms similar to substance addictions, such as withdrawal, tolerance, mood modification, or conflicts. Two main factors make it one of the most significant challenges in organisational psychology and public health in the 21<sup>st</sup> century. First, studies of work addiction show that it is more prevalent than most other addictive behaviours. Depending on the country, about 6 to 20% of workers could be affected, and such differences in prevalence are likely, to some extent, to be related to macro-level factors such as labour market regulations, stability of employment, and social care systems. Second, work addiction is strictly related to high workload, chronic and substantial occupational stress, and burnout. Moreover, it considerably affects family dysfunction and generally problematic social functioning. On top of that, it tends to be related to decreased productivity. In other words, it has sizeable negative consequences for the individuals affected, people close to them, and recipients of their work. Currently, there are sufficient empirical and theoretical premises to take a closer look at the association between work addiction and the global burden of the disease. Its high prevalence, coupled with considerable and widespread negative effects, makes it likely to cause substantial harm for a population, affecting medical and social care systems.

### **About the study**

The study is part of a large international research project examining the role of macro-level (i.e. cultural and socioeconomic), meso-level (i.e. organisational), and micro-level (i.e. individual) factors in work addiction and related health problems. The survey will be conducted during the (Northern) winter of 2022 in over 50 countries around the world, including six continents. It is the most extensive study on work addiction conducted to date. Participation criteria are being an adult and employed full-time for

at least one year in an organisation with at least 10 employees. Immediately after filling out the survey, all participants will obtain detailed feedback on their psychosocial functioning at work, including risks of work addiction, work-related depression, and burnout, and potential organisational and individual risk factors contributing to their functioning at work. It may help identify personal and organisational strengths and weaknesses and improve job performance and well-being in and outside the work environment. Participants will be directed to a webpage where detailed information concerning the interpretation of their results will be available alongside recommendations on potential self-help and professional solutions.

### Impacts of the study

One of the aims of our research is to provide data on the proportion of the enormous costs of chronic stress in and outside work environments that are directly attributed to work addiction worldwide. Most importantly, we want to understand which factors contribute most to work addiction to develop best practices in its prevention and treatment. The results of this research can provide a scientific basis for preparing recommendations for governments concerning working conditions as well as influence organisations' policies and procedures regarding work climate and organisational values to minimize the risk of development of work addiction and/or to mitigate its effect on health and well-being.

Moreover, this project will provide essential premises for the validity of conceptualising work addiction as a genuine behavioral addiction. As such, it can stimulate more studies necessary for its formal recognition as an addictive disorder in the official classifications of diseases and disorders, such as the International Classification of Diseases by the World Health Organisation. Such identification will have profound consequences on the social, institutional, and organisational perception, recognition, prevention, and treatment of compulsive overworking. As such, it may contribute to a significant reduction in human suffering worldwide and a notable improvement in productivity for organisations, institutions, and country-level economics.

### Our team

Our international team of collaborators includes researchers from over 50 countries and six continents. Among them are world-leading experts in work addiction, behavioral addictions, work and organisational psychology, and clinical psychology. They represent clinical and organisational approaches to compulsive overworking with broad background and experience in various methodological and theoretical perspectives. Our research partner in New Zealand, Professor Jane Parker (MPOWER Co-Director), will administer a national survey through the *New Zealand Herald*, among other media. One of the aims of this project is to develop a wide and integrated network of researchers and professionals systematically investigating work addiction, developing consensus agreements on its conceptual status and practical implications, and raising awareness of this counterproductive phenomenon worldwide.

### Web page (under construction)

More information will soon be available on our web page:

<http://workaddiction.org/>



### Project leaders

The study's project leaders are Dr Edyta Charzyńska who is based in the Faculty of Social Sciences at the University of Silesia in Katowice, Poland (<https://us.edu.pl/en/>), and Dr Paweł Atroszko who is based at Psychometrics and Statistics Department in the University of Gdańsk, Poland (<https://en.ug.edu.pl/>). Both are new MPOWER members.

Edyta received her PhD in psychology in 2016 from SWPS University of Social Sciences and Humanities, Warsaw, Poland. She also has an MA in philosophy. She is an assistant professor of psychology at the University of Silesia in Katowice, Poland. Her research and teaching interests mostly involve substance and behavioral addictions, spirituality, and well-being. She has authored or co-authored many papers on addictions published in reputable journals (e.g. *Journal of Behavioral Addictions*, *Addictive Behaviors*, *International Journal of Environmental Research and Public Health*, *Addiction Research and Theory*, *Journal of Religion and Health*). She also led several projects concerning addictions, including one examining the role of spirituality, forgiveness, and gratitude in the recovery from alcohol dependence, which was financed by the National Science Centre.

For his part, Paweł has authored dozens of scientific publications and lead numerous international research projects on work addiction and its potential early form of study addiction. He is the recipient of national and international awards for work in this field, including the Medal of the National Education Commission, the highest order for contributions to education in Poland. Most recently, he authored chapters on work addiction in international handbooks on addictive behaviours:

Atroszko, P.A. (2022). Non-Drug Addiction: Addiction to work In: Patel V. B., Preedy V. R. (Eds.) *Handbook of Substance Misuse and Addictions*. Springer, Cham.

Atroszko, P.A. (2022). Work addiction. In: Pontes H.M. (Ed.) *Behavioral Addictions. Conceptual, Clinical, Assessment, and Treatment Approaches*. Springer, Cham.

### ~~~ Book launch ~~~

Forthcoming

A new book, *Working women in Asia Pacific: Experiences, Challenges and Ways Forward*, will be launched at the 2023 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) during the lunch hour on 10 February 2023 (see page 14).

The book examines the situation for working women in an array of countries in the region, with particular regard for the challenges that they face during the Covid-19 pandemic. MPOWER members contributed a good proportion of the chapter contributions which each also present national policy recommendations. The editorial introduction outlines cross-national issues and opportunities for women in the region as well as regional recommendations.

At the 2023 AIRAANZ conference, the book's editors - Professor Jane Parker (Massey University), Professor Marian Baird (University of Sydney), Dr Noelle Donnelly (Victoria University of Wellington), and Professor Rae Cooper (University of Sydney) - will overview the book which developed on the back of an inquiry on working women by the UN Working Group on Discrimination Against Women and Girls.

Published by Massey University Press, the book will be available to conference attendees with a 40% discount on its recommended retail price. A book flyer with order details will be available at the conference. Details on how newsletter readers can order will be distributed soon.





## Research Handbook on Gender and Employment Relations

### CALL FOR ABSTRACTS

A handbook on gender and employment relations is essential for academics, students and policymakers. However, such a text has not been published in the last decade despite ways of working, economies, societies, gender identities and relations, and theories of gender and work developing considerably.

Edward Elgar Publishing has committed to publishing a research handbook on gender and employment relations led by a team of international academics.

Chapters for the handbook will be organised into six sections:

1. Theories of work and gender
2. Socio-economic and political context for workplace gender inequality
3. New ways of working
4. Work and care
5. Gender identities, workplace diversity and inclusion
6. Workplace interventions

We invite authors to submit a 500 word abstract of your proposed chapter by **16 September 2022**.

The full call for abstracts is available [here](#).

**PLEASE SUBMIT YOUR ABSTRACT AND ANY QUESTIONS TO:**

**[GERHANDBOOK@UNSW.EDU.AU](mailto:GERHANDBOOK@UNSW.EDU.AU)**





## Delivering the goods? German industrial relations institutions during the COVID-19 crisis

A new article, authored by Martin Behrens (Hans-Böckler-Foundation, Germany) and Andreas Pekarek (University of Melbourne, Australia, and MPOWER member) examines Germany's dual system of employee representation (works councils and collective bargaining) and how it has fared in the context of the Covid-19 pandemic.

Published on 15 July 2022 in *Industrial Relations: A journal of economy and society*, the article's abstract is as follows:

The COVID-19 pandemic has caused labor market disruptions at an unprecedented scale and is akin to a stress test for industrial relations institutions. Drawing on a large-scale ( $n = 6,111$ ) study of German employees, we empirically investigate whether and how the two institutions comprising Germany's dual system of employee representation—works councils and collective bargaining—have delivered on their protective potential and mitigated the impact of the pandemic on workers. We demonstrate that employees in representative environments fare better on a range of protective outcomes.

The entire article can be found online at:

<https://onlinelibrary.wiley.com/doi/full/10.1111/irel.12319>

**INDUSTRIAL**  
A JOURNAL OF ECONOMY AND SOCIETY  
**RELATIONS**

### *Labour and Industry* accepted for indexing in Scopus

Many MPOWER members contribute articles, research insights, book reviews and other items to *Labour and Industry: A journal of social and economic relations*, the house journal for AIRAANZ. The two MPOWER co-directors are the Journal's editors-in-chief, alongside MPOWER member Dr Noelle Donnelly of Victoria University of Wellington).

We're pleased to announce that the Journal has been accepted for indexing in Scopus. This reflects a collaborative work effort to build the profile of the Journal in recent years, which this indexing will help to continue. The Journal has already recently received a 'B' in the ABDC ranking and a '2' from the by Chartered Association of Business Schools (CABS).

The Journal should appear in the Scopus sources list within the next month or so. To access the Journal online, visit: <https://www.tandfonline.com/journals/rlab20?cookieSet=1>



# Essentiality of Work

Call for Papers to be Published in *Research in the Sociology of Work*

Rick Delbridge, Markus Helfen, Andi Pekarek (MPOWER member) and Gretchen Purser, editors

The Covid pandemic has had a variety of significant consequences for work, workers and workplaces, the lasting effects of which are still to be determined. One of the more interesting and complex of these has been the invocation of notions of essentiality. For example, policymakers and the media have made wide reference to 'essential work' and 'essential workers', shaping the ways in which governments have sought to respond to the crisis. Whether work is essential or not has been (re-)discovered as an important question in public and academic debate during periods of societal disruption, in this case caused by Covid, but also important during earlier periods of crisis.

Such questions reveal the social character of work – and the socially constructed discourses that shape and inform the nature of work, the experiences of workers and the wider perceptions of these – in consequential ways. This rediscovery of essentiality alludes to the diverging societal relevance attached to various types of work, but also reminds us of the questions of valuation and valorization of different activities as work. What has been exposed is the jarring disconnect between those whose roles have central significance to the functioning of society and everyday life and the 'value' that society places upon their work. While essential work is often invisible and forgotten in normal times, deemed to be subject to replacement and automation in polarized labour markets and taking place in locations and sites distant from sanitized office spaces, during periods of crisis those activities come to the fore. Unfortunately, the pay, status and working conditions of many of those delivering essential work – including care work – are inferior compared to other jobs and occupations. Indeed, much of this essential work is undertaken by those suffering the greatest societal and economic disadvantages, including women and immigrants.

There are deeper considerations that are also brought to the surface when contemplating the meaning of essential work and workers, and the dimensions of the essentiality of work. These discussions raise considerations about the centrality of the work experience in modern life for those working and raise new questions about the essence of work and its place in contemporary society.

This issue of *Research in the Sociology of Work* seeks to shed new light on both the enduring and newly emerging questions concerning the essentiality (or non-essentiality) of work by publishing papers engaging with theoretical and empirical aspects of these questions. For example, we are interested in understanding the perceptions and experiences of those labelled 'essential workers' during and after the Covid-19 crisis, and in comparative explorations in the experiences of essential workers during other periods (e.g. the global financial crisis of 2007-2008) and across different geographies. We also encourage submissions that examine whether and how workers and their allies (e.g. unions) can mobilize positive public sentiment towards essential work in campaigns for better pay and working conditions. Further, we are interested in reflections on how government policies respond to the need for essential work to be maintained and any legacies there may be in the future. We also welcome papers that explore the methodological issues in how to research the essentiality of work and deeper philosophical considerations of the meanings and consequences of 'essential work'. In exploring the concept of essentiality in its varieties, we invite contributions that seek to expand the analytical potential of studying work from the bottom-up.

Articles can address any of a wide range of topics and themes, including but not limited to the following:

- ◆ essential work in various sectors and industries such as care work, hospitals, transport, and retail
- ◆ "non-essential" work and workers



- ♦ precarity, inequality, and essentiality
- ♦ reproductive and care work
- ♦ institutions and the boundaries of (non)essential work
- ♦ valuation and valorization of essentiality of work and workers
- ♦ discourses of essential work and essential workers
- ♦ media portrayals of essential work
- ♦ futures of essential work, pay, automation, and skills
- ♦ essential work in the context of the climate crisis
- ♦ spaces and places of essentiality, including remote work

Submissions may be made at any time up until 1 September 2022. Please submit your manuscript to [RSWEditors@gmail.com](mailto:RSWEditors@gmail.com) and include Essentiality in the subject line.

Calls for papers appear here: <https://books.emeraldinsight.com/page/series-detail/Research-in-the-Sociology-of-Work/>

RSW

RESEARCH IN THE SOCIOLOGY OF WORK | AN EMERALD PUBLICATION

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## Employability

Call for Papers to be Published in *Research in the Sociology of Work*

Rick Delbridge, Markus Helfen, Andi Pekarek (MPOWER member) and Gretchen Purser, editors

Employability has become an increasingly widespread concept both in management and policy, reflecting significant transformations in the world of work. Employability refers to a broad and amorphous collection of personal characteristics that purportedly make someone more able to gain and maintain employment. It points beyond hard skills to things like attitude, flexibility, emotional intelligence, resilience, initiative, and character. Framed as an attribute of a person, individuals are thus lauded as “employable” or dismissed as “unemployable.” This rhetoric of employability is intensely individualizing, shifting attention away from labor market structures and dynamics and towards one’s self and personal capabilities and shortcomings. Rarely asking the question of what “employability” may mean for employing organizations, employability works hand in hand with the neoliberal doctrine on individual responsibility and commodification, legitimating unemployment and labor market marginalization. Thus responsibility – for skills development and employment opportunities – falls to individuals not employers and the state.

Yet, for the individual worker, employability itself appears as a moving target and a never secure status. Employability is therefore deemed to be something one must constantly pursue, particularly given the precarious character of work and the erosion of long-term employment relationships. For those in employment, the aggressive promotion and unending pursuit of employability have exac-

cerbated all those unremunerated but time-consuming activities that do not count as work but are required to sell oneself to an employer and/or keep a toehold in the labor market: networking, training, resume writing, character building, skill acquiring. For those out of employment, employability animates a labor market policy in which all kinds of state and nonprofit programs and street-level bureaucrats focus on helping individuals navigate and maximize their chances in the labor market including “reprogramming” those deemed “hardto-employ”. The individualizing discourse of employability extends to coping with job loss and the encouragement to be resilient and resourceful. Employability has similarly come to shape schooling, vocational training, and higher education policy, with universities and schools increasingly offering “career readiness” certification and subordinating academic aspirations to hypothetical employer demands for ever-more “employable” job candidates.

This special issue of *Research in the Sociology of Work* invites papers that explore all aspects of employability. We welcome both empirical and conceptual papers. Articles may address any of a wide range of topics and themes, including but not limited to the following:

- ◆ employability programs
- ◆ employability and labor market policy
- ◆ the politics of employability
- ◆ employability and educational practices and policies
- ◆ the cultural rhetoric of employability
- ◆ the “unemployable”
- ◆ employability and disability
- ◆ employability, inclusivity and inequality
- ◆ gender, race, and employability
- ◆ employability and identity
- ◆ institutions of employability
- ◆ unions and employability
- ◆ employability in operation: HRM policy and practice
- ◆ employment management work
- ◆ employers and employability: Regulation and responsibilities
- ◆ working time and employability investments

Submissions may be made at any time up until January 1, 2023.

Please submit your manuscript to [RSWEditors@gmail.com](mailto:RSWEditors@gmail.com) and include “Employability” in the subject line. Calls for papers appear here: <https://books.emeraldinsight.com/page/series-detail/Research-inthe-Sociology-of-Work/>

# RSW

RESEARCH IN THE SOCIOLOGY OF WORK | AN EMERALD PUBLICATION

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MARKUS HELFEN, FREIE UNIVERSITÄT BERLIN

Professors Jim Arrowsmith and Jane Parker will present results of a survey of New Zealand employers' perceptions and experiences of the Living Wage at the ADAPT conference in November 2022. ADAPT is an international research centre linked to the University of Siena, founded in 2000 by the late Italian academic and labour minister Marco Biagi. Like MPOWER, its aim is "to promote a new way of "doing university", building relationships and exchanges between higher education, associations, institutions and businesses".

The paper is titled "Employer perspectives on the equity and efficiency of a Living Wage". Since the Covid pandemic hit early in 2020, businesses around the world have struggled with lockdowns, weak consumer spending and fractured supply chains that increased costs. Employers also faced difficulties in the labour market, with shortages arising from the so-called 'Great Resignation'. This was acute in New Zealand as a border closure ended the supply of migrant labour. Important sectors such as tourism, horticulture and hospitality rely heavily on temporary migrants, and others such as IT and healthcare also depend on higher-skilled immigration.

New Zealand is a relatively low-wage economy but living costs are high and rising. When elected in 2017, the incoming Labour government decided to accelerate the Minimum Wage (MW) from an hourly rate of NZ\$15.75 to NZ\$20 by 2021. This converges on the Living Wage (LW) rate which employers have begun to explore to attract and retain staff in a competitive labour market. Employee research presented at the 2019 ADAPT conference indicated that an income approximating to the LW can deliver mutual gains through improved job satisfaction, empowerment, work-life balance and stress (Arrowsmith et al., 2020).

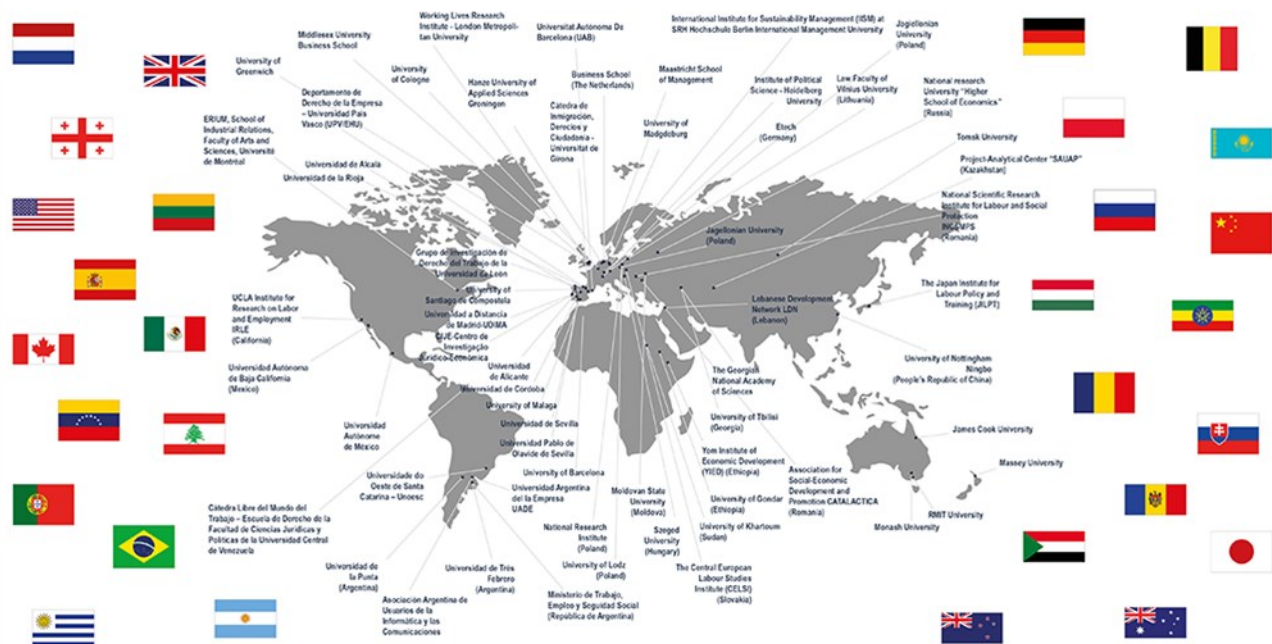
However, little is known about employer attitudes to the LW, particularly in low-pay sectors (Werner & Lim, 2016). There is limited research into why some employers choose to pay the LW and others do not, and of the micro-level effects (Parker et al., 2022). Firms might be open to the LW for instrumental and/or ethical reasons but see it as too risky to introduce. Others might be in a stronger position to pay higher wages but prefer to maintain profits. For those that do adopt the LW, we also need to understand more about the process of implementation and whether, and where, effects resemble those anticipated by orthodox economics (work intensification and job losses) or those of motivation and efficiency wage theories (better recruitment, retention and productivity).

These issues were explored by a survey of over 600 business owners and managers, supported by organisational case studies (including a small manufacturing company and large city council), across different sectors and organisational size. The survey was distributed in May-June 2021, a year into the Covid-19 pandemic and immediately after the largest increase to MW rate since the Second World War. The case studies were conducted from 2019 until 2021.

The results indicate that ethical considerations are an important factor in adopting the LW, which two in five organisations had done either formally or by 'shadowing' the rate. This was articulated in terms of organisational values and culture as well as supporting staff in the face of mounting living costs, especially in the largest cities. However, some organisations reported 'first mover disadvantage' as an obstacle given a real and immediate impact on costs, compared to benefits which were ambiguous, longer term and uncertain in a precarious trading environment. There was also some opposition in principle to implementing a uniform LW as it failed to differentiate between performance. In terms of effects, the findings pointed to mixed outcomes because of the LW. These were reported in some cases as reduced jobs or hours and work intensification, alongside more general improvements in retention and productivity. Larger firms were more likely to report both sets of effects. They were also more likely to have introduced accompanying changes such as work reorganisation and skills enhancement to improve efficiency and productivity.

The results of the survey and case studies also suggest one potential perverse effect in terms of perceived ‘fairness’. Employers who introduced the LW were strongly influenced by notions of fairness as well as responding to tighter labour market conditions. However, competition in the product market meant that affordability usually inhibited the full restoration of wage differentials. In line with equity theory, this was seen as unfair by some employees immediately above the LW rate. Larger employers reported this to be more of an issue, not just because they employed more people at this level but because pay grades were more formal and rates less opaque. This conundrum was also identified as a potential factor discouraging a move to a LW by non-adopters in the survey.

**ADAPT INTERNATIONAL NETWORK**



Arrowsmith, J., Parker, J. et al. 2020. 'Moving the Minimum Wage Towards a 'Living Wage': Evidence From New Zealand', in E. Dagnino et al. (eds.) *'Labour is not a Commodity' Today*. Cambridge Scholars Press.

Werner, A & Lim, M (2016) 'The Ethics of the Living Wage', *Journal of Business Ethics*, 137, pp. 433–447.

***MPOWER awards  
at the  
Massey Business School's Academic Excellence Awards Ceremony***



This year's Massey Business School Academic Excellence Awards Ceremony took place on the Albany campus of Massey University on 1 June. The evening started at 5.30pm with an opportunity for all attendees to chat and network in the foyer area of the Sir Neil Waters building. From 6pm, guests made their way into a large, tiered lecture room for the award ceremony and students and staff were presented with their awards in their business discipline. The MPOWER awards relate to people and work studies and courses.

MPOWER award recipients were as follows:

**2022 MPOWER Research Excellence Award—overall winner**

- ◆ Dr Aymen Sajjad (Senior lecturer, School of Management, Massey University). Project title: Seeking social sustainability: The role of sustainability leadership and human resource management.

**2022 MPOWER Research Excellence—highly commended**

- ◆ Mubshra Sattar (PhD candidate, School of Management, Massey University). Project title: Understanding the drivers of supervisors' health-promoting behaviours through the development of a multi-level model.

**2021 MPOWER Award for top grade in course 114709 (Managing Employment relations) (post-graduate) in semester 2, 2021 (three equal-first recipients)**

- ◆ Margo Lawrence (distance student)
- ◆ Catherine McPate (distance student)
- ◆ Andrea Nolaschi (Albany internal student)

**2021 MPOWER Award for top grade in course 114396 (Strategic Human Resource Management) in semester 2, 2021**

- ◆ Joel Cattell

**2021 MPOWER Award for top grade in course 114331 (Contemporary Human Resource Management and Employment Relations) in semester 1, 2021**

- ◆ Lisa Dickson







# AIRAANZ

Association of Industrial Relations Academics  
of Australia and New Zealand

## 2023 AIRAANZ Conference Magnetic Island, North Queenstown, Australia

**The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) has announced a return to an in-person conference for the 2023 AIRAANZ Conference.**

This conference will be hosted by the College of Business, Law and Governance, James Cook University at Magnetic Island, North Queensland, Australia from Wednesday 8 to Friday 10 February 2023. Accompanying this in-person conference will be a workshop for higher degree research students on Tuesday 7 February at the James Cook University campus in Townsville, just across the water from Magnetic Island.

Keynote addresses will be given by:

- ◆ **Professor Patrice Jalette**, Université de Montréal; and
- ◆ **Gail Barry**, Traditional Owner of the Great Barrier Reef as a Kuku Nyngunkal Elder of the Eastern Kuku Yalanji Nation. Chairperson of the Aboriginal and Torres Strait Islander Women's Legal Services NQ, Townsville, and former Member of the Queensland Stolen Wages Reparations Taskforce.

The theme of the conference is: 'Labour and Value'. The conference will explore key issues for employment relations research including, but not limited to, the following:

- ◆ Indigeneity and labour
- ◆ Building society and a new social contract
- ◆ Value in essential and care work
- ◆ Labour and value in the 'gig economy'
- ◆ Labour, value and ecology
- ◆ Gender and value
- ◆ Social justice and labour
- ◆ Labour in the creation and distribution of value
- ◆ Worker identity
- ◆ Regulation, wages and value
- ◆ The post-Covid 19 world of work
- ◆ Immigrant labour, value and labour supply
- ◆ Diversity and inclusion
- ◆ New HRM challenges, for example, through hybrid work
- ◆ Labour markets and flexibility
- ◆ Industry studies
- ◆ New technology, value and skills
- ◆ Asian, international and comparative analysis

Please submit proposals and abstracts to [AIRAANZ@con-sol.com](mailto:AIRAANZ@con-sol.com)

There will be a later call for paper abstracts closer to the due date of 15 September 2022.

Submissions are also invited for:

- ◆ Conference session proposals—due [28 July 2022](#)

Questions regarding the conference should be sent to Greg or Caitlin of Conference Solutions at [AIRAANZ@con-sol.com](mailto:AIRAANZ@con-sol.com) or Stephane Le Queux at [stephane.lequeux@jcu.edu.au](mailto:stephane.lequeux@jcu.edu.au)



## MPOWER members (surnames in bold): selected outputs

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