

## MPOWER: New ventures and visitors

Feb/Mar 2022  
Vol. 9, Issue 1



# MPOWER



It's late summer in the southern hemisphere, and summer schools are wrapping up while teaching terms are about to start. Research activities continued for our members, shaped by the pandemic context but still translating into meaningful outputs and materials for course curricula.

### Conferences

In this newsletter, we profile an array of upcoming conferences which showcase this research on the world of work. A number of these events now offer 'hybrid' attendance options (online and in-person) and there is increasing acknowledgement of the need for session scheduling to help people around the globe to attend online at a civilized local time! These flexible ways of working all encourage research activity and important local, national and international dialogue.

### Partnership

We also overview MPOWER's new partnership with Toksave, an exciting Pacific Gender Resource network that seeks to address gender inequality in the Pacific by ensuring quality Pacific research and knowledge is discoverable and accessible. See pages 8-9 for more information about this initiative. MPOWER's engagement in the Pacific@Massey Conference in December 2021 is profiled on page 6.

### Visit

MPOWER is pleased to announce a visit to Massey University by Professor Patrice Jalette in late 2022/early 2023. Patrice, Director of Doctoral Studies at the Université de Montreal's School of Industrial Relations, will visit Massey as an honorary international academic visitor and as part of his overseas sabbatical. Patrice is currently working with MPOWER researchers on a multi-country study of varieties of industrial relations systems. We profile his visit on page 7. We hope that many of you will be able to meet and speak with Patrice during his stay in New Zealand.

### Award

Time flies and we are already looking forward to receiving applications by 7 April for the 2022 MPOWER Research Excellence Award. If you meet the criteria (page 16), why not enter? MPOWER would be happy to answer any queries about the application process that you may have. Good luck to all entrants!

**MPOWER**

### 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](mailto:@massey.ac.nz)

*Our next issue is due out in April/May 2022.*

## *MPOWER- Upcoming Events/Activities*

- ◆ MPOWER researchers at the International Labour Process Conference (ILPC), hybrid attendance format, 21-23 April 2022 (page 12)
- ◆ Professor Patrice Jalette (Université de Montreal) —MPOWER/Massey University School of Management visiting professor, late 2022/early 2023 (page 7)
- ◆ 2022 MPOWER Research Excellence Awards to be presented at the Massey University Academic Excellence Awards ceremony, April (pages 15-16)
- ◆ MPOWER at the New South Wales Industrial Relations Society (NSWIRS) Conference, May
- ◆ Toksave-MPOWER partnership, from late 2021 (pages 8-9)
- ◆ MPOWER at the HRD National HR Summit (New Zealand), 7 April 2022 (page 13)

## *Recent Activity (December 2021-February 2022)*

- ◆ MPOWER/*Labour and Industry* at the 2022 AIRAANZ Conference (Sydney—online conference), 9-11 February 2022 (pages 3-6)
- ◆ MPOWER at the *World HR Congress*, Sri Lanka (online), 6-8 December 2021
- ◆ MPOWER researchers at the *Pacific@Massey Conference*, Auckland, 1-3 December 2021 (page 6)

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



## AIRAANZ 2022 Conference

Theme: 'Work not as usual'

9-11 February



The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) recently held its 36th annual conference at the University of Sydney (online), hosted by the Sydney Employment Relations Research Group (SERRG) and the discipline of Work and Organisational Studies (WOS) at the University of Sydney Business School.

The conference theme allowed exploration of key issues for employment relations research including: work-related impacts and implications of COVID-19; challenges presented by low-paid and insecure forms of work and widening inequalities; existing and emerging challenges relating to gender, work and family; impacts of digitisation and technological change on work; responses by employment relations actors and institutions (governments, employers, workers and their representatives) to rapid changes at work and in labour markets; and implications of changes in work for employment relations theory.

The conference agenda was jam-packed with interesting speeches, presentations and discussions. Chaired by Professor Marian Baird, Professor Greg Whitwell gave the opening address and Professor Jakelin Troy followed with an acknowledgement of country. Assoc-Prof. Chris Wright then provided the AIRAANZ presidential address while Professor Michael Quinlan gave the first keynote address of the conference on 'inequality, worker mobilisation and lessons from history: Australia 1788-1900.' The rest of the first day comprised PhD and early career researcher presentations on a wide array of topics, including social upgrading during the pandemic in Bangladesh; the future of work in retail and implications of digitalisation for gender equality; and worker representation and health and safety in the Indonesian construction industry.

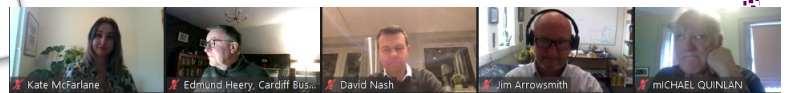
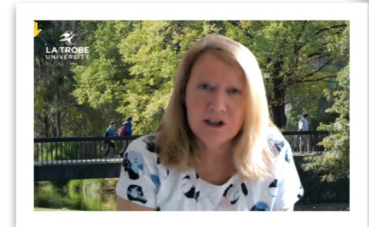
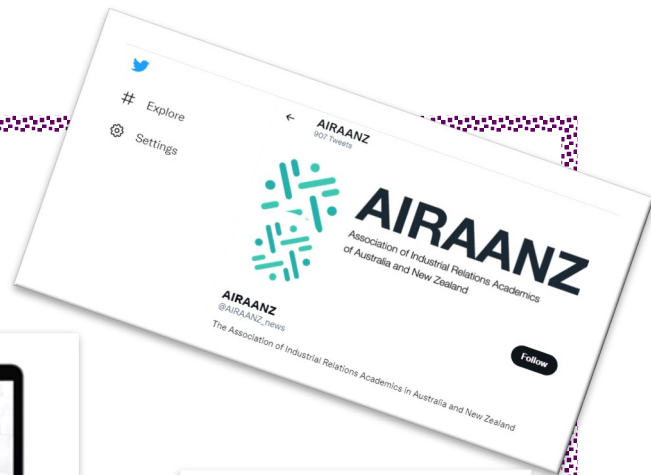
Day two involved more than 50 parallel stream sessions and over 30 special sessions. Other conference highlights included the AIRAANZ Executive Committee meeting, Labour and Industry AIRAANZ Sub-Committee and Editorial Board session, the AIRAANZ AGM, a higher degree research student workshop, and the presentation of various awards: the Vic Taylor Best *Labour and Industry* Article, the Vic Taylor Distinguished Long Term Contribution Award, the AIRAANZ Lifetime Member Award, and the *Labour and Industry* Research Insight Award (see also page 11). The conference programme can be found at: <https://airaanz-business.sydney.edu.au/program/> and more news on Twitter (#AIRAANZ2022).

As always, the AIRAANZ conference was replete with discussions of cutting-edge and significant issues and themes in the workplace. Although online, the usual camaraderie and inclusive nature of the conference was strongly felt by new and veteran delegates alike. See overleaf for some pics from the conference.

Conference organising committee (MPOWER members in bold): **Marian Baird**, Stephen Clibborn, **Rae Cooper**, **Bradon Ellem**, Frances Flanagan, Meraiah Foley, Dimitria Groutsis, Sunghoon Kim, Angela Knox, Susan McGrath-Champ, Alex Veen, Mark Westcott, and Chris Wright.

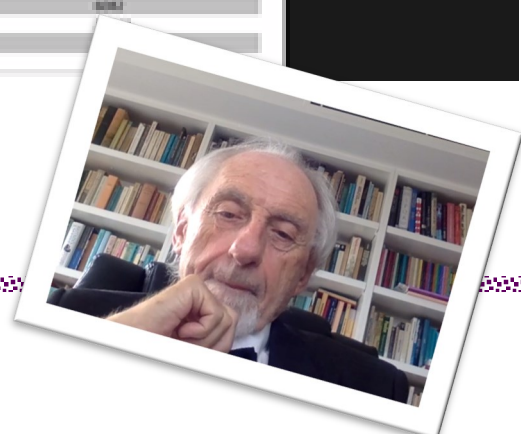
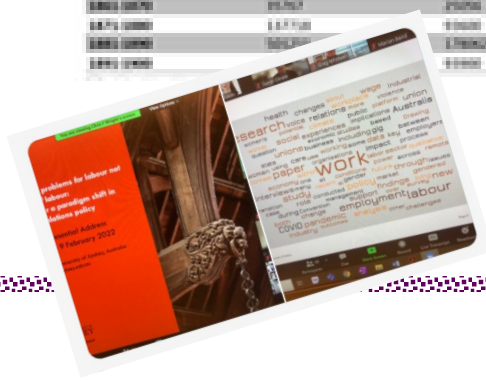
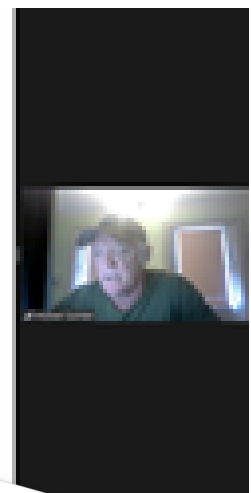


# AIRAANZ 2022 online conference - gallery

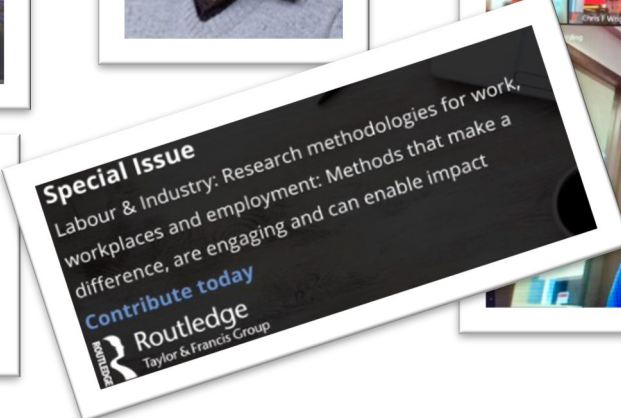
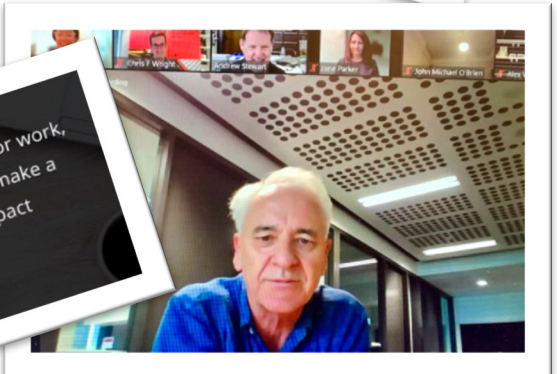
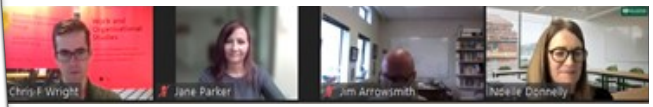
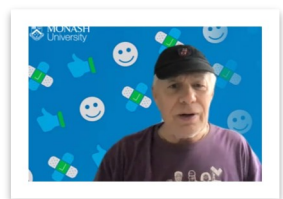
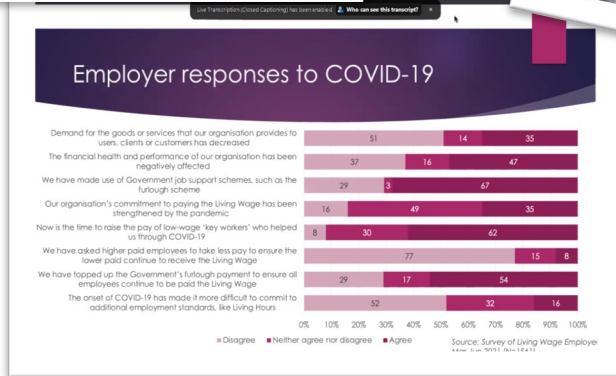


Informal worker involvement and Union Membership by Decade in Australia 1901-2000

Informal worker involvement				
Year	Raw Number	Median adjusted raw number	Total	Annual average
1901-1910	10,750	10	10,750	1,075
1911-1920	10,750	10	10,750	1,075
1921-1930	10,750	10	10,750	1,075
1931-1940	10,750	10	10,750	1,075
1941-1950	10,750	10	10,750	1,075
1951-1960	10,750	10	10,750	1,075
1961-1970	10,750	10	10,750	1,075
1971-1980	10,750	10	10,750	1,075
1981-1990	10,750	10	10,750	1,075
1991-2000	10,750	10	10,750	1,075
Total	107,500	100	1,075,000	107,500
Union membership				
1901-1910	10,750	10	10,750	1,075
1911-1920	10,750	10	10,750	1,075
1921-1930	10,750	10	10,750	1,075
1931-1940	10,750	10	10,750	1,075
1941-1950	10,750	10	10,750	1,075
1951-1960	10,750	10	10,750	1,075
1961-1970	10,750	10	10,750	1,075
1971-1980	10,750	10	10,750	1,075
1981-1990	10,750	10	10,750	1,075
1991-2000	10,750	10	10,750	1,075
Total	107,500	100	1,075,000	107,500









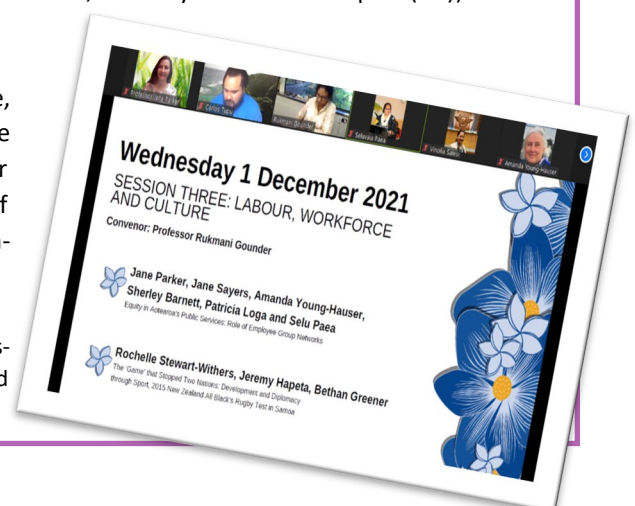
The Pacific@Massey Research Conference 2021 was Massey University's 10th Pacific conference, hosted by the Dean Pacific, of the Pacific Student Success office, under the auspices of the Provost Office, with support from the Pasifika Staff Network at Massey University. While the pandemic led to the Conference's postponement until early December 2021 and 'pivot' to an online format, it did not diminish the enthusiasm and calibre of its presenters and organisers. The overall theme of the Conference was 'Well-being, Creativity and Resilience: Transforming Pacific Outcomes,' and an impressive range of staff and scholars from Massey took part in this event over three days.

Pacific research was presented from by participants in different disciplines, schools, units and colleges, highlighting increasingly diverse inquiry and contributing to a growing body of Pacific knowledge on issues around the social and economic well-being of Pacific peoples and communities in Aotearoa New Zealand and in the Pacific islands. The conference comprised 10 streams on the following interrelated themes: Pacific People's well-being; Pacific science research; labour workforce and culture; education; identity and culture; language; diaspora and displacement; health and well-being; education and socio-cultural values; youth and well-being; and Pacific reset and development.

Guest speakers included Prof. Giselle Byrnes (Provost, Massey University), Prof. Palatasa Havea (Dean Pacific, Massey), Reverend Dr Alesana Fosi Pala'amo (Head of Department, Practical Theory, Malua Theological College, Samoa). Keynote speakers were: Dr 'Ana Hau'alofa'ia Koloto (Director, Research and Evaluation, Ministry for Pacific Peoples (NZ)) and Dr Sereana Naepi (University of Auckland).

MPOWER researchers at the event included Pat Loga (PhD candidate, School of Management (SoM), Selu Paea (Pacific Success), Prof. Jane Parker, Assoc.-Prof. Janet Sayers, Dr Shirley Barnett (all SoM) and Dr Amanda Young-Hauser (School of Psychology) who spoke on the role of employee group networks in progressing gender equity in New Zealand's public service.

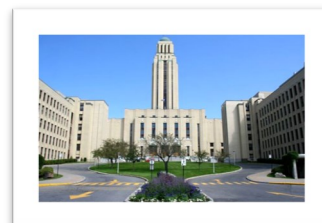
The conference academic committee were: Professor Rukmani Gounder, Professor Peter Lockhart, Assoc.-Prof. Jodie Hunter, Assoc.-Prof. Tracie Mafile'o, and Assoc.-Prof. Igelese Ete.





## Visiting Professor Patrice Jalette

Université   
de Montréal



Professeur titulaire at Université de Montréal-École de relations industrielles

**MPOWER and Massey's School of Management would like to extend a very warm invitation to Professor Patrice Jalette (University of Montreal) who will be an honorary international visiting academic at the University during the 2022-23 academic year.**

The School, MPOWER and University are looking forward to extending a mutually beneficial relationship with Professor Jalette. Patrice is currently part of a multi-country research team involving Prof. Bernd Brandl (Durham University, UK), Prof. Valeria Pulignano (University of Leuven (KU Leuven, Belgium), Assoc.-Prof. Nazim Taskin and Kerem Ceylan (Bogazici University, Turkey), Prof. Jane Parker and Andrew Barney (Massey University, New Zealand), and Assoc.-Prof. Fiona Edgar, Dr Annie Zhang and Boen Deng (University of Otago, New Zealand). The team are examining the 'health' and variety of industrial relation systems, drawing on the Eurofound's normative model of such. The study will thus span countries within and beyond the EU, extending earlier analyses using the model.

Prof. Jalette will be based at Massey's Auckland campus, and hosted by Prof. Parker and the MPOWER Group. During his visit, Patrice will continue to advance this collaborative work, provide a seminar and/or guest lecture, and engage with School of Management staff to exchange ideas and investigate possible collaboration for future projects. MPOWER will advertise Patrice's lecture in coming months, and all at Massey look forward to meeting and working with him!

*[Members may recall that MPOWER will also host Dr Katy Jones (Senior Research Associate for the Decent Work and Productivity Research Group at Manchester Metropolitan University) later this year - see the newsletter for March 2021 (vol. 8, issue 2, page 4): [Katy's visit](#)]*

## MPOWER and Toksave join forces



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### About Toksave

MPOWER has partnered with Toksave Gender Pacific Resource to help promote gender equity research within and from the Pacific region. The Toksave Pacific Gender Resource aims to address gender inequality in the Pacific by ensuring quality Pacific research and knowledge is discoverable and accessible. Its portal (<https://www.toksavepacificgender.net/about-toksave/>) does this by:

- ◆ bringing into one place ethical gender research that builds knowledge, informs policies, and has an impact on reducing gender inequality in the Pacific;
- ◆ providing contextual information about gender research, policy and their impact on gender inequality in the Pacific;
- ◆ providing opportunities for communities of practice to emerge in the Pacific with open, critical and constructive discussion;
- ◆ supporting collaboration, reflection and learning among Pacific researchers interested in addressing gender inequalities; and
- ◆ promoting research capacity building for Pacific researchers interested in addressing gender inequality.

A Reference Group oversees Toksave and includes representatives from universities and regional organisations in the Pacific. Current members are: Assoc.-Prof. Susana Tauaa (National University of Samoa), Prof. Betty Lovai (University of Papua New Guinea), Dr Margaret Mishra (University of the South Pacific), Assoc.-Prof. Yvonne Underhill-Sem (University of Auckland), Prof. Nicole Haley (Australian National University), and Kim Robertson (The Pacific Community).

To date, MPOWER has liaised with Toksave to profile the Pacific@Massey Conference (see page 4) and MPOWER research and powerpoints on gender equity in the Pacific/Aotearoa, and helped to develop a partnership page on Toksave's website. MPOWER looks forward to deepening its collaboration with Toksave in coming months.

### Background on Toksave

In 2014, gender specialists gathered at the University of the South Pacific to discuss how to strengthen gender-responsive policy development in the Pacific and to continue to build research capacity in the region. In 2016, a Pacific Gender Research Symposium and Workshop of c. 100 gender specialists from around the region was held at USP to consider the results of a scoping study on gender research in the Pacific. One recommendation from the study *Gender Research in the Pacific: 1994-2014: Beginnings* was to establish a 'dynamic research portal'. This was strongly supported by the Symposium.

Also supported was the establishment of a group to advise Pacific Women Shaping Pacific Development (*Pacific Women*). The inaugural meeting of the Advisory Group on Research (AGR) was held in 2018 and began work developing a Research Strategy, as well as establishing an ethics process. In May 2020, the original AGR was transitioned as Pacific Women moved into a new phase of programming. The momentum



behind the research remained and, in mid-2020, Pacific Women and the Australia National University (ANU) signed an agreement to develop the portal. A Pacific Gender Research Portal Reference Group was established, including many of the earlier members of the AGR to guide the project towards its launch in 2021.

Prof. Jane Parker and Ms Pat Loga (School of Management PhD candidate) liaised with Toksave's Lindy Kanan (ANU) and other Reference Group members to scope out the nature of the collaboration. MPOWER is thrilled to be working with Toksave and we hope that MPOWER members will view the wonderful Toksave online site.

#### A note from the Toksave team

"The Toksave team is excited about the recent partnership formed with MPOWER as it represents further opportunities to share knowledge and build relationships with Pacific gender researchers. The new Partnerships page on the Toksave website is now live and we are keen to promote Massey University's research project on gender equity in the New Zealand public service in the Toksave community.

The Toksave website is unique in that it is owned by the community. Since March 2021, the Toksave community has grown to 250 members, coming from the Pacific and across the globe. Once registered, members can submit research to be published on Toksave, whether it be their own research or other research that is in the public domain or that they have permission to publish. Members can also submit events that might be of interest to the community, and participate in the discussion forum.

Toksavetakes a broad approach to research, and publishes a range of resources that may include:

- ♦ original research based on the analysis of primary or secondary data,
- ♦ policy and evaluation-oriented research,
- ♦ research based on creative and performing arts, and
- ♦ completed high level degree theses.

Research that is based on Pacific research methodologies and methods, involves Pacific-centred subject matter and affects Pacific communities is actively encouraged.

It is great to have representatives from MPOWER leadership team and PhD candidates join the Toksave community, and we also extend that invitation to MPOWER members and their networks working in the Pacific gender space. Toksave membership is free and you can [sign up here](#). Feel free to check out links [here](#) and [here](#) to recently uploaded Massey University research outputs, and we are looking forward to receiving more as they become available."

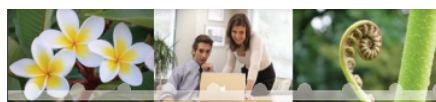
- Toksave Secretariat Team

Email: [info@toksavepacificgender.net](mailto:info@toksavepacificgender.net)

Web: [www.toksavetpacificgender.net](http://www.toksavetpacificgender.net)

Facebook: <https://www.facebook.com/ToksavetPacificGenderResource>

Twitter: [https://twitter.com/Toksavet\\_PGR](https://twitter.com/Toksavet_PGR)



MPOWER





## Researching Precariousness across the Paid/Unpaid Work Continuum ERC Advanced Grant

MPOWER member Professor Valeria Pulignano (KU Leuven, Belgium) is heading up a major project that has received funding from the European Research Council (ERC) under the European Union's Horizon 2020 research and innovation programme (grant agreement n° 833577). Valeria summarises the project as “a comparative study on unpaid labour in Gig, Creative and Care work areas in Europe, and how it accounts for precarious work.”

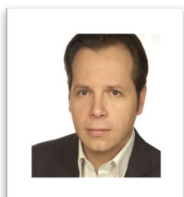
### Project proposal summary

ResPecTMe will generate a new theoretical model of, and a measurement approach as well as monitoring tools for, precariousness at the paid and unpaid work continuum. By uncovering the unpaid activities that increasingly underlie paid employment as a source of ‘value’ creation in the labour market, ResPecTMe will generate a novel scientific perspective which breaks the paid/unpaid distinction, and rethinks precariousness along the paid/unpaid work continuum. The traditional dichotomy of paid (productive or waged) versus unpaid (reproductive or unwaged) work marginalizes unpaid work when conceptualizing precariousness, such as the exposure to unpredictability towards an individual's future. It also neglects several types of unpaid work such as care work, work as a precondition for welfare payments, and newly emerging on- and offline work in the gig economy for which people in paid work are not compensated or where it is used to access paid work. ResPecTMe will study workers' subjectivity within their societal contexts by using a sequential mix of advanced qualitative and quantitative methodologies in three core areas of work which have undergone relevant transformations since the last decades (i.e. care, crowd/gig- and creative), across and within eight European countries (Belgium, the Netherlands, Germany, Sweden, France, Italy, Poland, and the United Kingdom). The comparative across (and within) country research design will underpin the development of a comprehensive theory of precariousness at the paid/unpaid continuum and contribute to generate a valid, standardized and multiindicator measurement of precariousness at this continuum. The theoretical knowledge, the measurement and the monitoring tools will address ongoing scientific and social challenges on how to study precariousness by innovating current conceptualization of work in the scientific and policy community dealing with precarious work.

The duration of the study is 2019-24 (extended until March 2025 due to COVID). For more information about the project and research team, please visit: <https://soc.kuleuven.be/ceso/wo/erlm/respectme>

# Accolades for MPOWER members

**Prof. Bernd Brandl** (Durham University) was appointed as a Senior Associate Editor of the *Journal of Organisational Effectiveness: People and Performance* (JOEPP) (<https://www.emerald.com/insight/publication/issn/2051-6614>).



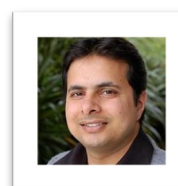
Prof. Bernd Brandl

**Prof. Jane Parker** (Massey University) will join JOEPP as an Associate Editor.

A published research insight entitled 'Workplace mindfulness: fundamental issues for research and practice' by **Dr Wahab Shahbaz** and **Prof. Jane Parker** (both Massey University) was selected as the winner of this year's *Labour and Industry* Research Insight Award. The award carries a cash prize and was awarded at the AGM of the 2022 AIRAANZ conference in Sydney (online) on 11 February.



Dr Wahab Shahbaz



Congratulations to **Dr Noelle Donnelly** (Victoria University, NZ) for her successful nomination as the next AIRAANZ President at the 2022 AIRAANZ Conference on 11 February.

**Assoc.-Prof. David Brougham** has been appointed as the Research Director of the School of Management at Massey University. Congratulations, David!

**Prof. Jim Arrowsmith** (Massey University) has been appointed Associate Editor of the journal *Service Business*. He has been on its editorial board since 2011.

Two MPOWER members in the School of Management at Massey University recently completed their doctoral degrees:

**Dr Wahab Shahbaz** who studied mindfulness in the NZ university setting; and

**Dr Josephine Malenga** whose investigated work-life balance, drawing on social exchange theory.

Well done Wahab and Joso on these massive achievements!



A number of MPOWER members who are part of Massey Business School were recently promoted:

School of Accountancy

- ◆ **Dr Warwick Stent** (to Associate Professor)

School of Management

- ◆ **Dr David Brougham** (to Associate Professor)
- ◆ **Dr Harvey Nguyen** (to Senior Lecturer Level 2)
- ◆ **Dr Debilina Dutta** (to Senior Lecturer Level 2)
- ◆ **Dr Fatima Junaid** (to Senior Lecturer Level 1)
- ◆ **Dr Tanya Jurado** (to Senior Lecturer Level 1)

**Prof. Valeria Pulignano** (Leuven University—KU Leuven) is heading a major project, entitled 'Researching Precariousness across the Paid/Unpaid Work Continuum', funded by an European Research Council (ERC) Advanced Grant. Other team members include: Ladin Bayurgil, Markieta Domecka, Claudia Mara', Karol Muszynski, Me-linh Hannah Riemann, Hyojin Seo, and Jeff Turk. We profile this important study on page 10.





Forthcoming

## 40<sup>th</sup> International Labour Process Conference (ILPC)

University of Padua, Italy

21-23 April 2022

(online and in-person attendance)

The ILPC will comprise both a General Stream and special streams for papers. These streams are intended to expand our community of scholars and stimulate debate in new areas relevant to analysis of labour processes, labour markets, labour organising and labour reproduction. The 2021 conference will run the following special streams:

- ♦ Mediating migrant labour;
- ♦ Labour conflict, forms of organisation and class; and
- ♦ The digitalisation of work, the gig economy and migrant labour

Keynote speakers this year will be: Rutvica Andrijasevic (Bristol University), Guglielmo Meardi (Scuola Normale Superiore, Florence), Ruth Milkman (City University of New York), and Pun Ngai (Lingnan University, Hong Kong).

The Conference will also include a Doctoral Workshop on 20 April. In the afternoon, we will organise the interactive workshop “Forty years of ILPC: theoretical evolutions in the study of work, power and mobility” held by Dr Gabriella Alberti (Leeds University) and Prof. Chris Smith (Royal Holloway, University of London).

Registration for the Conference is now open, and you can choose to participate online or in person. The registration deadline is 17 February. After that date, you will be allowed to register only as an online participant. In-person fees include coffee breaks (on 21, 22 and 23 April), lunches (21 and 22 April), reception (21 April) and the conference dinner (22 April).

Reduced fee rates have been set for online participants, PhDs and postdocs, and Global South scholars. You will be considered a Global North participant if your institution is located in one of the following countries: Australia; Austria; Belgium; Canada; Chile; Croatia; Cyprus; Czech Republic; Denmark; Estonia; Finland; France; Germany; Greece; Hong Kong SAR, China; Hungary; Iceland; Ireland; Israel; Italy; Japan; Korea, Rep.; Kuwait; Latvia; Liechtenstein; Lithuania; Luxembourg; Malta; Monaco; Netherlands; New Zealand; Norway; Poland; Portugal; Puerto Rico; Qatar; Romania; San Marino; Saudi Arabia; Singapore; Slovak Republic; Slovenia; Spain; Sweden; Switzerland; Taiwan, China; United Arab Emirates; United Kingdom; United States; and Uruguay. You will be considered a Global South participant if your institution is located everywhere else.

To register and for more conference information, please visit: <https://conference-service.com/ilpc-2022/access.html> and <https://twitter.com/ilpcnews>




UNIVERSITÀ  
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Forthcoming

# WORKPLACE WELLBEING, EMPLOYEE EXPERIENCE, AND RETENTION STRATEGIES

Put your people first in 2022

REGISTER NOW

HRD  
**National HR Summit**  
NEW ZEALAND 

7 APRIL 2022 | ONLINE

#HRSummitNZ



HRD NZ presents the **National HR Summit New Zealand**, returning in 2022 as a highly anticipated online event.

Global HR heads and CHROs from some of New Zealand's biggest brands – including New Zealand Post, Fonterra, Z Energy, The Warehouse Group, Downer and Re-Leased – will feature on an engaging agenda dedicated to hot-button topics, tackling new workforce challenges, and sharing actionable tools and strategies that can be implemented today.

From managing a hybrid workforce and building an adaptable, future-focused team, to attracting and retaining top talent and redesigning the employee experience for a new generation, the National HR Summit New Zealand will shine a spotlight on the most talked-about HR challenges of 2022.

Discover a powerful network of your peers, and gain insights on critical issues from forward-looking discussions that will help inspire your HR strategy. Join us virtually on **7 April 2022** from a location of your choosing, and together we can shape the future of work.

To register and for more information, <https://hrsummit.co.nz/>

Forthcoming

## 2023 AIRAANZ Conference

As the dust settles on a highly successful 2022 AIRAANZ Conference at the University of Sydney (online - see pages 3 -5), it was confirmed in AGM of this year's conference that the 2023 AIRAANZ conference will be held on Magnetic Island in Townsville, Australia.

Professor Stephane Le Queue (James Cook University and MPOWER member) is leading the organisation of next year's conference. During this year's AGM, he spoke about the tranquil and hospitable setting that the Island will provide for next year's event. More than a few 2022 conference attendees have already scheduled the 2023

conference into their diaries! We'll provide more information as it comes to hand.



Prof. Stephane Le Queue



# AIRAANZ

Association of Industrial Relations Academics  
of Australia and New Zealand





# 2022 MPOWER Research Excellence Awards



## *for Massey University Post-graduates and Emerging Academics*

MPOWER is the Massey, People, Work and Employment Research Group. The term MPOWER reflects a research focus on the management of people in the workplace and organisations with a view to empowering people and organisations to perform.

The research group is a cross-campus, cross-college and cross-institution initiative to enhance, promote and build on Massey's expertise in the management of people in the workplace and organisations. MPOWER aims to increase Massey's reputation for expertise in the area of people management; enhance engagement with relevant industry; and leverage our expertise in research collaboration and income generation.

### **MPOWER research excellence awards**

The annual MPOWER research excellence awards have run since 2013. MPOWER is offering one post-graduate/emerging researcher funding support and a certificate of achievement for proposed 'people and work' research in 2022.

The purpose of the MPOWER funding is to help support relevant, innovative and impactful research on 'people and work' topics by Massey's post-graduates and emerging academics.

### **Benefits**

- ◆ you'll be awarded research support funding and a certificate of achievement by MPOWER;
- ◆ your research will be profiled through MPOWER communication channels and media to audiences within the University and externally;
- ◆ the award will add value to your CV; and
- ◆ your award will be presented at the Massey Business School Achieving Excellence Award ceremony (online) (date tba).

### **Eligibility**

To be eligible for MPOWER research funding, you must:

- ◆ be a current post-graduate or emerging researcher (i.e. within the first seven years' fulltime equivalent as an academic researcher) in any of Massey University's Colleges or Departments/Institutes/Groups;
- ◆ propose a research project in the field of 'people and work' (see the MPOWER website for a list of MPOWER's main research themes);
- ◆ plan to lead or co-lead the proposed project; and
- ◆ be a member of MPOWER.



nb: proposed projects on ‘people and work’ research in Aotearoa New Zealand and/or overseas are eligible for MPOWER funding. Recipients of other sources of funding for their project may also apply. The successful applicant will be notified via email or telephone; and other applicants will receive feedback on their submission from the judging panel.

### Award criteria

The MPOWER Researcher Excellence award winner will be selected by a panel comprising MPOWER academic researchers and senior industry representatives. The strength of a project will be assessed by:

- ♦ its relevance to MPOWER’s scope of research (i.e. people and work management studies) in New Zealand and/or overseas;
- ♦ its theoretical and/or methodological robustness; and
- ♦ the case made by the applicant with respect to how funding will be utilised to progress the study.

### Conditions

Recipients of an MPOWER funding award will need to show that the funding has been used to support their research project. They will also need to attend (online) the Massey Academic Excellence Awards presentation ceremony (date tba), and take part in related MPOWER publicity around the funding initiative.

### How to apply for an MPOWER Research Excellence award

Application forms are available on the MPOWER website at: [https:// www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/research-and-expertise.cfm](https://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/research-and-expertise.cfm)

Download, complete and submit your completed application form via email to: [j.arrowsmith@massey.ac.nz](mailto:j.arrowsmith@massey.ac.nz) or [parker@massey.ac.nz](mailto:parker@massey.ac.nz)

Any questions about the award or application process can be emailed to the same email address.

### Closing date

5pm on 7 April 2022

## MPOWER: Quick facts and contacts

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Our membership now sits at 1,300. Of these, MPOWER LinkedIn Group members number c. 620. About half of the total membership are external or industry contacts. For more information about the group, contact us:

- ♦ Co-directors (Jane Parker and Jim Arrowsmith) - e-mail: [j.parker@massey.ac.nz](mailto:j.parker@massey.ac.nz) or [j.arrowsmith@massey.ac.nz](mailto:j.arrowsmith@massey.ac.nz)
- ♦ MPOWER e-mail address: [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)
- ♦ Website: <http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/>
- ♦ LinkedIn group: [http://www.linkedin.com/groups?home=&gid=5079191&trk=anet\\_ug\\_hm](http://www.linkedin.com/groups?home=&gid=5079191&trk=anet_ug_hm)

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

- ◆ **Alakavuklar, O.** (2022). [Book review] In praise of democratic market socialism in the 21st Century. *Organization*, published online before print. doi: 10.1177/1350508420928525 (forthcoming)
- ◆ Alefaio-Tugia, S., Andrews, M., Afeaki-Mafileo, E., Satele, P., **Carr, S.**, **Haar, J.**, Hodgetts, D., **Parker, J.**, **Arrowsmith, J.**, **Young-Hauser, A.**, and Jones, H. (2022). Shifting the Poverty-Lens for Sustainable Livelihoods: A Pasifika Perspective on A Living Wage. In *Tū Rangaranga*, Massey University Press.
- ◆ **Almond, P.**, Edwards, T., Kern, P., Kim, K. and Tregaskis, O. (2021). Global norm-making processes in contemporary multinationals. *Human Resource Management Journal*, 1–19.
- ◆ Amoah, P. and **Eweje, G.** (2021). Barriers to environmental sustainability practices of multinational mining companies in Ghana: an institutional complexity perspective. *Corporate Governance*.
- ◆ **Arrowsmith, J.** (2022). Four entries (Annualized hours, Overtime, Shift work, Working time) in A. Wilkinson and S. Johnstone (eds.) *Encyclopedia of Human Resource Management*. Cheltenham and Northampton, MA: Edward Elgar. 2nd edition.
- ◆ **Arrowsmith, J.** (2022). HR Trends: HRNZ Member Survey, 2021. Wellington: Human Resources New Zealand. [https://hrnz.org.nz/fileadmin/News/HRNZ\\_Trends\\_Survey\\_Report\\_2021.pdf](https://hrnz.org.nz/fileadmin/News/HRNZ_Trends_Survey_Report_2021.pdf)
- ◆ Asad, M., Aizaz Zafar, M. and **Sajjad, A.** (2022). The Impact of Supervisory Communication Apprehension on Subordinates' Job Performance: An Empirical Study in Pakistan. *Journal of Asian Finance, Economics and Business*. 9(32).
- ◆ Barton, R., Béthoux, E., Dupuy, C., Ilsøe, A., **Jalette, P.**, Laroche, M., Navrbjerg, S. and Larsen, T. (2021). "Understanding the dynamics of inequity in collective bargaining: Evidence from Australia, Canada, Denmark and France", *Transfer: European Review of Labour and Research*, 27(1): 113-128.
- ◆ Bechter, B., Braakmann, N., and **Brandl, B.** (2021). Variable Pay Systems and/or Collective Wage Bargaining? Complements or Substitutes? *Industrial and Labor Relations Review* 160(1): 43-64.
- ◆ **Brandl, B.** (2021). The cooperation between business organizations, trade unions, and the state during the COVID-19 pandemic: A comparative analysis of the nature of the tripartite relationship. *Industrial Relations* (<https://onlinelibrary.wiley.com/doi/full/10.1111/irel.12300>)
- ◆ **Brandl, B.** (2021). Trust as the cement in the employment relationship? The role of trust in different workplace employment relations regimes. *Journal of Organizational Effectiveness: People and Performance* 8(1): 80-96.
- ◆ Franke, L. and **Pulignano, V.** (2022). Labour control and commodification strategies within a food delivery platform in Belgium, *Digital Platforms and Algorithmic Subjectivities*; University of Westminster.
- ◆ **Haar, J.**, Nguyen, R. and **Brougham, D.** (2022). Support Perceptions, Organisational Citizenship Behaviours, and the Mediating Role of Cultural Wellbeing: Are Effects Stronger for Ethnic Minority Workers?. *The New Zealand Journal of Employment Relations*.
- ◆ **Jalette, P.** and Barton, R. (2021). Stratégies des multinationales pour reconfigurer le périmètre de l'entreprise et l'aire de la négociation collective en Tasmanie, *Négociations*, 35: 89-105.
- ◆ Muszyński, K., **Pulignano, V.**, and Marà, C. (2022). Product markets and working conditions on international and regional food delivery platforms: A study in Poland and Italy. *European Journal Of Industrial Relations*.
- ◆ **Parker, J.** and **Alakavuklar, O.** (2022). Union collective action, social movement unionism and worker freedom. *International Labour Review*. <https://onlinelibrary.wiley.com/doi/10.1111/ilr.12356>
- ◆ **Parker, J.** and **Donnelly, N.** (2022). Historical developments in the gender pay gap in Aotearoa New Zealand: A longitudinal employment relations critique. *Labour History*, (forthcoming).
- ◆ **Parker, J.**, **Donnelly, N.**, **Sayers, J.**, **Young-Hauser, A.**, **Barnett, S.**, **Paea, S.** and **Loga, P.** (2022). Women's Equity Progress in Aotearoa New Zealand's Public Service. In H. Conley and P. Koskinen Sandberg (eds) *Handbook on gender and Public Sector Employment*, Edward Elgar (forthcoming).
- ◆ Plester, B., Kim, H., **Sayers, J.** and Carroll, B. (2022). "Show us what you've got": From experiences of undoing to mobilizing agentic vulnerability in research. *Gender, Work and Organization*. 29(1), 58-78.
- ◆ **Pulignano, V.** and Morgan, G. (2022). The Social Foundations of Precarious Work: The role of unpaid labour in the family. *Faces of Precarity: Critical Perspectives on Work, Subjectivities and Struggles*. Bristol University Press.
- ◆ **Sajjad, A.** (2022). Beyond shareholder value: a framework for stakeholder governance. *Corporate Governance: The International Journal of Business in Society*. (book review)