

MPOWER: research reconnect

March 2023
Vol. 10, Issue 2



MPOWER



Challenging times for New Zealand

Severe weather conditions in Aotearoa New Zealand in recent weeks have had a devastating impact on human lives, communities, homes, and livelihoods. MPOWER would like to acknowledge the efforts and resilience of so many people, including a number of its members, in responding to cyclone and flood challenges, and our thoughts are with all those who have been affected.

In-person conference re-boot

For many, in-person conferences and research events have recently recommenced after the travel hiatus caused by pandemic-related lockdowns. The AIRAANZ conference on Magnetic Island and in Townsville, Australia, was hosted by the College of Business, Law and Governance at James Cook University. The conference provided an opportunity for many delegates to reconnect in person for the first time in several years. Prof. Patrice Jalette (Université de Montréal, and MPOWER member) provided a fascinating keynote on labour shortages in Canada, Australia and New Zealand, while Gail Barry gave an intimate account of her life experiences and industrial relations context in Australia. Gail is a 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. See pages 3-5 for an overview of the conference, including various activities that involved our members.

MPOWER visitor

On the back of the AIRAANZ conference, Professor Jalette will be coming to New Zealand as an MPOWER/Massey University professorial visitor in early March 2023. During his time in Auckland, Patrice will give a public seminar on labour shortages based on experiences in Quebec province, and their meaning for industrial relations (see page 6 for more information and to register). We look forward to welcoming Patrice to Aotearoa and hosting him during his time here.

New member profile

It's been a while since we profiled a new MPOWER member but, in this issue, we're pleased to introduce you to Professor Ryan Lamare (University of Illinois at Urbana-Champaign, USA). Ryan has recently joined the editorial team at *Labour and Industry: A journal of the social and economic relations of work* which involves a number of MPOWER members as contributors and editors (see page 9 for more about Ryan).

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 to be put on our mailing list. You can also receive information on and early alerts to MPOWER activities via our LinkedIn Group.

Inside this issue

MPOWER overview.....	1
How to join MPOWER	1
Contact Us	1
Upcoming & recent events	2
MPOWER research news	3-8
2023 AIRAANZ	3-5
Visiting professor	6
Book webinar	7
FoW in Asia Pacific	8
New member profile	9
Accolades	10
Forthcoming	
conferences	11-14
Selected publications	15
About MPOWER	16

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 June 2023.

MPOWER- Upcoming Events/Activities

- ◆ MPOWER at the Human Relations 75th Anniversary Conference in London, April 2023, presenting on Pacific employee networks in New Zealand's public service
- ◆ MPOWER visit by Professor Patrice Jalette (Université de Montréal), March-April 2023, page 6
- ◆ MPOWER seminar by Professor Jalette on labour shortages in Quebec province, 15 April, 11.30am-1pm, page 6
- ◆ MPOWER webinar: editors and contributors speak about a new book, *Women and Work in Asia and the Pacific: Experiences, Challenges and Ways Forward* (Massey University Press), 9 March, 3.30pm-5.30pm page 7
- ◆ MPOWER visit by Dr Katy Jones (Decent Work and Productivity Research Centre, Manchester Metropolitan University), date tbc

Recent Activity (January-March 2023)

- ◆ MPOWER at 2023 AIRAANZ Conference (paper presentations, and stream co-ordination), with Professor Patrice Jalette (Université de Montréal and MPOWER member) as a conference keynote speaker, Magnetic Island, North Queensland, Australia, 8-10 February 2023, pages 3-5
- ◆ MPOWER/multi-institution project on Varieties of Industrial Relations (ongoing) - presentation of inaugural findings, and *Women and Work in Asia and the Pacific* book launch, at 2023 AIRAANZ, pages 3-5
- ◆ MPOWER engagement in a cross-national survey-based study of work addiction, ongoing

*For more information, see the MPOWER website and LinkedIn Group site,
or email: mpower@massey.ac.nz*



MPOWER research news

Recent event

2023 AIRAANZ conference

Conference theme: Labour and value

8-10 February 2023
Magnetic Island and Townsville, Australia

The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) returned to an in-person conference in 2023.

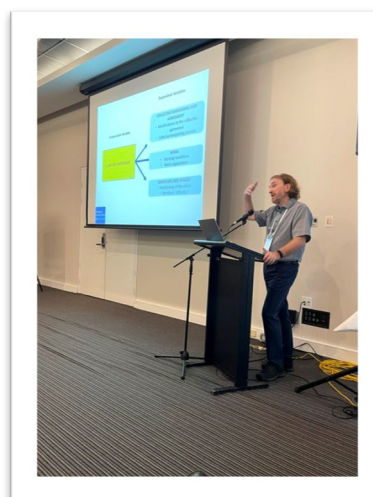
This conference was hosted by the College of Business, Law and Governance, James Cook University (JCU) at Magnetic Island, North Queensland, Australia from Wednesday 8 to Friday 10 February 2023. **Dr Stephane LeQueux** (JCU) and **Professor David Peetz** were lead organisers of the event.

The conference was preceded by 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. MPOWER co-directors **Professor Jane Parker** and **Jim Arrowsmith** were among the discussants of doctoral students' studies..

Keynote addresses were given by: **Professor Patrice Jallette** (MPOWER member) from the Université de Montréal who spoke on the repercussions of labour shortages in Canada, Australia and New Zealand; 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) who provided a powerful testimony on the dispossession, disenfranchising and impoverishment of the traditional owners of the land.

The address given by the outgoing AIRAANZ president, **Dr Noelle Donnelly** (Victoria University of Wellington and MPOWER member) concerned growing inequalities in relation to different aspects of the valuation of labour.

Over 100 delegates attended the conference, presenting and listening to a wide array of employment relations issues and themes, including indigeneity and labour; value in essential and care work; labour and value in the gig economy; gender and value; social justice and labour; the post-Covid 19 world of work; immigrant labour and labour supply; and Asian, international and comparative analysis.



Professor Patrice Jallette

MPOWER



Cont'd ...

cont'd: 2023 AIRAANZ conference

A new book involving MPOWER members, *Women and Work in Asia and the Pacific: Experiences, challenges and Ways Forward*, was launched at the conference. **Profs Jane Parker** (ETUI/Massey University) and **Marian Baird** (University of Sydney) and **Dr Noelle Donnelly** (VUW) overviewed the book's origins in a United Nations workshop on Discrimination Against Women and Girls in 2019; the four themes that structured each of the 10 country analyses (globalisation, technological development, sustainability, and demographic change); and key implications of the book for policy development. The book was dedicated to **Lina Cabaero** who passed away on 8 August 2021. Lina was the Chair and, later, Treasurer of the Immigrant Women's Speakout Association. She also held responsible positions as Coordinator of the Asian Women



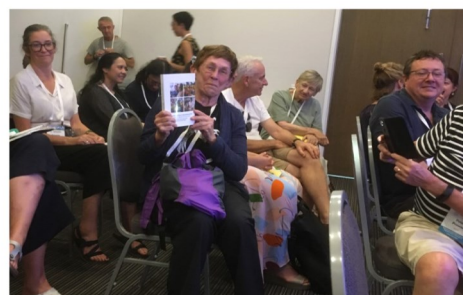
Prof. David Peetz (launch 'MC'), and book editors Prof. Marian Baird, Prof. Jane Parker and Dr Noelle Donnelly

at Work (AWatW) and the Philippine Australia Community Services Inc (PACSI). Even when Lina was terminally ill, she continued to contribute to campaign for migrants' rights and had intended to be a co-author of a chapter in the book on Philippine women workers.

Congratulations to delegate **Dr Di Kelly** who won a copy of the book for being the quickest of the mark to name two countries that start with 'P' that are included in the book.

The book is published by Massey University Press, and a webinar involving the editors and contributors is scheduled for 9 May 2023 (see page 7).

Several awards were also presented at AIRAANZ 2023. **Isabella Dabaja** received the Best Postgraduate Student paper Award, while **Professor Sara Charlesworth** (RMIT) was the recipient of the Vic Taylor long-term contribution award. The winners of the 2022 Research Insight Award from *Labour and Industry*, the AIRAANZ house journal, were **Alison Pennington** and **Megan Wenlock** for their paper on bargaining for pay equity.



Book winner, Dr Di Kelly (University of Wollongong)



Prof. Sara Charlesworth

While delegates worked hard, they also played hard. Extracurricular activities included cane toad racing; island walks; snorkelling and scuba diving in the crystal clear waters of Magnetic Island; shark spotting; museum visits; boat trips; café and restaurant sampling; and more. Thanks to Stephane and his team for all of their hard work to make this a successful and memorable conference. The 2024 AIRAANZ conference will be held in Perth, Australia.

Press release:

NQ hosts Industrial Relations academics from around the world

For the first time, North Queensland was host to the annual conference of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ).

The conference was held on Magnetic Island from Wednesday 8 to Friday 10 February 2023 and hosted by the College of Business Law and Governance (CBLG) of the Division of Tropical Environments and Societies, James Cook University.

The theme of the AIRAANZ 2023 conference was 'Labour and Value'.

Member of the organising committee, Dr Stephane Le Queux said "The conference attracted over one hundred participants from all over Australia, New Zealand, and as far as Canada, the UK and Sweden."

"Hosting the conference in North Queensland has been an opportunity to showcase the world of work and employment in our region."

Spearheaded by Dr Stephane Le Queux was the inclusion of a plenary session dedicated to local industry developments and needs in Townsville and Burdekin.

"The plenary session on Regional Labour included Associate Professor Riccardo Welters, labour economist from JCU, Dr Kaylee Boccalatte representing the Burdekin Shire, Claudia Brumme-Smith and Tracey Holmes from Townsville Enterprise Limited and Margaret Marty from the Rural Economies Centre of Excellence (RECoE)."

"All contributions addressed the challenge of labour shortages in the region and presented forward-looking pathways to procure North and Far North Queensland with the workforce and the skills needed for enabling a prosperous future."

"We need labour for region-building, pro-active policies and planning to achieve workforce transitions."

Presenter Dr Kaylee Boccalatte said "we are proud of our achievements in the North and grateful to have the opportunity to discuss the labour needs required to support our industry now and in the future."

Dr Kaylee Boccalatte said "I would like to thank the organising committee for hosting this conference in North Queensland and providing the opportunity for academics from around the world to understand those workforce matters important in rural and regional Queensland."

For more information please visit the website: <https://www.airaanz.org/conference/airaanz-conference-2023>



Forthcoming

MPOWER seminar by Professor Patrice Jalette

Professor of Industrial Relations, School of
Industrial Relations, Université de Montréal
and MPOWER/Massey visiting professor



Date: 15 March 2023
Time: 11.30am-1pm
Venue: Room AT7 (The Atrium) Massey University, Albany Campus
(for the room and online link, please visit the registration link below)
Register: <https://masseyuni.wufoo.com/forms/mvbioku1t5a5sp/>

"Labour Shortages as a Source of Disruption in Industrial Relations: the Case of Québec (Canada)"

Abstract

In recent years, the Canadian province of Quebec has faced a labour shortage. It worsened during the Covid-19 pandemic and has since continued, similar to what has occurred in other advanced economies. The province's labour market has seen its performance reach unprecedented levels. The unemployment rate fell from 9.1% in 2003 to 4.3% in 2022, the lowest level in 45 years, and the number of job vacancies nearly quadrupled between 2015 and 2022. This unique situation in Quebec's labour market leads us to explore its repercussions on industrial relations, and the new issues it raises. This research therefore asks: in what ways does the labour shortage in Quebec affect labour relations in unionized workplaces and union life in local unions? The study is based on interviews conducted with representatives of private employers and unions working at different levels (sectoral and corporate) in four sectors: manufacturing, cleaning, supermarkets and accommodation.

Results to date show that the labour shortage has contributed to changing the dynamics of collective bargaining and modifying working conditions in the province. Indeed, it has tilted the balance-of-power in favour of the union, allowing several groups of employees to benefit from wage increases on a scale rarely seen before. In several of the sectors under examination, requests to reopen collective agreements before the end of their term were made by employers who wanted to quickly offer better working conditions to increase their ability to attract and retain workers. Yet, regarding working conditions, the labour shortage has generated conflicts and issues such as excessive workloads, repeated overtime, denied vacation days, and frustration among older employees because of the enhanced employment conditions offered to new workers. Finally, in terms of union life, it has raised issues regarding the integration of temporary foreign workers in union life; and increased workers' expectations, leading to the rejection of tentative agreements and individual agreements that parallel collective agreements.

Biography

Patrice Jalette is professor at the School of Industrial Relations of Université de Montréal. He has taught labour relations there since 2001, after working for four years at the *Institut de recherche et d'information sur la rémunération*, the *Institut de la statistique du Québec*, and the *Conseil consultatif du travail et de la main-d'œuvre* that advises Québec's Minister of Labor on policy matters. Patrice is a co-researcher at the Inter-University Research Centre on Globalization and Work (CRIMT), researching questions relating to collective bargaining and employment and labor relations from a comparative perspective. His work has been published in journals such as *Industrial and Labor Relations Review*, *Human Relations*, *International Journal of Human Resource Management*, *Journal of Industrial Relations*, *Relations industrielles /Industrial Relations*, *Journal of International Business Studies*, *Transfer: European Review of Labour and Research* and *Négociations*. He has edited or co-edited several books in French, including *The Collective Agreement in Québec*, *Multidimensional Perspectives on Restructuring*, *Industrial Relations in Questions* and *Compensation in all its states*.

This seminar is open to all. Light refreshments will be served at 11.30am, followed by a welcome and introduction at 11.50am and the seminar at 12 pm. After Q&A, the event will conclude at 1 pm. There is no entry cost for this event. If you require a car park, please visit the Albany campus map at: <https://www.massey.ac.nz/student-life/campus-guides-maps/auckland-campus-guide-and-maps/maps-transport-and-parking-for-auckland-campus/>

Forthcoming event

Book Webinar



Women and Work in Asia and the Pacific
Experiences, challenges and ways forward
Edited by Jane Parker, Marian Baird,
Noelle Donnelly and Rae Cooper

Date: 9 May 2023
Time: 3.30pm-5pm NZT
Mode: Online
Register: Details and link to follow soon

This new book was launched by its editors at the recent 2023 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference in Australia on 10 February.

In the book, more than 20 experts analyse the experiences, challenges and opportunities for working women in 10 countries in the Asia Pacific region with regard to four key themes: globalisation, technological developments, sustainability, and demographic change.

On 9 May 2023, a webinar session will build on this event by:

- ♦ outlining the rationale for the book and its origins in a global workshop exercise by the UN Working Group on Discrimination Against Women and Girls in 2019, led by Dr Elizabeth Broderick;
- ♦ providing author summaries on each of the 10 countries (Australia, New Zealand, Cambodia, Japan, Fiji, the Philippines, Sri Lanka, India, Pakistan and China) examined in the book, and contributor's comments on key policy recommendations for working women and their families in each nation;
- ♦ analysing the experiences, challenges and opportunities of working women cross-nationally;
- ♦ Introducing an inaugural model of book's multi-level, multi-country analytic framework; and
- ♦ concluding with a Q&A session involving a discussion by webinar attendees and the book's contributors.

The webinar will also seek to encourage networking among attendees, and a consideration of future research avenues.

Published by Massey University Press, the book will be available for purchase at a special discount price for those attending the webinar.

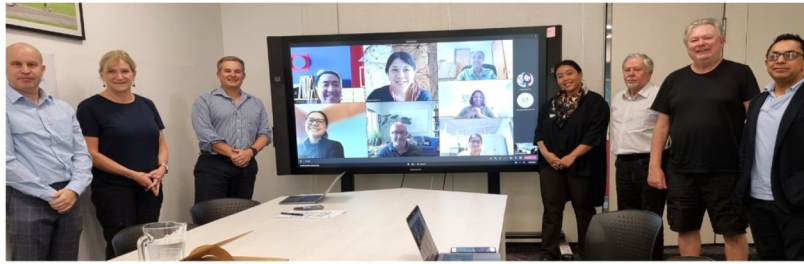
The book's editors are: Jane Parker, Marian Baird, Noelle Donnelly, and Rae Cooper. Chapter contributors include: the editors, Daniel Dinale, Kristy Ward, Michele Ford, Shingou Ikeda, Kazufumi Kasakai, Natalia D'Souza, Daisy Arago, Jane Brock, Peter Brock, Cedric Bagtas, Kasuni Weerasinghe, Thilini Mee-gaswatta, Vhibuti Patel, Binitha Thampi, Fatima Junaid, Afia Saleem, and Huiping Xian.

For more information about the book, please visit: <https://www.masseypress.ac.nz/books/women-and-work-in-asia-and-the-pacific/>

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PRESS



Recent event



The Future of Work in the Asia Pacific: Addressing Critical Shortages for Sustainable Development

This workshop was hosted over two days (1-2 February 2023) by Curtin University at their Singapore campus. **Professor Jim Arrowsmith** (MPOWER Co-Director) and others attended by Zoom.

The event brought together contributors to a book to be published by Routledge, entitled *Addressing Critical Skills Shortages for Sustainable Development: The Future of Work in Asia and Australasia*. Skills development is a crucial tool with which to address the UN Sustainable Development Goals around decent work, gender and other equalities, poverty elimination, and quality education.

Participants presented on their country chapters and joined in general discussions around topics such as the causes of skills shortages (e.g. structural, technological, political) and solutions at national, sectoral and occupational levels, including alternatives and complementary strategies to migration.

Jim discussed the structural barriers to vocational education and training (VET) in Aotearoa New Zealand such as the off-shoring of manufacturing; collapse of private-sector collective bargaining; and the dominance of small firms in low skill, low productivity sectors. He also assessed recent policy approaches around industrial relations and VET reform. Jim can be seen on the screen in the photo above (middle, bottom row).



New MPOWER member - profile

Welcome!

Professor Ryan Lamare

University of Illinois at Urbana-Champaign, USA



I am the Reuben G. Soderstrom International Labor Relations Professor in the School of Labor and Employment Relations at the University of Illinois at Urbana-Champaign. I received my B.S., M.S., and Ph.D. at the ILR School at Cornell University, and I held positions at the University of Limerick, University of Manchester, and Penn State prior to joining Illinois.

As an employment relations researcher, my work primarily involves quantitative empirical analyses of the interactions between institutions and employment relations actors. My research consists of two main projects connected to this overarching theme: the relationships between workplace actors and the political arena, and the organizational adoption of private workplace conflict management systems. In related projects, I examine the ties between institutions and voice at multinational firms, and the ways in which COVID-19 affected workplace outcomes. I have published extensively on these issues in various employment relations journals, and I am currently editor-in-chief of the Labor and Employment Relations Association (ILERA). I am also an associate editor for *Labour and Industry: A journal of the social and economic relations of work*.

I was born and raised in Christchurch, New Zealand. Outside of work, in addition to being a lifelong All Blacks supporter, I enjoy traveling, hiking, running, watching and playing soccer, and walking my dogs at least twice a day.

I can be reached at rlamare@illinois.edu

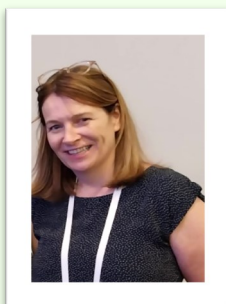




Accolades

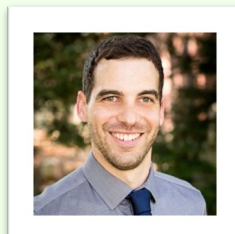


Congratulations to **Dr Noelle Donnelly** (Victoria University of Wellington) for her successful year as AIRAANZ's president.



Professor Jim Arrowsmith was elected at the 2023 AIRAANZ AGM as the AIRAANZ Vice President. **Professor Jane Parker** was elected as an AIRAANZ Executive Committee member.

Congratulations to **Janet Sayers** for her recent promotion to professor in the School of Management at Massey University.



New MPOWER member **Professor Ryan Lamare** (see page 9) received the University of Illinois at Urbana-Champaign 2022 LER Faculty Teaching Excellence Award.

Prof. Bernd Brandl and **Assoc.-Prof. Barbara Bechter** (Durham University, UK) are the lead organisers of the 2023 Industrial Relations in Europe Conference (IREC) at their university in September (see pages 11-12). **Professors Valeria Pulignano** (KU Leuven), **Chris Forde** (Leeds University) and **Jane Parker** (ETUI/Massey University) will be keynote speakers.



Congratulations to post-graduate, **Kerem Ceylan** (Bogazici University, Turkey) who recently moved to the Netherlands to take part in the Erasmus + Student Mobility Program.

Pat Loga, PhD Candidate in the School of Management, Massey University, presented work at the 22nd East-West Center International Graduate Student Conference in Honolulu, Hawai'i on 18 February. The Centre promotes better understanding and relations among the people and nations of Asia Pacific and the larger global community.

Congrats to **Emeritus Prof. David Peetz** and colleagues as the recipients of the AIRAANZ 2023 Vic Taylor Best Paper Labour & Industry Award on gender, work and academia during the pandemic

Well done to **Dr Andreas Pekarek** (University of Melbourne) for co-authoring the top-cited article in the *British Journal of Industrial Relations* for 2021-22, entitled 'Divided We Stand? Coalition Dynamics in the German Union Movement.'

Prof. Valeria Pulignano will be a plenary speaker at the 2023 WORK Conference at Turku in Finland, 23-25 August. For information about the conference, visit: <https://work2023.fi/>



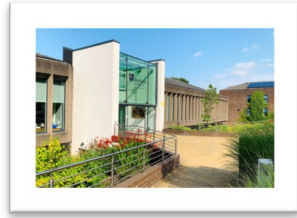
Professor Marian Baird (University of Sydney) has received a Sydney Business School/Business School Pilot Research Grant for a project on 'Managing retirement: The transition from full time work to retirement.'



Forthcoming

Call for Papers

Industrial Relations in Europe Conference (IREC) 2023



Conference theme: The Role of Industrial Relations after Turning Points in History

From the IREC Call for Papers website:

It is often heard in academic, political and public debates that Europe is at a turning point in history that has ended previous decades of economic growth, (relative) stability and (social) peace. Although the past decades were certainly challenging as Europe witnessed increasing inequality and precarity of work and labour, in which industrial relations was deregulated and changed its role from being a key actor and driver of economic and social life towards the role of a bystander and spectator.

There is no doubt that Europe is currently facing a number of different crises that changed or even shattered its economy and society dramatically in recent years that have implications for the role of industrial relations. In fact, “classical” industrial relations topics and phenomena including large scale industrial conflicts such as in particular strikes (re-)erupted, as well as “core” industrial relations activities such as collective wage bargaining in order to tackle skyrocketing inflation rates became essential for public policy makers. In this sense, it appears that a new era has started that might reverse the role of industrial relations again.

However, while not only the key role industrial relations had in the past is new, this situation of high economic and social instability and turmoil which has not been seen for many decades is unprecedented. In fact, the 1970s were also characterized by similar problems and challenges for economies and societies. More specifically, in the 1970s the industrialized world was also challenged by high inflation, an energy crisis, increasing unemployment, a turbulent and uncertain political environment, and substantial strike action. From this perspective, the turning point Europe is currently experiencing can be interpreted as a leap in time that brings us back to the 1970s in which industrial relations experienced its heyday as being a central part of social and economic life and potentially also as an academic field of study. Hence the current turning point could bring industrial relations back into the limelight of academic and policy debates.

At the IREC 2023, we would like to discuss the consequences the current turning point in history has for industrial relations both as an academic field of study as well as for the economy and society in Europe (and beyond). We encourage critical and novel contributions which shed light on the wide research area and question that is expressed in the conference theme, i.e. on *the role of industrial relations after turning points in history*.

The idea of the IREC 2023 is also to *continue important previous discussions* on all industrial relations areas as well. Therefore, we also invite *contributions focusing on all aspects and dimension industrial relations as well as on all related aspects of working life and employment*. In the tradition of IREC and to be able to continue discussions from previous conferences, papers with a comparative/comparable or international dimension are especially welcomed. With this in mind, the main topical clusters of the IREC 2023 are:

Continued ...

IREC 2023 (continued)

- ◆ *Turning points in history* and in industrial relations
- ◆ *European institutions and perspectives* on work, employment and industrial relations
- ◆ *Local, sectoral, national, and European labour market institutions and processes* in flux: change and resilience
- ◆ *Trade union* organising and mobilisation in changing times and context
- ◆ Industrial relations and the *welfare state*
- ◆ Industrial relations and *minimum wage*
- ◆ The role of *employers and business organisations*
- ◆ *Migration* and the implications for the world of work, employment and industrial relations
- ◆ The role of *environmental and climate change* on industrial relations
- ◆ *Labour market segregation*: differences and inequalities between different groups
- ◆ Industrial relations in the *public sector*
- ◆ Trends and effects of *collective bargaining*
- ◆ The impact and consequences of *(de-)globalization* on the world of employment and work
- ◆ *Worker participation, industrial democracy* and labour relations at the workplace level
- ◆ The *gig economy, platform work, new technologies* and industrial relations
- ◆ New and old forms of *industrial conflicts* and alternative form of the representation of collective interests
- ◆ The *theoretical and methodological challenges* in the field of work, employment and industrial relations

Provocative, innovative and critical answers to the challenges we are facing nowadays are welcome in order to stimulate new, controversial and alternative ideas. We expect to receive theoretical and empirical (both qualitative and quantitative) papers.

Provisional list of keynote speakers

- ◆ Professor Valeria Pulignano (KU Leuven, Belgium)
- ◆ Professor Richard Hyman (London School of Economics and Political Science, UK)
- ◆ Professor Jane Parker (ETUI, Brussels and Massey Business School, New Zealand)
- ◆ Dr Christine Aumayr-Pintar (Eurofound, Dublin)
- ◆ Professor Chris Forde (University of Leeds, UK)

Timeline

Key dates	Description
31 January	Abstract submission platform opened
28 April	Abstract submission deadline
31 May	Notification of acceptance (or earlier)
15 July	Paper givers registration deadline
1 September	Registration deadline for non-paper givers
18-20 September	Conference in Durham, England

Notes for authors

Authors are invited to submit their abstract using the submission system which is available on our website (TBC). You can submit only one abstract for one presenting speaker at to the conference. This means that at the conference, each participant can only present one paper but this does not prevent other presenters presenting papers where one is a co-author. **Abstracts should not exceed 250 words.** Most sessions will have the duration of 1.5 hours. Normally sessions will include 3 or 4 papers (15 minutes presentation time per paper) and discussion. Abstracts **must** be submitted online to the submission platform which can be found on the conference webpage. Abstracts sent by email cannot be accepted. Abstracts will be peer-reviewed and selected for presentation.

Email for further information: IREC2023@durham.ac.uk

Main organisers: Professor Bernd Brandl and Associate-Professor Barbara Bechter (Durham University)

Forthcoming

Labor and Employment Relations (LERA) 75th Annual Meeting



Date: 1-4 June 2023
Where: MotorCity Casino and Hotel, Detroit, Michigan
Theme: "Workers and American Democracy: Challenges Ahead, Lesson from Before"

Pre-conference events will take place on Wednesday, 31 May 2023.

Plan now to attend the LERA 75th Annual Meeting, **1-4 June 2023 in Detroit, Michigan!** The program will feature four days of intense learning and skill building at over 80 workshops, sessions, and more than 350 diverse presenters from every community focused on "the world of work."

Build your networks and knowledge with managers, unions, researchers, public policy, and agency staff from throughout the U.S. and abroad. Return home value added for your organization and your job.

Take part in practical workshops, join debates on the latest applied research topics and hear from experts on how their companies, organizations, and unions have successfully navigated workplace issues critical to success.

Registration will open February 2023. All participants and attendees must register, including speakers and discussants (chairs, panelists, presenters, speakers, discussants, etc.). **The early bird registration deadline is March 25, 2023.** Online registration will be open through May 26, 2023.

Those interested in attending can find the full program and registration information at: <https://www.leraweb.org/lera-75th-am>.

Thanks to Prof. Ryan Lamare for info. on this event.

National LERA Member	Non-member
Early bird Rates (Feb - March 25)	
Full Meeting - \$385 Student/Apprentice - \$175 Emeritus - \$283	Full Meeting - \$499 1 day - \$386
Regular Rates (March 25 - May 2)	
Full Meeting - \$419 Student/Apprentice - \$186 Emeritus - \$299	Full Meeting - \$533 1 day - \$395
Late Rates (May 3 - May 26)	
Full Meeting - \$447 Student/Apprentice - \$192 Emeritus - \$323	Full Meeting - \$561 1 day - \$405
Onsite Rates (June 1 - June 4)	
Full Meeting - \$476 Student/Apprentice - \$219 Emeritus - \$345	Full Meeting - \$589 1 day - \$430

ANZAM Annual – 36th Conference – 2023

4-7 December 2023

ANZAM's Doctoral workshop and 36th Conference 2023

The 2023 Doctoral workshop and ANZAM Conference are being hosted by Victoria University of Wellington, New Zealand

4 December
5-7 December

Doctoral Workshop
Conference

- ♦ ANZAM 2023 Doctoral representative: Alina Haider
- ♦ ANZAM 2023 Conference chairs: Vipul Jain and Urs Daellenbach



VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA
NEW ZEALAND




ANZAM 36th Annual Conference - 2023


Dates: 5-7 December 2023 *3 days*

Where: The Museum of New Zealand Te Papa Tongarewa
Wellington, New Zealand

Hosted by: Victoria University of Wellington

2023 Conference chairs: Vipul Jain and Urs Daellenbach
(Victoria University of Wellington)





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TE HERENGA WAKA
NEW ZEALAND

ANZAM 2023 Doctoral workshop

Venue: Wellington School of Business and Government at
Victoria University of Wellington, New Zealand

Date: 4th December 2023

Theme: **Connection, Collegiality and Collaboration**

Doctoral Representative 2023: Alina Haider

KEY CONFERENCE DATES:

Paper Submission Opens	Monday 6 March 2023
Registration Opens	Monday 3 April 2023
Paper Submission Closes	Monday 26 June 2023
Paper Acceptance Notification	Monday 28 August 2023
Deadline Revised Papers	Monday 18 September 2023
Registration Deadline (for Presenting Authors)	Monday 9 October 2023
Draft Program	Monday 30 October 2023

For more information: <https://www.anzam.org/events/anzam-annual-36th-conference-2023/>

MPOWER members' (surnames in bold) recent selected outputs

- ◆ **Arrowsmith J.** and **Parker, J.** (2023). Employer perspectives on the Living Wage and Minimum Wage during Covid: Evidence from New Zealand. *Labour and Industry: a journal of the social and economic relations of work*, <https://www.tandfonline.com/doi/full/10.1080/10301763.2022.2160292>
- ◆ **Baird, M.** (2023). A sign of the times, NZ PM Ardern's resignation resonates for women in power. *Daily Mail* (Australia), 19 January, <https://www.dailymail.co.uk/wires/reuters/article-11652731/A-sign-times-NZ-PM-Arderns-resignation-resonates-women-power.html> (media).
- ◆ **Cooper, R.** (2023). What women want versus what they get in the workplace. *Sydney Morning Herald*, 22 February, <https://www.smh.com.au/national/nsw/what-women-want-versus-what-they-get-in-the-workplace-20230222-p5cmjz.html> (media).
- ◆ **Dobbins, T.**, Johnstone, S., Kahancová, M., **Lamare, J.R.** and Wilkinson, A. (2023). Comparative impacts of the COVID-19 pandemic on work and employment—Why industrial relations institutions matter. *Industrial Relations*. <https://doi.org/10.1111/irel.12328>
- ◆ Goods, C. and **Ellem, B.** (2022). Employer associations: Climate change, power and politics. *Economic and Industrial Democracy*. <https://doi.org/10.1177/0143831X221081551>
- ◆ Henry, C. and **Lewis, K.V.** (2023). The art of dramatic construction: Enhancing the context dimension in women's entrepreneurship research. *Journal of Business Research*, **155** (Part B), 113440.
- ◆ **Healy, J.** and **Pekarek, A.** (2023). Consumers in the gig economy: Resisting or reinforcing precarious work? *The Routledge Handbook of the Gig Economy*, Routledge, UK, pp. 246-257.
- ◆ **Lamare, J.R.** and Budd, J.W. (2022). The Relative Importance of Employment Relations Ideas in Politics: A Comparative, Longitudinal Analysis of Political Party Manifestos. *Industrial Relations*, 61(1): 22-49.
- ◆ **Lansbury, R.** (2022). IR changes the biggest win for Australian workers in a lifetime. *The Canberra Times*, 3 December, <https://www.canberratimes.com.au/story/8003008/biggest-win-for-workers-in-a-lifetime/> (media).
- ◆ Li, W., **Lamare, J.R.** and Bruno, R. (forthcoming). Does Union Canvassing Affect Voter Turnout in Times of Political Duress? Empirical Evidence from Illinois. *Labor Studies Journal*.
- ◆ **Parker, J.** (2023). Europe in transition and workplace democracy: towards a strong social Europe? *Benchmarking Working Europe 2022*, European Trade Union Institute (chapter 6).
- ◆ Sarvaiya, H. and **Arrowsmith, J.** (2022). Exploring the context and interface of corporate social responsibility and HRM. *Asia Pacific Journal of Human Resources*, <https://doi.org/10.1111/1744-7941.12316>
- ◆ **Parker, J., Baird, M., Donnelly, N.** and **Cooper, R.** (eds) (2023). Working women in Asia and the Pacific: Experiences, Challenges and Opportunities, Massey University Press. (Book launched at AIRAANZ 2023 – see page 4).
- ◆ Tretiakov, A., **Jurado, T.** and **Bensemman, J.** (2023). Employee Empowerment and HR Flexibility in Information Technology SMEs. *Journal of Computer Information Systems*.
- ◆ **Weerasinghe, K., Scahill, S.**, Pauleen, D. and **Taskin, N.** (2022). Big data analytics for clinical decision-making: Understanding health sector perceptions of policy and practice. *Technological Forecasting and Social Change*, 174.
- ◆ **Woodhams, C.**, Parnerkar, I. and Tomaskovic-Devey, D. (2022). Relational Inequalities in UK Surgery: Gender, Race and Closure. *Proceedings - Academy of Management*, 2022, (1).
- ◆ Wong, L.S., Ram, S. and **Scahill, S.** (2022). Community Pharmacists' Beliefs about Suboptimal Practice during the Times of COVID-19. *Pharmacy*, 10(6):140.
- ◆ Wrapson, W., Dorrestein, M., Wrapson, J., Theadom, A., Kayes, N., Snell, D., Rutherford, S., **Roche, M., Babbage, D.R.** and **Siebert, R.J.** (2022). Stroke survivors' expectations and post-intervention perceptions of mindfulness training: A qualitative study. *Neuropsychological Rehabilitation*, 32(10): 2,496-2,518.
- ◆ Zainal, N., Ott, D.L. and **O'Kane, P.** (2022). Theory of gendered organizations: A systematic review and plan for future research. *Proceedings of the 35th Australian and New Zealand Academy of Management (ANZAM) Conference*. (pp. 675-696).



MPOWER's core areas of research

MPOWER's core research areas include:

- human resource management (HRM);
- employment relations (ER);
- people management and performance;
- equality, culture and diversity; and
- employee engagement, health and well-being.



The group focuses on but is not restricted to these areas. The diagram signifies different analytical lenses through which the research areas can be analysed (e.g. with regard to Māori, gender, leadership, critical management and cross-Pacific perspectives and mixed methodologies). See also: https://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/mpower_home.cfm