

# MPOWER @ 10 years profile and progress

June 2023  
Vol. 10, Issue 2



MPOWER



## MPOWER membership - a profile at 10 years



MPOWER has reached its 10th birthday! Thank you for being part of the growth and activities of this research group. In this issue, we profile your diversity with a few snapshots of members' locations and sector backgrounds (see page 3). Although the Group continues to steadily grow, please feel free to mention it to any colleagues and network with an interest in workplace, employment relations and people management research.

## Books - recent webinar, a publication and forthcoming work

On 9 May, editors and contributors to a new book, *Working Women in Asia and the Pacific: Challenges, Experiences and Ways Forward*, took part in a webinar to profile its key findings and recommendations. Published by Massey University Press, the book covers the situation of working women, their families and communities in 10 countries in the region, and involved more than 20 authors. For those interested, see page 4 for the webinar recording links. The *Handbook on Gender and Public Sector Employment* (published by Elgar) also involves MPOWER authors (see page 8). And a third text, also involving many of our members, is underway. This field guide (also from Elgar) focuses on different research methodologies used in employment relations research around the globe. Designed to assist researchers in the field, it will be published in 2024 (see page 9).

## International MPOWER visitor

We're delighted that Dr Katy Jones, Research Fellow in the Decent Work and Productivity Research Centre (DWPRC) at Manchester Metropolitan University (MMU) in the UK, will visit MPOWER and Massey University in early August. Katy will liaise and meet with staff, and give an open seminar (details to be confirmed) during her stay in Auckland (see page 6).

## MPOWER-Decent Work and Productivity Research Centre link-up

The DWPRC will also co-host a virtual event with MPOWER where members from both groups can discuss their research and possibilities for collaboration. The date of the event will be 16 August (see page 6), but please signal your interest in attending by emailing [j.parker@massey.ac.nz](mailto:j.parker@massey.ac.nz) or [j.arrowsmith@massey.ac.nz](mailto:j.arrowsmith@massey.ac.nz).

## 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 2023.*

## *MPOWER- Upcoming Events/Activities*

- ♦ MPOWER visit by Dr Katy Jones (Decent Work and Productivity Research Centre (DWPRC), Manchester Metropolitan University), c 3-4 August (page 6)
- ♦ Decent Work and Productivity Research Centre-MPOWER Researcher Virtual Meeting, 16 August (page 6)

## *Recent Activity (March-May 2023)*

- ♦ MPOWER at the Human Relations 75<sup>th</sup> 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, including Patrice's MPOWER seminar on labour shortages in Quebec province, 15 April, Massey University (Albany) Campus, 11.30am-1pm
- ♦ MPOWER/Massey webinar: editors and contributors spoke about a new book, *Women and Work in Asia and the Pacific: Experiences, Challenges and Ways Forward* (Massey University Press), 9 May, 3.30-5pm NZT

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



# MPOWER @ 10 years:

## Membership profile - who are we?

MPOWER was set up in mid-2013. By the end of its first year, membership numbered around 380 and the Group has continued to steadily grow to 1,200 in 2023. So, who is an MPOWER member and how do they engage with the Group?

The figures below provide some high-level demographics of the current membership. Academics, including staff and final year under-graduates and post-graduates, form just over one-third (36 per cent) of the membership while industry professionals and representatives from government, workplaces, employer groups, trade unions, community groups and activist groups form nearly two-thirds (64 per cent) (see Figure 1). The majority of MPOWER members (77 per cent) are based in Aotearoa New Zealand but a substantial minority (23 per cent) are located in other countries around the world, notably in Australia, the UK, the US, Europe, and the Pacific (Figure 2). Of the non-academic members, 86 per cent are located in Aotearoa while just 14 per cent are based overseas (see Figure 3). However, two-fifths (40 per cent) of academic members are located overseas while

Figure 1: MPOWER membership - academics and non-academics, percentages, 2023

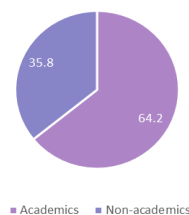
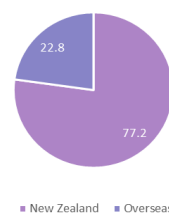


Figure 2: MPOWER membership - NZ- and overseas-based membership, percentages, 2023



60 per cent are based in New Zealand (Figure 4). Just over half or 646 (54 per cent) of all MPOWER members have joined the Group's LinkedIn site (<https://www.linkedin.com/groups/5079191/>) where they can receive advance information about MPOWER research and activities, while three-

Figure 3: MPOWER membership (non-academic): NZ and overseas locations, percentages, 2023

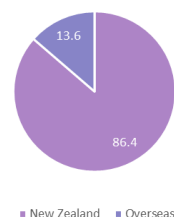
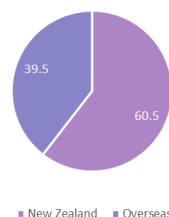


Figure 4: MPOWER members (academic) - NZ and overseas locations, percentages, 2023



fifths (66 per cent), including some MPOWER LinkedIn Group subscribers, can be contacted via e-mail. As well as LinkedIn and email, members engage with MPOWER over the phone and through networks (e.g. via the Decent Work and Productivity Research Centre at Manchester Met University; Toksave, a Pacific research group), workshops, seminars/presentations, meetings, webinars, conferences, and research activities.

# MPOWER research news

Recent event

## Book webinar

**Book title: Working women in Asia and the Pacific: Challenges, Experiences and Ways Forward**

9 May 2023  
3.30-5pm (NZT)

**The editors and chapter contributors for a new book published by Massey University Press recently gathered online to discuss its rationale, coverage, key themes and recommendations for policy developments.**

Two of the book's editors, Professors Jane Parker (Massey) and Marian Baird (University of Sydney) provided a brief background and rationale for *Working Women in Asia and the Pacific*, before overviewing its analytical framework. This drew on that used by the UN Working group on Discrimination Against Women and Girls in their 2020 global report on working women.

Professor Rae Cooper, co-editor, then facilitated short presentations from chapter contributors, many of whom are MPOWER members. The contributors each summarised the main themes and points of their individual country analysis on working women's situation. For several of the countries - Japan, India, and the Philippines - supplementary commentaries were also overviewed by presenters. The focus of the presentations was on challenges for working women, their families and communities; notable experiences and empirical evidence; and country-specific recommendations for policy development. Chapter presentations were given by Dr Daniel Dinale (University of Sydney) - Australia; Dr Noelle Donnelly (VUW, NZ) - Aotearoa New Zealand; Mr Shingou Ikeda (Japanese Institute for Labour Policy and Training) - Japan; Dr Huiping Xian (University of Sheffield, UK) - China; Dr Kasuni Weerasinghe (Massey University, NZ) - Sri Lanka; Professor Vibhuti Patel and Dr Binitha Thampi (Indian Institute of Technology Madras) - India; Dr Natalia d'Souza (ex-Massey University) - Fiji; Dr Fatima Junaid (Massey University, NZ) and Dr Afia Saleem (Institute of Management Sciences, Pakistan) - Pakistan; Jane Brock (Immigrant Women's Speakout Association (IWSA)) and Anna Tuvera (ITUC Asia Pacific) on behalf of Cedric Bagtas (Hon. General Secretary of the National Trade Union Center Philippines). The chapter contributors for Cambodia could not attend due to other commitments.

The presentations were followed by a Q&A session with audience members, before the book editors drew the session to a close.

The book is dedicated to Lina Cabaero. Lina was the chair and later treasurer of the Immigrant Women's Speakout Association in Australia and a member of the Australian Services Union. She also held posts as the coordinator of the Asian Women at Work and Philippine Australia Community Services Inc. Even when Lina was terminally ill, she continued to contribute to campaigns for migrants' rights, using her cultural work skills, singing progressive songs and playing the guitar. Lina had intended to co-author the chapter on Philippine women workers but passed away on 8 August 2021.

For those interested in listening to the webinar presentations and Q&A, here is the recording in two parts (45 minutes each):

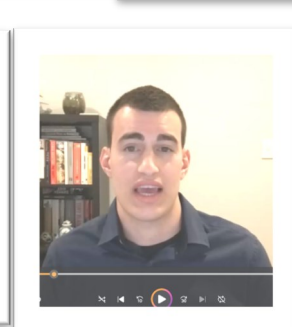
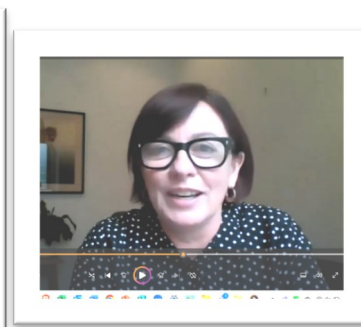
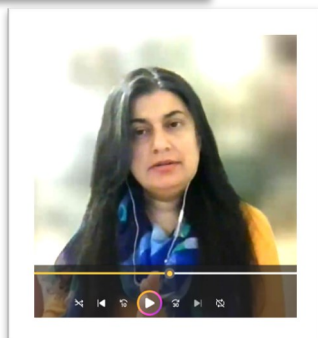
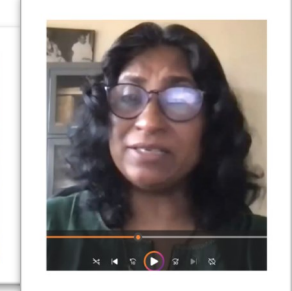
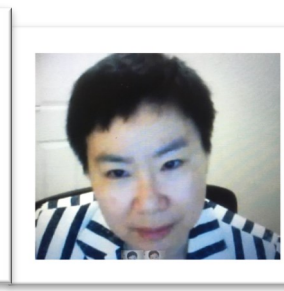
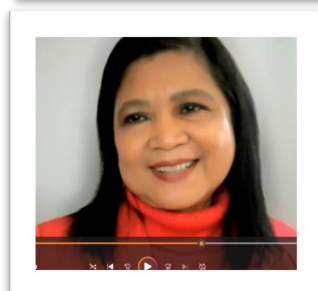
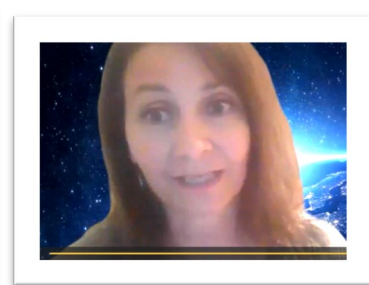
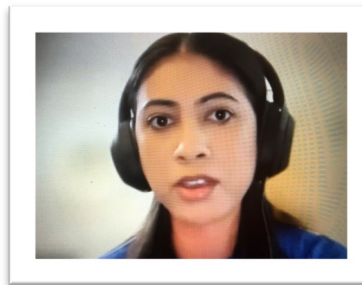
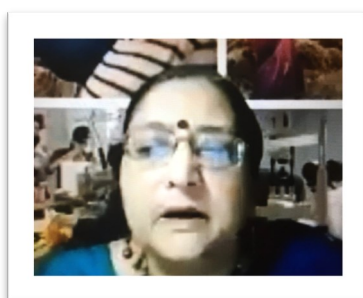
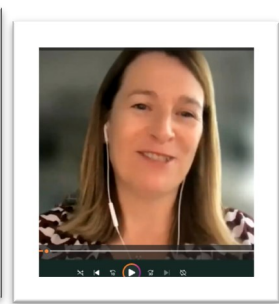
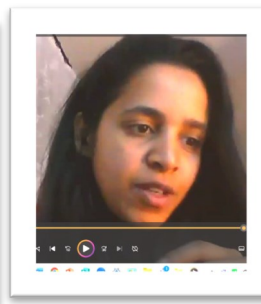
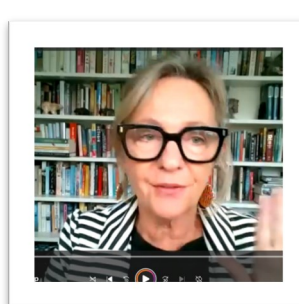
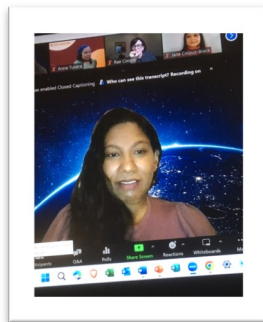
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## Scenes from the book webinar:

MASSEY  
UNIVERSITY  
PRESS





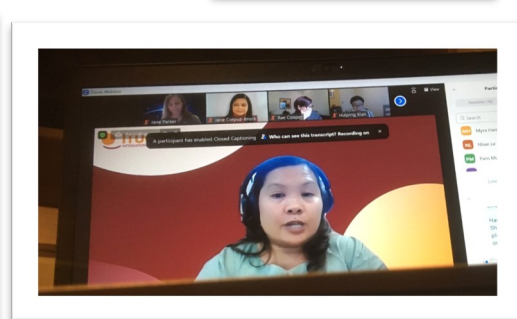
Welcome to the  
**book webinar**

**Women and Work in Asia and the Pacific: Experiences, challenges and ways forward**

9 May 2023, 3.30-5pm NZT

- welcome and introductions from the editors (5-10 minutes)
- presentations on individual country chapters by contributors (45-60 minutes)
- Q&A (20-25 minutes)
- concluding remarks and thanks from the editors (5-10 minutes)

**Women and Work in Asia and the Pacific**  
Experiences, challenges and ways forward

MPOWER

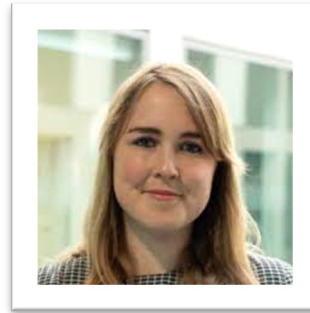


## Forthcoming

### MPOWER International visitor

#### Dr Katy Jones

**Research Fellow  
Centre for Decent Work and Productivity  
Research  
Manchester Metropolitan University, UK**



Dr Katy Jones, Research Fellow in the Centre for Decent Work and Productivity Research (DWPRC) at Manchester Metropolitan University (MMU), will visit MPOWER and Massey University from c. 3-4 August 2023.

During her time in Auckland as a Massey/MPOWER International Visitor, Katy will meet and liaise with staff and give an MPOWER-hosted open seminar (details to be announced).

We very much look forward to welcoming Katy. Her visit follows that of her colleague, Professor Mike Bresnen (Professor of Organisation Studies in the Department of People and Performance in the Faculty of Business and Law at MMU). As DWPRC members, both Katy and Mike's visit help to deepen the research partnership and collaboration between their Centre and MPOWER.

## Forthcoming

### DWPRC-MPOWER virtual research showcase

**16 August, 8am (UKT)/7pm (NZT)**

MPOWER researchers are warmly invited to a virtual event on 16 August to informally share current and prospective research plans with researchers of the DWPRC (<https://www.mmu.ac.uk/research/research-centres/dwp>) at MMU. Building upon the MoU between the two institutions, the aim is to open up research collaboration opportunities to all members of both research centres following a recent and pending visit by MMU staff to Massey - Professor Mike Bresnen last year, and Dr Katy Jones this July. This event is being led by Dr Reece Garcia of the DWPRC.

Various DWPRC researchers have signalled their interest in this virtual event, including:

- ◆ Dr Katy Jones (who will be visiting Massey/MPOWER in the last two weeks of July - see above): <https://www.mmu.ac.uk/staff/profile/dr-katy-jones>
- ◆ Professor Mike Bresnen: [https://www.mmu.ac.uk/staff/profile/professor-mike-bresnen#tab-tabs\\_staff\\_profile-0](https://www.mmu.ac.uk/staff/profile/professor-mike-bresnen#tab-tabs_staff_profile-0)
- ◆ Professor Carol Atkinson: <https://www.mmu.ac.uk/staff/profile/professor-carol-atkinson>
- ◆ Professor Kevin Albertson: <https://www.mmu.ac.uk/staff/profile/dr-kevin-albertson#5>
- ◆ Dr Alison Collins: <https://www.mmu.ac.uk/staff/profile/dr-alison-collins#2>
- ◆ Dr Reece Garcia: [https://www.mmu.ac.uk/staff/profile/reece-garcia#tab-tabs\\_staff\\_profile-0](https://www.mmu.ac.uk/staff/profile/reece-garcia#tab-tabs_staff_profile-0)
- ◆ Dr Christina Purcell: [https://www.mmu.ac.uk/staff/profile/dr-christina-purcell#tab-tabs\\_staff\\_profile-0](https://www.mmu.ac.uk/staff/profile/dr-christina-purcell#tab-tabs_staff_profile-0)
- ◆ Dr Fiona Christie: <https://www.mmu.ac.uk/business-school/about-us/staff/pp/staff/profile/dr-fiona-christie#5>
- ◆ Jamie Atkinson: <https://www.mmu.ac.uk/staff/profile/jamie-atkinson#2>

MPOWER researchers who would like to attend this virtual event can register by emailing [j.arrowsmith@massey](mailto:j.arrowsmith@massey) or [j.parker@massey.ac.nz](mailto:j.parker@massey.ac.nz). A link to this online event will be provided soon.

## Congratulations!

MPOWER members are among those shortlisted for the 2022 Nevile-Plowman Prize, awarded to the best article in the *Economic and Labour Relations Review* in the previous year. The full short list (with MPOWER members' names in bold) is:

- ♦ Peter Saunders, Yuvisthi Naidoo and Melissa Wong, Are recent trends in poverty and deprivation in Australia consistent with trickle-down effects?, *ELRR*, 33, 3, pp. 566-585;
- ♦ Eduardo Garzón Espinosa, Bibiana Medialdea García, Esteban Cruz Hidalgo and Carlos Sánchez Mato, Australia's fiscal surplus: Child of a credit and real estate boom, *ELRR*, 33, 4, pp. 850-868;
- ♦ **Larissa Bamberly**, Donna Bridges, Elizabeth Wulff and Branka Krivokapic-Skoko, Inequality regimes in male-dominated trades: What role do apprenticeship intermediaries (GTOs) play?, *ELRR*, 33, 3, pp. 547-565;
- ♦ Bingqing Xia, Labour agency in the future of work: Shenzhen's maker community, *ELRR*, 33, 3, pp. 484-501;
- ♦ **Sue Williamson**, Linda Colley and Meraiah Foley, Public servants working from home: Exploring managers' changing allowance decisions in a COVID-19 context, *ELRR*, 33, 1, pp. 37-55; and
- ♦ Elizabeth Humphrys, James Goodman and Freya Newman, 'Zonked the hell out': Climate change and heat stress at work, *ELRR*, 33, 2, pp. 256-271.

## Call for submissions



## 5<sup>th</sup> Human Resources International Conference

**Date:** Wednesday 10 to Friday 12 January 2024

**Venue:** Otago Business School, University of Otago, Dunedin, New Zealand

Human Resources (HR) scholars and practitioners, from throughout the world, are welcome to join the 5<sup>th</sup> Human Resources International Conference (HRIC). This conference is hosted by the Department of Management at the University of Otago in Ōtepoti Dunedin, Aotearoa New Zealand, in conjunction with the HR Division of the Academy of Management.

The conference will include a series of presentations, professional development workshops and a doctoral consortium. Its main theme is "Common Good HRM". Paper submission is now open—for more information, please visit: <https://events.otago.ac.nz/2024-hric/>

# Handbook on Gender and Public Sector Employment

International Handbooks on Gender series

Edited by Hazel Conley, Professor of Human Resource Management, Bristol Business School (University of the West of England, UK) and Paula Koskinen Sandberg, Assistant Professor in Organizational Communication, Aalto University School of Business (Department of Management Studies, Finland) this incisive Handbook offers a timely and critical analysis of the gendered nature of public sector employment. Bringing together key theoretical, conceptual, and empirical research from around the world, Hazel and Paula examine the ways in which female public sector workers experience intersectional discrimination in the workplace.

- ◆ 'Conley and Sandberg have brought together an impressive group of authors to uncover the reality of work in the public sector from multiple national contexts. This international collection provides insight into the dominant driving forces shaping public sector employment and the differential impact on a diversity of workers in different national settings.' – Geraldine Healy, Queen Mary University of London, UK
- ◆ 'This Handbook speaks to some of the most pressing issues impacting the pursuit of gender equity in public service. The authors provide compelling contributions that illustrate the enduring undervaluation and underutilization of women's talents. The qualitative and quantitative analyses offer snapshots of persistent gender inequity from around the globe. Together, they present a powerful call for change.' – Heather Getha-Taylor, University of Kansas, US
- ◆ 'While advancements have been made, more work needs to be done to fully include women in governance. This Handbook brings together an impressive roster of international and interdisciplinary scholars to examine gender in public sector employment, including continuing issues and new challenges for our changing world. This is an amazing, up-to-date resource for scholars of gender and public administration.' – Jessica Sowa, University of Delaware, US

This Handbook includes two chapters on women in New Zealand's public sector, and one on gender in Australia's public service (some authors are MPOWER members).

For more information: [https://lnkd.in/gF\\_KWqu8](https://lnkd.in/gF_KWqu8)

## How To Order

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## Forthcoming book

# Field guide on researching employment relations

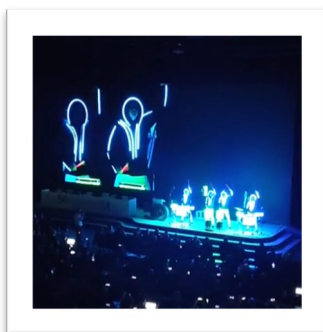
Edward Elgar Publishing has commissioned a context-specific guide by researchers, including many MPOWER members, designed to help academics and students get the best out of their field research. The book will cover conventional and more novel techniques, with authors detailing their experiences and lessons. More compact than a handbook, this guide will be practical in scope and designed to be taken on practical research travels. Chapter contributions from research scholars around the world are prospectively entitled (MPOWER members in bold):

- Editorial introduction  
(**Jane Parker**, **Noelle Donnelly**, **Susan Ressia** and **Mihajla Gavin**)
- Oral history approach  
(**Mihajla Gavin**, Sarah Kaine and Cathy Brigden)
- Qualitative, multi-phase, feminist standpoint, co-design research  
(**Sue Williamson** and Helen Taylor)
- Transdisciplinary research on equity in the workplace  
(**Janet Sayers** and **Jane Parker**)
- Quantitative methods using economics in relation to employment relations - large, longitudinal panel data sets, and linking different analytical levels  
(**Ryan Lamare** and colleagues)
- Comparison of different datasets in comparative employment relations  
(**Bernd Brandl**)
- Computation annotation and database developments using Interdisciplinary Methods: A computational analysis of European Works Councils, SE and World Works Council Agreements at Scale  
(Rūta Liepina, Pedro V Hernandez Serrano and Marcus Meyer-Erdmann)
- Archival methods  
(**Chris Forde**)
- Action Research: The Potential of a Qualitative Method in Worker Participation Studies  
(Pedro Chaves and Sara Lafuente)
- Autoethnography  
(Clement Sefa-Nyarko, Primatia Romana Wulandari, Kristy Ward and Jane Alver)
- Mixed and multiple methods  
(Mark Saunders and Fariba Darabi)
- Applying Social Network Analysis to Industrial Relations Research: Theoretical Insights and Methodological Challenges  
(Oscar Molina)
- Researching Unpaid Labour: A Mixed-Method Approach  
(**Valeria Pulignano**, Bart Meuleman, Hyojin Seo and Markieta Domecka)
- Narrative methods  
(Lotta Snickare and colleagues)
- Social movement unionism and employment relations research  
(**Stephane Le Queux** and Ivan Sainsaulieu)
- Māori, indigeneity and employment relations methods  
(Diane Ruwhiu, Mawera Karatai and **Paula O'Kane**)

# ETUC Congress 2023 - A Fair Deal for Workers

22-26 May 2023  
Berlin

The European Trade Union Congress (ETUC) Congress takes place every four years, and determines the organisation's general policy and activity framework for the period ahead. The 15th ETUC Congress was held 23-26 May in Berlin. Around 1,000 delegates took part in the event, including the general secretaries and presidents of some 93 national trade union organisations from 41 European countries, 10 European sectoral trade union federations and special guests from Europe and beyond. The four-day congress focussed on union demands and priorities to ensure a Fair Deal for Workers, with discussions on union renewal, the future of work, a new economic model, the future of Europe, and a stronger ETUC. The Congress also celebrated 50 years of the ETUC: "50 years fighting for working people."



Congress opening



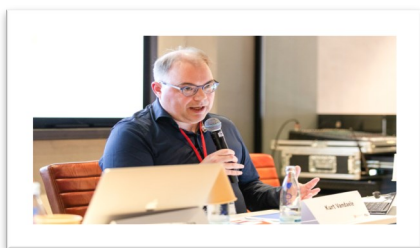
German Chancellor, Olaf Scholz



EC President, Ursula Von der Leyen

Distinguished speakers included German Chancellor, Olaf Scholz; Nicolas Schmidt (European Commissioner for Jobs and Social Rights); Esther Lynch (ETUC General Secretary); Markus Beyrer (BusinessEurope Director General); and Gloria Mills (President of the ETUC Women's Committee).

Various MPOWER members were in attendance. They included **Dr Kurt Vandaele** (Senior Researcher, European Trade Union Institute (ETUI), an independent research and training centre of the ETUC). Kurt was a panellist in the ETUI fringe event, 'Trade Unions Empowered', presenting research on platform working and trade union approaches. **Prof. Jane Parker** (ETUI/MPOWER) and Paula Mejía González (Education Officer, ETUI) co-chaired another ETUI fringe session on 'Inequality, poverty and precarity.'



Kurt Vandaele



Paula Mejía González (left) and Jane Parker (2<sup>nd</sup> left)



Conference-wide sessions included an interview with Yusra Mardini (Olympic swimmer and UNHCR Goodwill Ambassador); and Esther Lynch (ETUC GS) in discussion with Markus Beyrer (BusinessEurope DG) on a new start for Social Dialogue at the EU level. The final day of the Congress concluded with the ETUC's adoption of an overall action programme and the Berlin Manifesto. The next ETUC Congress will take place in 2027.

## New MPOWER member profile

### Associate-Professor Sara Walton



Kia ora koutou,

I teach and research in the area of sustainability, climate change and business in the Department of Management at the Otago Business School, University of Otago, New Zealand. I also carry out roles including Acting Associate Dean Research, Deputy Dean of the Otago Business School, Director of the Master of Sustainable Business programme, and Co-Director of He Kaupapa Hononga Otago's Climate Change Research Network.

My key areas of expertise include: carbon footprints, industry readiness for climate change, innovation for environmental sustainability, sustainable and low carbon transitions, analysing and understanding environmental conflicts, and researching work in changing futures. I have published widely in management academic journals and have a regular column on sustainable business in the local newspaper (*Otago Daily Times*), and am also regularly featured in media on climate, sustainability and business.

I enjoy applied research and have been involved in externally funded inter-disciplinary projects for many years. For some background, I have been involved in:

- ♦ the Energy Cultures programme responsible for understanding energy cultures of SMEs and business in New Zealand;
- ♦ leading a team of researchers on an Australian Aid funded project to Vanuatu to understand energy transitions;
- ♦ contracted by OceanaGold to explore land use and 'common grounds' surrounding the Macraes Gold Mine; and
- ♦ working with the Building Research Association of New Zealand (BRANZ) on a Get Ready for Climate Change project with construction companies.

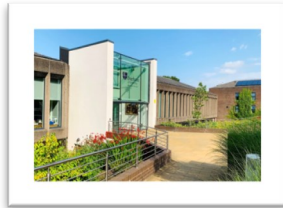
My current projects include:

- ♦ being science leader on an Endeavour project called Āmiomio Aotearoa a circular economy for the wellbeing of New Zealand (NZ);
- ♦ part of the Building NZ's Innovation Culture team with the Science for Technological Innovation National Science Challenge (NSC);
- ♦ working with MOTU (a leading economic research institute in NZ) on a Just Transitions Guide for the Ministry of Business, Innovation and Employment;
- ♦ working with a team on a Ministry for Primary Industries (MPI)/FMAG funded project to understand company decisions around offsetting or abatement of GHG emissions;
- ♦ investigator on a project with the External Reporting Board (XRB) examining the effectiveness of Climate Risk Disclosures; and
- ♦ collaborating with *Stuff* to keep producing the Climate Action Report Card.

If anyone is interested in collaborating or knowing more about any of this research, please do get in touch. My email is [sara.walton@otago.ac.nz](mailto:sara.walton@otago.ac.nz).

Forthcoming

## Industrial Relations in Europe Conference (IREC) 2023



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

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:

- ◆ *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

### Provisional list of keynote speakers (MPOWER members in bold)

- ◆ **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)

For more information: <https://www.durham.ac.uk/business/about/departments/management-and-marketing/irec-2023/> or email: [IREC2023@durham.ac.uk](mailto:IREC2023@durham.ac.uk)

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



# 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  
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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)





VICTORIA UNIVERSITY OF  
**WELLINGTON**  
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/>

# ILERA World Congress 2024

New-York, June 27-30



The International Labour and Employment Relations Association (ILERA) was established in 1966 and its general purpose is to promote the study of labor and employment relations throughout the world in the relevant academic disciplines, by such means as:

- ♦ encouraging the establishment and development of national associations of labor and employment relations specialists;
- ♦ facilitating the spread of information about significant developments in research and education in the field of labour and employment relations;
- ♦ organising worldwide and regional congresses; and
- ♦ promoting internationally planned research, by organising study groups on particular topics.

Today, the Association has members worldwide including prominent industrial relations scholars and practitioners, and 36 national associations and one regional association, who together form the ILERA Council.

An ILERA World Congress is convened every three years, where professionals interested in all aspects of labor and employment relations meet to share ideas about new developments, ideas and practices in the field. ILERA also organizes, through its national affiliates, regional congresses (see <https://ilo-ilera.org>).

**The 20th ILERA World Congress in New York City will continue this impressive tradition and serve as a vital global platform, gathering scholars, social partners, policymakers, and other stakeholders to exchange ideas and best practices.**

**The Call for Papers will open in June 2023, and submissions of paper abstracts and special session proposals are invited.**

**Download Call for Papers PDF (coming soon)**

**Visit Call for Papers Online (coming soon)**



## SPECIAL ISSUE CALL FOR PAPERS

### Research methodologies that offer insights

#### Guest Editors

Professor Mark NK Saunders, University of Birmingham

Professor Keith Townsend, Griffith University

Dr Margarita Nyfoudi, University of Birmingham

**Dr Paula O’Kane**, University of Otago (MPOWER member)

#### Objective and overview

The objective of this special issue is to offer new insights regarding the application, utility, and outcomes of specific methods for providing impactful insights to Human Resource Management scholars and practitioners.

We envisage the special issue will provide a forum for constructive debate regarding methodological questions of importance to HRM academics and practitioners. Within this scope, we welcome considerations of quantitative, qualitative, and mixed methods, including the rapid move to online and big data methodologies such as organisational text mining (Kobayashi et al., 2018). We anticipate and encourage critiques of methodological orthodoxies that not only move topical debates forward, but also offer practical solutions or alternatives, including the adaption of methods from other disciplines (Lê, & Schmid, 2022).

A crucial component of all accepted papers and research notes will be the utility to HR research *and* HR practice in methodological terms. To this end, they should be able to demonstrate a contribution to the theoretical and empirical understanding and application of methods or methodology, which goes beyond providing interesting examples of HRM research in practice or interesting examples of unusual methodologies for scholars that may have limited practitioner applicability (see for example, Ramirez and Islam, 2022).

HRM research has recently undergone major methodological developments. The increasing use of online data collection, crowdsourcing platforms, and big data has been expedited by the COVID-19 pandemic and the subsequent and often prolonged lockdowns (Aguinis et al., 2021; Goodman & Wright, 2022). This pattern has been further reinforced by the increasing availability of associated data analytic technologies. Parallel to these developments, HRM research is at crossroads in relation to the use of a plethora of research methods, with the *Human Resource Management Journal* leading the way towards a more inclusive and holistic engagement with both quantitative and qualitative methodologies (Saunders and Townsend, 2016; Farndale et al., 2020). Yet, a potential mismatch between the levels/type of theorising and the ways data are collected, analysed, and reported risks the emergence of research fallacies also limits the extent to which a study may produce novel and relevant insights. In the face of these changes, it is now time to take stock of the methods and methodologies available to HRM scholars and practitioners and assess how they may provide insights and practice recommendations that are not only relevant for both HR practitioners and scholars, but also impactful for the end users, the employees.

*cont'd*

To this end, this special edition invites methodological papers and research notes focusing on the use and/or application of qualitative, quantitative, or mixed-method choices within HRM research. Papers might also consider methodological issues associated with research in HRM, such as undertaking and measuring impactful research, engaged and co-designed research, access and ethics, researcher reflexivity, decolonisation, and alternate methods of dissemination of findings for example story writing.

All submissions must offer novel and clear insights for HRM scholars and practitioners. A case in point would be the use of a particular method, how it can be translated into real practical benefits, and for whom. Submissions are expected to offer an explicit articulation of robust methods in HRM research which support theorising and also provide practical insights. Furthermore, our special issue will contribute practically to the effective selection and application of new forms of data collection, use, and analysis for HRM research. We anticipate that articles from this special issue will become highly cited in years to come.

### Potential contributions

The following offer illustrative themes and associated potential foci that we aim to address in this special issue. Authors are encouraged to submit papers or research notes with wider perspectives, providing the submission meets the objectives and falls within the overview of this special issue. Potential authors are invited to contact any of the editors of the special issue to discuss their ideas.

- ♦ *Advancing method*
- ♦ *Advancing impact*
- ♦ *Advancing Digital and online HRM Research*
- ♦ *Future*

### Submission process

Full papers or research notes should be submitted between 1<sup>st</sup> and 29<sup>th</sup> February 2024 at <https://wiley.atyponrex.com/journal/HRMJ>. Please select the 'Special Issue Article' as the article type on submission. On the Additional Information page during submission, select 'Yes, this is for a Special Issue' and select "Research methodologies that offer insights" from the dropdown list. Please note that papers may not be submitted until 1 February 2024 and HRMJ will not be able to consider late submissions.

Enquiries related to the call for papers should be directed to Mark NK Saunders (m.n.k.saunders@bham.ac.uk), Keith Townsend (k.townsend@griffith.edu.au), Margarita Nyfoudi (m.nyfoudi@bham.ac.uk) or Paula O'Kane (paula.okane@otago.ac.nz).

Enquiries related to the online submission process should be directed to:  
[HRMJ.journal@wiley.com](mailto:HRMJ.journal@wiley.com).

### Further information

Please visit:

[https://onlinelibrary.wiley.com/pb-assets/assets/17488583/HRMJ\\_SI\\_CFP\\_Research-methodologies-that-offer-insights-1679504807343.pdf](https://onlinelibrary.wiley.com/pb-assets/assets/17488583/HRMJ_SI_CFP_Research-methodologies-that-offer-insights-1679504807343.pdf)



## MPOWER members' (surnames in bold) recent outputs

- ♦ **Baird, M., Cooper, R. and Dinale, D.** (2023). Working women in Australia. In **J. Parker, M. Baird, N. Donnelly and R. Cooper** (eds) *Working women in Asia and the Pacific: Experiences, Challenges and Opportunities*, Auckland: Massey University Press (pp. 11-39).
- ♦ **Bamberry, L., Bridges, D., Wulff, E. and Krivokapic-Skoko, B.** (2022). Inequality regimes in male-dominated trades: What role do apprenticeship intermediaries (GTOs) play?, *Employment and Labour Relations Review*, 33(3): 547-565.
- ♦ Budd, J., Johnstone, S. and **Lamare, R.** (forthcoming). Never 'One-Size-Fits-All': Mick Marchington's Unique Voice on Voice, from Micro-Level Informality to Macro-Level Turbulence. *Human Resource Management Journal*.
- ♦ Conley, H. and **Koskinen Sandberg, P.** (eds) (2023). *Handbook on Gender and Public Sector Employment*. Edward Elgar.
- ♦ Dadich, A., Wells, R., Williams, S.J., **Taskin, N.**, Coskun, M., Grenier, C., Ponsignon, F., **Scahill, S.** and Best, S. (2023). Cues Disseminated by Professional Associations that Represent Five Health Care Professions Across Five Natosins: Lexical Analysis of Tweets. *J of Medical Internet Research*.
- ♦ Diprose, G., Lee, L., Blumhardt, H., **Walton, S.** and Greenaway, A. (2022). Reducing single use packaging and moving up the waste hierarchy. *Kōtuitui*. Advance online publication.
- ♦ Dixon, E., Redshaw, S., Wulff, E., **Bamberry, L.** and Rush, E. (2023). Precarious academia: Women's employment in Australian universities. In D.Bridges, C. Lewis, E. Wulff, C. Litchfield and **L. Bamberry** (eds). *Gender, Feminist and Queer Studies: Power, Privilege and Inequality in a Time of Neoliberal Conservatism*. Routledge, 24 pp.
- ♦ Drahokoupil, J. and **Vandaele, K.** (eds) (2022). *A Modern Guide to Labour and the Platform Economy*. Elgar.
- ♦ Drahokoupil, J. and **Vandaele, K.** (2022). Introduction: Janus meets Proteus in the platform economy. In J. Drahokoupil and **K. Vandaele** (eds) *A Modern Guide to Labour and the Platform Economy*, Elgar (pp. 1-31).
- ♦ **D'Souza, N.** (2023). Working women in Fiji. In **J. Parker, M. Baird, N. Donnelly and R. Cooper** (eds) *Working women in Asia and the Pacific: Experiences, Challenges and Opportunities*, Auckland: Massey University Press (pp. 203-220).
- ♦ **Guillaume, C. and Kirton, G.** (2023). Chapter 20: Representation and voice in two feminised health professions. In H. Conley and **P. Koskinen Sandberg** (eds) *Handbook on Gender and Public Sector Employment*. Edward Elgar (pp. 264-277).
- ♦ **Ibsen, C.** (2023). Business Responses to Populism in Denmark: Between Loud Voice and Implicit Loyalty. In M. Feldmann and G. Morgan (eds) *Business and Populism: The Odd Couple?* Oxford University Press (pp. 98-117).
- ♦ **Junaid, F. and Saleem, A.** (2023). Working women in Pakistan. In **J. Parker, M. Baird, N. Donnelly and R. Cooper** (eds) *Working women in Asia and the Pacific: Experiences, Challenges and Opportunities*, Auckland: Massey University Press (pp. 221-236).
- ♦ **Kirton, G. and Guillaume, C.** (2022). Walking a fine line: Union perspectives on partnership in nursing and midwifery workplaces. *Economic and industrial democracy*.
- ♦ Muller, T., **Vandaele, K.** and Zwysen, W. (2023). Chapter 3: Wages and collective bargaining: fighting the cost-of-living crisis. In N. Countouris, A. Piasna and S. Theodoropoulou S. (eds.) *Benchmarking Working Europe 2023 Europe in transition – Towards sustainable resilience*, pp. 77-98, <https://www.etui.org/sites/default/files/2023-03/Benchmarking%20Working%20Europe%202023%20Towards%20sustainable%20resilience%202023.pdf>

**Cont'd:**

- ♦ Nankervis, A., **Baird, M.**, Coffey, J. and Shields, J. (2023). *Human Resource Management: Strategy and Practice*. 11<sup>th</sup> edition, Cengage.
- ♦ Hill, A., McKenny, A., **O'Kane, P.** and Paroutis, S. (eds) (2023). *Methods to improve our field: Research methodology in strategy and management (Vol. 14)*. Bingley, UK.
- ♦ **Parker, J., Donnelly, N., Sayers, J., Young-Hauser, A., Loga, P., Paea, S. and Barnett, S.** (2023). Chapter 14: Evidencing women's 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 (pp. 176-193).
- ♦ **Parker, J., Baird, M., Donnelly, N. and Cooper, R.** (eds) (2023). Working women in Asia and the Pacific: Experiences, Challenges and Opportunities, Auckland: Massey University Press.
- ♦ **Parker, J., Baird, M., Donnelly, N. and Cooper, R.** (2023). Introduction: Working women in Asia Pacific. In **J. Parker, M. Baird, N. Donnelly and R. Cooper** (eds) *Working women in Asia and the Pacific: Experiences, Challenges and Opportunities*, Auckland: Massey Uni. Press (pp. 11-39).
- ♦ **Parker, J. and Donnelly, N.** (2023). Working Women in Aotearoa New Zealand. In **J. Parker, M. Baird, N. Donnelly and R. Cooper** (eds) *Working women in Asia and the Pacific: Experiences, Challenges and Opportunities*, Auckland: Massey University Press (pp. 11-39).
- ♦ **Ravenswood, K.** (2023). Chapter 15: The devil is in the detail: How neoliberal design limited the successful impact of pay equity policy in New Zealand. In H. Conley and **P. Koskinen Sandberg** (eds) *Handbook on Gender and Public Sector Employment*. Edward Elgar (pp. 194-205).
- ♦ Rho, H.J., Riordan, C., **Ibsen, C., Lamare, R.** and Tapia, M. (accepted). Do Workers Speak Up When Feeling Job Insecure? Examining Workers' Response to Precarity during the COVID-19 Pandemic. *Work and Occupations*.
- ♦ Rudman, A. and **Ellem, B.** (2023). Workers' power fading as workplaces get bigger. *Canberra Times*.
- ♦ Taylor, Y., **Edgar, F.** and Everett, A. M. (2023). Insights from the application of interpretative phenomenological analysis in management research. In A. Hill, A. McKenny, P. O'Kane and S. Paroutis (eds.) *Methods to improve our field: Research methodology in strategy and management, 14: 23-42*.
- ♦ Tretiakov, A., **Jurado, T.** and **Bensemman, J.** (2023). Employee Empowerment and HR Flexibility in Information Technology SMEs. *Journal of Computer Information Systems*.
- ♦ **Williamson, S., Colley, L. and Foley, M.** (2022). Public servants working from home: Exploring managers' changing allowance decisions in a COVID-19 context, *Employment and Labour Relations Review*, 33(1): 37-55.
- ♦ **Weerasinghe, K.** and Meegaswatta, T. (2023). Working women in Sri Lanka. In **J. Parker, M. Baird, N. Donnelly and R. Cooper** (eds) *Working women in Asia and the Pacific: Experiences, Challenges and Opportunities*, Auckland: Massey University Press (pp. 182-202).
- ♦ **Williamson, S.** and Colley, L. (2023). Chapter 8: Overcoming 'administrative man'? Redoing gender in Australia public services. In H. Conley and **P. Koskinen Sandberg** (eds) *Handbook on Gender and Public Sector Employment*. Edward Elgar (pp. 94-107).
- ♦ Wong, L.S., Ram, S. and **Scahill, S.L.** (2023). Understanding the Risk Factors & Stressors Impacting Optimal Work Practices in NZ Pharmacies: A S.H.E.L.L. model analysis. *Pharmacy*, 11(3), 90.
- ♦ Yong, A., **Roche, M.** and Sutton, A. (2023). Training and maintaining autonomy-supportive supervisory style in low-skilled occupations. *J. of Management and Organization*, 29(2): 326-344.
- ♦ Zhang, J. A., Chen, S., **Walton, S.** and Carr, S. (2022). Green brand ambidexterity & consumer satisfaction: The symmetric & asymmetric approach. *J. of Consumer Marketing*, 39(5): 488-504.