

MPOWER - local and international reach

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MPOWER



Ongoing projects

A happy new year to everyone! Over the last quarter, various projects led by or involving MPOWER members have continued or came to fruition. One major project, an International Labour Organisation-commissioned study of minimum wage arrangements in Pacific Island Countries (PICs) gained considerable momentum, involving in-person and online interviews with government, employer, union and other key representatives in the PICs, particularly the Cook Islands, Vanuatu, Samoa and the Republic of the Marshall Islands (see page 3).

Another study, involving representative surveys on the governance of charities in the UK and Aotearoa New Zealand, wrapped up. This project was a collaboration by MPOWER researchers at Henley Business School (University of Reading, UK), Massey University (New Zealand) and Bogazici University (Turkey). It culminated with a comparative report that provides inaugural information and some detail on charity arrangements in both countries (page 4).

The research partnership between the Decent Work and Productivity Research Centre (DWPRC) at Manchester Metropolitan University and MPOWER continues to develop. Some researchers from both groups have liaised with one another to assess the potential for collaborative and/or comparative work, and a second online event is planned (see page 5). In February, MPOWER will host Prof. Carol Atkinson

MPOWER/AIRAANZ at the ILERA World Congress 2024

A number of MPOWER members who belong to the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) will work together to organise, host and present a symposium session at the International Labour and Employment Relations Association (ILERA) World Congress in New York City in late June 2024. As well as individual paper presentations, MPOWER members will also be part of a European Trade Union Institute (ETUI) team who will showcase key industrial relations trends and phenomena in Europe, with a view to comparing them with developments in other regions (also page 5).

This ILERA event will also host the launch of a cross-national book edited by Prof. Mia Rönnmar (Lund University, Sweden) and Dr Susan Hayter (ILO, Geneva), entitled 'Making and Breaking Gender Inequalities in Work'. This volume is part of the ILERA/ILO Publications series and contributors include MPOWERs (page 6).

Other activities

With the re-opening of many country borders over the last year or so, MPOWER members have also taken part, or are planning to take part, in other conferences and activities. Among others, this newsletter profiles the recent ADAPT International Conference in Bergamo, Italy and the forthcoming 2024 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) conference in Perth, Australia where Prof. Jim Arrowsmith will become the next AIRAANZ president (see page 8).

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: j.parker@massey.ac.nz or j.arrowsmith@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 April 2024.

MPOWER- Upcoming Events/Activities

- ◆ 2nd Decent Work and Productivity Research Centre (DWPRC)-MPOWER Virtual Research Meeting, date (page 5)
- ◆ MPOWER at the 2024 AIRAANZ conference in Perth, Australia (pages 5 and 7)
 - ◆ Paper presentations
 - ◆ AIRAANZ Executive Committee
 - ◆ AIRAANZ incoming president (Prof. Jim Arrowsmith)
- ◆ MPOWER at the 2024 ILERA World Congress, New York City, 26 June to 1 July
 - ◆ ETUI symposium on industrial relations in the EU
 - ◆ AIRAANZ session on industrial relations developments in Australasia
 - ◆ Individual paper presentations (e.g. on strike activity in New Zealand; varieties of industrial relations systems (global study); minimum wage arrangements in Pacific Island Countries)
 - ◆ Part of launch of new book on gender (in)equality (page 6)
- ◆ MPOWER researchers engaging on an ILO study of minimum wages in the Pacific, ongoing since September 2023 (page 3)
- ◆ MPOWER members involved in a study of industrial relations systems across different regions

Recent Activity (October-December 2023)

- ◆ MPOWER at the ADAPT International Conference in Bergamo, Italy (29 November—2 December) (page 9)
- ◆ MPOWER, Henley Business School and Bogazici University project on UK and New Zealand charities governance completed (page 4)

For more information, see the MPOWER website and LinkedIn Group site



Minimum wage systems and wage-setting in Pacific Islands Countries - project update



International
Labour
Organization

In September 2023, the International Labour Organisation (ILO), the UN agency concerned with international labour standards, commissioned several MPOWER members to conduct a major research project on minimum wage (MW) systems in 11 Pacific island Countries (PICs).

Prof. Jim Arrowsmith, Prof. Jane Parker and Dr Salman Rashid (Massey University) have been examining MW systems in the Cook Islands, Fiji, Kiribati, the Republic of the Marshall Islands, Palau, Papua New Guinea, Samoa, the Solomon Islands, Tonga, Tuvalu and Vanuatu. A second phase of the funded study focuses in-depth on four PICs (the Cook Islands, Kiribati, the Solomon Islands and the Marshall Islands).

The project has involved desk research and interviews with labour, employer, government and other stakeholders in the PICs. The team has also engaged in-person and online with the ILO and Pacific forums to gather information, disseminate findings, and provide policy recommendations. Prof. Arrowsmith was also recently hosted by the Australian government aid agency in Samoa to present research to key stakeholders, and elicit more information about the country's MW situation and regulations.

This study involves a series of deliverables to the ILO. These include national case studies; national wage policy recommendations and plans; an overall comparative report; planned academic outputs; and project status reports. In 2024, the team resumed the project with further interviews and the conclusion of individual country case studies, as well as an overall comparative analytical report.

Early findings demonstrate the value of tripartism in MW settings to reconcile different interests through evidence-based discussion. The most significant need is to reinforce labour market statistics including around jobs, wages, and household income needs. Regular reviews of the MW rate are also needed to provide certainty for employers (avoiding major increases) as well as income protection for employees.

Charities report completes study

A comprehensive study of the governance systems of charities in the UK and New Zealand recently concluded with a comparative report produced by Henley Business School (University of Reading, UK), Massey University (New Zealand), and Bogazici University (Turkey).

In the UK, the questionnaire was disseminated online via a survey design and distribution platform called Survey Monkey. The UK survey was supported by the Association of Chairs (AoC), and the National Council of Voluntary Organisations (NCVO). The New Zealand survey replicated many features of the UK survey approach whilst adopting others that reflect specificities of that national setting. It was disseminated via email and a portal link to key contacts in charities, as located from charity lists, and MPOWER contacts and networks. The New Zealand leg of the survey was endorsed by Governance New Zealand and the NZ Institute of Directors who also suggested various contacts for the questionnaire.

The report details the findings about charities, which can generally be grouped into public charities and private foundations/trusts, from nationally-representative surveys undertaken in both countries. Survey responses came from 156 UK charities and 105 New Zealand charities. As well as outlining and comparing the nature and make-up of charity boards and related activities, the report focuses on the nature of charity trustees/independents; sector challenges (including competing for scarce resources; demonstrating social impact); relationship quality at board level; and various charity features by organisational size.

The researchers involved were: Drs Filipe Morais and Andrew Myers (Henley Business School, University of Reading, UK); Prof. Jane Parker (MPOWER/Massey University, New Zealand), and Assoc-Prof. Nazim Taskin and Ismail Yilmaz (Bogazici University, Turkey).

The team are planning to disseminate key findings from the study via webinars in 2024, and the report will be publicly available online early in the new year.



2nd online event planned - Decent Work and Productivity Research Centre and MPOWER focus group

Following a successful inaugural DWPRC-MPOWER virtual research showcase, the two research groups are planning a second, more focused online meeting in March/April 2024.

On 16 August 2023, Decent Work and Productivity Research Centre (DWPRC, at Manchester Metropolitan University, UK) and MPOWER researchers met online to outline their research backgrounds and interests, and to develop areas for potential collaboration with researchers in the partner research centre. The event drew similar numbers from DWPRC and MPOWER, and participants hailed from a range of disciplinary and research method backgrounds.

Professor Jane Parker (MPOWER) comments:

“Many thanks to Dr Reece Garcia (DWPRC) for initiating this research initiative. It has led to some useful discussions about potential projects and collaboration between researchers - and in some cases, with researchers from other institutions. We are keen to continue that momentum with another event.”

The DWPRC includes an informal Industrial Relations sub-group that meets bi-monthly to discuss research synergies. Members of this group, plus MPOWER members based at Massey University, will be invited to an online session to discuss future joint work in late March/early April 2024. Confirmed details on the timing and day of this event will be announced soon.

MPOWER/AIRAANZ at the ILERA World Congress 2024

MPOWER members who belong to the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Executive Committee have been working to organise, host and present a symposium session at the 20th International Labour and Employment Relations Association (ILERA) World Congress in New York City in late June 2024. As well as individual paper presentations (including findings from the ILO-commissioned minimum wage study - see page 3), MPOWER members will be part of a European Trade Union Institute (ETUI) team who will showcase key industrial relations trends and phenomena in Europe, with a view to comparing them with developments in other regions.

This ILERA event will also host of a cross-national book edited by Prof. Mia Rönnmar (Lund University, Sweden) and Dr Susan Hayter (ILO, Geneva), entitled ‘Making and Breaking Gender Inequalities in Work’. This volume is part of the ILERA/ILO Publications series and has contributions from MPOWER members (see page 6).

For more information about the ILERA World Congress, please visit: <https://ilo-ilera.org/lera-76th-annual-meeting-ilera-20th-world-congress-fmcs-2024-national-labor-management-conference/>





International
Labour
Organization

Book launch at the 2024 ILERA World Congress “Making and breaking gender inequalities in work”

The latest volume of the International Labour and Employment Relations Association (ILERA) Publication Series will be launched at the 2024 ILERA World Congress in New York City (27-30 June 2024).

The book focuses on a key theme addressed by the ILERA World Congress in Sweden from 21-24 June 2021, and has drawn on the guidance and active participation of the ILERA study group on Gender and Employment.

This book, *Making and breaking gender inequalities in work*, is edited by Prof. Mia Rönnmar (Lund University and past President of ILERA) and Susan Hayter (Lead Researcher at the ILO, Geneva). Gender inequalities persist in work, despite progress in frameworks regulating labour and employment relations. The COVID-19 pandemic has significantly exacerbated inequalities, including gender inequality. This volume examines persistent barriers to gender inequality, the manner in which these have been exacerbated by the COVID-19 crisis, and how the effective and inclusive governance of work can advance a transformative agenda for gender equality. The key themes of the book are:

- ♦ gender inequalities in the world of work
- ♦ COVID-19 and gender inequality; and
- ♦ the governance of work.

Chapters include comparative and country-specific analyses, including empirical. An array of countries are examined in relation to the above themes, including Aotearoa New Zealand and Australia.

The date and time for the book launch at the ILERA World Congress will be announced shortly.

2024 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference



Theme: Reimagining Industrial Relations: work, care, climate & safety

31 January—2 February 2024

AIRAANZ is pleased to announce that the 2024 conference is happening in Perth, Western Australia at the University of Western Australia from Wednesday 31 January to Friday 2 February 2024.

Keynote addresses will be given by Senator Barbara Pocock AM and Professor David Walters with exciting panels organised around work, care and safety.

If you **already have an AIRAANZ membership account** please login **BEFORE REGISTERING** for the conference.

Conference Fees

The conference registration costs for **early bird registration** are below. This cost is all inclusive for conference related events (conference, welcome drinks, HDR breakfast (only for HDR attendees) and conference dinner). Please also be aware that there are no day registrations. Fees below are in Australian dollars.

Full conference registration

Non-member price: AU\$1,025

Member price: AU\$845

Key dates/events

HDR Breakfast will be on 31 January.

Welcome Drinks will be at the end of the first day of the conference (31 January) at the Mounts Bay Sailing Club.

Conference Dinner will be held on Thursday 1 February at Long Chims (the State Building).

The AIRAANZ 2023 AGM will be held on Friday morning of 2 February.

Accommodation

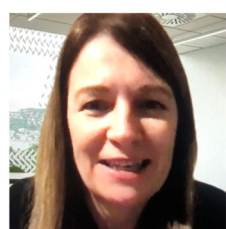
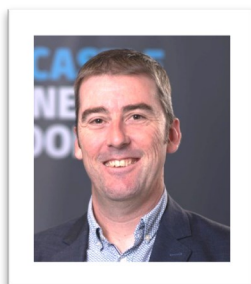
If you would like to book accommodation through Conference Solutions (who are assisting with organising the conference) there is an accommodation link on conference registration site.

Conference Program

We will aim to release the conference program in early December. For queries contact info@airaanz Conference organising committee: Tom Barratt, Renata Casado, Kantha Dayaram, Scott Fitzgerald, Michael Gillan, Caleb Goods, Sandra Martain, Alexis Vassiley and Heidi Vivian. For more information and to register, please visit: <https://www.airaanz.org/conference/reimagining-industrial-relations-airaanz-2024-conference-31-jan-2-feb-2024>

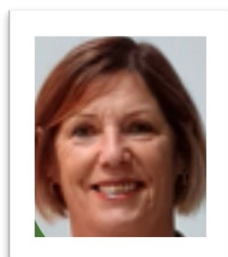
Congratulations!

Dr Josh Healy (University of Newcastle, Australia) has been appointed Associate Editor at *Labour and Industry: A journal of the social and economic relations of work*.



Dr Noelle Donnelly (Victoria University of Wellington, New Zealand) was recently promoted to the level of Associate Professor.

After more than 30 years, Dr Trish Bradbury (Massey University, New Zealand), finished her time as a senior lecturer on Massey Business School's Bachelor and Masters of Sport Management. Trish will remain associated with the University as a 'Distinguished Friend of Massey,' teach two online Bachelor of Sport Management courses, and engage in various other projects.

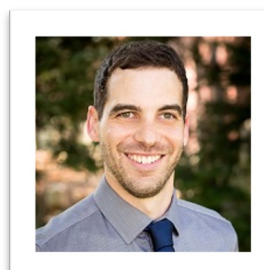


Dr Katy Jones (recent MPOWER visiting scholar from Manchester Metropolitan University (MMU), UK) has been appointed Reader, and Director of MMU's Decent



Work and Productivity Research Centre (DWPRC) - one of MPOWER's research collaboration partners.

Professor Ryan Lamare (University of Illinois Urbana-Champaign, USA) will take up the editor in chief role at a top international journal, the *British Journal of Industrial Relations*.



Professor Jim Arrowsmith (Massey University, New Zealand) will be President of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) in 2024.

Would you like to profile your or another MPOWER member's recent accomplishments? If so, please let us know (see page 1 for ways to contact MPOWER).

MPOWER



Past event

TOWARDS A WORKLESS SOCIETY?

An Interdisciplinary Reflection on the Changing Concept of Work
and its Rules in Contemporary Economies

International Conference

Bergamo (Italy), 30 November - 2 December 2023
XIII Edition

ADAPT



The annual ADAPT International Conference took place from 30 November to 2 December in Bergamo, Italy.

The main theme of this year's ADAPT conference concerned changing concepts of work and its regulation in contemporary economies. While many presentations concerned industrial relations and employment in Europe, these and other issues were also addressed in relation to other regions.

Keynote speakers included Professor Valeria Pulignano (MPOWER member), Professor Emeritus Anil Verma, Professor Manfred Weiss, Professor Wolfgang Streek, and Dr Ikeda Shingou (who contributed a chapter about Japan to a new book on working women in the Asia-Pacific region by MPOWER— see <https://www.massey.ac.nz/books/women-and-work-in-asia-and-the-pacific/>).

The busy conference programme reflected an increased number of presenters and other attendees (<https://internationalconference.adapt.it/full-programme-2023/>), totalling around 130. MPOWER members present included:

- ◆ Professors Jane Parker and Valeria Pulignano who presented in, chaired and moderated sessions;
- ◆ Professor Patrice Jalette, a visitor to Massey in 2023, who spoke with his colleague, Dr Blain Emilien, on foreign temporary workers from Mauritius in Quebec's food processing industry, as well as with Professors Parker and Pulignano on a typology of industrial relations systems for global use;
- ◆ Professor Adrian Wilkinson who is part of the ADAPT International Scientific Committee; and
- ◆ Professor Tony Dobbins who presented on the living wage in Ireland.



MPOWER members' (surnames in bold) recent outputs

- ◆ **Arrowsmith, J.** (2024). Ethnicity and HRM. In J. Crawshaw et al. (eds) *Human Resource Management: Strategic and International Perspectives*, Sage.
- ◆ **Arrowsmith, J., Parker, J. and Rashid, S.** (forthcoming). Title. 20th International Labour and Employment Relations Association (ILERA) World Congress 2024. Manhattan, New York City, 26-30 June.
- ◆ Ahuja, S., **Gavin, M.**, Faulkner, S. et al. (forthcoming). Collectively creating conditions that nurture: The Bushland as metaphor for the academic ecosystem. In S. Robinson, A. Bristow and O. Ratle (eds). *Doing Academic Careers Differently: Portraits of academic life*. Routledge.
- ◆ **Almond, P.**, Edwards, T., Kern, P., Kim, K. and Tregaskis, O. (forthcoming). Global norm-making processes in contemporary multinationals, *Human Resource Management Journal*, in press.
- ◆ Bednarek, R., **Cummings, S.** and Pirini, J. (2023). "Not on us but with us": How open strategy may be advanced by indigenous approaches to strategizing. *Academy of Management Meeting*.
- ◆ **Brandl, B.**, Larsson, B., Lehr, A. and Molina, O. (in press). Conclusions. In **B. Brandl, B. Larsson, A. Lehr and O. Molina** (eds). *Employment Relations as Networks: Methods and Theory*. Routledge.
- ◆ Brown, A., Dibben, P. and **Wilkinson, A.** (eds). (forthcoming). *Key theories and concepts in work and employment relations*. Edward Elgar.
- ◆ **Cordier, J., Forsyth, D. and Tappin, D.** (2023). Advocation of a contextually driven Strategy as Practice lens for future SHRM research. *New Zealand Journal of Human Resources Management*, 23(2): 1-19.
- ◆ Di Carlo, D., **Ibsen, C.L.** and Molina, O. (2023). The new political economy of public sector wage-setting in Europe: Introduction to the special issue. *European Journal of Industrial Relations*.
- ◆ **Gavin, M.** (forthcoming). Oral history interviewing in employment relations research. In **J. Parker, N. Donnelly, S. Ressa and M. Gavin** (eds). *Methods in Employment Relations Research: A field guide*. Edward Elgar.
- ◆ Gehricke, S., Poyser, A. and **Walton, S.** (2023). *A market survey to ascertain offsetting demand*. Commissioned by Forestry Ministerial Advisory Group. Dunedin, New Zealand: Climate Energy and Finance Group, University of Otago.
- ◆ **Haar, J.**, McGhee, P. and Grant, P. (2023). Ethical leadership and employee mental health: Comparing private and public sector employees. *New Zealand Journal of Employment Relations*, 47(1): 81-100.
- ◆ Lafuente, S., **Parker, J.** and Vitols, S. (forthcoming). The state of democracy at work in the EU: institutions at the company level. In A. Piasna, S. Theodoropoulou and B. Vanhercke (eds). *Benchmarking Working Europe 2024*, European Trade Union Institute, Brussels.
- ◆ Di Carlo, D., **Ibsen, C.** and Molina, O. (2023). The new political economy of public sector wage-setting in Europe: Introduction to the special issue. *European Journal of Industrial Relations*.
- ◆ Manganda, A., **Jurado, T.**, Mika, J. and Palmer, F. (2023). 'I Flip the Switch': Aboriginal Entrepreneurs' Navigation of Entrepreneurial Imperatives. *Indigenous Business and Public Administration*, 2(1): 21-38.
- ◆ McEwan, C., **Lewis, K.** and Szablewska, L. (2023). UK street art and the meaning of masks during the COVID-19 pandemic, 2020-21. *Social and Cultural Geography*, 24(3-4): 503-523.
- ◆ McKenna, B., Brienza, J.P. and **Intezari, A.** (2023). Tribal games: Tribal foundations of Trump supporters. *Critical Sociology*, 49(4-5): 625-645.
- ◆ Nind, J., Marra, C.A., **Scahill, S.** and Smith, A. (2023). Describing the consumer profile of different types of community pharmacy in Aotearoa New Zealand. *Journal of Primary Health Care*, 15 (4): 376-381.

Cont'd:

- ♦ **Parker, J.,** Morais, F., Myers, A, **Taskin, N.** and Yilmaz, I. (2024). Report on Charities and their Governance in the UK and Aotearoa New Zealand. Henley Business School and MPOWER.
- ♦ **Parker, J., Surgit, O.** and **Taskin, N.** (forthcoming). Explaining workers' propensity to strike pre- and post-Covid 19: The New Zealand case. Paper to be presented at the 20th International Labour and Employment Relations Association (ILERA) World Congress 2024. Manhattan, New York City, 26-30 June.
- ♦ **Parker, J.** and **Alakavuklar, O.** (forthcoming). Social Movement Unionism. In A. Brown, P. Dibben and A. Wilkinson (eds). *Key theories and concepts in work and employment relations*. Edward Elgar. (chapter)
- ♦ **Parker, J., Loga, P., Paea, S.** and **Young-Hauser, A.** (2023). Whose equity? What equity? The role of Pacific staff networks in progressing gender and intersectional equity at work. *Journal of Industrial Relations*, December, 0(0). <https://doi.org/10.1177/00221856231216334>
- ♦ **Prowse, P.** and **Fells, R.** (forthcoming). Theories of negotiation and collective bargaining: game theory, distributive and integrative bargaining, and principled negotiation. In A. Brown, P. Dibben and A. Wilkinson (eds). *Key theories and concepts in work and employment relations*. Edward Elgar. (chapter)
- ♦ **Pulignano, V., Parker, J., Jalette, P., Brandl, B. Edgar, F., Taskin, N.** and **Ceylem, K.** (forthcoming). Constructing a typology of Industrial relations systems: towards a non-Euro-centric model? Paper to be presented at the 20th International Labour and Employment Relations Association (ILERA) World Congress 2024. Manhattan, New York City, 26-30 June.
- ♦ **Ressia, S.** (forthcoming). Individualism and collectivism. In A. Brown, P. Dibben and A. Wilkinson (eds). *Key theories and concepts in work and employment relations*. Edward Elgar.
- ♦ Rudman, A. and **Ellem, B.** (2023). Workers' power fading as workplaces get bigger. *The Canberra Times*.
- ♦ **Sayers, J.** and **Parker, J.** (forthcoming). Transdisciplinary research on equity in the workplace. In **J. Parker, N. Donnelly, S. Rattia** and **M. Gavin** (eds). *Methods in Employment Relations Research: A field guide*. Edward Elgar.
- ♦ **Sayers, J.,** Forrest, R. and Pearson, M. (2023). Furry Families: Ethical Entanglements Through More-than-Human Domestic Dramas. *Sociological Research Online*, 28(2): 540-557.
- ♦ Schmalz, S., Basualdo, V., Serrano, M., **Vandaele, K.** and Webster, E. (2023). Varieties of platform unionism: a view from the Global South on workers' power in the digital economy. *Work in the Global Economy*, 1 (aop), 1-24.
- ♦ Silwal, P., **D'Souza, N.,** Aspden, T.J. and **Scahill, S.** (2023). Workplace bullying in pharmacy - a study on prevalence, impacts and barriers to reporting. *Journal of Health Organization and Management*, November, ahead-of-print.
- ♦ **Tappin, D., Blackwood, K., Bentley, T.** et al. (2023). *Evaluating a Psychosocial Safety Climate Intervention for Reducing Work-Related Psychosocial Risk in Small and Medium-Sized Enterprises*. Technical Report.
- ♦ **Vandaele, K.** and **Zwysen, W.** (2023). An untapped resource for trade unions: Mapping potential active contributors to union work in 14 European countries. ETUI Policy Brief 1, Brussels.
- ♦ **Williamson, S.,** Taylor, H. and Weeratunga, V. (2023). Working from home during COVID-19: What does this mean for the ideal worker norm? *Gender, Work and Organization*, 1-16, <http://dx.doi.org/10.1111/gwao.13081>
- ♦ **Wilkinson, A., Rattia, S.** and Mowbray P.K. (2023). The complexities of employee voice within a multiculturally diverse aged care workforce setting. *Asia Pacific J. of HR*, 61(3): 511-534.