

MPOWER: ... in with the new

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MPOWER



This is the last issue of the MPOWER newsletter using the Microsoft Publisher; Microsoft is retiring the Publisher desktop application on 1 October. So, expect a 'new look' from 2027 and let us know what you think of the changes!

In the meantime, this newsletter overviews recent events involving MPOWER members, including the well-attended 'Unpaid labour across Europe' webinar, based on Professor Valeria Pulignano and Milena Franke's (KU Leuven) ERC-funded 'ReSTLess' policy report, 'Unpaid Labour Across Labour Market and Welfare Regimes in Europe: A 'Macro-Social Turn' (see page 2). A forthcoming event is also outlined - the online launch of the ILO ACTRAV (Bureau for Workers' Activities) Trade Unions in Transformation Hub. A recent global study by the ETUI and MPOWER on inclusive union governance, servicing and reach will feature in the programme of this event (page 3; see also MPOWER newsletter vol. 13, issue 2).

A flurry of books are also in the production line. A research handbook on decent work, co-edited by Professor Ishbel McWha-Hermann (University of Edinburgh) and other MPOWER members will be published in November 2026. A book of key issues and country case studies concerning the regulation of AI through collective bargaining, edited by Drs Silvia Rainone (ETUI) and Wouter Zwysen (ETUI), an MPOWER member, is also nearing completion. Prof. Jane Parker (MPOWER Co-Director) and colleagues have also signed with Elgar to author a monograph entitled Industrial and Employment Relations Systems Around the World: A Global Typology (all page 4).

Another book on green transition and diversity, co-edited by Dr Mehtap Akgüç, Prof. Jane Parker (MPOWER Co-director), and Drs Bart Vanhercke and Marouane Laabbasel-Gennouni (all ETUI) is also nearing completion and will be launched at the International Labour and Employment Relations Association (ILERA) World Congress in Sydney, Australia in September 2027. Prof. Jim Arrowsmith (MPOWER Co-director) also talks to us about a new research handbook contract with Edward Elgar Research on flexible Working (both page 5).

The issue also profiles forthcoming conferences in which MPOWER members are involved (pages 6-8) and member accolades (page 9). New research ventures involving MPOWER will be updated in the next newsletter.

Our new member introduction focuses on Associate-Professor Helen Delaney (acting Associate Dean of the University of Auckland Business School) (page 10). We tail off with the usual overview of publications to which MPOWER members have contributed.

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 at j.arrowsmith@massey.ac.nz or jparker@etui.org to be put on our mailing list. You can also receive information on and early alerts about MPOWER activities by joining our MPOWER 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. Our next issue is due around January/February 2027.

Recent event

Webinar: Unpaid labour across Europe

On 18 September (11am—1pm CET), the European Trade Union Institute (ETUI) and SOLIDAR hosted a Zoom session, ‘Unpaid labour across Europe: How much work goes unpaid and what does it tell us about inequality and job quality?’ This online event centred around a major ERC-funded study led by Professor Valeria Pulignano and post-doctoral researcher Milena Franke.

As the event flyer noted, ‘Unpaid labour is more than unpaid overtime. It includes the time, costs and emotional effort workers contribute without being fully compensated, from administration, preparation, travel, training and networking to expenses paid out of pocket and the emotional work of managing feelings and behaviour at work. By bringing unpaid time, material costs and emotional effort into the picture, new comparative research across Sweden, France, the Netherlands and the United Kingdom reveals dimensions of work that conventional measures of job quality often overlook. It shows how the hidden costs of working are shaped not only by what happens at the workplace, but also by the institutional environments in which work is organised.’

Dr Bart Vanhercke (Director of the ETUI Research Department) welcomed around 150 online attendees and opened the webinar. Professor Pulignano and Dr Franke (KU Leuven) then presented key points from their ReStLess Policy Report, [Unpaid Labour Across Labour Market and Welfare Regimes in Europe: A ‘Macro-Social Turn’](#), which shows that unpaid labour is widespread and not experienced equally. Its prevalence and forms vary across occupations, employment status and social groups. In addition, unpaid labour is connected to the wider organisation of work and employment, including labour market regulation, collective bargaining, employment systems and welfare provision.

A panel involving Uma Rani (Senior Economist at the ILO Research Department), Claes-Mikael Ståhl (Deputy General Secretary of the ETUC) and Mikael Leyi (Secretary General of SOLIDAR) were then moderated by Dr Vanhercke. They responded to numerous questions posed by attendees in the Zoom Chat feed and collated by Dr Vanhercke and Prof. Jane Parker. The two-hour event wrapped up with panellists drawing key conclusions and suggesting ways forward, including in terms of future research avenues. A recording of the event will be made publicly available.



Forthcoming event

Launch of the ILO ACTRAV Trade Unions in Transformation Hub

Date: 14 October 2026

Time: 1-3pm CEST

Format: Webinar (access details to follow)

According to the draft agenda of this event, the ILO ACTRAV (Bureau for Workers' Activities) Trade Unions in Transformation Programme 'supports trade unions worldwide in navigating a complex and rapidly-changing world of work ... The programme is now entering its second phase, with increased emphasis on disseminating knowledge and exchanging experiences across the global trade union movement, thereby strengthening collective action around trade union transformation. Many unions worldwide have programmes on trade union renewal, innovation or strategic organisational development to address key transformations in the world of work. Through the establishment of the Trade Unions in Transformation Hub, ILO ACTRAV aims to bring together these initiatives and support trade unions as they navigate major transformations in the world of work.'

The Trade Unions in Transformation Hub serves as a platform to connect initiatives, disseminate resources, scale up tools and learn from experiences from TUs worldwide as they respond to a world of work in flux. It builds on in-kind contributions from participating unions. The initiative will be launched through a high-level online event (14 October 2026 / 1-3pm CEST). The launch will gather unions, academia and other stakeholders around Trade Unions in Transformation, formally establish the Hub and identify priority areas for future joint action.

The draft programme for this launch includes an opening and welcome from Oliver Röpke (Director ILO ACTRAV) and Luc Triangle (General Secretary ITUC). Prof. Jane Parker (MPOWER, ETUI) will overview a recent ILO ACTRAV-commissioned [global report on inclusive governance, services and reach](#) by the European Trade Union Institute (ETUI) and MPOWER (see MPOWER newsletter vol. 13, issue 2) and other ETUI work of relevance in a short panel on 'Trade Unions in Transformation: What do we know?' The two ensuing panels will focus on innovative trade union practices and tools, and looking at the future. Oliver Röpke will conclude with a short 'What's next?' session. ILO ACTRAV personnel, including Rafael Peels (Senior Labour Expert) will moderate the panel sessions.

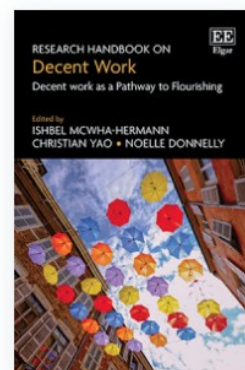


**International
Labour
Organization**

Forthcoming books

Research Handbook on Decent Work: Decent Work as a Pathway to Flourishing

This handbook, published by Edward Elgar Publishing, is co-edited by Professor Ishbel McWha-Hermann (University of Edinburgh, MPOWER member), Dr Christian Yao and Associate-Professor Noelle Donnelly (both Victoria University of Wellington, New Zealand and MPOWER members). Other MPOWER members have contributed chapters to the text (for more information, see: [Research Handbook on Decent Work](#))



Regulating AI through collective bargaining: key issues and country case studies

Edited by Silvia Rainone and Wouter Zwysen (ETUI), this forthcoming book examines AI and algorithmic management (AM) in relation to collective bargaining and the world of work in various European Union member states (Belgium, Denmark, Germany, France, Italy, the Netherlands, Poland and Spain). In each country case, due consideration is given to key concerns including the regulatory/legislative framework; collective bargaining developments and agreements; challenges around collective bargaining in relation to AI and AM; sectoral considerations; and an array of methodological approaches. The book includes nine chapters and 21 authors, with Silvia Rainone and Wouter Zwysen providing a concluding chapter. MPOWER members who are contributing to this text include Wouter and Valeria Pulignano (KU Leuven). The book will be published by the ETUI.

Handbook on Trade Unions and Social Movements

Trade unions have long formed part of the institutional fabric of industrial systems in many countries. Amid intersecting crises associated with widening inequality, labour precarity and ecological degradation, unions continue to confront significant challenges while also developing new forms of resistance and solidarity. Such developments highlight how contemporary union action is increasingly shaped not only by local histories and institutions but also by alliances, networks and flows that extend across geographical and political boundaries. Edited by Prof. Jane Parker, Assoc.-Prof Ozan Alakavuklar, Prof. Devi Vijay and Assoc.-Prof. Noelle Donnelly (MPOWER members), this interdisciplinary handbook examines unions' growing engagement with other social movements in the global North and South. It pays particular attention to how this engagement can be defined; its rationales and influences; and impacts for the parties involved and their constituents. The contributors to the handbook embrace both internationally renowned and emerging scholars and practitioners. The book will have around 30 chapters and will be published in 2028 by Edward Elgar.

Industrial and Employment Relations Systems Around the World: A Global Typology

Researchers from many disciplines have used typologies and models to explain the similarities and differences in industrial relations systems in different countries. Understanding these systems is crucial, given their role in shaping the world of work and for identifying emergent research themes that address real-world challenges. The book thus serves four purposes. First, it builds on largely Euro-centric studies to document the development of an analytical apparatus which carefully assesses and compares the 'health' of industrial relations systems in countries around the world. Second, it develops a non Euro-centric model with which to conceive of and compare industrial relations regimes globally. Third, it presents key findings on these systems. And fourth, it outlines a research agenda for meaningful future research of relevance to critical scholars, students, policymakers and all those concerned with the equity and inclusivity of industrial relations. Its authors are Profs Jane Parker, Bernd Brandl, Valeria Pulignano, Fiona Edgar and Patrice Jalette, and Assoc.-Prof. Nazim Taskin (all MPOWER members). The book will be published by Edward Elgar in late 2028.

The nexus of green transition and diversity: Fairness, equity and inclusivity

This forthcoming book is the fifth in the International Labour and Employment Relations Association (ILERA)-ILO-Elgar book series. Multidisciplinary in approach, it will bring global perspectives on the connections between green transition and diversity issues, and is planned to be published as open access by Elgar during 2027.

The volume fills a significant gap in labour and employment research by offering more comprehensive conceptualisation, mapping and understanding of the implications of the green transition through a diversity lens. It will bridge these tranches of literature and social phenomena by employing a robust mixed-methods strategy (i.e. triangulating qualitative and quantitative techniques across conceptual, theoretical and empirical chapters within a multidisciplinary framework. The approaches include industrial relations, feminist studies, political economy, economics, legal, and organisational behaviour. The book concludes with proposed ways forward for researchers, policymakers, social partners and other stakeholders, with particular regard for progressing meaningful workplace and societal inclusion amid dynamic, interrelated macro-transitions.

Twenty-one authors have drafted an introduction and 10 chapters for this volume which will be published in late 2026, ahead of its official launch at the ILERA 2027 World Congress at the University of Sydney in Australia. MPOWER members involved in this work include Jane Parker (Massey University/ETUI), Bart Vanhercke (ETUI), and Valeria Pulignano (KU Leuven).

Research Handbook on Flexible Working: Making Flexibility Sustainable

This book is edited by Prof. Jim Arrowsmith, Assoc.Prof. Josh Healy and Prof. Valeria Pulignano (MPOWER members) and comprises 30 chapters organised into three main sections, many of which are also provided by MPOWER academic members. The first, 'Flexibility of People', examines developments in work hours, work contracts and work tasks and responsibilities. The next section focuses on worker discretion over working where and when, and is titled 'Flexibility for People'. The third section focuses on how regulation and management can further 'Decent and Sustainable Flexible Work'.

This collection will therefore provide a comprehensive analysis of the context, drivers and impacts of flexibility under (western) advanced capitalism in the second quarter of the twenty-first century. Each chapter addresses key issues and trends and evaluates specific effects (pros and cons) for employers and workers. The book is thematically organised and integrated around two major arguments:

- work flexibility is fundamental to employers satisfying customer demand and delivering cost effective productivity growth. To workers, it helps determine overall quality of life. As such, the type and degree of flexibility required *of* and *for* employees is a contested terrain.
- work flexibilization is shaped by different and rapidly changing product and labour markets, technologies, regulations and demographics. If the traditional employment model comprised groups of people working at the same tasks, at the same time and in the same space, the contemporary workforce is increasingly characterized by variability, atomization and fluidity. When, where, what, how and by whom work is done are questions with highly contingent answers and outcomes. While some workers are empowered with greater choice, many others experience acute control and precarity. At the same time, employer gains are unequally shared, with flexibility favouring large firms in some sectors over others. Regulation is essential to manage the process in an equitable and sustainable fashion.

The book adopts a multi-disciplinary approach drawing on insights from industrial relations, workplace sociology, human resource management, and organizational psychology. An important concern is not just to review important extant research but to identify research gaps and debates to establish a research agenda for each of the topics under consideration. The book therefore provides an essential and original reference tool for researchers, policy makers, practitioners and students. It will be published in 2028 by Edward Elgar.

AIRAANZ Annual Conference 2027

Power in the Balance: Technology, Participation and Decent Work
3-5 February 2027



This event is proudly supported and hosted by the QUT Faculty of Business and Law and Centre for Decent Work and Industry.

Queensland University of Technology, Gardens Point campus, Brisbane, Australia.

The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) is pleased to announce that the 2027 conference will take place in Brisbane, Queensland, at the Queensland University of Technology (QUT) from Wednesday 3 February, to Friday 5 February 2027.

The conference theme is **"Power in the Balance: Technology, Participation and Decent Work."** As labour markets respond to technological disruption, climate disasters, and geopolitical instability, relationships of power between individual actors, institutions, and states are continually shifting, reconfiguring labour processes and employment relationships. Across industries and economies, the boundaries of managerial control, worker autonomy, and collective action are being redrawn. At the same time, evolving labour markets, regulatory frameworks, and forms of work organisation are putting pressure on established understandings of participation, representation, and decent work.

This year's theme invites contributions that explore these tensions from multiple angles: asking who benefits from change, who carries the risks, how workers, unions, employers, and states are responding, and what fairness, security, and inclusion look like in an increasingly volatile world. This conference offers a timely opportunity to turn the attention of industrial relations scholarship towards some of the most pressing questions facing the world of work today.

KEY DATES

- ◆ Call for proposals for special sessions, streams and workshops open: **22 June 2026**
- ◆ Proposals for special sessions, streams and workshops deadline: **31 July 2026**
- ◆ Conference abstract submissions open: **24 August 2026**
- ◆ Conference abstract submission deadline: **2 October 2026**
- ◆ Abstract acceptance notifications: **6 November 2026**
- ◆ Early bird registrations open: **9 October 2026**

More information:

<https://www.airaanz.org/conference/airaanz-conference-2027>

Forthcoming conference

21th ILERA World Congress

30 August – 3 September 2027 – ICC Sydney

Sustainable, productive and decent work:
Bridging research, practice and policy

We are delighted to announce that Sydney has been chosen as the host city for the 21st ILERA World Congress. The event will be held at the International Convention Centre (ICC) in Darling Harbour from 30 August to 3 September 2027.

The Congress theme is *“Sustainable, productive and decent work: Bridging research, practice and policy.”*

Join practitioners, scholars, policy makers, regulators, unions and employers from around the world in one of the most iconic and vibrant cities on the globe. Further details, including the call for papers, will be announced in 2026.

Mark your calendars now – we look forward to welcoming you to Sydney!



Scan the QR code to see all the latest information online

Proudly hosted by:



2026 ANZAM Conference

Location: University of Newcastle, NSW, City Campus (Nuspace), Australia
When: Tuesday 1 to Thursday 3 December 2026
Doctoral Workshop – Monday 30 November

The 2026 ANZAM Conference is hosted by Newcastle Business School at the University of Newcastle, in the heart of Newcastle's cultural precinct, the 2026 ANZAM Conference gathers researchers, educators, and practitioners from across Australia, New Zealand, and beyond to advance rigorous scholarship and meaningful engagement with management practice.

This year's theme, 'Navigating Complexity: Adaptive Strategies for People, Planet, and Performance,' invites participants to interrogate how organisations design and enact responsive strategies amid interdependent social, environmental, and economic pressures. We look forward to welcoming you to Newcastle to move the field forward and build meaningful connections.

Key dates

Paper/Workshop Submission Opens	Monday 13 April 2026
Registration Opens	Monday 13 April 2026
Paper/Workshop Submission Closes	Monday 6 July 2026
Paper/Workshop Acceptance Notification	Monday 31 August 2026
Early Bird Registration Closes	Monday 28 September 2026
Registration Deadline (for Presenting Authors)	Monday 19 October 2026
Draft Programme	Monday 9 November 2026
Doctoral Workshop	Monday 30 November 2026
Conference Welcome Reception	Monday 30 November 2026
Conference begins	Tuesday 1 December 2026

For further information and to register, please visit: [ANZAM Conference | 1-3 Dec 2026 - ANZAM Conference](#)





MPOWER member accolades



Adjunct Professor Jane Parker

(European Trade Union Institute (ETUI), Belgium and Massey Business School, Massey University, New Zealand) was elected as a Fellow of the Academy of Social Sciences. For more information on the Academy, visit: [Academy of Social Sciences](#)

Professor Dimitris Stevis (Department of Political Science, University of Colorado College of Liberal Arts) was awarded US\$250,000 as the co-PI of the 'The Critical Minerals and Metals Just Transition Listening Project' by the Sloan Foundation. See [Announcing the Grantees from the Critical Minerals and Metals RFP](#)

Professor Valeria Pulignano (KU Leuven) was one of eight winners of the 2026 European Research Council (ERC) Public Engagement with Research Awards. For more information, see [From tickling to AI in hospitals: Eight researchers win ERC public engagement awards | ERC](#)

Dr Fatima Junaid (School of Management, Massey University) was elected to the board of the National Council of Women of New Zealand (NCWNZ). For more information about the NCWNZ, visit: [Membership - National Council of Women of New Zealand](#)

Professor Stuart Carr (Psychology, Massey University) has had his tenure of the Te Kunenga ki Purehoroa Massey University's UNESCO Chair on Sustainable Livelihoods extended until 2030. For more information, see: [Massey UNESCO Chair on Sustainable Livelihoods renewed to 2030 - Massey University](#)

Dr Mahan Poorhosseinzadeh (School of Business and Law, Edith Cowan University, Australia) has been elected Vice President of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ). For more information about AIRAANZ, [Home | AIRAANZ](#)

Professor Janet Sayers (School of Management and Marketing, Massey University) was a recent co-convenor of a session, PDW 07 – Activist Scholarship via Creative Works: Workshopping the Possibilities, at the prestigious 42nd EGOS Colloquium at the University of Bergamo (online). For more info., see [EGOS - Pre-Colloquium Development Workshops \(PDWs, online\) - European Group for Organizational Studies](#)

Professor Jim Arrowsmith has been re-appointed as an expert reviewer for The European Science Foundation (ESF), a non-profit, non-governmental organisation offering expert, independent management and support throughout the entire research lifecycle. For more information, see www.esf.org



New member profile

Introducing:

Helen Delaney

Associate Professor

University of Auckland Business School

New Zealand



Tēnā koutou katoa,

I am an Associate Professor in Work and Organisation Studies at the University of Auckland. I currently serve as the Acting Deputy Dean of the Faculty of Business and Economics, where I also co-lead the United Nations Academic Impact [Hub Chair](#) for SDG8: Decent work and economic growth. I completed my PhD at the University of Auckland then undertook a Post-Doctoral Research Fellowship at the Department of Business Administration, Lund University, Sweden. I teach on a range of undergraduate and postgraduate courses focused on the critical study of work and organisations. My research interests include organisational democracy and labour-management co-operation, power and politics in organisations, gender and identity at work, and the sociology of academic labour. I am a Senior Associate Editor for the *European Management Journal*, a member of the editorial board of *Work, Employment and Society*, and affiliate of the journal *ephemera: theory & politics in organisation*.

I have a long-standing research interest in labour and management co-operation, worker participation, and power relations. I am currently writing a research monograph (to be published in 2028 with Bristol University Press). Drawing on over ten years of ethnographic research in multiple companies, the book examines how managers, union leaders, and workers collaboratively redesign workplace relations to expand participation and influence in decision making. The book foregrounds the everyday, relational work of building and sustaining democratic practices, showing how these efforts shape people's sense of agency and confidence to contribute to democratic renewal beyond the workplace. The book's empirical findings and arguments speak directly to global concerns about polarisation, declining trust, unequal transitions (technology, environmental, and economic), and the search for more meaningful working lives.

I would like to extend a warm welcome to all MPOWER members to connect with our SDG8 Hub. We are hosting two upcoming events:

- A new international webinar series aims to advance a global conversation on decent work and sustainable, inclusive growth, bringing together voices from academia, business, government and civil society. The opening session on Wednesday 7th October explores modern slavery in global supply chains, with an expert panel led by Christina Stringer. [Register here.](#)
- On Tuesday 24th November, the Hub is hosting a [symposium](#) on current research, new practices and collaborations around decent work and sustainable business. It brings together researchers, trade unions, businesses, iwi, community groups and government across three themed tracks.

You are welcome to contact me at h.delaney@auckland.ac.nz or on [LinkedIn](#)

It's a pleasure to join MPOWER – thank you!

Selected publications involving MPOWER members (names in bold)

- ◆ **Alakavuklar, O.** (2025). *Organizing food, faith and freedom: Imagining alternatives*. Bristol University Press.
- ◆ **Arrowsmith, J.** (2026). Navigating the nexus of academic IR, policy and practice: the centrality of decent work. *Labour and Industry: A journal of the social and economic relations of work*, 36(1): 4-24.
- ◆ **Atkinson, C.** and **Woodhams, C.** (2026) Getting in but not getting on: inequality regimes, usurpation and resistance in the medical profession. *Work, Employment and Society*, in press.
- ◆ **Cataloni, S., Forsyth, D., Brougham, D., Thorn, K.** and **Haar, J.** (2026). Psychosocial safety climate through a mātauranga Māori lens: Insights from an Aotearoa/New Zealand school. *Journal of Management and Organization*.
- ◆ Hamilton, M., **Baird, M.**, Kintominas, A. and Williams, A. (2026). Ambivalent Inclusion: Older Workers, Diversity Agendas and the Persistence of the Ideal Worker. *Work, Employment and Society*, 40(3): 421-442.
- ◆ **Ellem, B.** and Goods, C. (2026). Place and power in the remaking of fossil fuel sites: A study of just transition drivers in an Australian coal region. *Australasian Journal of Environmental Management*, ahead-of-print.
- ◆ Hann, D. and **Nash, D.** 2026. *London calling: Devolution and the London Living Wage campaign*. *Industrial Relations Journal* 57 (4), pp.259-273. (10.1111/irj.70030)
- ◆ Hansen, N.W. and **Ibsen, C.L.** (2026). Forskere: Djøf kan ikke nøjes med at forsvare sig i debatten om minoriteter (Researchers: Djøf cannot simply defend itself in the debate on minorities). 4 April. In *Altinget Arbejdsmarked* (newspaper article).
- ◆ **Parker, J., Taskin, N.** and Sürgit, O. (2026). Past and possible strike activity and worker autonomy—the New Zealand case. *Labour and Industry: A journal of the social and economic relations of work*, 36(3): 381-403.
- ◆ **Ramia G.,** Gujarathi R, and Shrestha, P. (2026). Is limited regulation supporting policy inaction? International student housing in Australia. *Australian Journal of Public Administration*.
- ◆ **Stevis, D., Räthzel, N., Uzzell, D.** and Clarke, L. (2026). Labour and Nature: Just Transition through the Prism of Environmental Labour Studies. *Economic and Labour Research Review*, 36(4): 990-1,002.