

MPOWER: Merry Christmas!



MPOWER



As 2017 rapidly draws to a close, we overview MPOWER activity for the last quarter in this short newsletter, including:

- involvement with a stream at the 2018 Gender, Work and Organization Conference in Sydney;
- MPOWER and CLEW at the 2018 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference in Adelaide;
- forthcoming text on HRM and employment relations ‘hot’ issues in Australasia, involving many MPOWER members as chapter contributors;
- ongoing and new MPOWER research projects, including a Marsden-funded study of the Living Wage in New Zealand;
- involvement at the National HRD Summit in Auckland in November;
- MPOWER member keynote in the Big Issues in Business seminars on ‘Surviving Automation’; and
- recent publications by MPOWER members.

As always, if you have ‘people and work’ issue research that you’d like us to conduct or an idea for our future research activity, please feel free to drop us a line by email at: mpower@massey.ac.nz

Have a happy and safe festive season!

- Jane Parker and Jim Arrowsmith (MPOWER Co-Directors)

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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 out in March 2018.

Merry Christmas!

MPOWER: Quick Facts and Contacts

Our membership now sits at 855. Of these, MPOWER LinkedIn Group members number c. 350. About half of the total membership are external or industry contacts.

For more information about the group, contact us -

- **co-directors** (Jim Arrowsmith and Jane Parker) - e-mail j.arrowsmith@massey.ac.nz or j.parker@massey.ac.nz
- **e-mail address:** MPOWER@massey.ac.nz
- **website:** <http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/>



Register now!

Gender, Work and Organization

10th Biennial International Interdisciplinary Conference

Sydney 13-16 June 2018



Macquarie University would like to acknowledge the Darug people who are the traditional custodians of this land.

The 2018 Gender, Work and Organisation 10th Biennial International Interdisciplinary Conference will be hosted in Sydney by Macquarie University. The conference, organised primarily as a series of streams, will provide an international forum for debate and analysis of contemporary debates affecting gender studies.

Launched in 1994, Gender, Work and Organisation was the first journal to provide an arena dedicated to debate and analysis of gender relations, the organisation of gender and the gendering of organisations. The 2016 conference at Keele University attracted over 400 international scholars from over 30 nations.

The GWO2018 Sydney conference has been organised by Professor Alison Pullen, Joint Editor-in-Chief Gender, Work and Organization and Professor of Management and Organization Studies at Macquarie University together with Professor Anne Ross-Smith, Associate Dean - Curriculum and Quality Assurance - Faculty of Business and Economics at Macquarie University. The next GWO conference is set to be held in 2020 at the University of Kent, United Kingdom.

GWO2018 offers an amazing opportunity to network and share professional knowledge and research over 4 days in the heart of Sydney. With individual presentations under various streams and group networking sessions, the conference presents diverse geographical gender research and most current information from around the globe. As the only international conference of its kind, GWO2018 is not to be missed.

Streams

Disciplines and research areas including but not exclusive to the following streams will be presented:

- Beyond the Cute: The Gendered Climate of Political Agency
- Beyond the Glass Ceiling? Women Professors Between Recognition and Marginalization
- Breaking the Cis/Trans Divide: The Politics of Gender Transgression at the Dusk of Neo-Liberal Capitalism
- Challenging and Rethinking Hegemonic Masculinity
- Changing Writing/Writing for Change
- Class Matters: Methodologies to Extend Gender Scholarship
- Corporate Responsibility, Gender and Feminist Organizing in a Neoliberal Age
- Corruption as a Performance of Gender
- Critical Race and Feminist Studies of Food, Work and Organizing
- Decolonising Work and Organisation
- Energy, Gender and Inequality
- Feminist Solidarity
- Gender and Public Management: Doing and Redoing Gender?
- Gender and Resilience at Work
- Gender Perspectives on Self-Employment Focusing on Work - Life Balance and Working Conditions
- Gendered Work-based Meanings and “Meaningfulness”
- Gendering Recognition
- Indigenous Knowledge and Organization: Considering Experience, Practice and Methodology
- Individualised Funding and the Feminised Paid Care Workforce
- LGBTQ + Organisation Sexualities & Genders: Contemporary Issues of Diversity, Inclusion & (in) Equality
- Men, Change Agency and Post Feminism
- Methods and Methodologies: Interrogating Knowledge, Power and Privilege
- Migration, Gender and Organizing: Organisational and Employer Practices of Inclusion
- Mind the Gap: Gender, Embodiment and Identity in Organizations
- Organising Bodies: Race and Difference at Work
- Organising Childhood
- Radical Interventions: Alternative Readings, Experimental Methodologies and Widened Spaces
- Social Reproduction: Family Upbringing, Households and Inequalities in Work and Organizations
- Toxic Gendered Workplaces and Workplace Aggression in Academia
- Women on Boards: Stalled Progress or New Opportunities for Increasing Board Diversity?
- Women, Collectivism and Wellbeing
- Work in Later Life: A Gender Perspective on Extended Work and Entrepreneurship in Later Life
- Working in Non-Traditional Employment Roles: Understanding and Breaking Down the Barriers to Gender Segregation
- Working Women’s Progression and Experiences in Context (MPOWER- and CLEW-led stream)
- General Paper Stream

Registration

Please visit: <https://www.cvent.com/events/gender-work-organisation-conference/registration-3ae9b306d2b94c37bceb95b7f16f44a3.aspx?fqp=true>





AIRAANZ Conference 2018 (Adelaide)

'Jobs and Change in Uncertain Times' : 32nd Annual AIRAANZ Conference
Adelaide, South Australia
7-9 February 2018.

The Association of Industrial Relations Academics of Australia and New Zealand is pleased to invite you to attend the 2018 Conference, to be held at The University of Adelaide, Law School, Adelaide, South Australia, from **Wednesday 7 February to Friday 9 February 2018**.

The focus of the Conference is **Jobs and change in uncertain times**.

The conference will also include a wide range of presentations on other industrial relations and human resource issues. [Visit the submissions page](#) for details of the accepted streams.

- **2018 AIRAANZ Special Issue – *Labour and Industry* Call for Papers**

Labour and Industry: A journal of the social and economic relations of work is the AIRAANZ 'house' journal. Each year, *Labour and Industry* publishes the best AIRAANZ conference papers in a special issue.

For 2018, the theme of the 32nd Annual AIRAANZ Conference is "Jobs and Change in Uncertain Times". We welcome all conference papers as submissions for consideration for this special issue, whose guest editors are the AIRAANZ organising team of Professor Andrew Stewart, Assoc-Professor Deb King and Emeritus Professor Eileen Willis. Additionally, this issue will comprise a section on "gender and diversity", with guest editors Dr Sue Ressia and Dr Shalene Werth. If you would like to submit your conference paper for consideration, please note the following activity deadline:

Paper submission deadline – 30 June 2018

Submit your work to the [Labour and Industry journal website](#)

Papers will be reviewed over July and August 2018, with a view to finalising and publishing them in September 2018. Please note: **submissions must be papers presented at the AIRAANZ conference**.

If you have any queries about the submission process for this special issue, please [email Jane Halteh](#)



Forthcoming!

The Big Issues in Employment: HRM and Employment Relations in Australasia

This text will be available from April 2018—see the CCH 2018 catalogue: <http://www.wolterskluwer.co.nz/wp-content/uploads/2017/11/CCH-Books-Catalogue-2018-DL.pdf> (page 28). The book will also be profiled at the 2018 AIRAANZ Conference. MPOWER chapter contributors are in bold below.

Preface: The Big Issues in New Zealand and Australian HRM and Employment Relations

- **Jane Parker and Marian Baird**

Section 1: The Big Picture

Chapter 1: HRM and Employment Relations Paradigms in New Zealand and Australia

- Ian McAndrew, **Fiona Edgar** and Marjorie Jerrard

Chapter 2: Changing terrain: Defining the Contemporary Workplace and Workforce in Australia

- **Marian Baird**, Andreea Constantin and Mark Westcott

Chapter 3: Changing terrain: Flexible forms of working and their meaning for HRM and ER

- **Kate Blackwood, Tim Bentley** and Nicola Green

Section 2: The Big Issues

Chapter 4: Managing workplace diversity

- **Sue Ressia, Janis Bailey** and Glenda Strachan

Chapter 5: The Living Wage in NZ and its implications for HRM and ER

- **Stuart Carr, Jane Parker, Jim Arrowsmith, Christian Yao** and Jarrod Haar

Chapter 6: National politics and the interactions with ER and the workplace

- David Peetz

Chapter 7: Technology and job transformation in NZ: Can your job be automated?

- **David Brougham** and **Jarrold Haar**

Section 3: The Big Issues: Cross-national perspective

Chapter 8: CSR and sustainability in a world of climate change: Implications for HRM and ER

- **Gabriele Eweje, Yue (Bonnie) Wang** and **Aymen Sajjad**

Chapter 9: Strategic People Management: Where have we come from and where are we going?

- Keith Macky

Chapter 10: Employment regulation in our neighbouring Pacific Island Countries

- **Jim Arrowsmith**

Chapter 11: Caring for society's elders: Understudied implications of population ageing for HRM and ER

- Hugh Bainbridge and Katrina Radford

Chapter 12: The internationalisation of HRM programmes: Multi-national enterprises in Australia

- Pauline Stanton, John Burgess and Tim Bartram

Chapter 13: Big data analytics: Its meaning for HRM and ER

- **Andrey Ivanov, Jane Parker, Carlien Kruger** and **Junjie Zeng**





Ongoing research examples ...

Survey-based study of management development in NZ

MPOWER researchers have secured funding from the Massey School of Management's Special Interest Group (SIG) fund to study management development in NZ workplaces.

This survey-based study will develop the longitudinal aspect of Dr Damian Ruth and colleagues' (2003, 2007 and 2011) assessments of work in HR and Management Development, adapting the methodological instruments developed in their work that focused on the strategic value of HRM. This project will thus meld a topical and largely tested survey of executive education in NZ with a robust and critical framework of analysis, along with an updated assessment of existing work in HR and MD in NZ. Its principal research questions are:

- What is the strategic value of executive education in NZ today?;
- What forms of executive education are currently available in NZ are they the 'right' kind?; and
- Are there executive/management education needs in NZ that are not being met?

The project co-leaders are Prof. Jane Parker (MPOWER) and Dr Damian Ruth (Critical Management SIG), who will work with research associate and MPOWER member Jane Halteh (PERL consulting and *Labour and Industry* journal systems administrator).

Gender equality initiatives in the public services

NZ academics at Massey, Victoria and AUT universities were invited by Dr Sue Williamson (UNSW Canberra) and her team to join them on a project on how the Australian and NZ governments implement gender equality initiatives.

The research will entail an examination of the participating public service agencies' gender equity policies and their implementation, using document analysis of the policy framework and interviews with officers in key policy agencies. In the second stage, researchers will examine working practices, interviewing senior public servants on their perspectives of the role and competency of middle managers in implementing gender equity strategies, and then conduct focus groups with managers and/or employees. The resulting data will be transcribed, coded and analysed.

Finally, the research teams will conduct a workshop to develop implementation of the research recommendations, or a seminar to present findings to agency representatives in the respective jurisdictions.

Australian university researchers:

- ◆ Dr Sue Williamson, Prof. Deborah Blackman, Prof. Michael O'Donnell and Dr Meraiah Foley (UNSW, Canberra)
- ◆ Dr Linda Colley (Central Qsld Uni.)

NZ university researchers

- ◆ Dr Noelle Donnelly (VUW)
- ◆ Prof. Jane Parker (Massey)
- ◆ Dr Katherine Ravenswood and Dr Julie Douglas (AUT)



New research ...

Living Wage in New Zealand:

MPOWER researchers have secured funding from the Royal Society of NZ's Marsden Fund (\$845,000) to examine the Living Wage in New Zealand.

The study, 'Living' wages: Transforming lives, transforming work?', has a team of six primary investigators: Professors Stu Carr and Darrin Hodgetts and Dr Siautu Alefaio-Tugia (School of Psychology, Massey University), Professors Jane Parker and Jim Arrowsmith (School of Management, Massey University) and Professor Jarrod Haar (School of Management, AUT).

The project is unique in combining quantitative and qualitative methods within a longitudinal framework to explore the perceptions and experiences of employers and low-paid workers alike.

There will be a national survey of employers along with organisational case studies, management focus groups and interviews of employer representatives through sector and trade associations. The aim is to capture the contingencies that shape pay-setting practice in organisations of different size, sector and competitive and economic situation.

It is clear that more workers and their families are struggling as living costs, especially housing, rapidly increase as wages remain stagnant. Others manage perfectly well. It is also clear that raising pay rates would be unaffordable for many businesses, whereas others could easily play above minimum wage but choose not to. As to effects, some research indicates that increasing minimum wages can lead to some job losses and work intensification. Other studies show that higher pay could help deliver returns through improved recruitment and retention; motivation and productivity; staff development and training; and better people management and employee relations practices generally, including in small firms.

There is much that is ambiguous, therefore, and little is known about the rationales, processes and effects of low pay within the New Zealand context.



MCI (NZ) survey research

Massey researchers have been engaged by the Institute of Management New Zealand (IMNZ) to redesign its New Zealand Management Capability Index (MCI) which was established in 2003. Since then, a number of other countries, including Australia, India, Malaysia and Singapore, have adopted the MCI as a national standard for measuring and evaluating management performance in their respective economies.

The researchers will undertake a comprehensive review of the literature and canvass expert opinion so as to inform the MCI survey redesign. Output from analysis of the survey data will include a comprehensive report.

MPOWER researchers (School of Management)

- ◆ Prof. Jane Parker
- ◆ Dr Nazim Taskin
- ◆ Dr Fatima Junaid

Research commissioned by

- ◆ Steven Naudé (CEO, IMNZ)
- ◆ Alison Brook (coordinator)

Recent event

Big Issues in Business seminar



Massey University and other experts discussed recent research and developments in relation to 'Surviving Automation: Skills for the Future' at panel seminars in Auckland, Wellington and the Manawatu in October.

The talks centred around the idea that, if automation is the next industrial revolution, would we have the skills to survive? AI and robotics are changing the way we work, and it's important to understand what this means for individuals and businesses. The seminars were hosted by Dr Jeff Stangl (Executive Director, Strategic Partnerships in Massey Business School), Professor Jim Arrowsmith (School of Management, Massey University), Shailan Patel (National Account Manager, Education and Retail at MYOB) and others discussed the in-demand skills and strategies to help you thrive in an automated future.



Speakers at the BIIB talk in Auckland



For more information about these upcoming events in the Massey Business School's Big Issues in Business series, please visit:

https://www.massey.ac.nz/massey/learning/colleges/college-business/events/big-issues-in-business/big-issues-in-business_home.cfm

MPOWER - Upcoming Events/Activities

- ◆ MPOWER-CLEW-Women at Work stream, “Working Women’s Progression and Experiences in Context”, at the International Gender, Work and Organization conference, Sydney, 13-16 June 2018
- ◆ MPOWER/CLEW will be represented at the 2018 AIRAANZ Conference as via *Labour and Industry Journal* editor team representation, and profiling of a new book involving MPOWER members as chapter contributors, 7-9 February 2018
- ◆ MPOWER and other researchers’ Marsden-funded study of the Living Wage in New Zealand (starting from early 2018 for three years)
- ◆ MPOWER research project—MCI survey redesign for IMNZ (from December 2017)
- ◆ VUW-MPOWER/Massey-AUT and Australian universities study of gender equity initiatives and implementation in the public services, since September 2017 (ongoing)
- ◆ MPOWER-Critical Management Special Interest Group (Massey) study of management development, since September 2017 (ongoing)
- ◆ Study of automation and employment led by Prof. Ted Zorn, since March 2017 (ongoing)
- ◆ Survey and interview study of high performance work, led by Prof. Jim Arrowsmith, since November 2016 (ongoing)

Recent Events (October-December 2017)

- ◆ Prof. Jane Parker (MPOWER Co-Director) chaired the HRD National HR Conference in Auckland City - 21 November (see <http://www.hrsummit.co.nz/schedule>)
- ◆ Prof. Jim Arrowsmith (MPOWER Co-Director) was a keynote speaker at the Big Issues in Business seminar series on ‘Surviving Automation’ - October
- ◆ Researchers’ presentation on women’s careers and aspirations at the Careers Development Association of NZ National Symposium, Auckland city - 31 October and 1 November 2017
- ◆

For more information, see the MPOWER website or e-mail MPOWER@massey.ac.nz

**Merry
Christmas**



Just published

Labour and Industry : **Special Issue: Technological Disruption and the Future of Employment Relations**

Volume 27, Issue 3

Guest editorial

- ◆ **Technological disruption and the future of employment relations**
Joshua Healy, Daniel Nicholson and Jane Parker
- ◆ **What will happen to the jobs? Technology-enabled productivity improvement—good for some, bad for others**
Goran Roos and Zara Shroff
- ◆ **Continuity or Disruption? An Assessment of Changing Work and Employment in the Victorian Construction Industry**
Alex Veen, Julian Teicher and Peter Holland
- ◆ **Employee Assessment of Their Technological Redundancy**
David Brougham and Jarrod Haar
- ◆ **Should We Take the Gig Economy Seriously?**
Joshua Healy, Daniel Nicholson and Andreas Pekarek

Book review

- ◆ **The New Technological Workplace: How New Technologies Revolutionise Work** by K. Briken et al.
Rebecca Downes
- ◆ **Will Robots Take Your Job? A Plea for Consensus** by N. Cameron
Christian Yao

Visit: <http://www.tandfonline.com/toc/rlab20/current>

