

## 24th AIRAANZ Conference 2010 - Program

### Disclaimer

The information presented in this program is correct at the time of preparation. In the event of unforeseen circumstances, the Organising Committee reserves the right to delete or alter items in the Conference Program.

### Wednesday 3 February 2010

9.00am—12.00pm	<p>Postgraduate Research Degree Forum — Introduction and Welcome by George Lafferty</p> <p><i>How do Examiners Assess a Thesis? An Analysis of Examiners Reports</i> Bobby Banerjee, Associate Dean Research</p> <p><i>Opportunities and Pitfalls in Journal Publishing: an Insider' Viewpoint</i> Adrian Ziderman, Editor <i>International Journal of Manpower</i></p>	Training Room 1
10.05am—10.30am	<p>Morning Tea</p> <p>'Getting Published' Panel discussion</p> <p>Marian Baird and Bradon Ellem: Joint Editors <i>The Journal of Industrial Relations</i></p> <p>Peter Gahan: Editor <i>Labour &amp; Industry</i></p> <p>Chris Warhurst : Editor <i>Work, Employment &amp; Society</i></p> <p>Adrian Ziderman : Editor <i>International Journal of Manpower</i></p>	
11.00am—5.30pm	Registration	Atrium
12.15pm—1.30pm	<p>Opening Session</p> <p>Acknowledgement of Country: Terry Mason, NTEU Indigenous Policy Committee</p> <p>AIRAANZ Welcome: Mark Lennon, Secretary of Unions NSW (invited)</p> <p>Welcome from organising committee: George Lafferty, University of Western Sydney</p> <p>Presidential Address: Bradon Ellem, AIRAANZ President</p>	Auditorium
1.30pm—3.00pm	<p>Keynote Speaker Presentation</p> <p><i>Labour Markets from the Bottom Up</i></p> <p>Professor Jamie Peck, Canada Research Chair in Urban and Regional Political Economy, Professor of Geography University of British Columbia, Canada</p> <p style="text-align: right;"><i>Chaired by Bradon Ellem</i></p>	Auditorium
3.00pm—3.30pm	Afternoon Tea	Atrium

3.30pm—5.30pm	Paper Presentations				
	Training Room 1	Training Room 2	Suite 107	Suite 201	Auditorium
	Lessons from the Past	Planes Trains & Automobiles	General IR	Law and Regulation	Australian Workplace Survey Data - Current Conditions & Future Directions
	<i>Chair: Lucy Taksa &amp; Nikola Balnave</i> <i>This stream is dedicated to Bill Robbins</i>	<i>Chair: Greg Bamber</i>	<i>Chair: George Lafferty</i>	<i>Chair: John Lewer</i>	<i>Chair: Steve McEachern</i>
	<i>Brigden: 'Control Over Their Own Sectional Interests': the early years of the Female Confectioners Union</i>	<i>Clibborn, Lansbury: Headquarters Control over Subsidiary Employment Relations: The General Motors Company in Australia</i>	<i>Robertson, Hulme, Bailey: Achieving Pay Equity for Queensland Community Services Workers</i>	<i>Hall: Public and Private Expressions of Unconscionable Conduct and the Employment Relationship: Law, equity and the practice of employment relations</i>	The session will focus on "what do we know", with presentations on four large studies currently occurring in Australia: - Australia at Work (Sally Wright and John Buchanan, Workplace Relations Centre, University of Sydney) - Household Income and Labour Dynamics in Australia (Mark Wooden, Melbourne Institute) - The Australian Work and Life Index (Barbara Pocock, Centre for Work and Life, University of South Australia) - State-based Workplace Industrial Relations Surveys (John Buchanan, Workplace Relations Centre, University of Sydney)
	<i>Gregson: Memorialising Workers: 'reading' a material heritage</i>	<i>Klikauer: Labour-, Product-, and Capital Markets in Germany: IR Actors and General Motors</i>	<i>Baca: Culture in Organizational Transition: A learning model</i>	<i>Jamieson: Epochal Change in Australian Labour Law</i>	Marian Baird to present on the VicWAL Survey (Victorian Work and Life), conducted in second half 2009. The CIs are Sara Charlesworth, Iain Campbell (RMIT University) and Marian Baird (University of Sydney). Other researchers on the project are Kerry Haynes and Larissa Bamberly (RMIT University).  There will be time for open discussion at the end of the session.
	<i>Kimber: Patriotism and its Discontents: a small town in a great strike</i>	<i>Lansbury, Sarina: Flying High and Low? Strategic Choice and Employment Relations in the Airline Industry</i>	<i>Treuren, Wallgren: Could Employer Unity, Industry Structure and Union Influence Explain the Different Outcomes of Award Modernisation between Industries, 2008-2009?</i>	<i>Nuttall: The 'Real Nature of the Relationship': identifying the employer</i>	
<i>Love: The Monkey or the Organ-grinder? The early years of Enterprise Bargaining in Australian Universities; a view from the table</i>	<i>Harvey, Turnbull: Just Another Crisis? Market (De) Regulation and Collective Bargaining in the European Civil Aviation Industry</i>	<i>C.Black, O.Black, Winefield, Provis, Dollard, Farrell: Sunday Trading: Controversies, Debates and South Australian Retail Sector Workers</i>	<i>Southey, Fry: Stacking the Commission: Has it occurred and does it matter in unfair dismissal arbitration?</i>		
6.30pm—8.00pm	<i>Welcome Reception</i>				Atrium

## Thursday 4 February 2010

8.30am–5:00pm	Registration Open				Atrium
9.00am–10.00am	<b>Keynote Speaker Presentation</b> <i>The Fair Work Act: A Work in Progress</i> Professor Andrew Stewart, John Bray Professor of Law at the University of Adelaide <i>Chaired by Cathy Brigden</i>				Auditorium
10.00am–10.30am	Morning Tea				Atrium
10.30am–12.00pm	<b>Paper Presentations</b>				
	<b>Training Room 1</b>	<b>Training Room 2</b>	<b>Suite 107</b>	<b>Suite 201</b>	<b>Auditorium</b>
	<b>General IR</b>	<b>Howard Years</b>	<b>OHS</b>	<b>Industrial Relations &amp; Skill</b>	<b>Unions</b>
	<i>Chair: George Lafferty</i>	<i>Chair: Peter Sheldon</i>	<i>Chair: Terri Mylett</i>	<i>Chair: Anne Junor</i>	<i>Chair: Nikola Balnave</i>
	<i>Kovacevic, Young: Interlocking Directorates and Director Independence: An Australian context</i>	<i>Lyons: Industrial Relations Policy, Polled Opinion and the Howard Government</i>	<i>Harris, Markey, Ravenswood, Simpkin, Williamson: Representative Employee Participation and Well-Being: Cases From New Zealand</i>	<i>Cooney: Trade Unions and Workplace Training in Australia</i>	<i>Alexander, Peetz, Clarke: Ten Propositions on Union Education and Training</i>
	<i>Thornthwaite: A Critical Analysis of the Role Agency Theory Plays in Executive Remuneration</i>	<i>Goodwin: Redesigning the Inspection Blitz in the Post Work Choices Environment?</i>	<i>Vickers: Exploring Illness Disclosure for Workers with Multiple Sclerosis</i>	<i>Cheng, Hampson, Junor: A Matter of Trust: Quality in Competency-Based Assessment in Australia</i>	<i>McEachern: Variations in Sequences of Union Membership among Australian Workers</i>
<i>Peetz: Asymmetric Reference Points and the Growth of Executive Remuneration</i>	<i>Spies-Butcher, Wilson: Union Mobilisation and the 2007 Federal Election In Australia: Accounting for the Campaign's Success</i>	<i>Shin: Korean Small Businesses and Workers' OHS in the Sydney Construction Pyramid Subcontracting</i>	<i>Oliver: What Could Modern Awards Mean for Skill Formation?</i>	<i>Jeffrey, Lewer: Performance Pay for Teachers: The View of the NSW Teacher Unions</i>	
12.00pm–1.00pm	Lunch AIRAANZ Executive Meeting				Atrium Training Room 1
12.20pm–1.00pm	Sydney Trades Hall Historic Walking Tour with Bill Pirie				Sydney Trades Hall

1.30pm–3.00pm	Paper Presentations				
	Training Room 1	Training Room 2	Suite 107	Suite 201	Auditorium
	For Better or Worse: Women's work at the high and low ends of the job spectrum	Labour Markets	IR & Theory	General IR	Community Place & Unions
	<i>Chair: Marian Baird</i>	<i>Chair: George Lafferty</i>	<i>Chair: Louise Ingersoll</i>	<i>Chair: Sarah Gregson</i>	<i>Chair: Susan McGrath-Champ</i>
	<i>Smith, Stewart: A New Dawn for Pay Equity? Developing an Equal Remuneration Principle under the Fair Work Act</i>	<i>Campbell, Tham: The Expansion of Temporary Migrant Labour in Australia: Some Implications</i>	<i>Casperez, Gillian, White: The Emergence of Good Faith Bargaining in Australian Industrial Relations: Theorising State Intervention and the Significance of Ideology</i>	<i>Gan, Morgan, Sheldon: For Whose Sake? The Formation of the Singapore National Employers' Federation</i>	<i>Herod, Mcgrath-Champ, Rainnie: Progressing Work: How spatial approaches change our theories of work and labour</i>
	<i>Junor, Smith, Hampson: A New Era? Pay Equity Prospects in Australia Following Making it Fair</i>	<i>Price: Knowledge is Not Power, But it's a Start: Young people and employment entitlements</i>	<i>Dallas: Mobilisation Theory and Industrial Relations: Ten Years after Kelly's Rethinking Industrial Relations</i>	<i>Jun, Sheldon: Chaebol Entrepreneurial Culture and the Formation of the Korea Employers' Federation</i>	Presentation by Amanda Tattersall and Susan McGrath-Champ  With Panel Forum: - Peter Turnbull - Jamie Peck - Bradon Ellem - Al Rainnie
	<i>McLaughlin, Deakin: Gender Inequalities and Corporate Social Responsibility in a Changing World: A Role for Reflexive Regulation?</i>	<i>Ressia: 'You Have to Start From the Beginning': The job search experience of skilled dual-career migrant couples</i>	<i>Bertone: Where Do Migrant Workers Fit into the Picture? The Apparent Invisibility of Cultural Diversity Factors in Industrial Relations Research</i>	<i>McDonnell, Burgess, Russell, Sablok, Stanton: Employment Relations in Multinational Enterprises in Australia: A review of existing studies and the methods employed</i>	
3.00pm–3.30pm	<i>Afternoon Tea</i>				Atrium
3.00pm–5.00pm	<b>Unions - Progress and Prospects: Moving Beyond Servicing and Organising</b>			<i>Chaired by Rae Cooper</i>	Auditorium
	Paul Howes, National Secretary, Australian Workers Union Dick Shearman, Secretary, NSW/ACT Independent Education Union Louise Tarrant, National Secretary, Liquor, Hospitality & Miscellaneous Workers Union Adam Kerlake, Deputy Assistant Secretary, Unions NSW Sally McManus, Australian Services Union Bradon Ellem, University of Sydney				
6.30pm–7.00pm 7.00pm–10.30pm	Pre-Dinner Drinks Conference Dinner <i>Speaker: Russell Lansbury</i>			The Strangers' Dining Room, Parliament of New South Wales	

8.30am—4.30pm	Registration Open					Atrium
8.50am—10.20am	Paper Presentations					
	Training Room 1	Training Room 2	Suite 107	Suite 201	Auditorium	
	For Better or Worse: Women's work at the high and low ends of the job spectrum	Health & Hospitals	Employment Relations & Human Resources	International Perspectives	Good Jobs Bad Jobs	
	<i>Chair: Meg Smith</i>	<i>Chair: Cathy Brigden</i>	<i>Chair: Ron Kelly</i>	<i>Chair: Thomas Klikauer</i>	<i>Chair: Angela Knox</i>	
	<i>Boyd, Thorpe:</i> The Impact of Child Care on Maternal Employment	<i>Kaine:</i> Ownership Structure, Regulation and the Management of Labour in the Residential Aged Care Sector	<i>Wu:</i> The Antecedents of HRM Practices in Small and Medium Sized Firms	<i>Imbun:</i> Appraising for Development: The case of Indonesia's indigenous Papuans' human resource needs	<i>Pocock:</i> Meaningful Work in the 21st Century: Terms, Conditions and Contexts	
	<i>Powell, Craig:</i> The Gendered Division of Labour in Households Where Parents Work Nonstandard Hours	<i>Ravenswood, Markey, Harris:</i> How Effective are Health and Safety Committees? Preliminary Results from the Health Care Sector, New Zealand	<i>Martin, Gollan, Grigg:</i> Strategic Human Resource Management (SHRM), Negative Capabilities, Good Jobs and Bad Jobs	<i>Fichter, Helfen, Sydow:</i> Employment Relations in Global Production Networks - Initiating Transfer of Practices via Union Involvement?	<i>Gough, Brewer, Foley:</i> Job Satisfaction and Work Intensity in Ten Acute Care Australian Hospitals	
<i>Baird, Williamson:</i> 'Madwomen' and Paid Maternity Leave - Past and Present	<i>Willis, King:</i> The Three Strands of the Gynecological Cancer Workforce: implications for tackling the health workforce crisis	<i>Johnston, Teicher:</i> Does Diversity Management 'Work' for Women in Managerial Positions Seeking Flexibility?	<i>Eden, Van Gramberg, Gough:</i> Malaysian Industrial Relations: An analysis of workplace dispute resolution mechanisms	<i>Arrowsmith, Parker:</i> In Good Company? Evaluating Work and Workplaces in New Zealand		
10.20am—10.40am	<i>Morning Tea</i>					Atrium
10.40am—12.10pm	Paper Presentations					
	Training Room 1	Training Room 2	Suite 107	Suite 201	Auditorium	
	For Better or Worse: Women's work at the high and low ends of the job spectrum	Service Work	OHS	International Perspectives	Good Jobs Bad Jobs	
	<i>Chair: Meg Smith</i>	<i>Chair: Richard Hall</i>	<i>Chair: Ray Markey</i>	<i>Chair: Thomas Klikauer</i>	<i>Chair: Barbara Pocock</i>	
	<i>McGraw:</i> Mind the Gap When Breaking the Glass Ceiling: Gender Pay Equity At Senior Executive Level in Australian Private Sector Companies	<i>Kang, Winefield, Dollard, Provis, Q.Black, C.Black:</i> Developing a Best Practice Model of Enterprise Bargaining in the Retail Sector: A qualitative study	<i>Cahill, Kelly:</i> OHS in China - Work in Progress	<i>Busck, Knudsen, Lind:</i> Who is in Control? The Effect of Employee Participation on the Quality of the Work Environment	<i>Murray, Peetz:</i> Involuntary Long Hours in Mining	
	<i>Charlesworth:</i> Sacrificing Workers? The Curious Case of Salary Sacrificing in Community Services	<i>Knox:</i> Friend or Foe ? Temporary Work Agency Employment in the Australian Hotel Industry	<i>Lyons:</i> Worker Participation in Occupational Health and Safety as Employee Voice: Rhetoric or Reality?	<i>McLaughlin:</i> The End of the Irish Affair? Social Partnership in a Liberal Market Economy	<i>Skinner, Pocock:</i> 'Good Jobs, Bad Jobs and Workplace Flexibility in Australia in 2009'	
<i>Strachan, Barrett:</i> 'Men Always Get More Money Than Women'? Perceptions of pay and advancement in small accounting firms	<i>McDonnell, Hannif, Connell, Burgess:</i> Am I 'Boverred'? Voice Structures and Related Employee Attitudes in Call Centres	<i>Mylett:</i> Safety Culture: Some conceptual considerations	<i>Vishnevskaya:</i> The Industry - Level Bargaining in Russia	<i>Cooper:</i> Fair Work? Bargaining and Low-Paid Women in Australia		

12.10pm–12.55pm	<i>Lunch—preceded by Book Launch</i>			Atrium
	Keith Townsend and John Burgess (eds) <i>Methods in the Madness: Research Stories You Won't Read in Textbooks</i> (Oxford: Chandos Publishing)			
	Contributors include: Kaye Broadbent, Shaun Ryan, Bradon Ellem, Barbara Pocock, Robyn Price, Paula MacDonald, Jennifer Waterhouse, Jennifer Sappey, Al Rainnie, Rowena Barrett			
	To be launched by Al Rainnie, Curtin University			
12.55pm–2.10pm	<b>Keynote Speaker Presentation</b> <i>Chaired by John O'Brien</i>			Auditorium
	<i>Financialised Capitalism: Challenges for Theory and Practice</i> Professor Paul Thompson, Professor of Organisational Analysis, University of Strathclyde, Scotland			
2.10pm–2.30pm	<i>Afternoon Tea</i>			Atrium
2.30pm–4.30pm	<b>Paper Presentations</b>			
	<b>Training Room 1</b>	<b>Training Room 2</b>	<b>Suite 201</b>	<b>Auditorium</b>
	<b>For Better or Worse: Women's work at the high and low ends of the job spectrum</b>	<b>Industrial Relation &amp; Skill</b>	<b>General IR</b>	<b>Good Jobs Bad Jobs</b>
	<i>Chair: Doris Eikhof</i>	<i>Chair: Anne Junor</i>	<i>Chair: Georgina Murray</i>	<i>Chair: Chris Warhurst</i>
	<i>Carney: Which Model of a Model Worker?: A Statistical Revision of the Ideal Worker Model and the Implications for Working Mothers</i>	<i>Almeida: Employer Evaluations of Immigrant IT and Accounting Professionals in the Pre-entry Phase</i>	<i>Vickers: The Shifting Sands of 'Acceptable' Violence: Reconsidering Bullying, Mobbing and Violence at Work</i>	<i>Bamberry: 'As Disposable As the Next Tissue Out of the Box...': Casual teaching and job quality in NSW public school education</i>
	<i>Werth: Women, Work and Chronic Illness: an exploratory investigation of themes from HILDA</i>	<i>Ingersoll: Hidden Within: Stakeholder Voice and Skill Policy</i>	<i>Baird, Charlesworth, Bamberry: Is the Grass Greener? Preliminary Findings from the VicWal Survey</i>	<i>Anderson, Lamm: The Good, the Bad, and the Extremely Ugly: Initial Survey Results of the Working Experiences of Working Children</i>
	<i>French, Simpson: Mapping Equity and Diversity: from Counting to Culture Change</i>	<i>Hannif, Connell, McDonnell, Burgess: Can Perception Influence the Value of the Training and Development Experience in Call Centres?</i>	<i>Kelly: Can 'Green Jobs' Lead to Employment Sustainability?</i>	Opening comments by Prof Chris Warhurst End of stream Panel and discussion: Good jobs, Bad Jobs: Lessons, Gaps and Future Research Possibilities
		<i>Oliver: The role of Social Partners in Vocational Education and Training: A comparison between Australia and Germany</i>	<i>Lopaticka: The Changing Face of Australia's Peak Occupational Health and Safety Agencies and Their Impact on the National OHS Strategy</i>	This panel involves community organisations and activists as well as academic researches who will reflect on issues arising from work amongst those with good and bad jobs, and the gaps and possibilities for future research on good and bad jobs.  Panel members Barbara Pocock, University of South Australia Michael Horn, Brotherhood of St Laurence Angela Knox, University of Sydney Troy Burton, Assistant National Secretary of the LHMU
4.30pm–5.30pm	<b>AIRAANZ AGM + Drinks</b>			