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CENTRE FOR WORKFORCE FUTURES AUGUST 2021 NEWSLETTER



Dear Colleagues,

We are happy to update you on some exciting new projects. Also, in this issue we include information on some exciting local and international events, one of which is associated with ARC funded projects being undertaken by Centre members.

Wishing everyone well during these trying times.

Professors Lucy Taksa & Daryll Hull



CONGRATULATIONS ON ARC DECRA AWARD

We are extremely pleased to congratulate Centre member, **Dr Claire Wright**, whose **Australian Research Council Discovery Early Career Researcher Award (DECRA)** application for her project: 'Above the glass ceiling: Australian women in corporate leadership 1910-2020', has been successful with an award of \$358,582.

This project aims to expand understanding of business history by undertaking the first comprehensive history of women in corporate leadership in Australia across the twentieth and early twenty-first centuries. Its interdisciplinary approach and multi-method design aims to expand national and international knowledge on the ways women have accessed, operated in and influenced corporations since Federation.

Expected outcomes include deeper knowledge about women's participation in corporate leadership in Australia, their pathways to leadership positions, and their long-term impact on corporation strategy and decision-making.

This will help design more effective strategies to improve the success of women in leadership now and in the future.

This project follows on from Claire's Macquarie University Research Fellowship, her work on a paper for the Special Issue of the ABDC A-ranked journal *Business History*, on Women in corporate networks, being edited by **Stéphanie Ginalski** (L'Université de Lausanne, Switzerland), **Erica Salvaj** (Universidad del Desarrollo, Chile), **Susie Pak** (St. John's University, USA) and **Lucy Taksa** (CWF, Macquarie, Australia) and her collaboration with **Erica Salvaj** and **Lucy Taksa** on research resulting from the Australia APEC Women's Fellowship awarded to **Prof Erica Salvaj**. This Fellowship enabled her to work in the CWF for some months in early 2020 on a comparison of corporate women's networks in Australia and Chile with Lucy and Claire.

We wish Claire all the best with this new project.

NEW PROJECT

• **Australia - Indonesia supply chain integrity: pilot commercial supply chain**

In 2021, the Meat & Livestock Australia (MLA) received a grant (\$314,450) from the Commonwealth Department of Agriculture,



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Water, and the Environment to undertake a project entitled: Australia - Indonesia supply chain integrity: pilot commercial supply chain (project with partners led by MLA).

The partners in the project are MLA (Australia and Indonesia), JBS Australia, Ripe Technology Pty Ltd, Oritain Australia Pty Ltd, Escavox Pty Ltd as well as the Centre for Workforce Futures.

The Centre's Chief Investigators (CIs) are **A/ Professor Yvette Blount, Professor Lucy Taksa, Professor Daryl Hull** and **Dr Amy Tung**, whose part in the project has been awarded \$95,000.

The Project's intended outcomes are:

- To strengthen Indonesian beef supply chain integrity and increase confidence in authenticity of Australian product.
- To safeguard the competitive advantage and global reputation of Australian beef products as high quality, premium and safe in export markets.
- Providing businesses with validated technology options to strengthen product integrity and traceability.

The CWF CIs will be conducting qualitative interviews to evaluate stakeholder perceptions of the effectiveness of the supply chain traceability system to meet the stated objective which is to:

- Integrate technologies to design a supply chain traceability system that can provide adequate assurance in provenance and authenticity of the product at any point along the commercial beef supply chain between Australia and Indonesia.

Information on Ongoing Projects can be found at the bottom of this email.

PUBLICATION NEWS

LATEST MEMBER PUBLICATIONS:

Rao, P., Kumar, S., Chavan, M., & Lim, W.M., (2021) 'A systematic literature review on SME financing: Trends and future directions'. *Journal of Small Business Management*, DOI:10.1080/00472778.2021.1955123.

Abstract:

Small and medium-sized enterprises (SMEs) are a significant source of employment for many people in developing and developed economies. However, one of the significant constraints that SMEs face is limited access to finance. Governments and financial institutions need to understand how SMEs access finance so that financial access for SMEs can be better promoted. In this vein, this paper conducts a systematic literature review to present a one-stop, state-of-the-art understanding of the extant literature on SME financing. The review encapsulates 280 papers from five top journals in the area of "small business management" between 1986 and 2020. The review is holistic as it explores the diversity of SME financing research and evaluates it in terms of publication trends (productivity, region), theoretical setup (theory building, application, elaboration, testing), methodological design (research design, data collection and analysis techniques), and themes (evolution, network). The paper concludes with proposals for future SME financing research.

Franklin, M., Willis, K., Lewis, S. 'Chronic condition self-management is a social practice'. *Journal of Sociology*. First Published 26 August. <https://doi.org/10.1177/14407833211038059> At <https://journals.sagepub.com/eprint/VTHDBHYJEYI2ETJXW9TB/full>

Abstract:

Self-management is widely promoted in Western health care policies as a way to address the impact of increasing rates of chronic conditions



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on health care systems. Mostly informed by psychological theories, self-management frameworks and interventions tend to target individual behaviours as demarcated from the many aspects of social life shaping these behaviours. Using Bourdieu's theory of practice, we develop four propositions for a relational and socially situated (re)conceptualisation of self-management. First, self-management is a field with its own distinctive logics of practice; second, self-management goals are social practices, emerging through co-constituted patient–professional interactions; third, self-management is energised by legitimised capital; and fourth, what goals feel possible are shaped through embodied knowledge and lived experience (habitus), linked to capital. Collectively these propositions enable focus on both the meanings and resources patients and professionals bring to self-management, along with the dynamic and relational ways goals are produced through patient–professional interactions within the broader field of health care.

Bamber, G. J., Cooke, F.L., Doellgast, V & Wright, C.F. (eds), [International & Comparative Employment Relations: Global Crises & Institutional Responses](#), 7th Edition, 2021.

If you consider recommending or reviewing it, SAGE Publishing may provide a free eCopy; [click on one of this link!](#)

For a flyer that includes a special discount code for BAM Newsletter readers, [click here](#). You might also forward it as a recommendation to your library. Proceeds from this book contribute to charities that foster health-related research and hunger-relief

We welcome your publication updates and invite members to send the information to us.

UPCOMING EVENTS

RETHINKING DEINDUSTRIALIZATION STUDIES

<https://deindustrialization.org/about-us/>

Deindustrialization and the Politics of Our Time (Depot) is a Social Sciences And Humanities Research Council (SSHRC) of Canada-Funded Partnership Project consisting of 33 Partner Organizations and 24 Co-Applicants And Collaborators from six countries In Western Europe (Italy, France, Germany And The United Kingdom) And North America (Canada, United States). The Partnership Examines the historical roots and lived experience of deindustrialization as well as the political responses to it. The overall goal is to understand deindustrialization in transnational and comparative perspective, its causes, the responses to it, its effects, and its legacies.

The DePOT partnership examines the historical roots of deindustrialization and the contemporary responses to it. The goal is to understand deindustrialization in transnational or comparative perspective, its causes, the responses to it, its effects, and its legacies.

The partnership joins 25 leading specialists in the study of deindustrialization as well as 18 research centres and 16 industrial museums, heritage groups, trade unions, labour archives, Indigenous organizations, and publishers. The focus is on the transnational connections between and comparisons among the United States, Canada, Germany, France, Italy, and the United Kingdom – the heart of the old “industrial world.”

• DePOT's Fall 2021 Round Table Series

<https://deindustrialization.org/rethinking-deindustrialization-studies-2/>

This round-table series invites us to revisit our understanding of the field of deindustrialization studies. Two sessions expand the geographic imaginary from the old industrial heartlands of Western Europe and North America. Another asks us to make gender analysis more central.



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The final session brings curatorial and archival knowledge into the conversation.

• DEINDUSTRIALIZING AUSTRALIA Roundtable

Thursday September 16th 6:00-8:00 am (Eastern Standard Time – apologies to North Americans) or: 8pm (Sydney, Australia), 11am (UK), 12 noon (Germany, France, Italy).

Co-organized with two Australian Research Council funded projects on “History, Heritage and Environmental Change in a Deindustrialised Landscape” (based at Macquarie University) and “Continuity and Change in the Australian Industrial Landscape” (based at the University of Wollongong).

Chairperson: **Steven High**, Concordia University.

Speakers:

Tanya Evans, Macquarie University.

Lucy Taksa, Macquarie University.

Chris Gibson, University of Wollongong

Chantel Carr, University of Wollongong

Seamus O’Hanlon, Monash University.

Jesse Adams Stein, University of Technology Sydney.

Eric Eklund, Federation University.

The registration page is now up for this Deindustrializing Australia Roundtable. Feel free to share the registration link within your networks.

<https://www.eventbrite.ca/e/deindustrializing-australia-tickets-167463340359>

REWOMEN UPDATE:



<https://rewomen.net/>

The ReWomen Network now has over 70 members in 13 different countries across 6 continents.

Membership information and initiatives can be found at <https://rewomen.net/>, a central point where convenors, **Jennifer Aston** (Northumbria University), **Catherine Bishop** and **Lucy Taksa** (CWF) upload information about the research activities of members, host Call for Papers and let members (and non-members) find scholars with interests in the research of women in management and enterprise.

If you would like to contribute to the website, please email: rewomennetwork@gmail.com with the topic ‘Website contribution’.

The ReWOMEN seminar series was launched in June and two seminars have been held to date.

• First Seminar 10th June 2021

Speakers:

Louise Prowse (CWF): From Pin Money to Side Hustle: A history of Australian rural women earning on the side 1900-2020.

Carry van Lieshout (Open University, UK): Telling Herstories: Migrant Businesswomen in 1911 London;

Bernardo Batiz-Lazo (Northumbria University, UK) & **Ignacio González-Correa** (Universidad de Santiago de Chile): Women and the Fintech Revolution in Latin America.

The recording from the session is now online and can be found on the ReWOMEN website: <https://rewomen.net/previous-research-seminars/>.

As the seminar is designed to be an informal space for speakers to share work that is still in



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development, we have decided that this page will be restricted to members only and it is password protected. Network Members receive the password to view the seminar recording.

• **Second Seminar 12 August 2021:**

Speakers:

Mélanie Méthot and **Lindsay Ault** (University of Alberta, Canada), 'Fierce and romantic: Annie Holt and her Australian matrimonial agency';

Anusha De (LICOS Centre for Institutions and Economic Performance, FEB, KU Leuven, Belgium [with co-author Dr Bjorn Van Campenhout, Development Strategy and Governance Division, International Food Policy Research Institute, Kampala, Uganda]), 'Gendered Perceptions in Maize Supply Chains: Evidence from Uganda';

Vanessa Oliveira (Royal College, Canada), 'Gender & Commerce in Luanda: Slave Trade and Abolition'.

Papers are 10 minutes long and the seminar is designed so that speakers can get the maximum feedback from audience members. Information can be found Here: <https://rewomen.net/upcoming-research-seminars/>.

• **Third Seminar In October 2021:**

Information will be forthcoming soon.

AUSTRALIAN LABOUR AND EMPLOYMENT RELATIONS ASSOCIATION (ALERA)

<https://www.aleraconference2021.com/>

• **National Conference 2021, Melbourne, Australia, 15th & 16th October 2021**

What will be the Future of Employment

Relations & Work?

Sustainability, Productivity & Inclusion in an age of Artificial Intelligence, Digitization & the Gig Economy after COVID-19

In view of the COVID-19 pandemic the ALERA/IRSV Conference Committee reluctantly postponed the ALERA National Conference that was originally scheduled for October 2020.

The Conference will now be held a Virtual Event on 15 and 16 October 2021.

Speakers Include:

The **Hon Tony Burke MP**, Shadow Minister Industrial Relations, Australia

Sharon Burrow, General Secretary, International Trade Union Confederation

Senator the **Hon Michaelia Cash MP**, * Minister for Industrial Relations, Australia

Paula McDonald, Professor of Work and Organisation, Queensland University of Technology

Sally McManus, Secretary, Australian Council of Trade Unions

Sandra Parker, PSM, Fair Work Ombudsman

The Hon Justice Iain Ross AO, President, Fair Work Commission

Stephen Smith, Head, National Workplace Relations Policy, Australian Industry Group

Jim Stanford, Economist and Director, Centre for Future Work

Greg Vines, Deputy Director-General, International Labour Organisation

• **ABOUT ALERA**

"ALERA is an independent, nonpartisan association which encourages research, discussion and debate on a wide range of issues affecting employment relations. The Association welcomes members involved in, studying or interested in industrial, labour or employment relations, labour law and human resources.

ALERA's objective is to organise and foster



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discussion, research, education and publication within the field of workplace relations. ALERA is governed by an Executive Committee of representatives from its affiliated State and Territory societies, including the Industrial Relations Society of Victoria (IRSV), which is hosting this conference.

ALERA brings together people from academia, consulting, employers, governments, the legal profession, unions and other fields.

These people work to contribute to the promotion of better workplace relations through ALERA affiliates' newsletters, training, lectures, workshops and an ALERA biennial conference. Participation facilitates an exchange of opinions, an understanding of different points of view and new friendships, which can all help to create goodwill and understanding in the field of workplace relations.

ALERA (then called the Industrial Relations Society of Australia) began in the 1950s. One of its first initiatives was to launch the Journal of Industrial Relations. ALERA is affiliated to the International Labour and Employment Relations Association (ILERA).

ALERA/IRSV 2021 Conference Committee

- Natascha Boehm; Chris Meallin; (Co-chairs)
- Greg Bamber; Julian Teicher; Virginia Wills
- Helen McLean; Marg Scarlett (Conference Managers)
- Anna Lee Cribb; Niki Howells Schramm (ex-officio)".

Academy of the Social Sciences in Australia (ASSA)
Complementary Special Symposium

'The COVID-19 Pandemic: Social Science Perspectives'.

When: Friday, 10 September 2017.

This is part of the Social Sciences Week in Australia. There will be three consecutive panels:

What have we learned from the COVID-19 pandemic?

What health policy and medical strategies will help us emerge from the COVID crisis?

What are the political, social, psychological, moral, ethical, health, and other challenges we face in the "new normal" of living in a world of uncertain pandemic futures?

Each panel will include moderated Q and A segments. The Symposium will also be celebrating ASSA's 50th Anniversary. The full program is available here. Please register for the online Symposium here: <https://events.humanitix.com/covid-19-pandemic-social-sciences>

BRITISH ACADEMY OF MANAGEMENT

The following event are scheduled in the UK's time zone.

British Academy of Management bam@bam.ac.uk

Message from the Chair, British Academy of Management **Professor Katy Mason**, FBAM FAcSS

"As the Chair of BAM I am very excited about the rich and diverse range of events and opportunities that we are able to offer you in our second [Conference in the Cloud](#). Take a peek at the schedule [here](#) and you will see that there are so many things to do, spread across 4 activity-filled days, regardless of whether you are presenting a paper or not!

Our wonderful community is staging 34 Professional Development Workshops (PDWs). They are spread out over three sessions, giving delegates opportunities to learn, share and upskill. The full list of PDWs can be seen [here](#)— do take a look!

The BAM Conference covers the fullest range of disciplines....— from Marketing to Finance, from Organizational Psychology or HRM to Operations, Logistics & Supply Chain Management or Project Experiences; there is even an African Studies track. With [30 Tracks](#) to choose from, you can enjoy live paper presentations and Q&A from fields new to you, and you can make those interdisciplinary connections that are the bedrock of innovation. All papers will also be available to delegates to read at any time during the conference — you will have full access to the treasure chest of research. Once again this year,



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some of our Tracks are coming together to stage interdisciplinary events, following the success of this initiative last year.

Our BAM Fellows – the leading figures in our community – are putting on three events this year. Firstly, a live panel discussion with Q&A on Holding up a mirror to Race and Gender Equity in Business Schools, which will be preceded by a networking café based around our strategic research project in this area, hosted by our Vice Chair for EDI; a session outlining the new BAM Fellows College working groups – with an open invitation to our community to get involved in several strands of work; plus a ‘Meet the BAM Fellows’ networking event, where you can chat in live sessions with some of our Fellows.

Three high-level panel discussions with renowned experts will consider: Engaged Research, the Future of Work, and Writing Research for Different Audiences/Purposes. Editors from six leading international journals will contribute to our ever-popular ‘Meet the Editors’ session: BJM, IJMR, EMJ, JMS, ETPJ and IJPM.

We have three great Keynotes too: **Dr David Nabarro** of Imperial College, London, and his colleague **John Atkinson** will be leading an interactive session on ‘Leadership Lessons from Covid – working with the complexity of a rapidly changing environment’; **Professor Ruthanne Huising** of emlyon business school will speak on ‘Expertise for the 21st Century’; and **Joanna Swash**, award-winning CEO of Moneypenny, will share her thoughts on maintaining gold standard customer service through Covid.

Of course, there will also be the Grand Opening and Awards Ceremony, led by our President and Chair, where you can learn more about the wide array of activities that BAM is engaged in all year round, as well as the celebratory launch of our Peer Review College... Another networking café will showcase our strategic work on mental health and wellness in academia.

Finally – we will have some new social networking opportunities using the WonderMe platform, so that

those less formal, serendipitous ‘chats by the coffee table’ can still take place, plus SIG networking hubs, networking cafés and 1:1 meetings. Do take a look at that [schedule](#) on our Conference mini-site.

I look forward to meeting you on EventsAir for BAM2021 ‘Recovering from Covid: Responsible Management and Reshaping the Economy’. Tuesday 31st August to Friday 3rd September 2021.”

GLOBAL LABOR ORGANIZATION (GLO) UPDATE

<https://glabor.org/>

The GLO functions as an international network and virtual platform for researchers, policy makers, practitioners and the general public interested in scientific research and its policy and societal implications on global labor markets, demographic challenges and human resources. These topics are defined broadly in line with its Mission to embrace the global diversity of labor markets, institutions, and policy challenges, covering advanced economies as well as transition and less developed countries.

Since the demand for scientifically founded policy advice has been growing in the light of more complex economic processes, independent scientific research, evaluation and monitoring is more important than ever and needs to be based on ethical rules on the profession on research integrity.

The Global Labor Organization (GLO) helps to fill a significant gap in the global community between scientific research and evidence-based policy making. To this end as an international network and virtual platform the Mission of the GLO is to promote in the realm of labor with an explicit global perspective

The Global Labor Organization (GLO) has established itself as a leading and global research and policy network on labor, demographics and human resources.



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• **GLO Virtual Seminar**

Thursday September, 2021 (London, 1-2 pm UK time):

Magnus Lodefalk (Örebro University and GLO)

‘New Work, Exiting Work and Artificial Intelligence’

Chaired by GLO Director **Matloob Piracha**.

Please register in advance for this meeting:

https://kent-ac-uk.zoom.us/meeting/register/tJYsduGppzosHNKrWeK-8SiinR7vZlU1k_-g

After registering, you will receive a confirmation email containing information about joining the meeting.

For past and future events see <https://glabor.org/>

ONGOING RESEARCH PROJECTS:

• **WINEX survey of Hunter Valley wine sector**

Research has been delayed due to latest COVID situation in NSW. Number of surveys completed has reached 80% of target cohort. Remainder will be completed when lockdown is lifted.

• **Future Ports 2050**

Network is building to include key academics from other Australian Universities and USA. Latest research proposal to develop an audit tool for assessing readiness of ports for digitisation of ports in Australia almost complete in partnership with MPC International.

• **Mental Health in the transport and logistics sector**

Continuing development of Steering Healthy Minds in partnership with TWU and TEACHO

Limited - evaluation methods under test in pilot projects in Queensland in partnership with Central Queensland University. Future pilots planned in Western Australia, Northern Territory, Tasmania, and South Australia.

• **Preliminary work being undertaken on analysis of new forms of work organisation in maritime sector in Australia.**

Use of partnerships and cooperatives - in partnership with Engage Marine, a national marine services group.

• **Continuing networking with Port of Newcastle in matters of hybrid agile workplace design**

Possible evaluation assignment later in 2021 early 2022.

• **‘Networks of knowledge and influence: Interlocking directorships in Australian corporations over 100 years.’**

Dr Claire Wright, Macquarie University Research Fellowship.

• **Corporate Women’s Networks in Australia and Chile.**

Commenced in 2020 with an Australia APEC Fellowship. Research Team: Professors Lucy Taksa and Erica Salvaj and Dr Claire Wright.

ARC FUNDED PROJECTS: WORKING CONTINUES ON THE FOLLOWING:

• **Linkage Grant LP190100900 2020-2022 (\$150,000): ‘History, heritage and environmental change in a deindustrialised landscape’.**

Project Team: **Tanya Evans, Lucy Taksa**, (CWF), **Shawn Ross, Susan Lupack, Penelope Crook**; Partner Investigators: **Steven High** (Concordia University Canada), **Ms Fiona Leslie** (MTS HERITAGE), **Dr Rebecca Parkes** (Lantern Heritage Pty Ltd) Blue Mountains World Heritage Institute Ltd,



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National Parks & Wildlife Service.

- **Discovery Grant DP200100633 2020-2022 (\$376,874.00): ‘Continuity and change in the Australian industrial landscape’.**

Project Team: **Chris Gibson, Chantel Carr and Andrew Warren** (UOW), **Lucy Taksa** (CWF), **Steven High** (Concordia University, Canada).

- **Discovery Grant DP190102778 2019-21 (\$478,000.00) ‘Demographic and social dimensions of migrant ageing and wellbeing in Australia’.**

CIs **Lucy Taksa, Fei Guo, Zhiming Cheng, Massimiliano Tani** and Partner Investigators: **Lihua Liu** (University of Southern California) and **Klaus Zimmermann** (Global Labor Organisation).

- **Discovery Early Career Researcher Award Grant DE190100423 2019-22 (\$396,828.00) ‘Gendered Enterprise: A History of Australian Businesswomen in Small Business since 1880’.**

CI **Catherine Bishop** and Mentor **Lucy Taksa**.

Regards

Lucy



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