



CRICOS Provider 00002J



CENTRE FOR WORKFORCE FUTURES JULY / AUGUST 2021 NEWSLETTER



Dear Colleagues,

This newsletter comes amidst COVID Delta variant lockdowns in various parts of Australia, and continuing issues in the higher education sector. We report on a previous successful webinar and news on upcoming events and member publications, upcoming virtual seminars and a call for assistance from a PhD student.

Wishing everyone well during these trying times.

Professors Lucy Taksa & Daryll Hull



SEMINAR

• ‘Redesigning Work for the Hybrid World: Opportunities for Knowledge Workers’ webinar.

Our ‘Redesigning Work for the Hybrid World: Opportunities for Knowledge Workers’ webinar on 23 June 2021 was a great success and we thank Associate Member, Aaron McEwan, VP, Research & Advisory, Gartner HR Practice, for his time and insights and all those who attended the webinar. The recording is now available, and the slides presented by Aaron are attached.

Overview: The way we work is changing. To achieve key business outcomes, HR leaders have traditionally focused on work design in offices. Most organizations are striving to recreate these features in the virtual world. However, the virtualization of on-site work design is compromising employee well-being. Rather than recreate the on-site features of our past, we must redesign a model that works for our hybrid future — one that offers opportunities for improved performance and employee well-being.

SPEAKER: Aaron McEwan is a VP, Research & Advisory for Gartner’s HR Practice, based in Newcastle. He is a behavioural scientist and coaching psychologist and was recently named a Top 100 Global HR Influencer by Engagedly. Aaron he also advises on HR structures, operating models and helps leaders manage their most critical relationships across the c-suite and board.

The Youtube link can be found at:

<https://youtu.be/TuwUwLLEkzI>

CONGRATULATIONS

We congratulate **Dr Marika Franklin**, Postdoctoral Fellow in the CWF for her successful application for funding under the Macquarie University ECR Enabling Scheme (EES).

The funding will be used to undertake further analysis on her PhD data to produce another research output on the provision of ‘social prescribing’ which is taking off in Australia e.g., ‘arts on prescription’ for people with dementia, ‘park run’ for people with mental health issues, and other social activities ‘prescribed’ rather than suggested within clinical settings. Social prescribing requires changes to the health and social/community sectors, roles of healthcare



**Centre for
Workforce Futures**



and social/community professionals, as well as individuals themselves – in supporting/ managing health and wellbeing. , the funding helps provide the foundation for future research within the Centre for Workforce Futures, centered on the changing and emerging roles in health, community and aged care settings in response to more people living with long term conditions, and living longer with these conditions.

Overall, this research will help to inform future policy and practice in support of the health and wellbeing of people from marginalised groups, specifically ways to tackle systemic and structural considerations for effective implementation of programs such as social prescribing and self-management support.

ONGOING RESEARCH PROJECTS:

ARC FUNDED PROJECTS

- **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, 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’.**

CIIs **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**.

OTHER 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**

The network is building to include key academics from other Australian Universities and the 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.



**Centre for
Workforce Futures**



- **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,**

And 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.

RECENT PUBLICATIONS

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

Edited Book

Dr Meena Chavan and **Professor Lucy Taksa** are very pleased to announce that our edited book, 'Intercultural Management in Practice - Learning to Lead Diverse Global Organizations', is now available on Emerald Insight, with hard copies available from 16 August 2021. (ISBN: 9781839828270).

<https://books.emeraldinsight.com/page/detail/Intercultural-Management-in-Practice/?K=9781839828270>.

We welcome any Centre members who are interested in reviewing the book, please see:

<http://emeraldinsight.ereviews.eb20.com/Requests/Step1/97818398282702>.

Articles

- **Bishop, C., Aston, J., & van Lieshout, C.,** (2021), 'Bringing Businesswomen to a Count: A Transnational Methodological Experiment Researching Nineteenth-Century Businesswomen', *Australian Historical Studies*, 52:2, 227-246, doi.org/10.1080/1031461X.2020.1833950
- **Chavan, M., Galperin, B.L., Ostle, A. & Behl, B.,** (2021) 'Millennial's perception on cyberloafing: workplace deviance or cultural norm?', *Behaviour & Information Technology*, doi.org/10.1080/0144929X.2021.1956588 [Ranked A]
- **Rao, P., Kumar, S., Chavan, M., and Lim, M.W** (2021) 'A systematic literature review on SME financing: Trends and future directions', *Journal of Small Business Management* doi.org/10.1080/00472778.2021.1955123 [Ranked A]
- **Behl, A.; Chavan, M.; Jain, K., Jajodia, I.; Pereira, V., Zhang, J.,** (2021) 'The role of organizational culture and voluntariness in the adoption of artificial intelligence for disaster relief operations', *International Journal of Manpower*. doi.org/10.1108/IJM-03-2021-0178 [Ranked A]
- **Behl, A., Sheorey, P., Jain, K., Chavan, M., Jajodia, I.,** (2021) 'Gamifying the gig: transitioning the dark side to bright side of online engagement', *Australasian Journal of Information systems*, Vol 25 [Ranked A]
- **Behl, A., Sheorey, P., Chavan, M., Jain, K., Jajodia, I.,** (2021) 'An Empirical Investigation of participation on crowdsourcing platforms- A gamified approach: Crowdsourcing Platforms', *Journal of Global Information Management* [Ranked A]



**Centre for
Workforce Futures**



- **Cheng, Z., Wang, B.Z., Jiang, Z., Taksa, L., and Tani, M.**, (2021) 'English Skills and Early Labour Market Integration: Evidence from Humanitarian Migrants in Australia'. *International Migration*, Accepted 23 May. Article doi.org/10.1111/imig.12889 (ABDC ranking A).
- **Cheng, Z., Wang, B. and Taksa, L.** (2021) 'Labour Force Participation and Employment of Humanitarian Migrants: Evidence from the Building a New Life in Australia Longitudinal Data', *Journal of Business Ethics*.168: 697–720 (ABDC ranking A; Scimago Quartile [SQ]1).
- **Fraser, T., Aldrich, D.P. and Page-Tan, C.**, (2021) 'Bowling alone or distancing together? The role of social capital in excess death rates from COVID19', *Social Science & Medicine*. Vol. 284: 114241.
- **Gibson, C., Carr, C., Lyons, C., Taksa, L., Warren, A.**, (2021) 'COVID-19 and the shifting industrial landscape'. *Geographical Research*. 59:196–205. (Scimago Quartile [SQ]1)
- **Nayak, S.S. Fraser, T., Panagopoulos, C., Aldrich, D.P. and Kim, D.**, (2021) 'Is divisive politics making Americans sick? Associations of perceived partisan polarization with physical and mental health outcomes among adults in the United States', *Social Science & Medicine*. <https://doi.org/10.1016/j.socscimed.2021.113976>. Full article (no paywall): <https://www.sciencedirect.com/science/article/pii/S0277953621003087>.
- **Patmore G., Balnave, N., & Marjanovic, O.**, (2021) 'Resistance is not futile: Co-operatives, demutualization, agriculture and neo-liberalism in Australia'. *Business and Politics* (ABDC: A).
- **Patmore, G., Balnave N., & Marjanovic, O.**, (2021) Business co-operatives in Australia:

Unlikely soil for a co-operative movement'. *Enterprise and Society* (ABDC: A)

• Book Chapters

- **Brabet, J., Vercher, C., Taksa, L.** (2021) 'Les plateformes alternatives face aux géants de la digitalisation', in Beji-Becheur, A., Vidaillet, B., and Hildwein, F., (eds) *Organisons L'Alternative: Pratiques de Gestion Pour Une Transition Ecologique et Sociale*. EMS Management & Societe. Versus. (transl. 'Alternative Platforms for Oligopolistic Digitalization', in Let's Organize the Alternative! Management practices for an ecological and social transition].
- **Galperin, B.L., Chavan, M. and Muhidin, S.** (2021), 'Indigenous Entrepreneurs in Australia: Past, Present, and Future'. in Spee, J.C., McMurray, A., and McMillan, M., (Ed.) *Clan and Tribal Perspectives on Social, Economic and Environmental Sustainability*, Emerald Publishing Limited, pp. 35-47. doi.org/10.1108/978-1-78973-365-520211006

• Commentary

Professor Fei Guo recently provided commentary about China's new three-child policy in ABC news: China's three-child policy is designed to bring on a baby boom, but its young adults are 'lying flat'.

REWOMEN



ReWOMEN 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) and Catherine Bishop and Lucy Taksa (CWF) upload information about the research activities of members, host Call for Papers and



**Centre for
Workforce Futures**



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 on 10th June featuring:**

- » **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 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.

• **Upcoming Seminar:**

12th August 2021

23.00 Sydney | 16.00 Moscow | 15.00 Johannesburg | 14.00 London | 09.00 New York | 06.00 Los Angeles

This Seminar features:

- » **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 only 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/>

Tickets can be booked here:

<https://www.eventbrite.co.uk/e/rewomen-online-seminar-series-tickets-153944689711>

GLOBAL LABOR ORGANIZATION (GLO)

<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.



**Centre for
Workforce Futures**



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.

• **GLO Virtual Seminar**

Hosted by the School of Economics at the University of Kent, the GLO key partner university in the UK, seminars are chaired by **GLO Director Matloob Piracha**.

• **GLO Virtual Seminar Series next talk.**

Program: Unequal Hopes, Lives, and Lifespans in the U.S.: Lessons from Well-Being Research in the Era of COVID-19

Speaker: **Carol Graham** (The Brookings Institution, University of Maryland and GLO)

Thursday 5 August 2021 (London, 1-2 pm UK time):

Please register in advance for this meeting:

https://kent-ac-uk.zoom.us/meeting/register/tJMvd-mpqjovE9bQX6_7eYDR2ea07D1ZZXGD

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

FOR PAST AND FUTURE EVENTS SEE THE GLO WEBSITE.

REQUEST FOR ASSISTANCE

CWF Member, **Emeritus Professor Gabrielle Meagher** has requested assistance for her MQ PhD student, Eleanor Quinlan.

Eleanor Quinlan's PhD focuses on young people's involvement in unpaid workplace training in Australia, including internships, work trials, work for the dole, unpaid traineeships and internships. The aim of the research is to compare these different types of unpaid workplace training to see how similar or different they are and if they should be paid. The information that is collected will be used to make recommendations for law and policy reform in Australia.

They are seeking young people (aged 18 to 35) to complete a survey about their experiences of unpaid workplace training in Australia.

• **Unpaid work trials, working for the dole & unpaid traineeships.**

The study involves a survey for young people (aged 18 to 35) with experience of unpaid workplace training. This survey is confidential, multiple-choice, takes around 15 minutes, and includes the chance to win prizes. The study has been approved by the Macquarie University Human Ethics Committee (Prof. Gabrielle Meagher is the Chief Investigator). The link to the survey is:

<https://limesurvey.mq.edu.au/index.php/981417>



**Centre for
Workforce Futures**



CONTACT:

Lynne Cousins
T: +61 (2) 9850 7732
E: lynne.cousins@mq.edu.au

W: <https://goto.mq/cwfnewsevents>