

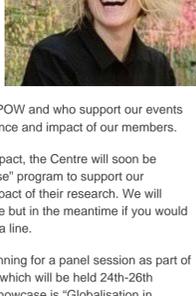


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## Director's Update

As we enter the second half of 2017, it is great to be in a position to reflect on the dedicated work and wonderful achievements of our members - this includes not only that which is visible through our successful grants, publications and events, but also the important work which is often less visible and takes place behind the scenes. Thank you to all those inside and outside the Centre who actively engage with CPOW and who support our events that showcase the research excellence and impact of our members.



While on the topic of research of impact, the Centre will soon be embarking on a "CPOW Impact Case" program to support our researchers to communicate the impact of their research. We will provide more details as they emerge but in the meantime if you would like to be involved, please drop me a line.

We have commenced the initial planning for a panel session as part of the Business Research Showcase, which will be held 24th-26th October. The theme of this year's showcase is "Globalisation in Retreat?" and the Centre's theme leaders have decided on the topic of "New Technology, Same Old Work". We will also produce a booklet to showcase the work of our researchers in this area, similar to the one we produced last year on the question of "What is (in)decent work?" If you would like your research featured in the booklet, please contact Adriana ([cpow@rmit.edu.au](mailto:cpow@rmit.edu.au)).

Since our last newsletter, a range of activities in relation to major projects have been undertaken. These include participation in the **Food Agility CRC Roadshow Program Briefing and Networking Event** in May. This provided valuable insight into the future opportunities for research programs that address industry imperatives and the overall approach that will underpin the CRC. In June, an initial meeting for the **CRIMT Interuniversity Partnership for Institutional Experimentation for Better Work** was held in conjunction with Deakin University. A detailed update on the CRIMT partnership is provided under "Project Updates".

But it hasn't been all work! Our informal drinks at the end of May were a great success, providing people a chance to meet and exchange ideas and opinions in an informal environment. It was great to see strong attendance from researchers across Schools in the College and at all levels, including some of our HDRs. We are looking forward to running a similar event later in the year.

## Project Updates

### CRIMT Interuniversity Partnership for "Institutional Experimentation for Better Work"

A number of CPOW members and collaborators contributed to the Society for the Advancement of Socio-Economics (SASE) "What's Next? Disruptive/Collaborative Economy or Business as Usual?" and the International Labor Organisation (ILO) "The Future of Work" conferences, held in Lyon and Geneva respectively. They were Sara Charlesworth, Annie Delaney, Peter Fairbrother, Fiona Macdonald and Shelley Marshall.

These conferences were preceded by a half day discussion on how we begin the **SSHRC** funded **CRIMT** research program **Institutional Experimentation for Better Work** to which CPOW is a partner member of this seven year \$CA 2.75 million research program.

The **CRIMT meeting** included more than 30 participants from 17 research centres from around the world who discussed how we might take the initial steps to begin collaborative research on the firm, collective representation, regional innovation and (national and supply chain) markets. CPOW researchers have a major opportunity to contribute to the research program in relation to digital platforms, social care and home work, regional innovation, financialisation and trade unions/social movements. The meeting was a process of opening up ideas, debating and laying the foundation for the major planning event that will take place in Montreal from 27 to 29 October, 2017.

The **SASE conference** gave us a chance to share ideas around our ongoing research. This exchange took place in "The institutional experimentation for better work" mini conference. Peter Fairbrother was one of the five international organisers of the conference. We had strong attendance for a complete stream running through the two and a half days, including some parallel sessions. Highlights included the presentations from Sara and Fiona around social care, Annie on invisible work, Shelley on organising informal/self-employed workers and Peter on disruption in work and employment in sub-national regions. They each prompted ongoing discussions that carried over to the ILO conference. The mini conference has been upgraded to a permanent SASE network event which will take place in Kyoto in late June and early July 2018.

Many Australian universities were represented at the **ILO Conference**. Two themes stood out in terms of volume of papers: Digital Platforms (work, regulation, and experience) and Social Care/Home Work. One of my highlights was a plenary on the 'Universal basic income' proposals and experiments around the world. Gerhard Bosch (Duisburg-Essen) gave a compelling critique of the idea, noting its neo-liberal corporate popularity, while Corina Rodriguez Enriquez (CIEPP Argentina) unpicked the way the basic income debate is a political rather than economic one.

We will keep researchers informed as to the next steps for the **CRIMT Institutional Experimentation for Better Work** research program. Please contact [cpow@rmit.edu.au](mailto:cpow@rmit.edu.au) if you are interested in getting involved in this exciting research program.

### Markets, Migration & Care Project

One of the projects being conducted by Sara Charlesworth with Jenny Malone as part of CPOW's **Working Lives: Uncertainties and Futures** theme is the **Markets, Migration & Care (MMC)** project. The MMC project involves a team from the universities of NSW, Sydney, Adelaide and Toronto. In March, we held a workshop in Wellington, New Zealand, in conjunction with the Centre for Labour, Employment and Work, Victoria University. The workshop explored how new funding models in aged care and early childhood education are creating demand for new types of care labour (such as in-home carers for older people and nannies) and how these in turn interact with changing patterns of migration to Australia and New Zealand.



Although Australia and New Zealand are both major migration countries, there has been little research on the regulatory processes surrounding care migration, the experiences of migrant workers in aged care and child care or the policy issues raised by care migration. Participants at the workshop included representatives from childcare and aged care peak organisations, provider groups and trade unions, as well as PhD students, early career researchers, academics and government representatives. The workshop generated considerable interest in these topics and strengthened the basis for collaboration between Australia and New Zealand in the area of markets, migration and care. Presentations from the workshop can be accessed [here](#).

We also held a workshop in Darwin at the end of July, which was opened by Natasha Fyles, the NT Attorney General and Minister for Health. The aim of this workshop was to explore how the policy landscape and experiences of migrants in the Northern Territory differ to other capital cities in Australia. The workshop brought together stakeholders from various sectors to share their experiences and ideas about the role of migration in the recruitment and employment of care workers. Discussions were held on the recently announced changes to migration policy, notably the abolition of the Temporary Work (Skilled) visa (subclass 457 visa), and its replacement with the new Temporary Skill Shortage (TSS) visa in March 2018, which will have an impact in the Northern Territory. The workshop therefore provided a unique opportunity to reflect on the particular ways that current migration policy, and expected changes, are playing out in the Northern Territory.

## Event Success

Dr. Meagan Tyler led another successful event as part of CPOW's **Gender, Equality and Diversity** theme which attracted over 100 participants. The panel included Professor Robert Jensen from the University of Texas, Associate Professor and Future Fellow Michael Flood from Queensland University of Technology and Professor Bob Pease from the University of Tasmania. The panel focused on the question of "What is the role of men in ending patriarchy?" and discussed the role of men in addressing structures of gender inequality and reflected on the importance of feminist theory to their work.



Professor Jensen also held a smaller workshop for College of Business staff and HDR students on creating impact as an activist academic on Friday, the 2nd of June. Twenty people from across the College participated and shared experiences and strategies regarding teaching and researching for positive social change, as well as how to support activist colleagues in the academy.

On July 6, **Stan Karanasios**, CPOW's **Digital Business Work and Life** theme leader, delivered a keynote talk on the topic "Toward a Dialogue Between Critical Realism and Activity Theory" at the European Group on Organisation Studies conference in the track "Activity Theory and Organisations". The keynote covered points of synergy and tension between Critical Realism and Activity Theory and outlined two possible directions for working with the two. The conference was held at the Copenhagen Business School (CBS) and attended by 2309 participants from 53 different countries. It is the largest conference related to organisations studies in Europe.



Stan also chaired a pre-ECIS workshop on the Development of Activity Theory in Information Studies (DATIS). The full-day workshop ran two days before the European Conference on Information Systems and was attended by a diverse group of academics—PhD students and professors representing universities from the USA, South Africa, the Netherlands, Switzerland, Ireland, Australia and the UK. The workshop consisted of seven paper presentations, a panel and a breakout session. This led to inspired discussions and debates around activity theory but more broadly philosophy and theory development in the field of Information Systems. Copies of the **short, Culture and Activity**. We hope to see more colleagues at the workshop in 2018.

On 15 August, CPOW's **Organisation and Financialisation** theme leader **Michael Rafferty**, hosted a seminar titled "Politics, time and space in the era of shadow banking". The keynote presenter was Associate Professor Duncan Wigan from the Copenhagen Business School. Shadow banking has been implicated in the complex and opaque financial arrangements that precipitated the Global Financial Crisis and in the ability of financial and non-financial firms to arbitrage national taxation systems. At this seminar, another dimension of shadow banking was discussed—that is, as a venue for organisational innovation. Associate Professor Wigan discussed how such innovation can be seen in the novel financial transactions occurring in Offshore Finance Corporations, where there has been an emergence of new organisational forms of capital which transcend earlier regulatory and analytic conceptions of time and space.

## Upcoming Events

### CPOW EVENTS

#### Public seminar and panel: Valuing Care: Gender and care work

**Keynote speaker:** Professor Susan Yeandle, Director Centre for International Research on Care, Labour & Equalities, Sheffield University

**Date/time:** 12 October: 9:00 a.m -1:00 p.m.

**Location:** To be advised

Sponsored by CPOW and the Future Social Services Institute ([www.futuresocial.org](http://www.futuresocial.org)).

More details to follow.

### OTHER EVENTS OF INTEREST

#### Digitalisation, Digitalisation, Digital Transformation, Digital Disruption - Reflections, Clarifications, Opportunities, and Risks

**Inaugural Lecture:** Professor Karlheinz Kautz as part of the School of Business IT and Logistics seminar series and **Victorian Digital Innovation Festival**

**Date/Time:** 31 August, 6pm - 8pm

**Location:** Building 1, Level 2, Room 17

**RSVP Essential:** <https://go.gli/forms/Nfx2BgoDXFO91vN82>

Society and business are currently undergoing essential, some say dramatic change, under the key words of Digitalisation and Digitalisation. Information and digital technologies and innovations are increasing their significant impact on the business models of many organisations. Many questions are still open concerning the implications of the phenomena in question for society and business and many of the terms used as jargon are still unclear and applied in less reflected ways. This inaugural lecture as part of Dr Karl(heinz) Kautz's appointment to Professor of Digital Business will make an attempt to reflect and clarify some of the concepts, as well as beyond general trends, discuss opportunities and risks of the current developments. It will also relate the digital trends to approaches, such as design thinking and agile development, which are seen as prerequisites for further digitalisation and digitalisation to the context of information systems as an academic discipline, and its impact on academia and practice.

#### Book Launch – Digesting Femininities: The feminist politics of contemporary food culture

**Keynote presenter:** Dr Natalie Jovanovski, Postdoctoral Research Fellow in the Faculty of Health, Arts and Design at Swinburne University of Technology

**Date/time:** 5 October 2017, 5:30 p.m. – 6:30 p.m. (with welcome drinks commencing at 5:00 p.m).

**Location:** Building 80@RMIT-445 Swanston Street, Level 9, Room 12

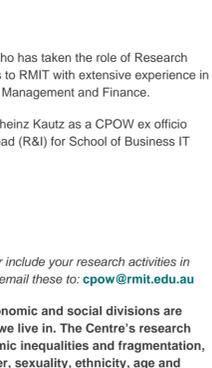
**Enquiries & RSVPs:** [catwaustralia@gmail.com](mailto:catwaustralia@gmail.com)

Come along and hear about how Natalie Jovanovski examines celebrity cookbooks, best-selling diet books and iconic feminist texts on food and eating in *Digesting Femininities*. Her analysis challenges the reader to radicalise their taste buds and imagine what a genderless food culture would look like.

All those interested in feminist ideas are welcome.

## Researcher Profile: Elizabeth Shi

Dr. Elizabeth Shi is an expert in labour law in the Graduate School of Business and Law at RMIT University. Dr. Shi conducts research in the legal protection of vulnerable employees and the extent to which law achieves the purpose of enhancing employment security. Dr. Shi also conducts research focusing on gender discrimination, offshoring and trade unions. She also coordinates and teaches courses in the area of employment law where she has been recognised for her teaching excellence.



Dr. Shi has published her research in highly ranked academic law journals. She has also conducted research in multidisciplinary teams and published in highly ranked industrial relations journals. Dr. Shi has been awarded numerous research grants by RMIT University, including the College of Business Research Grant and the Global Cities Research Institute Grant.

Prior to her academic career, Dr. Shi practiced as a commercial solicitor at Kahns Lawyers and as an in-house legal counsel at Compumedics, a leading medical technology company. She also worked as a management consultant at PriceWaterhouseCoopers.

## Congratulations: Grant Success

Congratulations to **Sara Chalesworth** and **Fiona Macdonald** on their involvement in a large research project **Sustainable Care: Connecting People and Systems** led by Prof. Sue Yeandle, Sheffield University, which has been successful in gaining a UK Economic and Social Research Council (ESRC) large grant for 2017-2020. Sara and Fiona will work with scholars from 25 universities. Sara will contribute to the project work strand: "New risks and opportunities in the deployment of migrant caring labour" and Fiona will contribute to the "Organizing and delivering sustainable care at home: emerging models and their implications for care relationships and care quality" strand.

### Building Resilience and Inclusion Amongst Vulnerable Populations through Social Media

Congratulations to **Stan Karanasios**, **Vanessa Cooper** and **Marta Poblet Balcells** on being awarded funding from the **National Disaster Resilience Grant Scheme** to investigate how social media can be used to build resilience and inclusion amongst vulnerable populations as part of CPOW's *Digital Business, Work and Life* theme.

**Maegan Tyler** and **Peter Fairbrother** from CPOW, together with **Bruce Wilson** (EU Centre), **Lauren Rickards** (Centre for Urban Research) and **Todd Williams** (past CEO the Hunter Regional Development, Australia) have been successful with a Jean Monnet Activities: Erasmus plus, 2017 EU Award. The funding is for a Centre of Excellence on Smart Specialisation and Regional Policy. The Centre will promote international cooperation between researchers and policy makers working on initiatives to support innovative economic and social development in regions within the European Union Member States, and in other partner countries. This initiative will provide an opportunity for researchers to connect with the International Partnership Award on 'Institutional Experimentation of Work' involving 17 research centres from around the world. It will also enable members to focus our work in the regions, leading to the development of theoretical insights as well as research impact.

## CPOW Working Paper Series

At the last CPOW Executive meeting the potential to revitalise the former Centre for Sustainable Organisations and Work (CSOW) **Working Paper Series** was discussed. If you believe this would provide a useful forum for your research, or if you would be interested in contributing to the editorial team, please contact Adriana at [cpow@rmit.edu.au](mailto:cpow@rmit.edu.au), so that we might gauge the demand for this initiative.

In addition, if you are looking to publish your research in non-academic outlets (e.g. The Conversation) and believe you would benefit from our collegial peer review process, please get in touch with us.

## Vice-Chancellor's Fellowships

Applications for The Vice-Chancellor's Research Fellowships and Postdoctoral Fellowships are now open. Research Fellowships are open to researchers with an excellent track record who can make a significant contribution to RMIT's research priority areas. Postdoctoral Fellowships are open to recent PhD graduates who wish to continue to evolve as high-performing researchers. Applications close 10th September 2017. Find out more [here](#).

## Membership Updates

Welcome to Adriana Dimitrova who has taken the role of Research Officer in CPOW. Adriana comes to RMIT with extensive experience in Business Administration, Project Management and Finance.

We also welcome Professor Karlheinz Kautz as a CPOW ex officio member in his role as Deputy Head (R&I) for School of Business IT and Logistics.

## Contact

If you would like to join CPOW or include your research activities in forthcoming newsletters, please email these to: [cpow@rmit.edu.au](mailto:cpow@rmit.edu.au)

**CPOW acknowledges that economic and social divisions are defining features of the world we live in. The Centre's research focuses on addressing economic inequalities and fragmentation, social questions around gender, sexuality, ethnicity, age and locality, to enhance working lives and advance positive social change. Find out more at: CPOW**