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In this newsletter...

We are proud to feature CPOW's "Work of Social Care" team who have an impressive track record in research on the organisation and regulation of care work.



We also congratulate a number of CPOW members on their recent events, publications, grants and awards.

In this edition of our newsletter we also highlight several thought-provoking events scheduled for June. These include a seminar next week by Dr Elizabeth Shi from the Graduate School of Business and Law who will examine the Reinstatement Remedy in Unfair Dismissal Law.

CPOW will also welcome several visiting scholars including:

- Associate Professor Robbin Derry (University of Lethbridge) who will discuss a framework for intersectional ethics;
- Dr Lydia Hayes (Cardiff University) who will detail the UK experience of paid care, deregulation and private business; and
- Dr Susanne Burri (Utrecht Law School) who will discuss the case of work-life balance and the potential impact of EU law on national law.

Further detail about these events is provided below—we hope to see you there!

Professor Vanessa Cooper

Director of the Centre for People, Organisation and Work

Event Success



Feminist Forum - French Feminists, Australian Feminists and the Headscarf

The *Feminist Forum Seminar Series* has continued its success into 2018, with another at-capacity event held on the 17th of April. Co-hosted by CPOW and the Coalition Against Trafficking in Women Australia (CATWA), RMIT PhD candidate Cathy Weiss spoke about the complex political terrain of French Feminists, Australian Feminists and the Headscarf. The audience heard about the discursive differences in discussions surrounding the headscarf in the two countries and the dominant feminist responses in each location, as framed by feminist theory and debates on gendered cultural practices with a call to develop a truly anti-racist radical feminism.

The Work of Art: An Exhibition of Art, Labour and Working Life, 1-11 May 2018

Ruth Barton, Annie Delaney, Mike Rafferty and Cathy Brigden were part of the Arts, Labour and Working Life Collective "Murphy Project". The Murphy Project is a multi-disciplinary group that brings together academics in RMIT to work collaboratively to critically explore work, labour and working class life through a range of perspectives. The Collective were awarded funding last year via a Social Change Enabling Capability Platform Capability Development Fund grant and the exhibition was the result of their collaboration with National Tertiary Education Union members in the College of Design and Social Context.

Upcoming Events

Rethinking the Reinstatement Remedy in Unfair Dismissal Law

Reinstatement is said to be the primary remedy of unfair dismissal under the Fair Work Act 2009. The Fair Work Commission is granted a broad discretion to determine whether to award it, but in the vast majority of cases it does not do so. This paper examines the rationale for the remedy, which remains compelling in contemporary Australia, and argues that it is to recognise the importance of work and employment security, as well as the wrong involved in unfairly dismissing an employee. This statutory context must be considered when the Fair Work Commission exercises its discretion in granting or refusing reinstatement. It is argued that the Fair Work Commission, in exercising its discretion, has overlooked some of this context and frustrated some of the purposes of the Act. Some suggestions are made on reforming the law of reinstatement.

Date/time: Thursday, 14 June 2018, 12:30 am - 1:30 pm. Light lunch will be provided from 12:00 to 12:30 pm

Location: RMIT Building 80, 445 Swanston St, Level 5, Room 12

Keynote speaker: Dr Elizabeth Shi, Graduate School of Business & Law, RMIT

Enquiries & RSVPs: cpow@rmit.edu.au

A Framework for Intersectional Ethics

Intersectional Ethics integrates contemporary scholarship and movements in feminism, ethics, and gender to articulate an ethical framework focused on social justice. This ethical framework critically assesses hegemonic power in social structures, identifies intersections of oppression and advocates for the validation of knowledge, insight and action arising from these intersections. Associate Professor Robbin Derry from Dhillon School of Business at the University of Lethbridge, Canada, will also discuss how this applies to business and business ethics.

Date/time: Monday, 18 June, 5:30 pm - 7:15 pm

Location: RMIT Building 80, 445 Swanston St, Level 5, Room 12

Keynote speaker: Associate Professor Robbin Derry, Dhillon School of Business, University of Lethbridge, Alberta, Canada

Enquiries & RSVPs: cpow@rmit.edu.au

Paid care, Labour Deregulation & Private Business: Lessons from the UK

Who should be making sure we are cared for safely in old age? The provision of care is an urgent concern in ageing societies around the world, yet it is often taken for granted as an activity. Lydia Hayes draws on her award-winning account of the perilous state of social care provision in the UK to focus on what happens when care is marketized.

Dr Lydia Hayes is the author of *Stories of Care: A Labour of Law, Gender and Class at Work* (Palgrave, 2017), winner of the *SLSA Hart 2018 Early Career Book Prize* and was Law & Society Research Fellow in the period 2013-2016. Lydia engages with rapidly unfolding debates on the future of work, care work and inequalities of gender and class. Her concept of 'institutionalised humiliation' provides a theoretical frame for understanding the dynamics of legal rights and inequality in labour markets.

Date/time: Wednesday, 20 June 2018, 4:30 p.m. – 6:00 p.m. Drinks will follow

Location: RMIT Building 80, 445 Swanston St, Level 10, Room 17

Keynote speaker: Dr Lydia Hayes, Cardiff University

Enquiries & RSVPs: cpow@rmit.edu.au

The (potential) impact of EU law on national law: the case of work-life balance

A public lecture hosted by the EU Centre RMIT in conjunction with CPOW.

European Union (EU) legislation and EU Court of Justice case law is implemented and enforced in the Member States in very diverse contexts. This lecture will discuss the impact of the EU law on national law in relation to work-life balance and will consider three questions:

- How has EU legislation and case law developed in relation to work-life balance in member states?
- What has been achieved and what regulatory gaps remain?
- To what extent would a 2017 EU proposal on work-life balance address these gaps?

Dr Susanne Burri is an Associate Professor at the Utrecht Law School. She works for the section of Constitutional and Administrative Law and Legal Theory and participates in the research program on Family Law (UCERF). Since 2007, she has also been a coordinator in the European Network of Legal Experts in the Field of Gender Equality of the European Commission.

Date/time: Tuesday, 26 June 2018, 11:30 a.m. – 1:00 p.m.

Location: Council Chamber Building 1, Level 2R, 124 La Trobe Street, Melbourne VIC 3000

Keynote speaker: Susanne Burri, Associate Professor at the Utrecht Law School

RSVP: <https://susanneburri.eventbrite.com.au>

Research Profile: Work of Social Care Team



Paid care work is a major area of employment growth and a key site of change affecting the future of work globally. How care work is funded, organised and rewarded is critical to the well-being of millions of workers, overwhelmingly women, worldwide. The Work of Social Care research program focuses on the organisation and regulation of care work. It is centrally concerned with addressing gender (in)equality and the quality of paid care work.

The team comprises of five members. **Sara Charlesworth** is Professor of Gender, Regulation & Work and Deputy Head of School, Research & Innovation in the School of Management and a CPOW Executive member. **Fiona Macdonald** is a Senior Research Fellow in the School of Management and member of the CPOW Executive leading the CPOW research theme 'Working lives: Uncertainties and Futures'. **Wendy Taylor** is an Industry Fellow and a project manager and researcher on the Decent Work Good Care project. **Jenny Malone** and **Eleanor Bentham** are researchers in the School of Management.

Currently, the Work of Social Care team is working on the following projects:

- Paid work cash-for-care: International approaches to aged care
- Paid work in good-for-care: Australia in comparative perspective
- Gender, migration and the work of care
- Informal care, social protection and gender: Policy implications for countries in the WHO Western Pacific Region

Recent publications:

- Macdonald, F. & Charlesworth, S. (2016). Cash for care under the NDIS: Shaping care workers' working conditions?, *Journal of Industrial Relations*, 58(5), 627-646.
- Charlesworth, S. & Malone, J. (2017). Re-imagining decent work for home care workers in Australia, *Labour and Industry*, 27(4), 284-301.
- Charlesworth, S. (2017). Partial protection? The regulation of home care workers' working conditions In: C Fenwick & V Goethem (eds), *Regulating for Equitable and Job-Rich Growth*, Edward Elgar, UK, 120-150.
- Skinner, N., Smith, J., Jarrad, S., Charlesworth, S. & King, D. (2016). *Quality Jobs Quality Care Toolkit*, University of South Australia, Adelaide
- Macdonald, F., Bentham, E., & Malone, J. (2018). Wage theft, underpayment and unpaid work in marketized social care, *The Economic and Labour Relations Review*, 29(1), 80-96.
- Charlesworth, S. & Howe, J. (2018). The enforcement of employment standards in Australia: Successes and challenges in aged care. *International Journal of Comparative Labour Law & Industrial Relations*, 34(2), 1–30.
- Cortis, N, Macdonald, F, Davidson, B and Bentham, E. (2018). Reasonable, Necessary and Valued: Pricing Disability Services for Quality Support and Decent Jobs, SPRC UNSW, Sydney.

Grant Success

Lena Wang, Raymond Trau and Vanessa Cooper have been successful in being awarded \$14,334 from the Victorian Dept of Premier and Cabinet to undertake the *LGBTI Leadership Program Evaluation*.

Peter Fairbrother, Vanessa Cooper, Mike Rafferty and Lauren Rickards have received funding from the Department of Environment, Land, Water and Planning (DELWP) under the **Climate Change Innovation Grants Program**. Bass Coast Landcare Network, RMIT University, Federation University, South Gippsland and Bass Coast Shire Council have been awarded \$255,423 to conduct the *Climate Change Land Capability and Capacity Project*. The two-year research commences in July 2018 and will address climate change challenges for agricultural communities. The project will develop a 'digital climate change innovation and diversification' toolkit that will allow 'what if' decisions about climate change and sustainability to be made. It will locate the cases within the broader region of Southern Gippsland (Bass Coast and South Gippsland).

Raymond Trau has received funding for his 'Out at Work' project with the *Diversity Council of Australia* in partnership with *Deloitte*, *QBE* and *Star Observer* (a LGBTI media organisation) (\$35,000 with \$15,000 to RMIT)

Researchers in CPOW will be undertaking two funded projects in 2018 as part of the *Regional Research Connections (RRC)* partnership:

- 'Regional Approaches to Workforce Development and Transition' led by **Peter Fairbrother with Mike Rafferty, Ruth Barton, Kate Farhall, Bruce Wilson and Lauren Rickards (\$120,000)**
- 'Policy Analysis for Growth Prospects in Regional Australia' led by **Mike Rafferty with Meagan Tyler, Kate Farhall and Bruce Wilson (\$30,000)**

Congratulations

Book co-author

Mike Rafferty has co-authored a book called *Risking Together: How Finance is Dominating Everyday Life in Australia*. It is published by Sydney University Press.

Australia is in the midst of a major social and economic experiment that centres on financial risks being shifted on to ordinary people. We are being asked to manage ourselves as if we are businesses, and these businesses are being squeezed tighter and tighter. Households are taking on more risk and financial stress, implicitly accepting demands that they be stable, secure payers. What is driving this and how might we resist it? The book explains what is systematic about this risk-shifting onto households, explores the frontier of financialised profit making, and includes suggestions on pushing back.

You can find out further information here: <https://sup-store.sydney.edu.au/jspcart/cart/Product.jsp?nID=1101&nCategoryID=1>

The book was initially launched in Sydney and Mike is planning a CPOW launch as well – stay tuned for details.

Award recipient

Cathy Brigden has been awarded the Anthony Denning Award by the UK Society for Theatre Research for her project 'Manchester Unity Theatre and the Trade Union Movement'.

ILO report publication

Peter Fairbrother, Kate Grosser and Mike Rafferty have had a chapter of their 'Skills for the green transition' published in a new ILO (International Labour Organization) flagship report **Greening with Jobs**. Their specific analysis is due to be published by the ILO in its own right:

Fairbrother, P. ; Grosser, K. ; Rafferty, M. ; Propokiv, V. ; Toner, P. ; Curtis, H. ; Douglas, N. (Forthcoming). *Skills for Green Jobs in Australia: An Update*. Geneva, ILO.

Impactful research in Vietnam with CPOW members support

RMIT Vietnam has interviewed Dr Duy Dang-Pham, a former PhD candidate in the School of Business IT and Logistics supervised by **Dr Sidhi Pittayachawan**, Dr Vince Bruno and **Professor Karlheinz Kautz**. The article discusses Dr's research on the many aspects of IT consumerisation in Vietnamese firms. He has also been profiled by local Vietnamese media.

Contact

If you would like to join CPOW or include your research activities in forthcoming newsletters, please email these to: 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](#)