

MPOWER: 10th year of people and work research

January 2023
Vol. 10, Issue 1



MPOWER



Happy new year!

A very happy new year to everyone and we hope your 2023 has started well. MPOWER was set up in mid-2013 so we are nearing our 10th year of operation - thank you for your ongoing support and participation in the Group's people and work-related research and activities. We plan to commemorate this first decade milestone later in the year and, if you have any ideas about how we do this, please drop us a line.

Research

Research activities involving our members never sleep! In late November, MPOWER was well-represented at the ADAPT conference in Bergamo, Italy which looked towards the social construction of new labour markets (see pages 3-4). We also had the pleasure of hosting Professor Mike Bresnen, visiting professor from Manchester Metropolitan University, just ahead of this conference. On page 5, we profile Mike's fascinating seminar in which he explored the impact of Covid-19 on gendered ideal worker norms in a multinational professional service firm. In addition, a New Zealand survey on work addiction, part of a funded global study, opened in November and will close in coming weeks. If you meet the eligibility requirements, there's still time to take part and we'd appreciate your input (see page 6).

On the horizon

From 8-10 February 2023, the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) will hold its annual conference, this time on Magnetic Island in North Queensland, Australia (see page 8). The main conference theme is 'Labour and Value'. This event is hosted by the College of Business, Law and Governance at James Cook University. MPOWER members involved in this event include its main organiser, Dr Stephane Le Queux (James Cook University). Dr Noelle Donnelly (Victoria University of Wellington, New Zealand) is the current AIRAANZ President and will provide the conference address while Professor Patrice Jalette (Université de Montréal, Canada) will provide one of the conference keynotes. We look forward to catching up with them soon. A new book on women workers in the Asia Pacific region with a number of chapter contributions by MPOWER members will also be launched at the conference (see also Newsletter no. 37 online at <https://tinyurl.com/MPOWER-newsletters>). Other conferences are profiled on pages 10-11.

How to join MPOWER

MPOWER aims to connect academics, practitioners and policy makers around applied employment research. Joining the Group is free and simple. Contact us by e-mail: MPOWER@massey.ac.nz to be put on our mailing list. You can also receive information on and early alerts to MPOWER activities via our LinkedIn Group.

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Contact us

If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email us at:

MPOWER
@massey.ac.nz

Our next issue is due in April 2023.

MPOWER- Upcoming Events/Activities

- ◆ MPOWER at 2023 AIRAANZ Conference (book launch session, paper presentations, and stream co-ordination), with Professor Patrice Jalette (Université de Montréal and MPOWER member) as a conference keynote speaker, Magnetic Island, North Queensland, Australia, 8-10 February 2023, page 8
- ◆ MPOWER/multi-institution project on Varieties of Industrial Relations (ongoing) - presentation of inaugural findings, and women workers in Asia Pacific book launch, at 2023 AIRAANZ, pages 7 and 8
- ◆ MPOWER engagement in a cross-national study of work addiction and a survey link for those interested in taking part, page 6
- ◆ MPOWER at the Human Relations 75th Anniversary Conference in London, April 2023, page 8
- ◆ MPOWER visit by Dr Katy Jones (Decent Work and Productivity Research Centre, Manchester Metropolitan University), date tbc

Recent Activity (November 2022-January 2023)

- ◆ MPOWER at the ADAPT International conference in Bergamo, Italy, 24-26 November 2022, page 3
- ◆ MPOWER seminar: Visiting professor Mike Bresnen (Manchester Metropolitan University), 18 November, 2-3.30pm, Massey University Albany (Auckland) and online, page 5
- ◆ MPOWER-Boğaziçi University study of worker autonomy and collectivism (ongoing), page 6

*For more information, see the MPOWER website and LinkedIn Group site,
or email: mpower@massey.ac.nz*



2022 ADAPT conference



Conference theme: Towards the social construction of new labour markets - Interdisciplinary reflections on the changing world of work

24-26 November 2022
Bergamo, Italy

The recent ADAPT conference was held at the Palazzo dei Contratti and Palazzo della Provincia in Bergamo. A comprehensive programme included a number of plenary sessions on issues such as institutional perspectives on the social construction of new labour markets; the role of education and training in the social construction of skills and occupations; and the role of industrial relations in the construction of new labour markets for the c. 100 delegates.

Various MPOWER members spoke in these, and other sessions, including Associate Professor Christian Ibsen (University of Copenhagen) on 'The Return of Inflation and the Role of Collective Bargaining: What Effects for Different Groups of Workers?'; Professor Patrice Jalette (Université de Montréal) on 'The Labour Shortage in Quebec and its Impact on Labour Relations and Union Life: Results of a Survey of Employer and Union Stakeholders'; and Professor Valeria Pulignano (KU Leuven) on 'It Takes Three to Tango: Bargaining Power in Online Freelancing Platform Work.' Professor Jim Arrowsmith (MPOWER Co-Director) presented latest findings on 'Employer Perspectives on the Equity and Efficiency of a Living Wage' in New Zealand, with Q&A support from co-author Professor Jane Parker (MPOWER Co-Director).



Professor Patrice Jalette



MPOWER



2022 ADAPT conference - continued

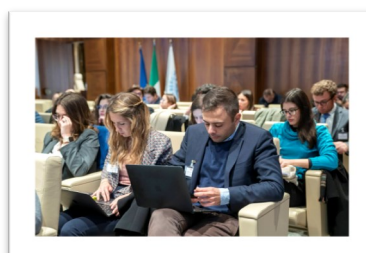
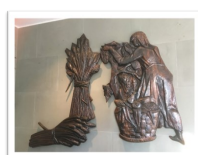
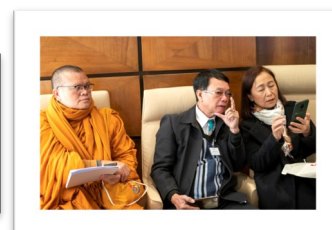
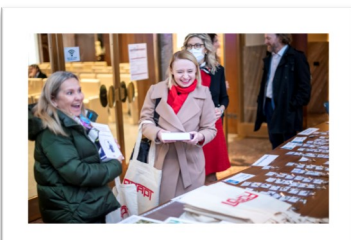
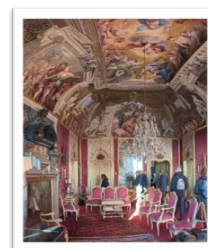
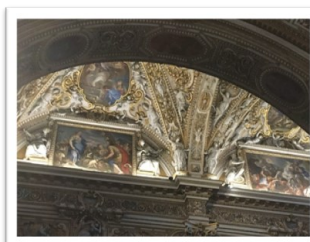


Professor Jim Arrowsmith

As well as keynote, high-level and workshop/research work sessions, the ADAPT conference team hosted delegates to a dinner and walking tour of the Palazzo Vecchia in Bergamo's Upper Town. These were also plenty of informal opportunities for further networking and research discussion.

The full conference programme can be found at: <https://internationalconference.adapt.it/programme-2022/>

Conference photo gallery



ADAPT
www.adapt.it

Recent event

MPOWER seminar by Professor Mike Bresnen

Professor of Organisation Studies, Manchester Metropolitan
University and MPOWER/Massey visiting professor

Date: 18 November 2022, 2-3.30pm

Venue: School of Management (Albany) Massey University and online

“Exploring the impact of the pandemic on gendered ideal worker norms in a professional services firm”

(based on research by Professor Bresnen, Lilas Al-Asfahani and Gail Hebson)



Professor Mike Bresnen

MPOWER were delighted to host Professor Mike Bresnen, visiting professor, during his recent visit to Massey University. Mike is Professor of Organisation Studies at Manchester Metropolitan University (MMU) and previously worked at the universities of Manchester, Leicester, Warwick, Cardiff and Loughborough. He has researched and published widely on healthcare managers, on the organisation and management of projects (with particular reference to the construction industry) and on learning and innovation in project-based settings. Mike has also acted as Director of MMU's *Decent Work and Productivity Research Centre* and with which MPOWER is a research partner.

In his talk, attended by staff and post-graduates at Massey's Albany campus and via others online, Mike spoke about a critical case study of a subsidiary of a multinational professional service firm (PSF) in Kuwait to explore whether new organisational routines and ways of working in the pandemic created opportunities for gen-

dered ideal worker norms to be challenged or modified. Research findings from an in-depth case study conducted before the pandemic revealed differentiated patterns of gendered ideal norms across Consulting, Audit and Tax professional specialisms. Early possibilities of rethinking ways of being 'ideal' in the pandemic were superseded by a return to pre-Covid ways of working, showing the tenaciousness of these norms. The primacy of the client-ethos and being available remained intact, although the research surfaced the uneven nature of change across professional specialisms. Significantly, the globalised nature of PSF professional identities appeared constant in the context of change, although their impact on gender equality in PSFs might still be shaped by the particular cultural and institutional context. Following the seminar, the number of questions about the study from the audience was testament to the significant and interesting nature of the study! All appreciated Mike's considered and insightful responses. Mike and his wife, Carole, later met with the MPOWER co-directors for dinner and discussions about DWPRC-MPOWER collaborations are ongoing. The next activity in the pipeline is a visit from DWPRC researcher, Dr Katy Jones (MMU).

Other research

Survey of work addiction - NZ workers, have your say!

A major new study, led by our colleagues in Poland, Edyta Charzyńska and Paweł Atroszko, examines the factors that influence work addiction. Studies of work addiction show that it is more prevalent than most other addictive behaviours. MPOWER is part of this international study of 60+ countries that examines the role of macro-level (i.e. cultural and socioeconomic), meso-level (i.e. organisational), and micro-level (i.e. individual) factors in work addiction and related health problems. The national surveys rolled out in each country will make it the most extensive study on work addiction to date. If you're domiciled in New Zealand and would like to take part, please access the survey at <https://experior.limesurvey.net/734757?lang=en>. The link will close in coming weeks and we will profile key findings and outputs from the study in subsequent newsletters, as well as via national newspaper coverage.



Gender equity and New Zealand's public service

This study involved semi-structured interviews with sector experts and managers and staff in three public service agencies in New Zealand. It revealed insights about equity, including various concepts of such, progress in the case study agencies and wider sector, and suggestions for future policy and practice. As well as reports for the agencies involved, the research produced several journal articles on gender equity and transdisciplinarity, two book chapters, and presentations. A feature on the study has just been published in the Human Resource Institute of New Zealand's *Human Resource* magazine (see pages 34-35 at https://issuu.com/hrnz.magazine/cs/2022_hrnz_summer_magazine_issuu). The agency reports also included tailored and detailed comprehensive workplace-level indexes on gender and intersectional equity designed to benchmark and systematise equity efforts. The research team comprised Professors Jane Parker (MPOWER Co-director) and Janet Sayers (Massey School of Management), Drs Shirley Barnett (Massey School of Management) and Amanda Young-hauser (Massey School of Psychology), Pat Loga (PhD Candidate, School of Management), and Selu Paea (Massey Pasifika Learning Advisor). Pat and Jane will present a paper based on the study about Pasifika employee networks and equity at the *Human Relations* journal's 75th anniversary conference in London in April 2023.



Worker autonomy and collectivism

This study is based on a nation-wide survey that sought information on employees' perceptions of their relative level of autonomy at work and propensity to engage in collective action. Respondents were also asked to reflect on their past and likely involvement in collective action given micro and macro dynamics. Preliminary findings suggest particular, though connected, influences on propensity to engage in a work stoppage, with the range of influences differing for past and future collectivism. The research team (Prof. Jane Parker (Massey), Assoc-Prof. Nazim Taskin and PhD candidate Onur Sürgit (both Boğaziçi University, Turkey)) are writing up the findings in a manuscript draft.

Varieties of industrial relations

The cross-institutional and cross-national team for this study have finalised their choice of data for inclusion in a study of the 'health' of industrial relations systems around the world. Based on the Eurofound's normative model, study outputs will initially focus on a comparison of European and non-European country results, with regard to wider socio-economic and institutional approaches. The team will present their work at the 2023 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference which will be held in Australia in February (see page 8).

Recent chapters

MPOWER outputs in the last quarter include two chapters. Professor Jim Arrowsmith (MPOWER Co-director) penned a work on the meaning of ethics and why it is important to human resource management (HRM). In his chapter, Jim explores the theoretical underpinnings of ethical HRM, examines what a practical ethical HR agenda looks like, and considers the challenges and obstacles in pursuing ethical HRM. The key skill objectives of the chapter concern an ability to critically evaluate HRM and why ethics may or may not be a central concern; analysis of macro- and micro-contexts that might advance or impede an ethical HR agenda; and applying these insights to evaluate ethical practice and priorities for HRM in the reader's own organisation or one that they are familiar with. The chapter provides content for the Chartered Institute of Personnel Development (CIPD) in the UK. The reference is: Arrowsmith, J. 2023 'Ethics and HRM', 4th edition of J. Crawshaw, P. Budhwar and A. Davis (eds) Human Resource Management: Strategic and International Perspectives. SAGE.

Professor Jane Parker's chapter considers the significance of four interrelated transitions - green, digital, economic and geopolitical - for industrial democracy and related arrangements in workplaces and at other levels in the EU and individual member states. It concludes with a series of broad 'principles' for consideration in policy discussion around augmenting sustainable resilience in democratic practices and impacts for workers. It will appear in the European Trade Union Institute's (ETUI) annual *Benchmarking* ('Bench') publication, edited by Professor Nicola Countouris and Romuald Jagodzinski (ETUI) and guest editors Professors Albena Azmanova (Professor of Politics at the University of Kent in Brussels) and Kalypso Nicolaidis (Professor of International Relations at the University of Oxford). The theme of *Bench 2023* is 'Europe in Transition – Towards Sustainable Resilience'.



Field guide on researching employment relations

Edward Elgar Publishing has commissioned a context-specific guide by researchers, many of whom are MPOWER members, designed to help academics and students get the best out of their field research. The book will cover conventional and more novel techniques, with authors detailing their experiences and lessons from work in the field. More compact than a handbook, this guide will be practical in scope and designed to be taken with someone on their research. Chapter contributions from research scholars around the world will include coverage of:

- * oral history
- * transdisciplinary research
- * archival research
- * panel data, econometrics and multi-level analysis
- * narrative methods
- * indigenous research
- * cross-national survey approaches
- * feminist methods
- * autoethnography
- * mixed methods
- * and more!



Forthcoming



2023 AIRAANZ Conference

Magnetic Island, North Queensland, Australia
8-10 February 2023

The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) has announced a return to an in-person conference for the 2023 AIRAANZ Conference.

This conference will be hosted by the College of Business, Law and Governance, James Cook University at Magnetic Island, North Queensland, Australia from Wednesday 8 to Friday 10 February 2023. Accompanying this in-person conference will be a workshop for higher degree research students on Tuesday 7 February at the James Cook University campus in Townsville, just across the water from Magnetic Island.

Keynote addresses will be given by:

- ♦ **Professor Patrice Jalette**, Université de Montréal; and
- ♦ **Gail Barry**, Traditional Owner of the Great Barrier Reef as a Kuku Nyngunkal Elder of the Eastern Kuku Yalanji Nation. Chairperson of the Aboriginal and Torres Strait Islander Women's Legal Services NQ, Townsville, and former Member of the Queensland Stolen Wages Reparations Taskforce.

The presidential address will be given by **Dr Noelle Donnelly**, Victoria University of Wellington, New Zealand.

The theme of the conference is: 'Labour and Value'. The conference will explore key issues for employment relations research including, but not limited to, the following:

- ♦ Indigeneity and labour
- ♦ Building society and a new social contract
- ♦ Value in essential and care work
- ♦ Labour and value in the 'gig economy'
- ♦ Labour, value and ecology
- ♦ Gender and value
- ♦ Social justice and labour
- ♦ Labour in the creation and distribution of value
- ♦ Worker identity
- ♦ Regulation, wages and value
- ♦ The post-Covid 19 world of work
- ♦ Immigrant labour, value and labour supply
- ♦ Diversity and inclusion
- ♦ New HRM challenges, for example, through hybrid work
- ♦ Labour markets and flexibility
- ♦ Industry studies
- ♦ New technology, value and skills
- ♦ Asian, international and comparative analysis

The Women Workers in Asia Pacific book (see newsletter no. 37) will be launched at this conference (10 February, Friday, lunchtime).

Questions regarding the conference should be sent to Greg or Caitlin of Conference Solutions at AIRAANZ@con-sol.com or Stephane Le Queux at stephane.lequeux@jcu.edu.au

Forthcoming

Call for Papers

Industrial Relations in Europe Conference (IREC) 2023



Conference theme: The Role of Industrial Relations after Turning Points in History

From the IREC Call for Papers website:

It is often heard in academic, political and public debates that Europe is at a turning point in history that has ended previous decades of economic growth, (relative) stability and (social) peace. Although the past decades were certainly challenging as Europe witnessed increasing inequality and precarity of work and labour, in which industrial relations was deregulated and changed its role from being a key actor and driver of economic and social life towards the role of a bystander and spectator.

There is no doubt that Europe is currently facing a number of different crises that changed or even shattered its economy and society dramatically in recent years that have implications for the role of industrial relations. In fact, “classical” industrial relations topics and phenomena including large scale industrial conflicts such as in particular strikes (re-)erupted, as well as “core” industrial relations activities such as collective wage bargaining in order to tackle skyrocketing inflation rates became essential for public policy makers. In this sense, it appears that a new era has started that might reverse the role of industrial relations again.

However, while not only the key role industrial relations had in the past is new, this situation of high economic and social instability and turmoil which has not been seen for many decades is unprecedented. In fact, the 1970s were also characterized by similar problems and challenges for economies and societies. More specifically, in the 1970s the industrialized world was also challenged by high inflation, an energy crisis, increasing unemployment, a turbulent and uncertain political environment, and substantial strike action. From this perspective, the turning point Europe is currently experiencing can be interpreted as a leap in time that brings us back to the 1970s in which industrial relations experienced its heyday as being a central part of social and economic life and potentially also as an academic field of study. Hence the current turning point could bring industrial relations back into the limelight of academic and policy debates.

At the IREC 2023, we would like to discuss the consequences the current turning point in history has for industrial relations both as an academic field of study as well as for the economy and society in Europe (and beyond). We encourage critical and novel contributions which shed light on the wide research area and question that is expressed in the conference theme, i.e. on *the role of industrial relations after turning points in history*.

The idea of the IREC 2023 is also to *continue important previous discussions* on all industrial relations areas as well. Therefore, we also invite *contributions focusing on all aspects and dimension industrial relations as well as on all related aspects of working life and employment*. In the tradition of IREC and to be able to continue discussions from previous conferences, papers with a comparative/comparable or international dimension are especially welcomed. With this in mind, the main topical clusters of the IREC 2023 are:

Continued ...

IREC 2023 (continued)

- ◆ *Turning points in history* and in industrial relations
- ◆ *European institutions and perspectives* on work, employment and industrial relations
- ◆ *Local, sectoral, national, and European labour market institutions and processes* in flux: change and resilience
- ◆ *Trade union* organising and mobilisation in changing times and context
- ◆ Industrial relations and the *welfare state*
- ◆ Industrial relations and *minimum wage*
- ◆ The role of *employers and business organisations*
- ◆ *Migration* and the implications for the world of work, employment and industrial relations
- ◆ The role of *environmental and climate change* on industrial relations
- ◆ *Labour market segregation*: differences and inequalities between different groups
- ◆ Industrial relations in the *public sector*
- ◆ Trends and effects of *collective bargaining*
- ◆ The impact and consequences of *(de-)globalization* on the world of employment and work
- ◆ *Worker participation, industrial democracy* and labour relations at the workplace level
- ◆ The *gig economy, platform work, new technologies* and industrial relations
- ◆ New and old forms of *industrial conflicts* and alternative form of the representation of collective interests
- ◆ The *theoretical and methodological challenges* in the field of work, employment and industrial relations

Provocative, innovative and critical answers to the challenges we are facing nowadays are welcome in order to stimulate new, controversial and alternative ideas. We expect to receive theoretical and empirical (both qualitative and quantitative) papers.

Provisional list of keynote speakers

- ◆ Professor Valeria Pulignano (KU Leuven, Belgium)
- ◆ Professor Richard Hyman (London School of Economics and Political Science, UK)
- ◆ Professor Jane Parker (ETUI, Brussels and Massey Business School, New Zealand)
- ◆ Dr Christine Aumayr-Pintar (Eurofound, Dublin)
- ◆ Professor Chris Forde (University of Leeds, UK)

Timeline

Key dates	Description
31 January	Abstract submission platform opens
28 April	Abstract submission deadline
31 May	Notification of acceptance (or earlier)
15 July	Paper givers registration deadline
1 September	Registration deadline for non-paper givers
18-20 September	Conference in Durham, England

Notes for authors

Authors are invited to submit their abstract using the submission system which is available on our website (TBC). You can submit only one abstract for one presenting speaker at to the conference. This means that at the conference, each participant can only present one paper but this does not prevent other presenters presenting papers where one is a co-author. **Abstracts should not exceed 250 words.** Most sessions will have the duration of 1.5 hours. Normally sessions will include 3 or 4 papers (15 minutes presentation time per paper) and discussion. Abstracts **must** be submitted online to the submission platform which can be found on the conference webpage. Abstracts sent by email cannot be accepted. Abstracts will be peer-reviewed and selected for presentation.

Email for further information: IREC2023@durham.ac.uk

Main organisers: Professor Bernd Brandl and Associate-Professor Barbara Bechter (Durham University)

ANZAM Annual – 36th Conference – 2023

4-7 December 2023

ANZAM's Doctoral workshop and 36th Conference 2023

The 2023 Doctoral workshop and ANZAM Conference are being hosted by Victoria University of Wellington, New Zealand



4 December
5-7 December

Doctoral Workshop
Conference

- ◆ ANZAM 2023 Doctoral representative: Alina Haider
- ◆ ANZAM 2023 Conference chairs: Vipul Jain and Urs Daellenbach



ANZAM 36th Annual Conference - 2023
Dates: 5-7 December 2023 *3 days*
Where: The Museum of New Zealand Te Papa Tongarewa
Wellington, New Zealand
Hosted by: Victoria University of Wellington
2023 Conference chairs: Vipul Jain and Urs Daellenbach
(Victoria University of Wellington)



ANZAM 2023 Doctoral workshop
Venue: Wellington School of Business and Government at
Victoria University of Wellington, New Zealand
Date: 4th December 2023
Theme: **Connection, Collegiality and Collaboration**
Doctoral Representative 2023: Alina Haider

KEY CONFERENCE DATES:

Paper Submission Opens	Monday 6 March 2023
Registration Opens	Monday 3 April 2023
Paper Submission Closes	Monday 26 June 2023
Paper Acceptance Notification	Monday 28 August 2023
Deadline Revised Papers	Monday 18 September 2023
Registration Deadline (for Presenting Authors)	Monday 9 October 2023
Draft Program	Monday 30 October 2023

For more information: <https://www.anzam.org/events/anzam-annual-36th-conference-2023/>

MPOWER members' (surnames in bold) recent selected outputs

- ♦ Andersen, S., Wright, C. and **Lansbury, R.** (2022). Defining the problem of low wage growth in Australia and Denmark: From the actors' perspectives. *European Journal of Industrial Relations*, October.
- ♦ **Arrowsmith J.** and **Parker, J.** (2023). Employer perspectives on the Living Wage and Minimum Wage during Covid: Evidence from New Zealand. *Labour and Industry: a journal of the social and economic relations of work*, <https://www.tandfonline.com/doi/full/10.1080/10301763.2022.2160292>
- ♦ **Arrowsmith, J., Parker, J., Young-Hauser, A.,** Hodgetts, D., **Haar, J., Carr, S.** and Tugia-Alefaio, S. (2022). Employer and Employee Perspectives on the Living Wage in New Zealand. In **T. Dobbins** and **P. Prowse** (eds). *The Living Wage: Advancing a Global Movement*, Routledge, United Kingdom.
- ♦ **Arrowsmith, J.** (2023). Ethics and HRM. In J. Crawshaw, P. Budhwar and A. Davis (eds) *Human Resource Management: Strategic and International Perspectives*. 4th edition. Sage.
- ♦ Colussi, S., Hill, E. and **Baird, M.** (2023). A bloody controversy: Menstrual leave in Indonesia. *SAGE Business Cases*. United Kingdom: Sage Publications Ltd (chapter).
- ♦ de Bruin A., Roy, M., Grant, S. and **Lewis, K.** (2022). Advancing a contextualised community-centric understanding of social entrepreneurial ecosystems. *Business and Society*, epub ahead of print.
- ♦ **Ellem, B.** (2022). Labour, History and Labour History: Writing from a Business School. *Labour History*, 123: 52-59.
- ♦ Gagne, M., Kanat-Maymon, Y., **Roche, M.** and Tian, A. (2022). Self-determination Theory Perspectives on Leadership and Management. *Academy of Management Proceedings*, 1.
- ♦ **Healy, J., Pekarek, A.** and Fells, R. (2022). The belated return of an Australian living wage: Reworking 'a fair go' for the 21st century. In **T. Dobbins** and **P. Prowse** (eds). *The Living Wage: Advancing a Global Movement*, Routledge, United Kingdom, pp. 162-177 (chapter).
- ♦ Hye, R., Riordan, C., **Ibsen, C.** and Tapia, M. (2022). Do Workers Speak Up When Feeling Job Insecure? Examining Workers' Response to Precarity During the COVID-19 Pandemic. *Work and Occupations*, 0(0). <https://doi.org/10.1177/07308884221128481>
- ♦ **Jurado, T.** and Mika, J. (2022). Indigenous entrepreneurs' export practices in Aotearoa New Zealand. *Small Enterprise Research*.
- ♦ McCarthy, A., Garavan, T. ... **O'Kane, P.** and Van Wart, M. (2022). Talent management in public science funding organizations: Institutional logics, paradoxical tensions and HR actor responses. *Public Management Review*, advance online publication, doi: 10.1080/14719037.2022.2133160
- ♦ Minh, N., Khan, M. and **Bensemman, J.** (2022). Corporate social responsibility in Vietnam: Systematic review of research and future directions. *Society and Business Review*, 17(1): 92-119.
- ♦ Nankervis, A., **Baird, M.,** Coffey, J. and Shields, J. (2023). *Human Resource Management: Strategy and Practice (11th Edition)*. South Melbourne, Australia: Cengage Learning Australia.
- ♦ **Parker, J., Sayers, J., Young-Hauser, A., Barnett, S., Loga, P. and Paea, S.** (2022). Gender and equity in the public sector. *Human Resource Magazine (NZ)*, Summer, 34-35.
- ♦ **Parker, J.** with **Arrowsmith, J.** (2022). Review: Conditions of Employment in a South-East Asian country. Technical Cooperation Programme Trade for Decent Work Project, International Labour Organisation, December.
- ♦ **Parker, J., Arrowsmith, J., Young-Hauser, A.,** Hodgetts, D., **Carr, S., Haar, J.** and, Alefaio, S. (2022). Perceptions of living wage impacts in Aotearoa New Zealand: towards a multi-level, contextualised conceptualisation. *Personnel Review*, <https://doi.org/10.1108/PR-01-2021-0037>
- ♦ **Parker, J.** (2023). Europe in transition and workplace democracy: towards a strong social Europe? *Benchmarking 2023*, European Trade Union Institute (chapter) (forthcoming).
- ♦ Prowse, J., **Prowse, P.** and Snook, J. (2022). What About Care Work and In-Work Poverty? The Case of Care Workers in the UK. In **T. Dobbins** and **P. Prowse** (eds). *The Living Wage: Advancing a Global Movement*, Routledge, United Kingdom (chapter).
- ♦ Pavlovich, K., Henderson, A. and **Roche, M.** (2022). Organising Food Systems Through Ecologies of Care. *Academy of Management Proceedings*, 1.
- ♦ **Peetz, D.** and May, R. (2022). Casual truths: What do the data on casual employment really mean? *Journal of Industrial Relations*, 10.1177/00221856221097474.
- ♦ Richardson, J., O'Neil, D. and **Thorn, K.** (2022). Exploring careers through a qualitative lens: an investigation and invitation. *Career Development International*. 27(1), 99-112.
- ♦ Sarvaiya, H. and **Arrowsmith, J.** (2022). Exploring the context & interface of corporate social responsibility & HRM, *Asia Pacific Journal of Human Resources*, <https://doi.org/10.1111/1744-7941.12316>
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