Future Work, Future Communities **ADELAIDE** WORKSHOP

Tuesday **4 July 2023** 9.00am-4.00pm Level 2, Function Rooms, Pridham Hall, City West Campus

PROGRAM





	PROGRAM	
9.00am – 9.15am	Welcome and opening remarks	Professor Andrew Beer Executive Dean, UniSA Business and Lead Investigator: Future Work, Future Communities
ESSION 1 Chair: Professor Da	vid Bailey	
9.15am–9.35am	How much does the quality of transition assistance affect post-retrenchment incomes?	Dr Sally Weller Associate Professor – Industry Restructuring UniSA Business
9.35am–9.45am	Q&A	
9.45am—10.05am	Retrenchment in the Auto Industry – What have we learnt from three rounds of longitudinal data?	Professor Andrew Beer Executive Dean, UniSA Business and Lead Investigator: Future Work, Future Communities
10.05am–10.15am	Q&A	
10.15am–10.45am	 Panel Discussion Ross Womersley (Chair) Chief Executive Officer South Australian Council of Social Service (SACOSS) Mark Semmens Assistant Director, Structural Adjustment Team, Workforce Strategies Branch, Workforce Australia for Business Division, Department of Employment & Workplace Relations Professor Markku Sotarauta Professor of Regional Development Studies Faculty of Management & Business Tampere University, Finland Dr Susan Stone Credit Union SA Chair of Economics UniSA Business 	
10.45am	Group photo	
10.45am—11.00am	Morning tea	

PROGRAM

SESSION 2

Chair: Professor Andrew Beer

11.00am–11.20pm	Gender, place attachment and the leadership of cities and regions in transition	Dr Lynette Washington Research Fellow UniSA Business	
11.20am–11.30am	Q&A		
11.30pm—11.50am	More than just (a) transition: navigating the post-carbon economy in left-behind regions	Professor David Bailey Professor of Business Economics Department of Management University of Birmingham, UK	
11.50am–12.00pm	Q&A		
12.00pm–12.30pm	Panel Discussion		
	Dr Sally Weller (Chair) Associate Professor – Industry Restructuring UniSA Business		
	Professor David Bailey Professor of Business Economics Department of Management University of Birmingham, UK		
	Dr Gemma Beale Senior Project Officer – Research Impact Australian Industrial Transformation Institute		
	Dr Ilke Onur Associate Professor of Economics College of Business Flinders University		
	Lunch		

PROGRAM

SESSION 3

Chair: Dr Lynette Washington

1.15pm—1.35pm	The local capacity to act and leadership: why do some localities succeed while others fall behind in the geography of opportunities?	Professor Markku Sotarauta Professor of Regional Development Studies Faculty of Management & Business Tampere University, Finland
1.35pm—1.45pm	Q&A	
1.45pm—2.05pm	Assembling proximity: innovation precincts as catalyst and persistence	Kathryn Anderson PhD Candidate UniSA Business
2.05pm–2.15pm	Q&A	
2.15pm–2.35pm	Labour market preferences of retrenched Australian auto industry workers for job quality and meaningful work	Jacob Irving Project Officer (Research) UniSA Business
2.35pm-2.45pm	Q&A	
2.45pm–3.00pm	Afternoon Tea	
3.00pm—3.45pm	Panel Discussion Professor Marie Wilson (Chair) UniSA Business Professor Julie Ratcliffe Professor of Health Economics College of Nursing and Health Sciences Flinders University Sally Hardy Chief Executive Regional Studies Association, UK	
 3.45pm–4.00pm	Next steps and closing remarks	Professor Andrew Beer Executive Dean, UniSA Business and Lead Investigator: Future Work, Future Communities

PANEL MEMBERS



Julie Ratcliffe

Julie Ratcliffe is a Matthew Flinders Professor of Health Economics in the Caring Futures Institute, College of Nursing and Health Sciences at Flinders University. Professor Ratcliffe leads a health economics team with expertise in economic evaluation and the development of personcentred quality indicators for quality assessment across the health and social care sectors. Professor Ratcliffe is a member of the Committee for Economic Development of Australia (CEDA) Council on Economic Policy and the current elected President of the Australian Health Economics Society.



David Bailey

David Bailey is a Professor of Business Economics at the Birmingham Business School, UK and an ESRC 'UK in a Changing Europe Senior Fellow'. He has written extensively on industrial and regional policy, especially in relation to manufacturing and the auto industry. He has been involved in a number of recent major research projects. David is a regular media commenter and newspaper columnist. Tweet him @dgbailey



Ilke Onur

Ilke Onur is an Associate Professor of Economics in the College of Business, Government and Law at Flinders University and until recently served as the Research Lead for the Business discipline. He is also a fellow at the Global Labor Organization (GLO). He earned his PhD in Economics from the University of Texas at Austin. His general field of research is applied microeconomics with special focus on industrial organization, development economics, auctions and health economics.



Sally Hardy

Sally Hardy is the Chief Executive of the Regional Studies Association. She is a geographer by training with further qualifications in business and governance. She is a qualified Company Secretary. Sally has experience in running small grant schemes, managing journal portfolios, in conference and event management and in team leadership and strategic thinking. She sits on Boards and Committees for a number of organisations and is a recognised speaker on topics such as Association management, publishing and open access.



Marie Wilson

Marie Wilson is a professor of human resource management and leader of the Future Workplace project in the Centre for Workplace Excellence at the University of South Australia. Professor Wilson currently studies the social transformation of work in the context of remote and hybrid workplace arrangements. Professor Wilson partners with industry and government organisations in her research, and has extensive experience working in the IT industry and in universities in the US, Australia and New Zealand.



Mark Semmens

Mark Semmens is an Assistant Director in the Structural Adjustment Team within the Australian Government Department of Employment and Workplace Relations (DEWR). The team develops policy and provides advice related to DEWR's interests in structural change and the potential impacts on industries, regions and communities. This includes leading DEWR's engagement with PM&C around the Net Zero Economy Transformation and the creation of a new, independent Authority. Mark has worked on a range of structural adjustment events covering the steel, automotive and energy sectors since the GFC.

PANEL MEMBERS



Markku Sotarauta

Markku Sotarauta is a professor of regional development studies in the Faculty of Management and Business at Tampere University, Finland. Professor Sotarauta specialises in leadership, innovation systems, and institutional entrepreneurship in city and regional development. Professor Sotarauta has worked with the Finnish Parliament, Swedish Innovation Agency, many Finnish ministries as well as cities and regions both in Finland and other countries.



Ross Womersley

Ross Womersley is the CEO of the South Australian Council of Social Service (SACOSS) - the peak body for the nongovernment community and health sector leading the fight against poverty. Ross has had extensive involvement in community services over many years and is driven by the idea that we live in a community in which everyone is included and has access to the good things in life. Across time, he has filled many roles including manager, advocate, teacher, leader, evaluator, mentor and consultant. He has served on a range of boards and committees. Ross has a formal background and qualifications in psychology.



Gemma Beale

Gemma Beale is a researcher at the Australian Industrial Transformation Institute, Flinders University and, as part of that role, the Industry and Innovation Domain Specialist for the Australian Urban Research Infrastructure Network. Her PhD was a worker-focused study exploring the impact of widespread precarious employment on industry closure using the closure of the South Australian automotive manufacturing industry as a case study. She is interested in incorporating the lessons of the auto closure into the just transition agenda.



Sally Weller

Sally Weller is an economic geographer and economic sociologist with research interests focused on labour markets, regional development and Australia's evolving political economy. She is accomplished in both qualitative and quantitative social research. Sally has conducted three major longitudinal studies of labour market restructuring, has published more than 60 papers in quality peer-reviewed journals and earned more than \$3 million in research grants and consultancies.



Susan Stone

Susan Stone is the Credit Union SA Chair of Economics at UniSA, undertaking research on economic issues pivotal to the State. Prior to joining UniSA, Dr Stone worked for several national and international bodies including the OECD, UN ESCAP and the Australian Productivity Commission. Her work has been published as national and intergovernmental reports, edited volumes, and in peer-reviewed journals. Ms Stone holds a PhD in Economics and a Master's Degree in Business and Finance, from Drexel University in the United States.





Sally Weller (presenter) and Lionel Pengilley

How much does the quality of transition assistance affect post-retrenchment incomes?

> It is widely acknowledged that interventions to manage the repercussions of major plant closures make a difference to the postretrenchment employment trajectories of retrenched workers. However, wide variation in outcomes depending on the time and place of plant closure make it difficult to draw conclusions about the relative importance of different causal factors. It is especially difficult to specify how much difference in outcomes can be attributed to the quality of interventions in labour markets and local economies. This paper reports an analysis of individual-level data from the ABS Blade Database to identify the labour market trajectories of automotive workers in the years 2010-2020. The strength of the analysis is its capture of all former automotive workers, regardless of their involvement in assistance programs, and the capacity to compare the outcomes of those who left the industry before the mass closures to those who left during the closure crisis. Preliminary results suggest that highly skilled workers and those retrenched from (Geelong) Ford have significantly better outcomes. We attribute this to the quality of interventions in Geelong, and to the overall growth of the Geelong economy. This work has been conducted as a part of the ARC Troubled Regions project.

Andrew Beer (presenter) Sally Weller et al.

Just Transitions in the Australian automotive sector?

> The collection of longitudinal data on the employment and other outcomes for workers made redundant with the closure of the Australian passenger vehicle industry is a centrepiece of Future Work. Future Communities. The project has always sought to build upon the insights of earlier work into large-scale closures, creating an evidence base to inform both theorybuilding and policy development. This paper considers the results of the first three waves of the longitudinal survey, highlighting the major trends with respect to job search outcome, the industries workers have moved into, forms of employment, income, sense of stability and the use of skills previously acquired in the automotive industry. The paper will explore the impact of exogenous factors, while also considering differences in outcomes between this suite of closures and the shutdown of auto industry plants in the first decade of the 21st Century.

Lynette Washington (presenter) and Andrew Beer

Gender, place attachment and the leadership of cities and regions in transition David Bailey (presenter), Alex de Ruyer and David Hearne

More than just (a) transition: navigating the post-carbon economy in left-behind regions

We interviewed 14 place leaders in South Australian and Victorian communities impacted by the closure of the automotive manufacturing industry. We found that place leaders use four key mechanisms to enhance their effectiveness, and that they assess their own effectiveness differently to their community's assessment of them. In terms of the four mechanisms, firstly, we found that place attachment was significant for all leaders; it was expressed through various mechanisms and was connected to their perceived authority to speak of and with the community. Secondly, we found that place leaders' perspectives were gendered; women leaders spoke differently about their roles than men leaders. Thirdly, we found that the COVID-19 pandemic created opportunities for creative boundary spanning, but that super silos emerged, limiting genuine structural change. Finally, we observed that place leaders presented divergent, fragile narratives of their communities that were not well aligned to the communities' own perceptions.

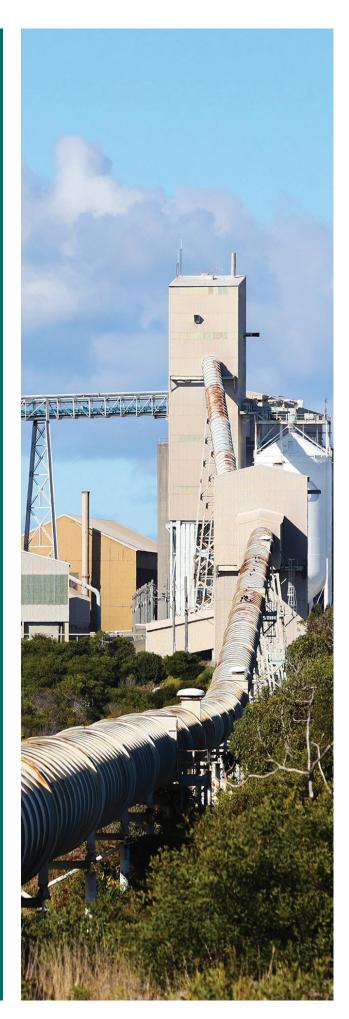
This paper considers the potential impact of the transition to low-carbon technologies in a key manufacturing industry (automotive) in two left-behind regions (the West Midlands and the North East of England). The imperative to transition to a zero-carbon economy has grown increasingly urgent in recent years. Yet if such a transition is to happen it will need to involve regional actors. We argue our empirical results have certain key implications. First, they reinforce existing perspectives that suggest research into skills upgrading is a primary core mechanism for fostering (regional) resilience in the face of technical change. However, they also decisively show that skill acquisition alone cannot achieve regional rebalancing. Rather, this must be critically linked to an active regional industrial policy that avoids "spatial blindness" and, critically, moves away from certain longstanding neoliberal policy perspectives towards an approach more often associated with "coordinated" economies. Moreover, this paper fits into a growing body of research suggesting that such policy is most effective if it builds on existing regional expertise and, in a number of cases, the pre-existing strengths of specific firms at a regional level.

Markku Sotarauta (presenter) with Heli Kurikka, Jari Kolehmainen and Sami Sopanen

The local capacity to act and leadership: why do some localities succeed while others fall behind in the geography of opportunities?

Finland has moved from the construction of Nordic 'social capitalism' to the construction of innovation systems supporting competitiveness in the global economy. As a result, since the 1990s, all regions and localities have become more responsible than ever for finding their place in an ever more complex environment, calling for a well-established capacity to mobilise relevant assets. However, the differing local capacities to act have not been adequately examined.

The paper investigates the local capacity to act and related leadership by asking: (a) why can some localities connect to emerging opportunities while others fall behind; (b) what are the critical assets in different regions to construct opportunity spaces; (c) how do localities mobilise assets to construct and exploit opportunities; (d) who are key actors; and (e) how is local capacity constituted in the interaction between localities and the state and in the associated institutional structures? The paper follows an instrumental comparative case study approach and is based on extensive secondary materials and 36 semi-structured interviews with involved actors. Empirically, the paper draws on two Finnish sub-regions: Salo and Eastern Lapland.



Kathryn Anderson

Assembling proximity: innovation precincts as catalyst and persistence

As Australia's industrial base shifted away from automotive manufacturing and its associated industries, new sites for the development and support of innovation and entrepreneurship emerged in urban settings across the country. The concept of the innovation precinct is written into policy at all tiers of government in Australia. Investment into innovation precincts takes in both public and private monies. It engages with stakeholders from the individual entrepreneur to public institutions to multinationals. But little research addresses the micro or meso-level of interactions and influences that play out their success or otherwise. This paper traces the trajectory for innovation precincts in Australia thus far and explores the factors and forces that compose them. It then provides insights into the role that innovation precincts play to catalyse economic change and what elements assist in their coherence and persistence.

Jacob Irving (presenter) and Akshay Vij, Lynette Washington, Sally Weller and Ilke Onur

Labour market preferences of retrenched Australian auto industry workers for job quality and meaningful work

This study uses Stated Preference (SP) experiments to examine labour market preferences of 309 workers retrenched by the Australian automotive industry for different non-pecuniary job attributes denoting job quality and meaningfulness. We find that autonomy, and employer reputation for good work policies and practices, are the two most important non-pecuniary job attributes, with compensating wage differentials of roughly \$5 per hour for greater autonomy and better employer reputation. Job security and skill utilisation are also important, but less so, with compensating wage differentials between \$1 and \$3 per hour for greater security and fewer training requirements. We find that workers' strongest preference is not for a particular type of work, but rather for a particular type of employer, suggesting that labour market policy might pay more attention to regulating the quality of workplaces.

