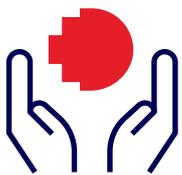


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# Capability Statement

Centre for People, Organisation and Work

2021



## Overview

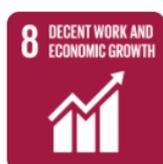
The Centre for People, Organisation and Work (CPOW) is an interdisciplinary centre located in RMIT's College of Business and Law. CPOW is a lively collaboration between passionate and engaged researchers committed to social justice. Our community of researchers use a range of critical conceptual frameworks and methods in analysing contemporary problems in the world of work.

The Centre's research agenda is based on principles of fairness, equality (especially gender equality), sustainability and social justice. It is worker-centred and focuses on people at work and in their communities, particularly those who are vulnerable and/or marginalised. Our current research is organised around four main themes in the world of work:

- Digital Work & Society
- Diversity & Inclusion
- Gender & Equality
- Work of Social Care

CPOW's research and engagement is focused on identifying the conditions for fairness and equality at work. It is founded on engagement and collaboration with diverse colleagues, stakeholders and partners and on the amplification of the voices of people who are marginalised or vulnerable. We investigate key issues in the world of work through rigorous, interdisciplinary analyses of empirical evidence and proactively participate in public and policy debates and develop grounded interventions for better social and economic futures.

Research undertaken by CPOW members responds to the United Nation's Global Challenges agenda and is directly aligned with six key UN Sustainable Development goals including:





## Research Focus Areas

Our current research is organised within and across four themes that act as a focusing mechanism, providing a collaborative research environment to support cross-disciplinary research.

### Work of Social Care

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 Social Care research theme focuses on the organisation and regulation of care work. It is centrally concerned with the quality of paid care work and with addressing gender inequality in work.

### Gender & Equality

This theme examines structural and institutional gendered inequalities in work and organisations. It focuses on how they are created, reinforced and resisted. The Gender & Equality theme members have research expertise in the sexual and sexualised nature of women's inequality, including issues of sexual harassment and other forms of violence against women. Research undertaken by theme focuses on fair, better and just work and providing solutions to promote gender equality across social, cultural, economic and political fields.

### Diversity & Inclusion

This theme brings together a wide range of research which collectively addresses diversity and inclusion issues in organisations and societies. A particularly strong focus of this theme concerns how organisational policies and culture, human resources practices, leadership, work design, among others, can collectively inform the development of inclusive workplaces that celebrate and capitalise on employee diversity. Areas of research expertise include, but are not limited to, employee mental health challenges or disabilities, LGBTQIA+, cultural, linguistic and ethnic diversity and the ageing workforce.

### Digital Work & Society

This theme examines the opportunities and challenges afforded by digital transformation in workplace settings with theme members undertaking research that can lead to impact for workers and organisations, as well as communities and society, and inform policy. This research focuses on the interaction between digital technology and workers, organisations, industries and the wider society; how technology can create agency and transform work and society; and how technology adds value to workers, organisations, industries and society.

## Recent Projects

- [Report on Vulnerable Workers in Victoria](#)  
In June 2021, RMIT's CPOW together with the Business and Human Rights Centre, jointly released a report that brought home the urgency of law reform and support for vulnerable workers.
- [Supporting Careers of LGBTQIA+ Students in Australian Universities](#)  
One of 17 projects funded under the 2020/21 NCSEHE Research Grants Program, this research aims to identify best practices for universities to support the careers of LGBTQIA+ students, particularly during COVID-19.
- [Promoting Long-Term Employment of Autistic Individuals](#)  
Autistic adults tend to have poor employment outcomes and poor well-being, but these outcomes have mostly been treated separately. This project aims to investigate the links between sustainable employment and well-being of autistic adults. This project is in partnership with DXC Technology Australia and Autism Spectrum Australia.

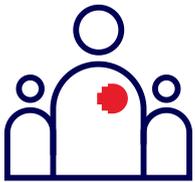


## Industry Partnership

CPOW researchers work with a diverse range of partners, both on external research projects as well as on broader engagement and impact activities. Some of our recent partners include:

- Gippsland Trades and Labour Council
- International Labour Organization
- National Mental Health Commission
- Construction Industry Culture Taskforce
- Small Business Victoria
- UN Working Group on Business and Human Rights
- Victorian Commission for Gender Equality in the Public Sector
- Worksafe Victoria

Please contact Distinguished Professor [Sara Charlesworth](#) if you are interested in partnering with us.



## Contact Us

### Website

Visit the CPOW website at: <https://cpow.org.au>

### Contacts

- General Enquiries: [Distinguished Professor Sara Charlesworth](#)
- Work of Social Care: [Dr Fiona MacDonald](#)
- Gender and Equality: [Dr Meagan Tyler](#) and [Dr Lauren Gurrieri](#)
- Diversity and Inclusion: [Dr Lena Wang](#)
- Digital Work and Society: [Professor Vanessa Cooper](#) and [Dr Elizabeth Tait](#)

### Social Media

We tweet @RMITCPOW and are on LinkedIn CPOW@RMIT University

### Location

Swanston Academic Building, Level 9, Room 54  
445 Swanston Street, Melbourne, 3000, Victoria,  
Australia



# Centre for People, Organisation and Work