

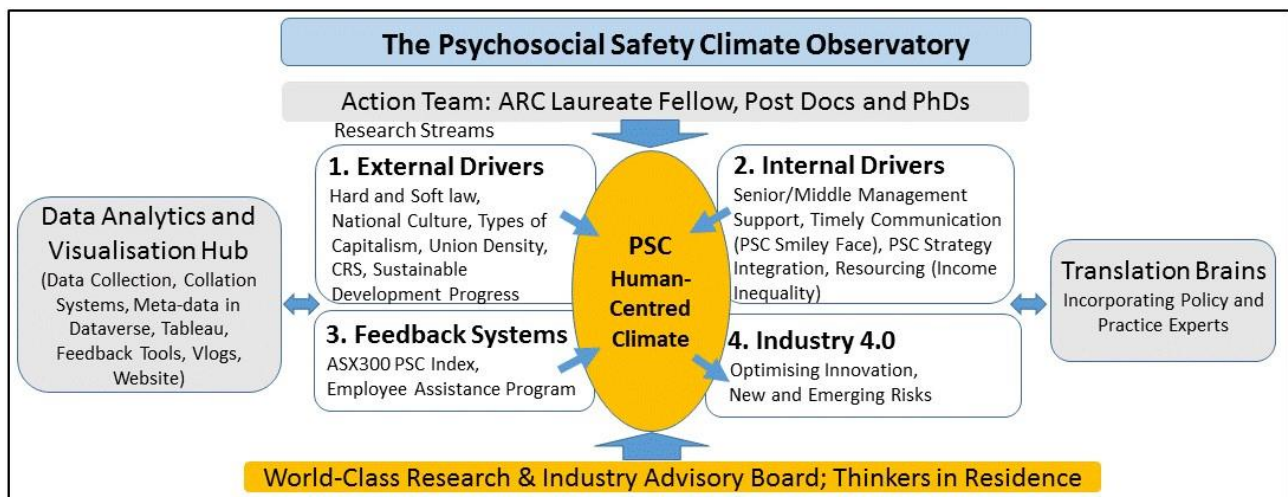
PhD Thinkers in Residence Program 2021

Kathleen Fitzpatrick Australian Laureate Fellowship

Hosted by the PSC Global Observatory

The PSC Global Observatory (the infrastructure) aims provide a platform for future innovation extending the knowledge of Psychosocial Safety Climate (PSC) theory and applied practice. We have assembled an outstanding project team and activities have commenced.

We have an International Research and Industry Advisory Board who will guide our Action Team to enhance our excellent ethical academic outputs, industry relevance, and potential for policy translation. The Thinker in Residence is a crucial component of activities being undertaken by the PSC Observatory.



The 2021 Thinker in Residence

The University of South Australia is delighted to announce that Marie Boland is the inaugural 2021 Thinker in Residence in the ARC Kathleen Fitzpatrick Australian Laureate Fellow 2020-25 project titled 'Mind the Worker: Transformative Change for a Human-Centered Corporate Climate' for two weeks at the PSC Observatory, UniSA. This honour is in recognition her contribution and national leadership in the field of WHS, and advocacy for addressing psychosocial factors at work.

The two-week residency is from November 1st to 12th 2021, to: (1) participate in the Kathleen Fitzpatrick Fellowship program (details below) and provide insights on cutting edge issues and challenges, (2) interact and provide advice to RAs and PhDs in the PSC Observatory, (3) provide a public lecture, and (4) participate in a joint publication with members of the Observatory.

As part of the Laureate Fellowship Prof Dollard received the Kathleen Fitzpatrick award to grow the next generation of Australian interdisciplinary women researchers. The Kathleen Fitzpatrick activities aim to build solid links for Australian women PhD students to value and become skilled in interdisciplinary thinking and methodological approaches and to boost career advancement. Each year 10 female Australian PhD students (50 in total) will be invited to join (for 2 years) a Thinker in Residence and ARC Laureate Fellow (ALF) in a 2-day workshop to discuss contemporary workplace issues. PhD candidates will be selected from diverse disciplines (STEM, AI, computer interface, industrial law, sociology, work health and safety, work psychology, management) especially where female researchers are under-represented. Applications to join the

workshops will be competitive, will require registration, and each participant will receive a small award to offset travel expenses.

The 2021 Discussion Topic

The issue of developing a corporate climate conducive to worker psychological health is a wicked problem that requires an interdisciplinary gaze. To kick off the first workshop we will discuss “Is there a Psychosocial Safety Climate for non-standard workers?” The concept of PSC works well when considering standard work arrangements. We will focus on gig workers (13% of Australian workers) often contracted by huge profit digital platforms companies like Uber, Lyft, and Deliveroo, who have no ‘employer’ or job security, and often work in poor labour conditions with little protection, with some job control but mental health concerns have emerged. Internationally there are 2 billion workers (61% of all workers) who are non-standard (informal). In Australia 5 fast food drivers have been killed in recent months drawing attention to the lack of protection for gig economy workers. The PhDs will work together to develop an innovative interdisciplinary research proposal to tackle the issue. During the workshop the PhD thinkers will give short presentations on their PhD topic and some commentary about how their philosophies and methods might bear on the gig worker scenario. Special sessions on strategies for world-leading research will be provided by the Thinker in Residence and ALF, and they will work with participants to develop a cooperative research plan to address the issue. The ALF will present a seminar on how to garner research support from the Australian Research Council. The group will propose the topic for the subsequent workshop.