

REGIONAL ENTREPRENEURSHIP AND DEVELOPMENT 2015-2016



Program Leader - Professor John Hicks

Members - Dr Yapa Bandara, Vale Associate Professor P.K. Basu, Dr Roderick Duncan, Associate Professor Branka Krivokapic-Skoko, Professor Mark Morrison, Professor Kishor Sharma (2015), Professor Adam Steen

Adjunct Members - Professor Jock Collins (UTS), Associate Professor Tom Murphy (UTS) and Dr Dirijasankar Malik (UWS)

OVERVIEW

During 2015/16 members of the SRA completed a major project which looked at how new immigrants improving productivity in Australian Agriculture (this project is also aligned with the Food Security and Regional Australia SRA).

They then went on to secure an ARC Discovery grant for another major project in a similar vein which is researching humanitarian immigrant entrepreneurs in private and social enterprises. The three year project commenced in 2015 with the aims of filling in the gaps in the literature about this subject; and identify policy, programs and programs that can assist in the expansion of this kind of entrepreneurship. Both projects were/are led by Professor Jock Collins, an ILWS Adjunct, from the University of Technology, Sydney. Co-researcher is Associate Professor Branka Krivokapic-Skoko.

A number of research activities/projects were also conducted during 2015/16. They include:

- on-going research that compares labour markets in regional Australia with metropolitan labour markets. Indications are that the markets do behave differently and that these differences call for labour market policies that are place specific if adverse labour market outcomes in regional areas are to be reversed.
- a gender-based analysis of earning outcomes in metropolitan and regional labour markets. Researchers have identified three aspects of discrimination.
- an analysis of regional employment and employment growth, using shift-share analysis and input-output analysis
- research that looks at how selected flood-prone communities in Bangladesh and Australia perceived the risk of flooding in the communities, and the role and response of government and

voluntary organisations, and informal community arrangements in flood prevention, preparation, management and recovery. The study includes the role of women in flooding in Bangladesh.

- an integrated project analysing social bench-marking data gathered by social researchers from landholders in Victoria's Wimmera. The aim was to establish links between economic activities in the region, in particular, succession planning and whether that is linked to profitability and the impact of drought.
- a project looking at internal migration between regions and the likely explanation of these movements, utilizing an experimental ABS data set to look at sea/tree-change versus labour market adjustments.
- research with an industry partner, the Agribusiness consulting firm, Chapman Eastway, looking at succession in Australian agriculture
- an analysis of emerging trends in skill shortages in the Riverina

In June 2016, the Institute's Sustainable Business Development in Regional Australia SRA expanded and evolved to become a new SRA - Regional Entrepreneurship and Development.

The new SRA seeks to encourage research that will benefit the communities in our region, as well as the communities we serve nationally and internationally. It focuses on research related to improving business management and regional development more generally.

SUB-GROUPS

REGIONAL ENTREPRENEURSHIP

Research in this area focuses on identifying the factors that lead to business success in a

regional context. It is investigating a range of factors that may influence success including business skills and practices such as financial management, marketing, human resource management and ITC skills and practices. It includes research into the objectives and purposes of regional businesses and how these strategic decisions determine success factors like profitability, achieving work-life balance, contributions to community, and environmental sustainability. Its primary focus is on small and medium sized enterprises (SMEs), both for-profit firms and not-for-profit businesses.

MARKETING

Research in this area focuses on the key marketing areas of customer behaviour and marketing practice. Researchers are investigating problems relating to social (including health) and environmental marketing, the nature and function of branding, consumer responses to brand extensions, understanding the motivations behind purchase decisions, and consumer responses to marketing communications (e.g. celebrity endorsements). Within the area of marketing practice, research is being conducted on value creation, innovation, entrepreneurship and how practitioners are currently applying marketing techniques and processes.

HUMAN RESOURCES MANAGEMENT & ORGANISATIONAL BEHAVIOUR

Research in this area is focused on four areas. They are:

- General and regional Human Resource Management/Organisational Behaviour with the aim of improving individual and organisational effectiveness. (Issues addressed include HRM practices, skills shortages, training and development, bullying and harassment, staff retention (particularly in regional areas), mentoring, psychological contracts, emotional intelligence and workforce diversity. Organisational behavioural issues cover research areas such as generational attitudes, identity construction, team performance, processes facilitating organisational change and organisational culture. Emerging regional HR management issues include migration, employment generation, skills shortages, employment self-containment and business sustainability.)



- Health care Human Resource Management (HRM). (Research focuses on various topics related to health care organisations and the employment, enhancement and retention of appropriate staff to meet organisational and industry needs.)
- Strategic international HRM. (Research focuses on various topics such as expatriation, inpatriation, repatriation, cross cultural adjustments and multinational strategies needed to meet the particular challenges of international business).
- Leadership. (Research focuses on various topics related to leadership, human behaviour, organisational psychology, cultural groups, teams and the critical ethos of leadership.)

APPLIED ECONOMICS

Research in this area focuses on economic issues and government policy related to agricultural, trade and development and environmental economics. The aim of this sub-group is to be a world leader in the analysis of agricultural, trade and development and environmental economics issues, and to contribute significantly to Australian and international debates on public policy. Its three main areas of research are:

- Agricultural economics which includes the management and production of agricultural goods, international trade in agricultural and manufactured goods, agricultural land-use change, supply chain management and seasonal climate forecasts.
- Development economics which is focused on the economic, business, management, social and political aspects of economic development, particularly in China, south and southeast Asia and the Pacific.
- Environmental economics which is targeted towards valuation of changes in environmental quality, development of market-based instruments and research into encouraging participation in market-based instrument programs and incentives, and climate change communications.

CURRENT PROJECTS

Humanitarian immigrant entrepreneurs in private and social enterprises. Collins, J. (UTS) Krivokapic-Skoko, B. (2015-2017) ARC Discovery grant, \$200,124 [Project details](#)

Earnings outcomes in metropolitan and regional labour markets: A gender-based analysis for New South Wales and Victoria - 2006 Census year. Basu, P.K. (Vale) & Hicks, J. (2014 - ongoing) CSU & ILWS [Project details](#)

Regional Labour Market Analysis. Hicks, J., Basu, P.K. (Vale), & Sherley, C. (2010-ongoing) CSU & ILWS [Project details](#)

Strategies to promote community resilience in disaster management: The case of flooding in selected communities in Bangladesh and Australia. Hicks, J., Ingham, V., Islam, R., Sappey, R. & Mannock, I. CSU (2010 - on-going) [Project details](#)

[Succession and estate planning in Australia.](#) Steen, A. & D'Alessandro, S. (2016-2017) [Society of Trust and Estate Practitioners.](#) \$25,700

COMPLETED PROJECTS

New immigrants improving productivity in Australian Agriculture. Krivokapic-Skoko, B. & Collins, J. (2012-2015) Rural Industries Research and Development Corporation. Total value \$436,932. Led by UTS, ILWS subcontract \$61,634 [Project details](#)

[Emerging trends in skill shortages in regional NSW: the case of the Riverina.](#) Sharma, K., Oczkowski, E., Hicks, J. & Houston, L. (RDA-Riverina) (2015) [Regional Development Australia-Riverina.](#) \$5000

INTERNATIONAL ENGAGEMENT & LINKAGES

In 2015 Associate Professor Branka Krivokapic-Skoko presented a paper on 'International migrations flows to Australia and rural cosmopolitanism' at the XXVI European Society for Rural Sociology Congress, in Aberdeen, Scotland.

NATIONAL & REGIONAL ENGAGEMENT

Members of this SRA were well represented at the SEGRA (Sustainable Economic Growth for Regional Australia) conferences held in Bathurst, NSW, October 2015 and in Albany, WA, October 2016.

At Bathurst presentations were:

- **Collins, J. & Krivokapic-Skoko, B.** Permanent and Temporary Immigrants and Rural Development in Australia
- **Krivokapic-Skoko, B., Collins, J. & Monani, D.** Pacific Seasonal Workers in the Australian Horticultural Sector
- **Murphy, T., Morrison, M. & Ranshaw, D.** The Roles and Linkages in Employment Growth Across Australia's Regions
- **Morison, M., Collins, J. & Krivokapic-Skoko, B.** Determining the Factors Influencing the Success of Private and Community-Owned Indigenous Business Across Remote, Regional and Urban Australia
- Oczkowski, E., Houston, L. & **Sharma, K.** Emerging Trends in Skills Shortages in Regional New South Wales: the case of the Riverina region
- **Sharma, K.** Internal Migration across Regional Australia: the impact of industrial change

At Albany they were:

- **Krivokapic-Skoko, B.** Small Scale Farming and Settlement of Humanitarian Immigrants in Australian Agriculture
- **Morrison, M.** Benchmarking Regional Entrepreneurial Ecosystems
- **Morrison, M.** Building Entrepreneurial Ecosystems

Members of this SRA are often called upon by a variety of media to comment on issues relevant to regional business. At times the coverage is very substantial and includes both social and traditional media.

During 2015/16 these topics included the economic impacts of the Bali Nine executions; implications of the Federal Budget 2015; gender discrimination in metropolitan and regional labour markets; refugees as entrepreneurs; refugee/migrant resettlement in rural/regional areas;



interest rate cuts; self-managed superannuation funds; and changes to the backpacker tax.

Professor Adam Steen was one of the authors of a report on the cost of youth homelessness in Australia for an ARC Linkage project undertaken by Swinburne University, University of Western Australia and CSU. The report generated a lot of media interest which Professor Steen responded to.

As part of The Conversation's Reimagining New South Wales, Associate Professor Krivokapic-Skoko was a co-author of [How a happy, healthy regional and rural citizenry helps us all](#).

Community engagement activities included Associate Professor Branka Krivokapic-Skoko giving a public lecture on "Regional Australia: a place to call home for immigrants" in Port Macquarie in 2016.

POST-GRADUATES

On-going student - **Paul Newman** (DBA): Revaluing Indigenous Australian Economics: Towards an Indigenous Sovereign Economics Model

KEY PUBLICATIONS

Basu, P.K., Hicks, J., Krivokapic-Skoko, B. & Sherley, C. (2015) Mining operations and corporate social responsibility: A case study of a large gold mine in regional Australia. *The Extractive Industries and Society* 2: 531-539

Ingham, V., **Hicks, J.**, Islam, R. & Manock, I. (2015) Evidence of Adaption to Flooding from three Regions in Bangladesh: A Multidisciplinary Study. *International Journal of Interdisciplinary Environmental Studies* 9: 3-4

Steen, A. & Hicks, J. (2016) Succession in Australian Agriculture Understanding inter-generational change: A Report for the Agricultural Industry. Chapman Eastway.

Steen, A. & Peel, V. (2015) Economic and social consequences of changing taxation arrangements to Working Holiday Makers. *Journal of Australian Taxation* 17

Steen, A., McGrath, D. & Wong, A. (2016) Market Failure, Regulation and Education of Financial Advisors. *Australasian Accounting, Business and Finance* 10

Sharma, K. & Davaakhuu, O. (2015) Trade Policymaking in a Resource-rich Landlocked Country: The WTO Review of Mongolia. *The World Economy* 36: 1350-1367

In Focus

New Immigrants Improving Productivity in Australian Agriculture, (2012-2015)

Funding

Rural Industries Research and Development Corporation (RIRDC). Total: \$468,000. Led by UTS, ILWS subcontract \$61,634

Investigators/ Researchers

Professor Jock Collins (UTS) & Associate Professor Branka Krivokapic-Skoko

Description

This project investigated the experiences of immigrant farmers and growers, and temporary and permanent immigrant farm labour, to better understand the ways in which immigrants contribute to productivity, sustainability, preserving resources and rural renewal in Australia.

For the project the researchers used a range of quantitative and qualitative research methodologies including:

- Analyses of the 2011 national Census data
- Surveys of immigrant farmers across Australia
- In-depth interviews with new immigrant producers across a range of agricultural industry sectors and Australian states
- In-depth interviews with Korean working holiday maker
- In-depth interviews with refugee and humanitarian entrants

They found new immigrants were of increasing importance to Australian agriculture and were filling important needs bringing skills, innovation and vital labour to the agriculture sector. New pathways recently opened to permanent and temporary immigrants had generally succeeded in getting them into regional and rural Australia. Temporary workers such as Working Holiday Makers and Pacific Islands Seasonal Workers provided an important workforce, particularly during harvest times around Australia. However low pay and unsatisfactory work experience

for both groups threatened to undermine the programs' future. They also found that refugees and humanitarian immigrants who moved to regional areas to become farmers and agricultural, entrepreneurs added considerably to the agricultural workforce.

The researchers believe that nation-wide policies should consider:

- Better targeted migration to regional and rural areas with shortages in skills and employment;
- Providing incentives for new immigrants to move to regional areas;
- Increasing the number of Working Holiday Makers coming to Australia;
- Better promoting the Pacific Islands Seasonal Workers program;
- Increasing resettlement of refugees in regional Australia; and,
- Enhancing local incentives to welcome new immigrants to cities and towns.

Outputs

Krivokapic-Skoko, B., Reid, C. & Collins, J. (2015) International migration flows to Australia and rural cosmopolitanism, presented at the XXVI European Society for Rural Sociology Congress, Aberdeen, Scotland, August 18-21

Collins, J. & Krivokapic-Skoko, B. (2015) Permanent and Temporary Immigrants and Rural Development in Australia, presented at SEGRA conference, Bathurst, Oct 19-22

Krivokapic-Skoko, B., Collins, J. & Monani, D. (2015) Pacific Seasonal Workers in the Australian Horticultural Sector, presented at SEGRA conference, Bathurst, Oct 19-22

Collins, J. & Krivokapic-Skoko, B. (2016) New Immigrants improving productivity in Australian agriculture, RIRDC [Project Summary](#) & [Full Report](#)

Outcomes

[The expected outcome of this research is an improvement in the Australian agricultural industry's success in attracting immigrants to fill labour shortages and an improvement in that sector's future productivity.](#)