



SHARING INFORMATION ON PROGRESS

REPORT 2022

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ACKNOWLEDGEMENT OF COUNTRY

Monash Business School acknowledges the people of the Kulin Nations as the traditional owners of the unceded lands on which our campuses are located. We pay our respects through our research, teaching and learning to the Wurundjeri and Boon Wurrung Elders and their past, present and future communities.



OUR COMMITMENT TO THE PRINCIPLES OF RESPONSIBLE MANAGEMENT EDUCATION



Professor Simon Wilkie

I am pleased to confirm that Monash Business School continues to support the objectives of the United Nations Principles for Responsible Management Education.

Responsible management education has been an integral feature of Monash Business School activities for twelve years now. Our previous report spoke to our efforts to embed and amplify the Sustainable Development Goals (SDGs) across our school's education, research and engagement.

In 2020-2022, the school continues to develop sustainability and global perspectives in its taught curriculum. Two new executive roles have been created, driving the school's impactful research efforts and external engagement with industry and government. Our research across multiple SDGs remains a success, with a new research centre focused on climate change in the Pacific being established. Our revised vision and purpose encapsulate our outlook and aspirations, and our commitment

to inclusive, empowering education and research. We are aligned with the University's strategic plan, *Impact 2030*, which incorporates achievement against SDGs as a key impact measure for international success.

On behalf of Monash Business School at Monash University, it is with great pride that I present our sixth Sharing Information on Progress (SIP) report, which reflects our continuing commitment to the United Nations Principles for Responsible Management Education (PRME) initiative.

Professor Simon Wilkie
*Head, Monash Business School
Dean, Faculty of Business and Economics*

Monash Business School is very proud to have been awarded 'triple accreditation' by three global accrediting bodies. We are one of only 110 business schools in the world – and the only institution within Victoria – to have achieved this.



INTRODUCTION

Monash Business School, located in Melbourne and part of Monash University, is Australia's largest business school, supporting world-ranked researchers delivering world-class education.

OUR VISION:

To create a thriving, equitable and sustainable future for all.

OUR PURPOSE:

Through inclusive business education and research, we develop leaders and empower communities to solve global economic, environmental and social challenges.

OUR VALUES:

While pursuing our purpose and vision, we will:

- Uphold the values of human rights, social justice, and respect for diversity in individuals, communities and ideas
- Provide a collegiate and respectful environment for staff, students and community
- Respect, promote and support Indigenous leadership and participation
- Recognise and reward excellence and leadership in education, research and collaboration
- Commit to integrity, transparency and accountability in our internal governance
- Engage collaboratively with our local, national and international stakeholders
- Champion the Principles for Responsible Management Education and progress the UN Sustainable Development Goals



OUR ACTIVITIES AND ACHIEVEMENTS 2020-2022

Over the past two years, the pandemic has posed significant challenges to all universities, but has also provided many opportunities to reflect on our purpose and vision and set up a new strategic direction for the school that aligns with the University's new Impact 2030 strategy.

Since our last SIP report we have developed a new purpose and vision for the future of Monash Business School. The Principles of Responsible Management Education and sustainability were core inputs to this future direction.

OTHER ACTIVITIES AND ACHIEVEMENTS REFLECTED IN OUR REPORT

Contributed to education in the Asia Pacific region as the first foreign university campus in Indonesia.

Led a partnership between Monash University and Fiji National University, establishing the Pacific Action for Climate Transitions (PACT) Monash-FNU Research Centre.

Contributed to the Monash *Impact 2030* strategic plan through research addressing three global challenges of the age – climate change, geopolitical security and thriving communities.

Offered for the first time the Master of Indigenous Business Leadership.

Contributed to the University's Flagship Rich Educational Experiences portfolio focused on the SDGs.

Developed SDG-related micro-credentials and extracurricular activities in collaboration with the Monash Sustainable Development Institute.

Recognised excellence in equity, diversity, and social inclusion through a new category of Dean's Awards.

Developed guidelines to capture research impact; and established the Impact Acceleration Grants Scheme.

The University's partnership with Woodside Energy Group Ltd was the recipient of the *Australian Financial Review's* 2021 Higher Education Award for Industry Engagement, celebrating innovative responses to real-world challenges that emerge from shared goals, and partnerships that exemplify sustainable, beneficial and scalable relationships between academia and industry.

Established Thrive APAC in partnership with Thrive Global.

Commenced the Monash Business School Sustainable Futures Challenge, a recent collaboration between the Business School, the United Nations Economic and Social Commission for Asia and the Pacific, research consultancy InceptLabs and the Institute of Public Accountants.



FAST FACTS – MONASH UNIVERSITY

STUDENTS*

85,924

STAFF*

17,562

GLOBAL ALUMNI

430,000

living across 170 countries

LOCATIONS WITHIN AUSTRALIA

6

Plus campuses or centres in Malaysia, Indonesia, China, India and Italy

RANKINGS

44

Times Higher Education
World University Rankings 2023

57

QS World University
Rankings 2023

42

Times Higher Education
Impact Rankings 2022

40

US News and World Reports
Best Global Universities Ranking 2022

75

Shanghai Ranking's Academic
Ranking of World Universities 2022

6

Times Higher Education
Golden Age University Rankings 2020



* 2020 full-year data

FAST FACTS – MONASH BUSINESS SCHOOL

Monash Business School continues to combine cutting-edge research with impactful teaching and education and with world-class engagement and collaboration.

EQUIVALENT FULL-TIME STUDENT LOAD

 **16,307**

Undergraduate: 12,852 (79%)
Postgraduate: 3,282 (20%)
Higher degrees by research: 166 (1%)

GLOBAL ALUMNI

 **142,342**

50% male / 50% female
36% living overseas
64% living in Australia

THE MONASH MBA

3

QS Global Rankings
for Oceania 2022

WORLD'S TOP

73

QS Global Rankings
2022

US NEWS AND WORLD REPORT'S GLOBAL UNIVERSITIES

17

Best Global Universities for
Economics and Business
(Global Ranking) 2022

1

Best Global Universities for
Economics and Business
(Australian Ranking) 2022

EDITORSHIPS



90 academic staff hold a range of editorial roles across **173 academic journals**, including 9 of the most prestigious journals in the fields of Business, Economics and Business Law and Taxation.

EXCELLENCE IN RESEARCH FOR AUSTRALIA (ERA)



Rated Five Stars (well above world standard) for Economic Theory, Applied Economics, Econometrics, Marketing.

TIMES HIGHER EDUCATION RANKINGS

2

in Australia

39

in the world

Business and Economics
Subject Ranking 2023

QS SUBJECT RANKING

ACCOUNTING AND FINANCE

34 Global Ranking 2022
4th Australian Ranking 2022

BUSINESS AND MANAGEMENT STUDIES

52 Global Ranking 2022
4th Australian Ranking 2022

ECONOMICS AND ECONOMETRICS

39 Global Ranking 2022
4th Australian Ranking 2022

SHANGHAI GLOBAL RANKING OF ACADEMIC SUBJECTS (GRAS)

BUSINESS ADMINISTRATION

35 Global Ranking 2022
1 Australian Ranking 2022

ECONOMICS

41 Global Ranking 2022
1 Australian Ranking 2022

FINANCE

44 Global Ranking 2022
4 Australian Ranking 2022

MANAGEMENT

76-100 Global Ranking 2022
TOP 5 Australian Ranking 2022

TWELVE YEARS OF PRME ACHIEVEMENTS

2011

The Department of Management undertakes a review of teaching to incorporate PRME principles across core teaching areas

2014

Monash Business School is founded, with PRME forming the foundation of our new mission.

2017

Monash University implements the 'Respect. Now. Always' program as part of its Safer Communities agenda.

The University launches its Net Zero Initiative, aiming to be carbon neutral by 2030.

2019

The Monash Aboriginal and Torres Strait Islander Framework 2019–2030 is released.

2022

Monash establishes the first foreign university campus in Indonesia. The Business School is partnering with Indonesia's largest bank to deliver advanced business innovation education for emerging leaders.

Monash signs a Memorandum of Understanding with Fiji National University to form a collaborative centre for research on the economics, finance, agricultural production, environmental health and societal aspects of climate change in the Pacific region.

2010

Monash University's Faculty of Business and Economics becomes a PRME signatory.

2013

Monash University is established as the Asia Pacific Regional Centre for the United Nations Sustainable Development Solutions Network (UN SDSN), spearheading sustainable development solutions across the region.

2016

Monash Business School is selected as a PRME Champion School.

Monash University issues its first ESG statement.

2018

Monash Business School becomes a PRME Advanced Signatory.

PRME Ambassadors are appointed to lead the school's PRME initiatives.

The Monash Net Zero initiative wins the United Nations 2018 Momentum for Change Award.

2020

Monash Business School staff advance thought leadership and contribute to government response during the coronavirus pandemic.

DELIVERING ON SUSTAINABLE DEVELOPMENT GOALS

Monash Business School works to achieve the United Nations Sustainable Development Goals in many ways, including:

<p>1 NO POVERTY</p> 	<p>Researchers from the Department of Accounting have undertaken a year-long field study to develop a social impact framework for a national charity.</p>	<p>10 REDUCED INEQUALITIES</p> 	<p>The Department of Management's research into autism employment practices has enabled a globally accessible research-based toolkit to support inclusive workspaces.</p>
<p>2 ZERO HUNGER</p> 	<p>Education and training delivered by the school improved cooperative efforts by farmers in Laos to control rodent populations, leading to reduced loss of rice crops.</p>	<p>11 SUSTAINABLE CITIES & COMMUNITIES</p> 	<p>We examine the social and behavioural factors that lead to open dumping of trash and test potential solutions to curb this problem.</p>
<p>3 GOOD HEALTH & WELL-BEING</p> 	<p>Working with BRAC, an NGO in Bangladesh, our researchers gathered the first experimental evidence on mental health benefits of play for children and mothers living in Rohingya refugee camps.</p>	<p>12 RESPONSIBLE CONSUMPTION & PRODUCTION</p> 	<p>Our Department of Marketing has hosted industry breakfast events on delivering business sustainability, featuring speakers from a range of national companies and sectors.</p>
<p>4 QUALITY EDUCATION</p> 	<p>Our economists are utilising historical data to show the impact of forced migration on attitudes to education, and to help policy-makers better support refugee access to education.</p>	<p>13 CLIMATE ACTION</p> 	<p>We have examined the impact of pollution from coal-fired power units on the anaemic status of children and women in India.</p>
<p>5 GENDER EQUALITY</p> 	<p>We are researching retirement, wellbeing, and psychological outcomes for women.</p>	<p>14 LIFE BELOW WATER</p> 	<p>Our researchers established movement patterns for triton snails, using acoustic telemetry data, to better understand how snails contribute to conservation through starfish predation on the Great Barrier Reef.</p>
<p>6 CLEAN WATER & SANITATION</p> 	<p>Researchers developed a dynamic portfolio model of water consumption and supply, showing that people adopting water-saving behaviour when they know reservoirs are low would better allow governments to effectively manage risks to water resources.</p>	<p>15 LIFE ON LAND</p> 	<p>As part of the University's Fire to Flourish research program, we research the impact of wildfires drawing on longitudinal subjective well-being data.</p>
<p>7 AFFORDABLE & CLEAN ENERGY</p> 	<p>Researchers from the Department of Econometrics and Business Statistics developed an algorithm for long-term electricity forecasting for the Australian Energy Market Operator.</p>	<p>16 PEACE, JUSTICE & STRONG INSTITUTIONS</p> 	<p>We teach about the importance of environmental, social and governance issues across our suite of undergraduate and graduate courses, including the bespoke Master of Regulation and Compliance.</p>
<p>8 DECENT HEALTH & ECONOMIC GROWTH</p> 	<p>Launched in 2021, the Modern Slavery Disclosure (MSD) scoring framework is designed by the Monash Centre for Financial Studies (MCFS) as a benchmark for the disclosure quality of slavery reporting statements.</p>	<p>17 PARTNERSHIPS TO ACHIEVE THE GOALS</p> 	<p>Monash Business School leads the partnership between Monash University and Fiji National University, establishing the Monash-FNU Pacific Island Countries (PICs) Climate Change Research Centre (CCRC).</p>
<p>9 INDUSTRY, INNOVATION & INFRASTRUCTURE</p> 	<p>Researchers in the Centre for Development Economics and Sustainability use high-frequency and high spatial resolution data to track pollution along major highways linking two Chinese cities.</p>		

MEASURING OUR ACHIEVEMENTS

The 2020 SIP report set out future directions for Monash Business School. This table summarises our achievements against those goals.

FUTURE DIRECTION	ACHIEVEMENTS
PURPOSE AND VALUES	
The Monash Business School mission will be updated in 2021 to reflect our commitment to sustainable business practice.	The school developed a revised vision and purpose , aligning with the values of the school and Monash University's new <i>Impact 2030</i> strategic plan.
We will continue to seek opportunities to expand experiential learning opportunities for students that focus on deepening engagement with the SDGs. These will incorporate both virtual and in-person activities.	The school is continuing to deepen educational engagement in taught programs, including strengthening SDG focus in undergraduate majors, and collaborative teaching across Monash campuses. We have developed a range of capstone subjects with a sustainability focus , including a study tour to regional Victoria, and a unit in collaboration with the United Nations Economic and Social Commission for Asia and the Pacific.
METHOD	
Implement further changes in the curriculum to embed ethics, sustainability and responsibility in our programs.	Sustainability, global challenges and wicked problems are covered in subjects offered in many of the school's undergraduate programs. We have mapped 76 subjects against SDGs , and are introducing new climate change subjects into our accounting programs .
Collaborate with international partners to increase international co-designed and delivered programs for students.	The school has 50 active agreements with 45 different institutions across 19 countries , including subjects co-taught with international partners at Monash's Centre in Prato, Italy, and study tours with partner institutions in North America.
RESEARCH	
Continue to engage in relevant research aligned with the UN Principles and the SDGs.	We address SDGs through focused research undertaken in our research centres for health economics, for development and sustainability, and for global finance. We have also established a new centre addressing the economics and finance of climate change in the Pacific , in partnership with Fiji National University.
Develop strategies and mechanisms to encourage and measure the impact of research on society.	A new role – the Associate Dean, Research Impact – now leads the development of measurement and documentation of research impact across the school; drawing on the impact and performance framework developed by the University as part of the <i>Impact 2030</i> strategic plan.
PARTNERSHIP AND DIALOGUE	
Develop an engagement strategy with the principles of responsible management at its head, to inform our partnerships and dialogue with external stakeholders.	A new leadership role – the Deputy Dean, External Engagement – works to support the Dean's leadership in global engagement, and has developed an industry engagement strategy.
Expand our executive education offerings that focus on sustainability and responsible management.	We are continuing to build our executive education programs, both open-for-enrolment and custom bespoke programs for clients , including programs on climate change and business risk, and on modern slavery reporting.
Continue to offer seminars and workshops to build the capacity of faculty of other campuses and from partner universities throughout Asia.	Engagement across all Monash campuses is ongoing, including with our business school in Malaysia, as capacity-building for SDG understanding and best-practices in management.

PRINCIPLE 1: PURPOSE AND PRINCIPLE 2: VALUES

We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

We will incorporate into our academic activities, curricula, and organisational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

Monash Business School continues to reflect the attitude of its namesake, Sir John Monash, who challenged students to ‘adopt as your fundamental creed that you will equip yourself for life, not solely for your own benefit but for the benefit of the whole community’.

Over the past two years, Monash has undertaken a number of major initiatives to strengthen this focus in its purpose and values. A new 10-year strategic plan, *Impact 2030*, commits the University to a purpose-driven path addressing the three global challenges of the age – climate change, geopolitical security and thriving communities – through education, research and engagement underpinned by inclusivity, sustainability and social responsibility.

This sustainability agenda is further supported by Monash’s Environmental, Social and Governance Statement 2021-2025, articulating the University’s commitment across the range of its activities including research, teaching, campus operations, culture, engagement and investment portfolio management. Regular progress reports and related resources are prominently communicated via a sustainable development webpage. Students are encouraged to contribute to this agenda through the Monash Association of Sustainability.

Monash’s educational priorities remain anchored by its Graduate Attributes, embedded in all programs and courses, the first of which is to develop ‘responsible and effective global citizens who engage in an internationalised world, exhibit cross-cultural competence and demonstrate ethical values’.

Over the past year, Monash Business School also refreshed its purpose, vision and values to more clearly articulate its aim of creating a thriving, equitable and sustainable future for all, by developing leaders and empowering communities to solve global economic, environmental and social challenges.

The Business School’s revised values include explicit undertakings to respect, promote and support Indigenous leadership and participation, and to champion the Principles for Responsible Management Education and progress the Sustainable Development Goals. The Business School’s activities to support these values are broadcast to the wider community through a dedicated PRME webpage and an Equity, diversity and social inclusion page.

These University- and school-level initiatives, along with a range of others that support our purpose and values, are described in more detail below. Through such activities, Monash Business School

continues to honour its founding intentions and its motto, *Ancora Imparo* (“I am still learning”), by ongoing work to better understand and address the needs of the local, regional and global communities it serves.

OUR TARGETS 2022-2024 PURPOSE AND VALUES

We will continue to implement a review of our education, research and engagement activities to ensure they reflect the new purpose and vision of the school.

We will continue to seek opportunities to expand experiential learning opportunities for students who focus on deepening engagement with the SDGs. These will incorporate in-person activities in Australia and through international partner collaborations.

A NEW STRATEGIC PLAN FOR THE UNIVERSITY, A NEW VISION AND PURPOSE FOR THE SCHOOL

Our vision sets our goal, our purpose states our drive and the contributions we make. Both are in alignment with the Monash University's strategic plan Impact 2030.

The *Impact 2030* strategic plan, released in 2021, outlines Monash University's approach to meeting its purpose:

Through excellent research and education, and the strength and diversity of our staff, students and alumni in collaboration with our partners, Monash University will meet the challenges of the age for the benefit of national and international communities.

The three priority areas identified by the University are **climate change, geopolitical security and thriving communities**. The vision and purpose of Monash Business School, newly refreshed, align with and support the aspirations of Monash University.

While the previous vision and mission had served well since its inception in 2014, with the arrival of our new Dean Professor Simon Wilkie in 2019 and the development of a new University strategic plan expected for 2020, the school found itself at a crucial transition point. Following extensive consultation, the Dean unveiled a new vision and purpose for the school in January 2022.

In late 2020 the Dean established a Mission Statement Working Party, chaired by Professor Michaela Rankin, Deputy Dean, International and Accreditation, with broad representation, and with responsibility to consult widely and propose a new vision and purpose for the school.

There was widespread agreement that any revisions to the mission (now called purpose) should be both inspirational and aspirational, meaningful both within the school and in the wider community, that revisions should also be future-focused (reflecting feedback from accreditation Peer Review Team recommendations) and action-guiding. Through consultations, the Working Group heard that the purpose should reflect University strategy, the various responsibilities of the school to the community and stakeholders, and the school's commitment and obligations as an accredited school and PRME signatory.

Our Vision: To create a thriving, equitable and sustainable future for all.

Our Purpose: Through inclusive business education and research, we develop leaders and empower communities to solve global economic, environmental and social challenges.

The new vision of the school emphasises equity and sustainability; the new purpose emphasises inclusive education, research, and the empowering of communities to address global challenges. Embedded across the school, the revised vision and purpose inform and drive a range of education and research activities. We engage with the University's three priority challenges from the perspective of the business and economics disciplines around which our scholarship is organised; our engagement with business, industry, and community is informed by our commitment to sustainability, inclusion, and empowerment.



TAKING STEPS TOWARDS A GREENER FUTURE

When it comes to sustainability, small changes can make a big difference, according to Shahjadi Anika.

Shahjadi's goal is simple: to help businesses in developing nations like her birth country Bangladesh become more sustainable. The Master of Advanced Finance student says her passion for positive change began two and a half years ago while helping her father attract more global clients to his garment export business. "I was doing my postgraduate studies and learning about the Environmental, Social, and Governance (ESG) criteria, and I thought it was the right time to look at doing things differently," she says.

Working collaboratively with her father's Bangladesh team, Shahjadi helped them introduce a range of sustainable practices such as RCS (Recycled Claim Standard) licensing and recycled poly packaging.

These simple steps helped expand the international client base from 40 to 60 per cent, leading to increased sales and profitability. Shahjadi says the company's growth is inspiring other local small businesses to adopt greener methods.

"We are now focusing on creating a global movement towards these green steps, not

just influencing local garment companies, but also companies from other developing countries where these practices are not that common," she says.

Winning this year's Monash Business School Future Global Leader postgraduate award has inspired her to work even harder to encourage small business owners to adopt greener practices. "My future goal is to work with sustainable businesses that support mental wellbeing."

Shahjadi is also exerting her influence locally, working closely with Australian social support platform LinkMate to improve the mental wellbeing of students, corporate employees and minorities.

Shahjadi says, as a leader, it's important to have the courage to take the first step to bring about positive change.

"After that, every other step gets easier as the passion leads the rest of the way," she says.

CONTRIBUTED
TO SDG



Shahjadi Anika

THE ECONOMICS OF GOOD HEALTH

How can disadvantaged people gain access to better health care and outcomes? By addressing research gaps, according to a team of researchers from the Monash Centre for Health Economics (CHE).

Research which collectively addresses under-researched issues that impact people living with disabilities or disadvantage is having significant influence on policy. Dr Samia Badji, Associate Professor Sonja de New, Ms Karinna Saxby and Professor Dennis Petrie received a Monash Business School 2020 Dean's Award for Equity, Diversity and Social Inclusion Research Excellence.

Among the group's wide-ranging work is research by Professor Petrie, Dr Badji and Associate Professor de New to address the under-researched area of health and well-being of people with disabilities as they participate in work.

In just one of their projects, the three demonstrated the link between the stigmatisation of sexual minorities and

reduced healthcare, informing the media, psychologists, legal service providers and healthcare workers.

In Indigenous health, Professor Petrie is set to produce the first causal evidence on how reduced co-payments affect healthcare use and mortality among people with chronic conditions.

By collaborating with National Aboriginal Community Controlled Health Organisations to implement the findings, the research will help inform Closing the Gap policies. Professor Petrie's research into minimum pricing of alcohol has already informed Northern Territory policy.

With Ms Saxby, he is researching electronic cigarettes and smoking cessation; with Dr de New, he is

researching reducing disadvantaged men's alcohol and substance misuse; while Dr de New is investigating opioid misuse. Finally, Dr Badji is investigating effects of gambling venue density on financial well-being, and eliminating hepatitis C in injecting drug users.

Together, they are demonstrating the role of economics in improving disadvantaged people's health.

CONTRIBUTED
TO SDG



L – R: Dr Samia Badji, Associate Professor Sonja de New, Karinna Saxby and Professor Dennis Petrie



Benjamin Michelson

FILLING THE GAP

Following a trip to the United States in 2018, Benjamin Michelson knew he wanted to make a difference to food waste and scarcity. But he wasn't sure how to go about it.

"I really saw how much food waste there is in the hospitality industry and how many people out there are suffering," he says. Mr Michelson established FoodFilled, a charitable organisation which endeavours to alleviate the hunger of those struggling across Melbourne by recycling unused food.

But he wasn't sure exactly how to execute his goal. "I drove around to retailers asking how I would go about setting it up," he says. "I spoke to all my friends to see how many people would be interested in volunteering." It wasn't until Mr Michelson attended the Leadership Principles and Practices course at the Monash Prato campus in Italy that FoodFilled really took off. "During the course, I was surrounded by like-minded individuals," he says. "That trip really motivated me to make FoodFilled bigger and more established. I learnt that by establishing a proper structure and team we'd achieve more."

Now there are six committee members with different responsibilities across logistics, accounting, liaising with charities and managing volunteers. Since 2018, FoodFilled has involved 150 volunteers, fed over 10,000 people and worked with over 20 charities.

Mr Michelson, who completed a double Bachelor of Business and Accounting in 2021, is a recipient of a Monash Business School 2020 Future Global Leaders Award. "The Future Global Leaders Award is a big motivation for me to continue to try and make a difference," Mr Michelson says. "My aim on leaving university is to have an impact on people's lives and this award signifies that I have the ability to do so."

CONTRIBUTED
TO SDG



THE ONGOING EFFORT TO ENSURE EQUITY AND EQUALITY AT WORK

Despite long-standing legal protections in Australia against workplace pregnancy discrimination, some women continue to encounter this while pregnant or when seeking to return to work.

Supporting women while they are pregnant, during parental leave and when they are returning to the workforce is an ongoing issue.

New research shows that women are not always supported, while employers can be unaware of their legal responsibilities or struggle to navigate complex workplace laws. Associate Professor Dominique Allen and Ms Adriana Orfici from the Department of Business Law and Taxation worked with community legal centre, JobWatch to uncover the issues.

JobWatch provided anonymised case studies of women who had experienced pregnancy discrimination at work and this data was augmented by four interviews to learn the experiences of women encountering discrimination while pregnant, during parental leave or when seeking to return to work following the birth of a child.

A common strategy when faced with discrimination was to either 'live with' the discriminatory treatment until it was time to give birth, find another job, or propose 'work arounds' to suit employers. When addressing pregnancy discrimination directly, women mainly preferred to use internal processes rather than formal legal mechanisms.

Disappointingly, the most common issues that pregnant women described were termination of employment, detrimental changes to terms and conditions of employment or employment status.

This pilot study shows that even with long-standing and multiple forms of legislation directly or indirectly addressing pregnancy discrimination in the workforce, this issue still requires attention. From this initial work the researchers have identified pathways for further exploration and potential initiatives for reducing pregnancy discrimination.

CONTRIBUTED
TO SDG



SNAPSHOTS

Our academics work together with our students, the wider community, and industry to deliver value and benefit through education and research. Our work empowers individuals and communities, the means by which we contribute to a world that is inclusive, equitable and sustainable.

NATIONAL INDIGENOUS BUSINESS SUMMER SCHOOL

Monash Business School will collaborate with partner universities in Melbourne to offer a week-long intensive program for Indigenous secondary school students, providing a fully immersive experience for students thinking of entering the world of business or becoming an entrepreneur. This program, an initiative of the Australian Business Deans' Council, gives Indigenous students the opportunity to see business in action and learn about the available pathways into business studies.

AMPLIFYING STUDENT VOICE AT MONASH BUSINESS SCHOOL

Recognising that student engagement had been affected by two years of COVID-19 isolation measures in Melbourne, Monash Business School Head Professor Simon Wilkie initiated a student-led working group to re-imagine student voice at the Business School. A working group was formed by members of the current Dean's Student Forum, with support from the school's academic leadership and professional staff. The working group recently presented its recommendations, covering a range of areas including alignment with the Business School's vision and purpose, recruitment and onboarding of new student representatives, deepening engagement with other areas of the Business School and building visibility for student-led initiatives.

REST BOARD APPOINTMENT

Professor Deep Kapur, Director of the Monash Centre for Financial Studies, and Deputy Dean, External Engagement for Monash Business School, has been appointed to the Board Investment Committee of Rest – one of the largest superannuation pension funds in Australia. Rest is an industry leader in responsible and sustainable investment practice, as recognised by the Responsible Investment Association Australia, the body that champions responsible investing and a sustainable financial system in Australia and New Zealand.

REGULATING GHG EMISSIONS FROM COMMERCIAL AVIATION

Each day around \$17.5 billion of goods travel by air — 35 per cent of all world trade by value. Yet the increasing demand for air travel and cargo transport places an immense burden on the environment.

“At present, transportation causes 14 per cent of global greenhouse gas (GHG) emissions. GHG emissions from this sector primarily involve fossil fuel burned for road, rail, air and marine transportation,” says Dr Jadranka Petrovic, of Monash Business School's Department of Business Law and Taxation, who has studied the regulation of aviation emissions. Treaty regimes such as the United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement have attempted to limit aviation emissions, as have regulatory approaches



\$17.5b

**OF GOODS TRAVEL
BY AIR EACH DAY —
35 PERCENT OF ALL
WORLD TRADE BY VALUE**



such as the International Civil Airline Organization's (ICAO) carbon offset and reduction scheme. Dr Petrovic explains that a multifaceted regulatory approach is required, with regulations incorporated into the domestic laws of member states, in line with relevant ratified treaties. "Neither the UNFCCC, together with other relevant international legal instruments, nor the ICAO, has not yet made any meaningful action on the subject of aviation mitigation. Until the international community is willing to engage with legally binding provisions, short-term initiatives must be set off immediately while a longer-term solution is sought."

WOMEN IN POLITICS: THE CASE OF INDIAN STATE ELECTIONS

Women are under-represented in politics globally. A study following female election candidates in India pinpoints the crucial role of procedural fairness. Across India, the representation of women in different legislative bodies remains low. Currently, only 14 per cent of elected members in the national parliament are women.

A study by Dr Umair Khalil, Senior Research Fellow at the Centre for Development Economics and Sustainability, and his co-authors, examined a hurdle that requires Indian candidates wishing to participate in elections to pay a nominal monetary deposit, which is forfeited if they get fewer

than one-sixth of the votes. An unintended result of this rule perpetuates gender gaps in the country's political candidates.

Researchers looked at the results from India's state elections between 1977 and 2019. "Female candidates who forfeit the deposit are 60 per cent less likely to re-contest in the next election, while there is no impact on men at all," Dr Khalil says. "Of the women who lose the deposit, 90 per cent are more likely to change party affiliation and also receive a lower vote share in the subsequent election." He and co-authors Associate Professor Marco Faravelli from the University of Queensland and Dr Sundar Ponnusamy from Monash Business School's Centre for Health Economics, found that these results are driven by states where the gender ratio is tilted in favour of men signifying regressive gender norms as an important mechanism.

The researchers found that after losing their nomination, women are left with only two realistic options: either give up or run with a party that will nominate them, even if it is less popular with voters. "This has both considerable equality and efficiency repercussions, due to the waste of talents. It is widely understood that larger female political participation has been linked to greater government spending in both welfare and health care. But we found evidence that regressive gender norms and the stigma of female failure may play an important role in driving this result."

PRINCIPLE 3: METHOD

We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

As noted in the preceding section, Monash University's *Impact 2030* Strategic Plan identifies three 'challenges of the age' to serve as points of orientation for teaching and research: climate change, geopolitical security, and thriving communities. In the context of education, the University commits to encouraging both understanding of, and the ability to contribute to the ideas and debates surrounding these challenges, and the objectives of the United Nations Sustainable Development Goals.

A recent University-wide educational priority has seen the development of the Flagship Rich Educational Experiences (FREE) portfolio. These subjects, explicitly aligned with the University's values and strategic objectives, are designed to empower students to frame approaches to sustainability and the global challenges. They include opportunities for global engagement via study abroad and international mobility or onshore collaboration around international issues and initiatives. Monash has committed to making these subjects available to all students, regardless of degree and means. Work is currently under way to create an online portal that will enable students to more easily search and personalise these opportunities based on their values, identities and global challenges, including their association with specific SDGs.

As part of its cross-disciplinary activities, the Business School provides specialist content and teaching for a number of Monash's sustainability-focused degrees, including the Bachelor of Science Advanced – Global Challenges (Honours), Master of International Sustainable Tourism Management, Master of Environment and Sustainability and Master of Green and Sustainable Technologies.

In addition to its accredited award courses, Monash offers a range of SDG-related professional development programs, micro-credentials and extracurricular activities via the [Monash Sustainable Development Institute](#).

Within the Business School, work continues on mapping subjects against the SDGs. With 76 subjects mapped thus far, it is clear that our lecturers and educators are focused on helping students to understand sustainable development from multiple perspectives, with special focus on *decent work and economic growth* (SDG 8), *reduced inequalities* (SDG 10), *peace, justice and strong institutions* (SDG 16), and *industry innovation and infrastructure* (SDG 9).

With the Monash Business School Dean's Awards for PRME Education Excellence firmly established as part of the annual recognition of excellence in the school, we have continued to develop and embed ethical and responsible perspectives into our programs, addressing environmental outlooks, development, and ecological sustainability as key topics for teaching across undergraduate and graduate degree offerings.

In evaluating teaching practice and seeking to consolidate and strengthen education around central issues, the Department of Management has continued its self-assessment of management curricula. Work by department members in 2021 to amplify responsible management principles across all levels of teaching resulted in a Dean's Award for PRME Education Excellence; in 2022, this work has continued and been strengthened with a departmental strategic retreat and planning day, and the introduction of new leadership roles that focus on

championing of sustainability and of responsible research.

Offered as part of the Capstone Portfolio of subjects, Engaging in International Business provides students the opportunity to immerse themselves in the opportunities and challenges faced by businesses in locations across the world. In October 2022 students completed a three-week program at the University's Prato campus focusing on sustainability for business, and how businesses across different sectors in Europe are addressing the SDGs. As the centre of the textile industry in Italy, Prato provides an ideal setting to explore the circular economy, sustainability in the textiles industry, and in the food and wine industry in Tuscany. The program allowed students to visit a range of businesses, and we also collaborated with partner Politecnico di Milano to focus on the sustainable luxury fashion industry.

OUR TARGETS 2022-2024: METHOD

Continue to implement changes in the curriculum to embed ethics, sustainability and responsibility in all our programs.

Collaborate with international partners to increase international co-designed and delivered programs for students.

ACCOUNTING, SUSTAINABILITY, AND CLIMATE CHANGE

The Department of Accounting has been offering ACX2900 Accounting for Sustainability to undergraduate students since 2016, covering sustainability issues including integrity and inclusivity, ecology, human rights, and governance.

The subject collaborates with industry partners to offer impact-focused learning experiences to students: in 2022, students partnered with textile recovery and textile waste recycling company, Upparel, to organise a Textile Waste Day on campus which showcased the transformative power of accounting in facilitating real socio-ecological change to staff, students and the wider community. “Organising the Textile Waste Day requires students to overcome silo-thinking when it comes to sustainability, something we have seen to have negative implications for companies in practice, and take an integrative approach with students producing an on-campus and virtual accounting narrative of textile waste, an impact statement, and a sustainability report for the industry partner,” said the responsible Lecturer, Dr Annemarie Conrath-Hargreaves. “We are using authentic problem-based education to enhance and assess critical and creative thinking skills, aiming to provide learning experiences with impact.” The success of ACX2900 is well-documented: it is a popular subject that attracts students from a range of degree programs, and from 2023 will be offered to graduate students.

Environmental, social, and governance (ESG) involves balancing the creation of sustained outcomes that facilitate growth and drive value creation, with strengthening our environment and society more broadly. Therefore, the Department of Accounting recently undertook a review to ensure that ESG issues are thoroughly incorporated across the subjects it offers. “Recognising emerging regulations, drawing on commentary from the department’s advisory committee, and taking into account our research and teaching strengths, next year we will be



introducing a subject on accounting for climate change for both undergraduate and graduate programs”, said Head of Department, Professor Carla Wilkin.

The new subject focuses on the role of accounting in addressing climate change and related issues, for example: communication of climate change issues in financial and non-financial reports, climate change risks facing national and international corporations, importance of enforcement for real-effects of reporting regulation, management compensation issues and the roles of accounting systems and management accounting practices in supporting analysis and decision-making related to sustainability. There is a strong skills-development

emphasis in education, with students applying accounting analytics and critical thinking, problem solving, teamwork and communication skills to evaluate opportunities and challenges related to climate change. “Our students actively seek this in their education, and we want to give them a full education related to sustainability accounting – with this new unit being an important contribution to that education,” said Professor Wilkin.



CONTRIBUTED TO SDG

EMBEDDING PRINCIPLES OF RESPONSIBLE MANAGEMENT EDUCATION INTO UNDERGRADUATE CURRICULA



With the appointment of Professor Gavin Jack as new Head in January 2022, the Department of Management undertook a review of its executive roles and leadership structure, and a comprehensive evaluation of its education curriculum and alignment with responsible management principles.

The department has a long history of commitment to the Principles of Responsible Management Education, embedding those principles into teaching and learning for over a decade. This commitment has led to recognition from the Business School, with multiple members of the Department being recipients of Dean's PRME awards and commendations for education and for research.

The review of executive roles and leadership has resulted in new responsibilities being recognised, and new roles created. The inaugural Director, Research Integrity and Responsible Research, Professor Michelle Greenwood, will provide advice and

support on all Principles of Responsible Management Education matters. In this new role, Professor Greenwood will work closely with the department's Directors of Education and Research, in capacity-building in the department. The department's new Director of Engagement role will add responsibility for sustainability to their portfolio and will act as a sustainability champion for the department. Membership of the Management Advisory Committee is being refreshed, which will allow the department to capitalise and deepen existing relationships with industry and with accrediting bodies.

The department held a mid-year retreat to examine and reflect on responsible management and sustainability in coursework education, and on the place of, and contribution to, sustainable development goals in educational offerings. The retreat facilitated the development of a values statement, and of a pedagogy that aligns with the department's responsible management

and sustainability principles for curriculum innovation. Participants at the retreat recognised the continuing need to ensure that connections are made between assessment tasks, unit and course learning outcomes and competencies, and local and global frameworks for responsible management and environmental and sustainability issues.

Initial efforts to identify exemplary practice in taught units was also documented, as was the focus in the department's research training programs on sensitivity and recognition of multiple ways of knowing, organising, and managing their subjective experience. Sensitivity and self-reflection build capacity to acknowledge diverse perspectives of others – the use of visual learning and assessment techniques was emphasised; this was also captured in the retreat itself, where the department used a visual minute-taker to document the day's activities.

CONTRIBUTED
TO SDG





EXECUTIVE EDUCATION FOR SUSTAINABILITY

Monash Business School's executive education offerings equip leaders with the insight to tackle new challenges, the skills to make better decisions and the contemporary thinking required to stay ahead in business. The school offers a number of executive education programs, both open for enrolment and custom for particular clients, that are aligned with key Sustainable Development Goals.

EPWORTH SENIOR MEDICAL LEADERSHIP PROGRAM

The Business School's executive education team are delivering a customised year-long program, the *Epworth Senior Medical Leadership Program*, to a select group of 24 doctors at Epworth, a large not-for-profit healthcare provider. The program focuses on innovation, entrepreneurship, culture, change management, and leadership in the healthcare sector.

CONTRIBUTED TO SDG 

CULTURALLY DIVERSE WOMEN

Culturally Diverse Women is an open program delivered in partnership with the CEO and Co-Founder of award-winning diversity and inclusion consultancy, MindTribes, and co-founder of Culturally Diverse Women (CDW), an organisation that promotes inclusion at the intersection of gender, culture and age. The program consists of five masterclasses, and focuses on leveraging cultural heritage, goal setting, brand development, and advocacy creation.

CONTRIBUTED TO SDG 

CLIMATE CHANGE AND BUSINESS RISK

Monash Sustainable Development Institute, ClimateWorks Centre and Monash Executive Education have partnered to deliver a program on *Climate Change & Business Risk*.

CONTRIBUTED TO SDG 

MODERN SLAVERY REPORTING

Monash Centre for Financial Studies and Monash Executive Education offer a new open program focused on *Modern Slavery Reporting*, looking at Australia's *Modern Slavery Act 2018 (MSA)* requirements for slavery reporting, which applies to all organisations operating in Australia that have a minimum consolidated revenue of A\$100 million.

CONTRIBUTED TO SDG 


















L – R: Dr Laura Visser,
Dr Fahreen Alamgir,
Professor Michelle Greenwood,
Professor Gavin Jack

EMBEDDING SDGS IN THE CURRICULUM

Embedding PRME into our different courses and units is fundamental to our teaching as explained in the examples below.

SDG	UNIT
 <p>2 ZERO HUNGER</p>	<p>BEX5060 CHALLENGES IN GLOBAL AGRIBUSINESS</p> <p>This unit examines commercial and economic issues surrounding agriculture and global food supply. Students explore world food supply and demand, the development of agriculture globally, the natural and market conditions that determine the nature of agricultural activity, along with the characteristics of agribusinesses that determine how well they perform.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>MKB3803 STAKEHOLDER MARKETING</p> <p>This unit aims to facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues. Activities and assessments are designed to deal with 'critical' marketing practices. Associate Professor Stephen Saunders received a Dean's Commendation for PRME Education Excellence for his work developing and teaching this unit.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>BTF5115 FROM RIDESHARE TO RIDE FAIR: RISK AND REGULATION IN THE MODERN WORKPLACE</p> <p>Understanding the regulation that applies to modern workplaces equips managers, decision-makers and board members to address statutory duties and exposure to personal liability, including in the areas of work health and safety, whistleblowing and labour law. This unit introduces students to the regulation that applies in modern workplaces and examines compliance, ethical and risk challenges that commonly arise in relation to work and workers. Industry experts are called on to provide commentary and insights; real-world case studies are used to illustrate the practical, strategic and ethical implications that commonly arise from the regulatory concepts discussed; novel regulatory innovations, which have been designed to respond to the rapidly changing world of work, are critically explored.</p>
 <p>9 INDUSTRY INNOVATION AND INFRASTRUCTURE</p>	<p>BEX2411 ENTREPRENEURIAL MINDSETS AND CAPABILITIES</p> <p>Entrepreneurship and innovation are driven by our ability to interrogate the world around us and think critically to identify challenges and opportunities worth exploring. This unit – one of the School's integrating units in our Bachelor of Business, focusing on complex issues and wicked problems – provides students with practical knowledge and hands-on experience in problem exploration using design-driven, innovation-focused research and analysis tools and techniques.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>BEX5504 INDIGENOUS BUSINESS LEADERSHIP STUDY PROGRAM</p> <p>This capstone unit in our Master of Indigenous Business Leadership has students examining a broad range of social, legal and political issues that can impact on the strategy and operations of operating in an Indigenous business environment. Through the use of readings, case studies, and an analysis of current events students are confronted with some specific challenges of doing business in an Indigenous context. This unit develops skills and understanding of citizenship, cultural sensitivity and effective teamwork.</p>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>MBA5722 MBA STUDY TOUR</p> <p>MBA Study Tour students partake in a combination of site visits to local organisations, companies and institutions in order to better understand the impact of that location's environment on business and its implications for management. Students draw upon ideas from tour experiences to develop capabilities that may be able to be applied in other environments and organisational contexts.</p>

SDG	UNIT
	<p>ECC3640 ECONOMICS OF CLIMATE CHANGE</p> <p>Climate change is the most significant environmental challenge the world is facing today. It has major implications for the global and domestic economies, including Australia's. This unit conveys the multifaceted nature of the economic problem that climate change represents. Uncertainty and catastrophic risk as well as inter- and intra-generational equity concerns are crucial to the evaluation of climate change impacts and to achieving international action. Options to achieve optimal stabilisation targets and pathways using economic principles and policy are contrasted. The implications of climate change mitigation for key industry sectors are also assessed.</p>
	<p>BTF5114 REGULATORY ISSUES FOR TRANSNATIONAL BUSINESS</p> <p>This unit considers global business operations, and how transnational business entities fit into the global community of international legal persons, introduces transnational business regulatory and compliance regimes, and analyses a variety of legal relationships existing in the transnational community, including analysis of the ethical and compliance aspects raised by each. Case studies, role playing and class simulations are used to explore interactions between transnational business regulation and compliance regimes and business culture and decision making.</p>
	<p>MB05008 LEADERSHIP FOR SUSTAINABLE DEVELOPMENT</p> <p>This unit, part of the school's online graduate masters offerings, explores key models, approaches and practices of leadership that are inclusive, collaborative and long-term in their orientation and aspiration. The practical implication of these leadership styles is examined in reference to specific challenges of sustainable development. Students engage with ways in which contemporary leadership practice can contribute to meeting sustainable development principles and ESG imperatives which increasingly confront today's businesses.</p>

SUSTAINABLE DEVELOPMENT GOAL	UNITS ADDRESSING THIS SDG (COUNT)	SUSTAINABLE DEVELOPMENT GOAL	UNITS ADDRESSING THIS SDG (COUNT)
 1. No Poverty	17	 10. Reduced Inequalities	30
 2. Zero Hunger	7	 11. Sustainable Cities and Communities	14
 3. Good Health and Well-being	9	 12. Responsible Consumption and Production	17
 4. Quality Education	7	 13. Climate Action	13
 5. Gender Equality	12	 14. Life Below Water	8
 6. Clean Water and Sanitation	8	 15. Life on Land	8
 7. Affordable and Clean Energy	10	 16. Peace, Justice and Strong Institutions	22
 8. Decent Work and Economic Growth	49	 17. Partnerships for the Goals	15
 9. Industry, Innovation and Infrastructure	21		

PRINCIPLE 4: RESEARCH

We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.

Monash's strength as a comprehensive, research-intensive university is reflected in its membership of the prestigious Group of Eight and being consistently ranked in the top one per cent of universities worldwide, including top 3% globally in the Times Higher Education Impact Rankings (2022). This excellence is harnessed to support the University's commitment to the SDGs via initiatives such as the [Monash Sustainable Development Institute](#) and will be channelled into a new research plan, currently in its final stages of development, to support Monash's strategic focus on global challenges articulated in *Impact 2030*.

This same level of excellence is evident in Monash Business School, which was rated Five Stars (well above world standard) for Economic Theory, Applied Economics, Econometrics and Marketing in the Australian Government's Excellence in Research for Australia assessment, and achieves similar results across key

international ranking systems in a wide range of research areas.

The Business School uses its globally recognised influence to shape and address the complex business challenges of the 21st century. Our research is about transforming business, addressing global problems, and contributing in a meaningful way to the issues that matter.

We believe that an interdisciplinary approach to research is essential to solving these complex problems and to contribute to the transformation of global business practice and public policy. Accordingly we've established three key research themes with the aim of fostering a culture of collaborative scholarship within the school but also the wider academic community: global business, health and wellbeing, and sustainability and development.

The Business School's research activities are undertaken across seven departments

spanning the breadth of business and management disciplines: [Accounting](#), [Banking and Finance](#), [Business Law and Taxation](#), [Econometrics and Business Statistics](#), [Economics](#), [Management](#), and [Marketing](#). In addition, the school houses four cross-disciplinary research centres, bringing together researchers, industry partners and policymakers.

The [Centre for Global Business](#) conducts research into the complex issues facing today's global business community, including corporate governance, business digitalisation, energy markets, occupational health and safety, and mental health strategies in global workplaces.

The [Centre for Development Economics and Sustainability](#) conducts research on the business, economic and social problems affecting the developing world – including inequality, poverty, climate shocks, and gender and education – plus broad sustainability issues.



The Monash Centre for Financial Studies engages in industry-relevant and funded policy research for the finance sector and facilitates two-way exchange of knowledge on issues including retirement savings, sustainable finance and technological disruption.

The Centre for Health Economics is one of the largest independent groups of economists researching health, health care and health policy in Australia. It has made significant contributions to public policy in the areas of hospital funding, health insurance and health inequality and pioneering work on the measurement of social values, including the development of the Assessment of Quality of Life instrument.

The past two years have witnessed a further focus on capturing the *impact* of the Business School's research, led by the Associate Dean Research Impact and members of the Faculty's Research Impact Sub-committee. Recent activities

included developing a research impact strategy and establishing the Impact Acceleration Grants Scheme, which aims to realise the Business School's purpose of creating a thriving, equitable and sustainable future for all, by enhancing and accelerating the beneficial impacts of Monash Business School research on issues of significant and contemporary concern beyond academia.

In the coming year, the Business School plans to launch four new Impact Labs, based on the highly successful SoDa Labs cited in the Business School's previous SIP report. These impact labs will be thematically focused on digital transformation (Digital Lab), energy optimisation and forecasting (Energy Lab), climate change and sustainability (Green Lab), and technological change for inclusive organisations (Opportunity Tech Lab).

In addition to the examples and summaries below, please see the appendix for a list of all SDG-related research publications and book chapters from the Business School during the period 2021-2022.

OUR TARGETS 2022-2024: RESEARCH

Continue to engage in relevant research aligned with the UN Principles and the SDGs.

Implement a new research impact framework to support and document impactful research.

SUSTAINABILITY: FROM RESEARCH TO IMPACT

CONTRIBUTED
TO SDG



What do economists, marketers, accountants, lawyers, bankers and finance experts all have in common? An understanding that climate change is the challenge of the age – and a passion to make a difference.



Monash Business School's Deputy Dean Research, Professor Russell Smyth said addressing climate change was about more than just the science. "The science tells us we have a problem, and that we must do something about it, but an area that is often overlooked is the economics and finance around climate change. When countries, industries and businesses have to grapple with the thorny issue of climate change, and deal with things like carbon emissions, the economics and financial impacts become central as there are often trade-offs involved."

That's why more than 50 researchers from across Monash Business School formed the school's first climate change research network in 2022. "We are all working in

different disciplinary spaces, using different methodologies," said group convenor Associate Professor Anita Foerster, of the Department of Business Law and Taxation. "This is an experiment in bringing those different perspectives together under a common research goal. Our economic systems – the way we use and allocate resources, our systems of production, consumption and distribution of goods and services – are the root cause of climate change," she said. "The solution to climate change really lies in how we make these systems more circular and sustainable – it's these systems that we need to change and business is critical to this." Associate Professor Foerster said the group's collective research would also help to understand, quantify and

measure the socio-economic impacts of climate change, including on vulnerable populations, noting the existing expertise across a range of subjects and disciplines – including climate change and health, climate finance, climate adaptation and legislative frameworks, climate resilience and wellbeing, economic and financial modelling of climate change, and climate accounting, including insurance risk and promotion of clean energy and technologies.

Climate change research at the Business School will receive an additional boost under a new research initiative: the development of Impact Labs, through which the school will leverage existing industry relationships and build new partnerships to progress impactful research initiatives that contribute directly to the University's *Impact 2030* goals regarding the grand challenges of climate change, geopolitical security and thriving communities. Impact Labs will provide an umbrella structure under which the Business School can organise cross-disciplinary research in priority areas, including across faculties, while harnessing capability for both generating and responding to external collaboration opportunities. Impact Labs will serve as an important strand in the school's integrated engagement strategy, and is shaped by the school's interdisciplinary research strategy.

The school will support five labs, which will focus on digital transformation, on energy, on technological change for inclusive organisations, and on data analytics for social sciences; the fifth lab, addressing climate change and sustainability, is the Green Lab, and the climate research network will operate under this fifth lab.



L – R: Professor Paresh Narayan, Rex Horoi

CLIMATE CHANGE RESEARCH: WORKING WITH THE PACIFIC COMMUNITY

The Fiji National University (FNU) and Monash University have launched a partnership formalising the establishment of the Pacific Action for Climate Transitions (PACT) Monash-FNU Research Centre.

The Centre, launched in May 2022 and jointly based at the two institutions, will support collaboration and provide research that leads to policy advice on a range of climate change mitigation and adaptation issues. The Centre will also provide training and capacity-building for policymakers in Pacific Island Countries.

“This Research Centre that is being set up is critically important to be able to bring not only those people who are the coalface of climate change but to bring people from all different schools of thought and different facets, from academia, from practitioners, from researchers to be able to address climate change holistically,” stated Honourable Aiyaz Sayed-Khaiyum, Fiji’s Attorney-General and Minister for Economy, Civil Service, Communications, Housing and Community Development and the Minister responsible for Climate Change.

Through PACT, researchers will have direct engagement with broad academic networks and substantial opportunities to collaborate with key industry leaders, donor institutions and world-leading practitioners. The partnership with FNU

aligns with Monash University’s *Impact 2030* Strategic Plan and its focus on excellence in education and research, particularly supporting the key pillars of climate change, geopolitical security and thriving communities. “This collaboration is underpinned by Monash’s and FNU’s commitment to working hand-in-hand as equal partners, in a new model of international research collaboration, anchored in the Pacific, for the benefit of the region and its people,” said Monash’s Deputy Vice-Chancellor (Research) and Senior Vice-President, Professor Rebekah Brown.

The Pacific is a vital area of activity and engagement for the University, with many projects and active researchers across business and economics, social science, and health and medicine. Monash Business School, which will oversee PACT, has existing connections with government and communities, including through Australian Department of Foreign Affairs and Trade (DFAT)-funded research into the impact of climate change on small and medium enterprises (SMEs), food security in Fiji, and climate change resilience frameworks across the Pacific. Other

University research collaborations include Monash’s research with FNU and the Fiji Government on the Revitalising Informal Settlements and their Environments (RISE) research program, the World Mosquito Program, and research into pathways to net zero.

PACT marks a step-change in climate change research, policy and capability across the Pacific: this initiative will pioneer transformative evidence-informed policy and investments in the Pacific. It will leverage the depth and breadth of transdisciplinary academic expertise across Monash University, to expand PIC research capability, through projects co-designed by and for specific Pacific contexts and policy challenges. The centre will build relationships, leverage partnerships, and demonstrate impact across sectors, institutions, and disciplines. Associate Professor Matthew French, Monash’s Director, Research Missions and Global Impact, stated that “the Centre will act as a focal point for the Monash presence in the Pacific region”.



FEELING THE HEAT: HOW OUR WORKPLACES WILL BECOME MORE DANGEROUS

Workers will feel the impact of rising temperatures, not only through dehydration and heat stroke, but from a wide range of accidents due to attention lapses and environmental hazards.

New research from the Centre for Health Economics using data from WorkSafe Victoria shows that high outdoor temperatures increase workplace injuries and accidents. Manual workers – particularly those in outdoor industries where avoiding the heat is not possible – are most at risk. PhD candidate Andrew Ireland from the Centre for Health Economics, with his supervisors Professor David Johnston and Dr Rachel Knott, investigated the impact of heat on Victorian workers. The results suggest that machinery failures and decreased concentration may explain the additional injuries, which affect virtually all parts of the body. The study used over two million claims submitted to Victoria's mandatory workers' compensation scheme from 1985 to 2020 to measure the occurrence of workplace injuries.

The researchers found that higher temperatures generate significantly more claims. Manual workers are disproportionately affected by heat across the 35-year period, particularly in outdoor-based industries. The study also shows that heat increases claims from various accident types and injuries. High temperatures lead to an increase in dehydration and heat stroke. However, on hot days workers also experience a marked increase in burns, lacerations, and fractures to most parts of the body. This suggests that workers experience a reduced level of concentration during high temperatures.

"The effect is greatest for small and medium-sized construction firms, and is not limited to firms with a high number of claims overall. Even firms with a relatively low number of health claims experience a marked increase in afflictions on hot days." Mr Ireland says.

The researchers provide evidence that the mechanisms producing the adverse impacts of heat on workers' safety extend beyond a direct effect of heat on the body.

"The underlying presumption in the climate-economy literature is that the observed effects of heat are a result of human physiological limits. However, high temperatures also create a more dangerous environment with additional hazards such as hot surfaces, chemicals and fire," Mr Ireland says. "The direct effect of heat on the environment is an important insight for the broader effects of heat on economic and health outcomes."

For instance, reported excess mortality and reduced worker productivity on hot days may also plausibly result from factors unrelated to human sensitivity to climate – such as machinery malfunctioning. "Effective heat policy should not only address workers' physiological needs, but also the hazards around them," Mr Ireland says.

The study shows the impact of heat is largest in the past five years, which have been the warmest on record. "High temperatures have remained a significant threat to workers in Victoria throughout the 35-year analysis period, despite considerable policy attempts to address the risks," Mr Ireland says.

CONTRIBUTED
TO SDG



Andrew Ireland

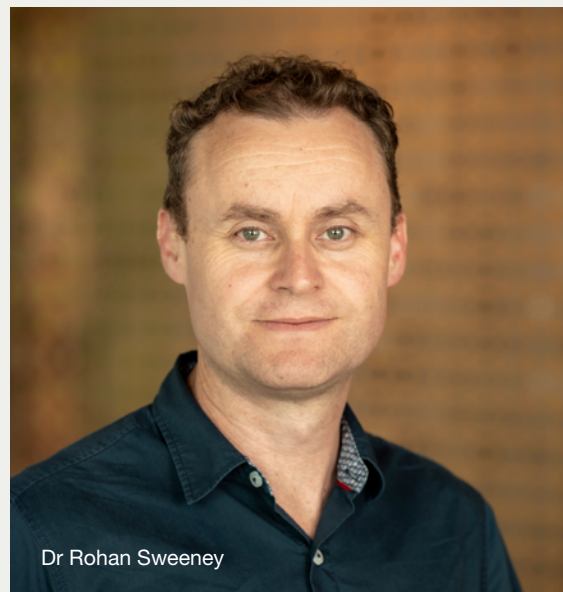
ALIGNING INTERESTS FOR THE BENEFIT OF ALL

Dr Rohan Sweeney is a Senior Research Fellow and Australian Research Council Discovery Early Career Research Award (DECRA) Fellow at the Monash Business School's Centre for Health Economics.

He received the Dean's 2021 Award for Excellence in Research by an Early Career Researcher for his contribution to expanding knowledge and co-operation in developmental and health aid programs and it is a natural fit to share his progress as part of our Sharing Information on Progress report.

As a health economist specialising in improving the health and wellbeing of disadvantaged populations, Dr Sweeney's career aligns with the SDG ethos that ending poverty and other deprivations align with strategies that improve health and education, reduce inequality, and spur economic growth.

Dr Sweeney has used the Australian Research Council DECRA funding to look at ways to improve the effectiveness of Australia's health aid program in the Asia-Pacific region. Dr Sweeney and his CHE colleagues, Professor Duncan Mortimer and Dr Maame Esi Woode examined the effectiveness of a health Sector Wide Approach (SWAp), seeking quantifiable evidence for this different approach to health aid delivery, as previous SWAp feedback lacked robust and compelling evidence demonstrating impact. A health SWAp is a formal agreement between an aid recipient government and its donors committing both to a recipient government-led sector-wide health strategy. There is evidence that Health



Dr Rohan Sweeney

SWAps have reduced inefficiencies in the implementation of health aid delivery as the recipient governments have input in directing the funding and build resilience through self-implementation and donors gain confidence through a formal agreement to what and where funding will be used.

CONTRIBUTED
TO SDG



BIG DATA, SIMPLY

Dr Bin Peng, a senior lecturer from the Department of Econometrics and Business Statistics, received the Monash Business School 2021 Dean's Award for Excellence in Research by an Early Career Researcher for his exploration of new methods to simplify complex analysis of big data.

To resolve the challenges of our age, new methods to examine data are needed. The wealth and volume of information now available can be difficult to process using traditional methods. As the data sets have expanded so too have the economic and econometrics formulations and new approaches are required.

In collaboration with co-authors Professor Guohua Feng (University of North Texas) and Professor Jiti Gao (Monash Business School), the group created flexible statistical calculation models based on iterated principal component analysis. The model simplifies the process to find the best solution using an easy procedure that requires limited mathematical and coding skills.

Dr Peng considers the application of the new method to be wide-ranging, noting in particular that managing large data sets involved in climate change mitigation would be easier using the new techniques. The discipline has quickly acknowledged the possibilities of the new method with Dr Peng's research being cited extensively in leading international journals such as the *Journal of Econometrics* and the *Journal of Business and Statistics*.



Dr Bin Peng

SDGS IN RESEARCH

The wide range of our world-class research strives to be in alignment with the UN Sustainable Development Goals as shown in these examples.

SDG

RESEARCH PROJECTS / AWARDS



FILLING THE RIGHT HOSPITAL BED

Two methods to maximise the overall effectiveness of bed allocation for patients by public hospital managers were examined with different strategies being adopted for different phases of the pandemic. Dr Xin Ma's study developed a dynamic programming model to study the allocation and better utilisation of isolation and ordinary beds.

www.sciencedirect.com/science/article/pii/S0925527321002966?via%3Dihub



HISTORY IN THE MAKING

Learning from the past to improve the future is a lesson Professor Sascha Becker can teach. As a Monash Business School 2021 Dean's Award for Excellence in Research, he and his team capitalised on historical data to inform work on the 'uprootedness' hypothesis – the idea that forced migration causes a shift in preferences toward investment in human, rather than physical, capital. The systematic search of old census records uncovered that forced migrants were more likely to invest in education as an asset that would always be accessible. Applying this to the modern refugee experience, a sound policy recommendation for governments would be facilitating access to education.

www.aeaweb.org/articles?id=10.1257/aer.20181518



OPT-OUT TO BRIDGE GENDER GAPS IN LEADERSHIP

Why shouldn't it be assumed that every qualified employee is interested in a leadership role, unless they choose to opt-out? A paper by the Department of Economics investigated how women's participation in leadership selection could be increased. This approach focuses on changing institutions instead of getting women to change themselves as it was found that the gender gap disappeared when the competitive element to the selection process was removed in the opt-in mechanism. Future research on wider applications of the opt-out mechanism could include addressing issues like diversity disparity.

www.sciencedirect.com/science/article/pii/S1048984321000680?via%3Dihub



IMPROVING HYGIENE AND SANITATION THROUGH PARENTAL SKILL TRAINING

A working paper on a parental skill training program focused on hygiene and sanitation was introduced by the Centre for Development Economics and Sustainability (CDES) in rural Bangladesh. The researchers implemented two methods aimed at families with new infants with both methods translating into good hygiene practices, hand washing and balanced-food provision. The initial studies were extended and showed long-term gains in better childcare practice during the pandemic and substantial holistic family improvement with older children benefiting from the parent's training. Overall the research highlighted the importance of filling the gaps in parental skill knowledge as it improves the quality of childcare and therefore future child outcomes as well.



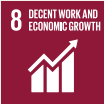
'ENERGY POVERTY' RISK LOOMS

As the world faces a worsening climate crisis, the transition to cleaner energy is unequivocally required in all countries. Unless managed, the changeover to renewable energy can lead to an energy crisis compounded by several external factors like the Ukraine war, coal plant outages and unprecedented winter cold snaps. Energy poverty creates energy-related injustice. It is estimated around 3 per cent of Australians experience energy poverty. Dr Mita Bhattacharya outlines several potential solutions for the near to immediate-term as Australia transitions to cleaner energy. "The direct consequences of energy poverty are an increase in health expenditure and a gradual decrease in labour productivity in the long run," she adds. Consumers can perhaps start to practise energy efficiency measures that would help to conserve and consume electricity wisely. Dr Bhattacharya has researched and published papers in journals like *Energy Economics*, and *Applied Economics*.

SDGS IN RESEARCH (CONTINUED)

SDG

RESEARCH PROJECTS / AWARDS



CONNECTING THE LINKS TO BREAK MODERN SLAVERY

Australian companies now report on modern slavery governance and initiatives. Looking at recent corporate disclosures with a newly developed assessment tool found only six of Australia's largest companies demonstrate best practice. Disappointingly, more than a third were assessed as producing poor statements with some barely meeting the law's requirements.

Three key gaps in current reporting and performance were identified. Closing these gaps would enable companies to develop a proactive and holistic approach to reducing modern slavery. MCFS plans to continue reviewing ASX 300 companies and their efforts to address modern slavery.

insights.issgovernance.com/posts/driving-improvements-in-modern-slavery-reporting/



REDUCING THE COST OF CLIMATE CHANGE

Helping to mitigate climate change doesn't have to be costly – in fact, sometimes the solutions can be mutually beneficial, according to Monash Business School's Dr Xin Ma. The Department of Management Senior Lecturer has designed novel operational models that capture and solve real-world business issues such as responsible sourcing, strategic production, and pricing decisions. His research is helping organisations find efficiencies that reduce their carbon footprint and improve their bottom lines. Dr Ma says the expected outcomes of his research include a sustainable electricity ecosystem that can provide more reliable, low-cost energy supplies to consumers.

doi.org/10.1016/j.ejor.2022.04.003



PROSPECTS OF INCOME MOBILITY HAVE A CALMING EFFECT

The prospect of upward mobility mitigates antisocial actions by low-income participants towards high-income participants. Researchers used a behavioural and experimental economics lens to study the relationship between inequality, the prospect of upward mobility, and antisocial behaviour. Aside from the obvious injustice of income immobility, it also has the potential to create significant economic costs for society. Not surprisingly, it was found that antisocial behaviour doubles when income mobility is not possible.

doi.org/10.1016/j.euroecorev.2021.103686



GREEN INFRASTRUCTURE AND AIR POLLUTION: EVIDENCE FROM HIGHWAYS CONNECTING TWO MEGACITIES IN CHINA

The use of greener alternatives such as high-speed rail for intercity travel has particularly large implications for air pollution in China due to the dramatic increase of private vehicle use over the past few decades. Looking at one high-speed railway in China using an econometric approach the air quality of the main highway was assessed before and after the railway opening. It is the novel approach by the Centre for Development Economics and Sustainability (CDES) to examining the information before and after the change that presents another way for the discipline to examine interventions to decrease emissions.



MAKING THE CIRCULAR ECONOMY WORK

Circular Economy practices addressing waste prevention, reuse, re-manufacture and upcycling are key to tackling climate change. Professor Amrik Sohal and his team are working with the South East Melbourne Manufacturers Alliance to support the adoption of circular economy practices in Victorian manufacturing. Funded by Sustainability Victoria and Monash Business School, the project will identify and develop practical approaches for manufacturing businesses to adopt these strategies and practices, addressing potential barriers and challenges along the way.



HOW CLIMATE CHANGE COULD THREATEN VICTORIA'S WHEAT CROPS

Research collaboration with Climate Comms, industry organisation ORM and CSIRO undertaken to investigate the impact of climate change on wheat yields and farm profitability in Victoria's major grain-producing regions in the Mallee and Wimmera regions. This project is funded by the Victorian Government's Department of Environment, Land, Water and Planning with on-going technical papers and policy briefs.

SDG

RESEARCH PROJECTS / AWARDS



LEADING OR LAGGING: PURPOSE OF BIODIVERSITY INDICATORS

At the global scale, biodiversity indicators are typically used to monitor general trends in an environment, but are rarely implemented with specific purpose or linked directly to decision making. As indicators can suit different functions such as predicting future change or evaluating past actions Professor Giovanni Caggiano developed a conceptual model for assigning biodiversity indicators to appropriate functions based on a common approach used in economics. Using the model, classifying indicators as either leading, coincident, or lagging, two case studies explored ocean-based issues of global species extinction and marine ecosystem collapse. The classification assists in specifying the active role for indicators creating an explicit link to preventative decision-making, and evaluation of preventative action.

doi.org/10.1111/cobi.13575



FIRE TO FLOURISH

Australians know too well that our land can be harsh and unforgiving – especially when ravaged by bushfire. A five year industry-funded program has used the University's transdisciplinary research capabilities to work on empowering bushfire-affected communities to lead and shape their future. "Fire to Flourish" supported by the Centre for Health Economics will develop an inclusive, participatory and evidence-based model for strengthening resilience across social, built, natural, institutional and economic domains. Acknowledging there are variations in outcomes, determinants of resilience, and evolving impacts this new knowledge will help inform the design of the community-led initiatives.



STRENGTHENING EQUALITY LAWS

Associate Professor Dominique Allen's research aims to tackle the enforcement of anti-discrimination law, impact of Covid-19 on workers with family responsibilities, pregnancy discrimination in the workplace, and the role of Alternative Dispute Resolution in resolving legal disputes. She has worked with various Human Rights Commissions, and other authorities and gathered evidence about how the law is 'working on the ground' in order for law reforms to be realistic and achievable. Her latest research project focuses on women's experiences using Victoria's anti-discrimination laws.



PARTNERSHIPS FOR SDG RESEARCH

As many of the above examples demonstrate, and as noted in the following section on Partnership and Dialogue, much of Monash Business School's research agenda is shaped and enabled by its partnerships, including multi-stakeholder partnerships. Many of these partnerships are designed to support attainment of one or more SDGs, including insights relevant to the targets and indicators associated with SDG17.

SUSTAINABLE DEVELOPMENT GOAL		RESEARCH OUTPUTS ADDRESSING THIS SDG (COUNT)	SUSTAINABLE DEVELOPMENT GOAL		RESEARCH OUTPUTS ADDRESSING THIS SDG (COUNT)
	2. Zero Hunger	4		10. Reduced Inequalities	15
	3. Good Health and Well-being	62		11. Sustainable Cities and Communities	2
	4. Quality Education	1		12. Responsible Consumption and Production	14
	5. Gender Equality	8		13. Climate Action	6
	6. Clean Water and Sanitation	3		14. Life Below Water	2
	7. Affordable and Clean Energy	16		15. Life on Land	1
	8. Decent Work and Economic Growth	31		16. Peace, Justice and Strong Institutions	11
	9. Industry, Innovation and Infrastructure	5			

PRINCIPLE 5: PARTNERSHIP AND PRINCIPLE 6: DIALOGUE

We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

We will facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

As the largest university in Australia, Monash is well placed to cultivate partnerships and dialogue around the SDGs. It actively participates in networks to engage with business, government, other knowledge-building institutions and community groups in support of the UN Global Compact, including the [Global Compact Network of Australia](#) and the [UN Sustainable Development Solutions Network](#). Co-ordination and advancement of many of these networks is achieved through the [Monash Sustainable Development Institute](#).

One example is the Woodside-Monash Partnership. The partnership has driven initiatives around future technologies and energy needs. It is the recipient of the *Australian Financial Review's 2021 Higher Education Award for Industry Engagement*, celebrating innovative responses to real-world challenges that emerge from shared goals, and partnerships that exemplify sustainable, beneficial and scalable relationships between academia and industry. It has also produced the [Woodside Building for Technology and Design](#), the largest Passive House-certified building in the

southern hemisphere and one of the most efficient and innovative teaching buildings of its type in the world, awarded Australia's highest honour for public architecture at the Australian Institute of Architects 2021 National Architecture Awards.

Monash Business School directly supports partnerships and dialogue related to sustainability in business and management, through membership of networks such as the Global Business School Network (GBSN) and Globally Responsible Leadership Initiative (GRLI), and via a range of initiatives including the [Monash Business and Sustainability Network](#), an interdisciplinary collaboration that draws upon the extensive expertise in sustainable business and economics found at Monash's campuses, both in Australia and internationally, to promote high-quality research and education focusing on the interaction between sustainability and good business practices.

The Business School also houses three international [Networks of Excellence](#), linking the school's top researchers with academic experts from renowned universities around the globe to address SDG-related topics. The [Multidisciplinary](#)

[International Network on Thriving](#) is investigating individual and organisational factors that promote employee thriving, including workplace characteristics, effective leadership and work-life balance. The [Economics of Wellbeing](#) network brings together the expertise of leading national and international economists who are passionate about undertaking and promoting much-needed mental health research. The [High-Dimensional Dynamic Systems](#) network collaborates on the analysis and application of complex, dynamic and flexible models for high-dimensional statistical data to create new econometric and statistical methods.

[Thrive APAC](#), the Business School's mental wellbeing partnership with Thrive Global established at the time of the last Monash SIP, has since delivered programs across the region to major banks and investment houses, creative agencies, telecommunications providers, and multinational conglomerates. [Monash Business Behavioural Laboratory](#) provides judgement and decision-making research facilities to the private, not-for-profit, and public sectors, and has been used in recent published studies



around sustainable consumption and understanding the drivers of prosocial behaviour. The school's Simulated Teaching and Research Laboratory (STARLab), a purpose-built facility that runs a suite of financial market simulation programs, is used by researchers, students, secondary schools and industry, and recently expanded into deeper risk management strategies using options and other derivatives as well as climate change and emissions trading. The Monash Laboratory for Experimental Economics helps economists working in the areas of experimental, behavioural and development economics to test their hypotheses and identify the forces that enhance innovation, co-operation and productivity to shape policy making.

The Monash Business School Sustainable Futures Challenge – a recent collaboration between the Business School, the United Nations Economic and Social Commission for Asia and the Pacific, research consultancy InceptLabs and the Institute of Public Accountants – is a bespoke learning program committed to the United Nations Sustainable Development Goals. In the 2022 inaugural challenge, student

teams competed to tackle SDG 7: Energy Transition for the Asia-Pacific Region.

The Business School also supports the executive and professional development goals of the University by delivering professional development programs in other faculties and centres. This strategy enables the school to cultivate deeper relationships with key university partners, including through the Monash Sustainable Development Institute and the Cranlana Centre for Ethical Leadership, among others.

Facilitating dialogue and debate within the academic community, the school includes 79 academic staff holding a range of editorial roles across 188 academic journals, including at the most prestigious journals in the fields of Business, Economics, and Business Law and Taxation.

Further engagement with industry and the broader community occurs through the Business School's four research centres, as described in the Research section above. In addition, Monash University has 519 active agreements in 55 countries, including the Business School's 50 active

agreements with 45 institutions across 19 countries, plus numerous research alliances and collaborations across the public, private and not-for-profit sectors.

OUR TARGETS 2022-2024: PARTNERSHIP AND DIALOGUE

Implement our new engagement strategy to inform our partnerships and dialogue with external stakeholders.

Continue to expand our executive education offerings that focus on sustainability and responsible management.

Continue to offer seminars and workshops to build the capacity of faculty of other campuses and from partner universities throughout Asia and the Pacific.

STUDENTS TACKLE SUSTAINABLE ENERGY CHALLENGE AS PART OF NEW UN PARTNERSHIP

Monash Business School students are taking on one of the most complex issues of our age – how nations can transition to sustainable energy.

The challenge was part of a world-first partnership between Monash Business School, the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), research consultancy InceptLabs and the Institute of Public Accountants (IPA).

Monash Business School's Professor Nicholas McGuigan says the multi-sector collaboration grew out of the need to respond to the global pandemic. "We knew we had to find a new way to educate, something that would prepare our graduates for uncertain, rapidly changing, complex business environments," he says. Professor McGuigan joined Incept Labs chief executive Rob Kay and IPA Director of Education Philomena Leung to design a learning program never before attempted in a university context.

The Monash Business School Sustainable Futures Challenge (SFC) was born – a bespoke learning program committed to the United Nations Sustainable Development Goals. For the inaugural challenge, student teams tackled SDG 7: Energy Transition for the Asia-Pacific Region.

During the intensive 10 day program, multidisciplinary teams collaborated to undertake independent research, create stakeholder analyses, and find holistic solutions to the problem. Sponsors IPA awarded prizes in three categories: best overall solution to the problem, best trend research, and best developed scenario. The Resilient Energy and Cybersecurity Technologies Toolkit (REACTT) – a knowledge toolbox to provide policy advice to governments on the risk management component of energy transformation – was named best overall solution by UNESCAP.

IPA Group CEO, Andrew Conway said the IPA was delighted to partner with Monash Business School and the UNESCAP to put a spotlight on the commitment, insights and practical solutions proposed by the student teams. "This was a great example of working collaboratively to design solutions to the many global sustainability challenges. We were all very impressed with the quality of the solutions from all of the teams and the strong sense of face-to-face teamwork on display," he said. "We are keen to continue our support for this world-first initiative and sincerely believe it will lead to ensuring solutions to ultimately create a more sustainable future.

Professor McGuigan said the ongoing partnership was significant for the university. "To meet the unprecedented challenges of the future, the world needs business leaders that thrive in complexity and lead through uncertainty," he said. "This first-of-its-kind, authentic educational experience will transform our graduates into the sustainable leaders of tomorrow."

CONTRIBUTED
TO SDG



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CREATIVE DESTRUCTION LAB AT MONASH BUSINESS SCHOOL

Monash Business School has committed to establishing a Creative Destruction Lab (CDL) at the University. CDL is a non-profit organisation delivering an objectives-based program for scalable, seed-stage, science- and technology-based companies. Founded at the Rotman School of Management, University of Toronto, the program offers a novel approach to enterprising research and innovation, nurturing an entrepreneurial mindset through funding opportunities, research analysis and business development support. Monash University is currently finalising a memorandum of understanding with the University of Toronto.

Establishing a lab at Monash will bring small to medium enterprises together with larger organisations and with academic experts at the school and across the University, amplifying the Business School's industry engagement capacity and profile. This will provide opportunities for engagement, innovation, mentoring and collaboration across a range of industries, including energy, technology, climate, and health.

The Creative Destruction Lab will act as a step change and accelerant for the Business School's engagement and collaborative profile. It will enable the school to foster deep and ongoing relationships with businesses, industry, and government, structured around application of the school's recognised research expertise. Concomitant commitments by the school include the recruitment of professors of practice, to bring additional practitioner focus and networks into the school, and the development of external-facing centres and programs – including the Impact Labs – to act as the public face of the Business School.

CONTRIBUTED TO SDG



MONASH COURSE CONSIDERED FOR INDIGENOUS AWARD



L – R: Peggy Swindle, Nicole Cassar, Alice Currie, Courtney Hagen, Katrina Johnson, Karl Briscoe, Wayne McEwan, Will Trewlyn, Indi Clarke

The Master of Indigenous Business Leadership has been nominated for a Wurreeker Award – for excellence in Indigenous education and community partnership to support career development and employment outcomes for Indigenous students – from the Victorian Aboriginal Education Association.

The Business School continues to partner with Indigenous communities and local businesses to deliver this course, which provides business education to Indigenous students. The course collaborates with the Munarra Centre for Regional Excellence – an Aboriginal-led project and organisation in Shepparton that aims to create economic opportunities and career pathways for Aboriginal people through sports, health education and research, community and culture – to deliver business hackathons on-country in regional Victoria. The course also partners

with Deloitte Indigenous Services Group who have agreed to support the programme via guest lectures and industry visitors within learning delivery, work experience and placement opportunities within Deloitte's internship programs, mentoring and sponsorship opportunities. Further collaboration includes working in partnership with Deloitte on treaty readiness, building economic and financial literacy to ensure the identification of economic opportunity for communities and in supporting processes to inform identification and prioritisation of community aspiration.

CONTRIBUTED TO SDG



EXTERNAL EVENTS AND WEBINARS

Monash Business School research centres are the public face of cutting-edge research undertaken within the school, serving as a vital interface between academia and the community.

Commencing during the coronavirus pandemic, our centres have continued to offer well attended online webinars featuring facilitated presentations and discussion among experts from industry, government and NGOs, and academia.

The school's Centre for Global Business (CGB) webinars have covered topics including renewable energy generation and distribution, the economic resilience of Indian women during the pandemic, food security in Asia, and non-state environmental governance in China. The Centre for Development Economics and Sustainability (CDES) has offered webinars on green development and international trade, on the health sector response to the COVID-19 pandemic, and on prospects for economic growth in a post-carbon world.

External events are also supported by the Business School's Departments. During the period 2021-2022, the Business School hosted over 70 external events and webinars, reaching over 6,000 attendees, including the following SDG-related topics.

2021	
MARCH	<ul style="list-style-type: none"> - CGB Australian Energy Market Initiative webinar – Impact of Distributed Renewable Investment on Distribution Network - CDES vaccines rollout webinar
APRIL	<ul style="list-style-type: none"> - CGB Australian Energy Market Initiative increase decrease webinar - CGB Australian Energy Market Initiative Storing Power – Market Structure Matters
MAY	<ul style="list-style-type: none"> - Master of Indigenous Business Leaderships Welcome Ceremony - CGB Australian Energy Market Initiative – National Energy and Climate Plans for the island of Ireland - CGB Australian Energy Market Initiative – Integrating Renewable Energy into the Grid - Woodside Leadership Development Program event - CGB Australian Energy Market Initiative – The impact of market design on transmission and generation investment in electricity markets - CDES Mental Health
JULY	<ul style="list-style-type: none"> - CGB South Asia Research Network webinar – Disruption and Food Security in South Asia - CGB South Asia Research Network webinar – Financial Crisis in Myanmar
AUGUST	<ul style="list-style-type: none"> - Labour Econometrics Workshop
SEPTEMBER	<ul style="list-style-type: none"> - CDES webinar “Why COVID-19 is creating an unequal global recovery” - The EU South Korea trade labour dispute
OCTOBER	<ul style="list-style-type: none"> - CDES Workshop on Exploring the Economic and Health Sector Response to the COVID-19 Pandemic - CDES webinar: Green, resilient and inclusive development: Role of international trade - Monash Marketing Business Webinar: Covid-19 and the consumer – Shaping our digital experience
NOVEMBER	<ul style="list-style-type: none"> - Business Law and Taxation webinar: Access to justice and the future of class actions - Australia and Asia: Regulatory Perspectives on Continuity and Change Workshop - Competition Policy Challenges in the Digital Era Conference - Monash Environmental Economics Workshop - Australasian Development Economics Workshop

2022

FEBRUARY

- Centre for Health Economics Annual Health and Wellbeing Workshop
- Non-State Environmental Governance in China

MARCH

- Webinar: Starting the journey to being part of the circular economy
- International Women’s Day Breakfast
- The new racial wage code in the US
- Monash Marketing Business Breakfast: Delivering on sustainability – How to position your business for success

APRIL

- The Economic Outlook for Asia Amidst Global Uncertainties
- 12th Financial Markets and Corporate Governance (FMCG) Conference
- 11th Australasian workshop on econometrics and health economics

MAY

- Book launch – Guillaume Roger: *‘On the grid – Australian electricity in transition’*
- Accounting Roundtable Series: Environmental, Social and Governance
- How manufacturers can embrace the circular economy: seminars
- Can Asia remain the world’s factory and growth engine in a post-carbon world?
- Competition Policy, Collusion and Artificial Intelligence
- Sri Lanka’s economic and political crisis: Challenges and prospects

JULY

- CGB South Asia Research Network / Monash Malaysia conference: Women Entrepreneurs in Asia (WEA 2022): Empowering vulnerable communities
- Skill, status, and stratified lives: An international study of the 2022 Football World Cup construction workers

AUGUST

- CDES GPS seminar: A gender lens on pandemic recovery
- CGB South Asia Research Network webinar: Evaluating the resilience of women during the pandemic in India: An empirical analysis
- Behavioural Economics seminar: Group identity and opinion formation: With applications to political polarization

SEPTEMBER

- How pregnancy discrimination affects women in the workplace
- Australia and Texas: Analysis and comparison of energy crises
- Competition law in a changing economy and rise of the digital era: Roundtable with four chairs of the ACCC, past and present

OCTOBER

- Sustainability Victoria’s current initiative on the circular economy
- Monash Marketing Business Breakfast: Does strong brand purpose drive business growth?



SNAPSHOTS

Working together with industry, governments, policy-makers, communities and community leaders, is integral to the purpose of the School. Through thought leadership channels, community engagement, study tours, career development and networking events, our teaching and research creates impact.

MARKETING BUSINESS BREAKFAST: DELIVERING ON SUSTAINABILITY

The lifting of pandemic social distancing restrictions allowed for the resumption of Monash Marketing Business Breakfasts in-person this year. The breakfasts, thought leadership and networking events which have run successfully for over a decade, are biannual events that bring together industry, practitioners, and researchers, to hear executives discuss challenges that their business faces, often through a marketing lens. For the face-to-face breakfast held in March 2022, over 120 attendees gathered to hear senior business leaders speak on *Delivering sustainability: How to position your business for success*. "It's time for business to transform. Our world is facing three pressing global challenges: the climate emergency, the loss of nature and growing inequality. Each of them, on its own, can endanger the safe operating space for humanity as well as the licence to operate for business," said speaker Andrew Petersen, CEO of the Business Council for Sustainable Development Australia.

POST-PANDEMIC REGIONAL RECOVERY

Professor Nicholas McGuigan has developed and led an interdisciplinary study tour unit for final-year undergraduate students, to Shepparton, in northern Victoria, which has students explore issues of post-pandemic social and economic sustainability in a regional context. The unit uses the sustainable development goals as foci for students to engage in 'futuring' – considering what the future will be like, based on current structural

and behavioural factors and trends. Students are then supported to consider how local businesses and community organisations would adapt to that future, and make presentations to those same organisations. The unit incorporated a presentation from Shepparton Mayor Shane Sali about innovation, business, investment and lifestyle in the community, as well as a walking tour of Traditional Owners' lands in the Greater Shepparton area, and a tour and presentation from Traditional Owner Aunty Pamela Pedersen OAM of the Koori Law Courts.

PODCAST: THOUGHT CAPITAL

Launched in 2018, Monash Business School's Thought Capital podcast is hosted by respected finance commentator Michael Pascoe, who is joined in conversation in each episode by academics from the Business School and guests from industry to discuss compelling topics that affect both business and society. A new season of the podcast launched in June 2022, investigating the concept of the 'clean' economy – what it is, and how we might get there. Guests have discussed clean energy, electric cars, sustainable investment, and principles of the circular economy.

WOMEN IN ECONOMICS

The Department of Economics, together with the Women in Economics Network, hosted a well-received panel discussion and networking event for students which focused on social inclusion, diversity, and career progression and development for women in economics.



Professor Nicholas McGuigan

OUR TARGETS: 2022-2024

PURPOSE AND VALUES

Continue to implement a review of our education, research and engagement activities to ensure they reflect the new Purpose and Vision of the school.

Continue to seek opportunities to expand experiential learning opportunities for students that focus on deepening engagement with the SDGs. These will incorporate in-person activities in Australia and through international partner collaborations.

METHOD

Continue to implement changes in the curriculum to embed ethics, sustainability and responsibility in all our programs.

Collaborate with international partners to increase international co-designed and delivered programs for students.

RESEARCH

Continue to engage in relevant research aligned with the UN Principles and the SDGs.

Implement a new research impact framework to support and document impactful research.

PARTNERSHIP AND DIALOGUE

Implement our new engagement strategy to inform our partnerships and dialogue with external stakeholders.

Continue to expand our executive education offerings that focus on sustainability and responsible management.

Continue to offer seminars and workshops to build the capacity of faculty of other campuses and from partner universities throughout Asia and the Pacific.



APPENDIX

SDG-RELATED RESEARCH PUBLICATIONS AND BOOK CHAPTERS, 2021-2022





TITLE	AUTHOR	SDG
Ameliorating food loss and waste in the supply chain through multi-stakeholder collaboration	Bhattacharya, Ananya	
Determinants and dynamics of food insecurity during COVID-19 in rural Bangladesh	Islam, Asadul	
The long-term impact of the Vietnam War on agricultural productivity	Smyth, Russell Leigh	
Learning by (virtually) doing	Tjernstrom, Beda Emilia	
A randomised controlled trial of motivational interview for relapse prevention after release from smoke-free prisons in Australia	Petrie, Dennis James	
A unified framework to account for selective mortality in lifecycle analyses of the social gradient in health	Petrie, Dennis James	
Assessing mortality inequality in the U.S.	Hyndman, Robin John	
Awareness of ethical dilemmas enhances public support for the principle of saving more lives in the United States	Pandit, Simone	
Comparing the quality of primary care between public and private providers in urban China	Chen, Gang	
Conversations in time	Wang, Yiru	
Coping associated with compulsive buying tendency	Lawrence, Lee Matthew	
Cost-effectiveness of food allergy interventions in children	Fanning, Laura Anne	
Development of a preference-based heart disease-specific health state classification system using MacNew heart disease-related quality of life instrument	Chen, Gang	
Distributing systems level leadership to address the COVID-19 pandemic	Currie, Graeme	
Do relationships matter? Investigating the link between supervisor and subordinate dedication and cynicism via the quality of leader-member exchange	De Cieri, Helen Louise	
Do socioeconomic health gradients persist over time and beyond income? A distributional analysis using UK biomarker data	Jones, Andrew Michael	
Dynamics of mental health and healthcare use among children and young adults	Wong, Clement Che-Che	
Economic aspects of loneliness in Australia	Kunz, Johannes Sebastian Matthias Nikolaus	
Economic downturns and mental health in Germany	Avdic, Daniel	
Economic evaluation of national patient blood management clinical guidelines in cardiac surgery	Petrie, Dennis James	
Evaluating health related quality of life in older people at risk of osteoporotic fracture	Chen, Gang	
Explaining subjective social status in two countries	Olsen, Jan Abel	
Extreme weather and mortality	Lee, Wang Sheng	
Forecasting surgical costs	Chen, Gang	
Healthcare funding decisions and real-world benefits	Petrie, Dennis James	
How is safety climate measured? A review and evaluation	Shea, Tracey Lee	

TITLE	AUTHOR	SDG
Impact of testing on sexually transmitted infections among female brothel sex workers in Bangladesh	Tan, Hongqi	
Job preferences of undergraduate pharmacy students in China	Chen, Gang	
Measuring resilience to major life events	Shields, Michael A	
Measuring social and externality benefits of influenza vaccination	White, Corey David	
Modelling parents' unhealthy food choices for their children	Grigoriou, Nicholas	
Moving beyond the stage	Saxby, Karinna	
Parental education and increased child survival in Madagascar	Badji, Samia	
Participatory health through behavioural engagement and disruptive digital technology for postoperative rehabilitation	Harris, Anthony Howard	
Persistence or reversal? The micro-effects of time-varying financial penalties	Mortimer, Duncan Stuart	
Population mortality and laws encouraging influenza vaccination for hospital workers	White, Corey David	
Potential, challenges and pitfalls of pay-for-performance schemes	Cooke, Fang Lee	
Prevalence of burnout among GPs	Karunanathan, Christo Suresh	
Relationship between health-related quality of life and subjective wellbeing in asthma	Carrillo De Albornoz San Juan, Sara	
"Rescue" of non-participants in colorectal cancer screening	McGrane, Ellen	
Responsiveness and convergent validity of QLU-C10D and EQ-5D-3L in assessing short-term quality of life following esophagectomy	Chen, Gang	
Sanitation, financial incentives and health spillovers	Santos, Paulo	
Social acceptability of standard and behavioural economic inspired policies designed to reduce and prevent obesity	Black, Nicole	
Structuring for innovative responses to human resource challenges	De Cieri, Helen Louise	
The MOVE Frankston study	Mahal, Ajay Singh	
The becoming of online healthcare through entangled power and performativity	Visser, Laura Margaretha	
The effect of human mobility restrictions on the COVID-19 transmission network in China	Oka, Tatsushi	
The effect of telematic based feedback and financial incentives on driving behaviour	Mortimer, Duncan Stuart	
The effectiveness of teleconsultations in primary care	Carrillo De Albornoz San Juan, Sara	
The effects of self-assessed health	Petrie, Dennis James	
The first wave of the COVID-19 pandemic and its impact on socioeconomic inequality in psychological distress in the UK	Jones, Andrew Michael	
The impact of health sector-wide approaches on aid effectiveness and infant mortality	Woode, Maame Esi	
The longitudinal validity of proxy-reported CHU9D	Chen, Gang	
The retirement puzzle	Ruthbah, Ummul Hasanath	
Unmet health care need and income-related horizontal equity in use of health care during the COVID-19 pandemic	Jones, Andrew Michael	
Valuation of SF-6Dv2 health states in China using time trade-off and discrete-choice experiment with a duration dimension	Chen, Gang	
Who is resilient in a time of crisis? The importance of financial and non-financial resources	Kung, Claryn Shu Ji	
Whose mental health declines during economic downturns?	Jackson, Angela Clare	
Workplace health promotion interventions for Australian workers with intellectual disability	Meacham, Hannah Joy Alice	
Conclusions	Bamber, Greg John	

TITLE	AUTHOR	SDG
Extending alcohol retailers' opening hours	Avdic, Daniel	
Global consensus recommendations on menopause in the workplace	Riach, Kathleen	
Intergenerational transmission of child maltreatment in South Australia, 1986–2017	Segal, Leonie	
Mapping MacNew Heart Disease Quality of Life questionnaire onto country-specific EQ-5D-5L utility scores	Chen, Gang	
Public transport availability and healthcare use by Australian adults aged 18–60 years, with and without disabilities	Badji, Samia	
Added socioeconomic burden of non-communicable disease on HIV/AIDS affected households in the Asia Pacific region	Coghlan, Benjamin John	
Gender inequality and caste	Islam, Asadul	
Leadership selection	Gangadharan, Lata	
The role of risk and negotiation in explaining the gender wage gap	Tran, My Minh Chau	
Upstream effects of female political reservations	Maitra, Pushkar	
Women entrepreneurship in China	Cooke, Fang Lee	
Interfaces of domestic violence and organisation	Greenwood, Michelle Ruth	
Gender health gaps	Hailemariam, Abebe Lewegineh	
The link between health and economic preferences	Kung, Claryn Shu Ji	
Tax as a solution for irrigation water scarcity, quality and sustainability	Kraal, Diane Lynette	
Achieving development outcomes by building practical authority in participatory collectives	Sridharan, Srinivas	
Domesticating water	Frost, Lionel	
A secure and reliable RFID authentication protocol using digital schnorr cryptosystem for IoT-enabled healthcare in COVID-19 scenario	Pantelous, Athanasios	
Can energy security predict energy stock returns?	Iyke, Bernard Njindan	
Disaggregated renewable energy sources in mitigating CO ₂ emissions	Bhattacharya, Madhumita	
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