



Never Stand Still

Australian School of Business

Industrial Relations Research Centre

Industrial Relations Research Centre

Annual Report 2011

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Industrial Relations Research Centre Annual Report 2011

1. INDUSTRIAL RELATIONS RESEARCH CENTRE KEY FACTS

- 1.1 PRESIDING FACULTY: Australian School of Business
- 1.2 OTHER FACULTIES WITH WHICH THE CENTRE INTERACTS: Faculty of Arts and Social Sciences; School of Business, UNSW Canberra at ADFA; Faculty of Engineering, Faculty of Law
- 1.3 CHAIR: Professor Roger Simnett, Associate Dean Research, Australian School of Business
- 1.4 DIRECTOR: Professor Michael Quinlan
- 1.5 DEPUTY DIRECTOR: Associate Professor Anne Junor

The IRRC's Director and Deputy Director report to a Management Committee and receive guidance from members of an Advisory Committee. The Centre relies on a part-time administrative officer working under a research agreement between the Transport and Logistics Centre and the IRRC (Mr Jason Antony), a fixed term part-time administrative assistant (Ms Rosslyn O'Grady), funded by a research contract with the UNSW Division of Finance and Operations, and a casual/part-time staff research/strategy adviser (Ms Margaret Wallace), employed from an Australian School of Business grant and from the same research contract.

1.6 MANAGEMENT COMMITTEE

Chair: Professor Roger Simnett, Associate Dean Research, Australian School of Business
Director: Professor Michael Quinlan
Deputy Director: Associate Professor Anne Junor
Professor Chris Jackson, Head of School of Management, UNSW
Professor Daryll Hull, Director, Transport and Logistics Centre
Professor Dubravka Cecez-Kecmanovic, Head, School of Information Systems and Management, UNSW
Associate Professor Peter Kriesler, School of Economics, UNSW, and Deputy Director, Centre for Applied Economic Research (CAER)
Associate Professor Peter Sheldon, School of Management, UNSW

1.7 ADVISORY COMMITTEE

Chair: Professor Lucy Taksa, Head, Department of Business, Macquarie University
The Honourable Lance Wright QC
Ms Juliet Bourke, Partner – Human Capital, Deloitte Touche Tohmatsu.
Mr John Cairns, Director People & Change, NSW Railcorp
Ms Philippa Hall, Pay Equity Consultant
Emeritus Professor Geoffrey Harcourt, Fellow, Jesus College Cambridge, Visiting Professor of Economics, UNSW
Mr Tim Harcourt, J.W. Nevile Fellow in Economics, UNSW
Mr Brett Reed, Transport and Logistics Centre
Mr Paul Ryan, Australian Road Transport Industry Organisation
Ms Mairi Steele, Branch Head, Office for Women, Federal Department of Families, Housing, Community Services and Indigenous Affairs
Ms Judith Wright, Senior Industrial Officer, ASU

2. SUMMARY OF THE CENTRE'S PERFORMANCE IN RELATION TO ITS IDENTIFIED OBJECTIVES

The Industrial Relations Research Centre (IRRC) is a grouping of scholars, associates and visiting researchers from inside and outside UNSW, who collaborate to generate, conduct and publicise research that:

- Promotes innovative and ethical practices in workplaces, and
- Contributes to effective regulation of labour standards.

The objectives of the IRRC were revised in 2010 through a process of discussion with the Management and Advisory Committees. They are

- To be a leading source of authoritative analysis, informing policy and practice in fields such as skill, workplace health and safety, sustainable productivity, participation and equity.
- To support engaged, productive and fair workplaces;
- To encourage the growth, recognition and utilisation of skills;
- To sponsor evidence-based research and policy;
- To promote better understanding of labour markets and industrial relations.

2.1 Authoritative contribution to public policy and practice

Research by the IRRC and Associates has had an important impact in the following areas:

- Safety
 - Transport including aircraft maintenance and long haul road freight
 - Mining
- Flexibility and precarious employment – including insecure and non-standard employment
- Pay and employment equity and equitable job evaluation:
 - Contribution to the first Equal Remuneration case under the *Fair Work Act 2009*
 - Contribution to Standards Australia's Gender Inclusive Job Evaluation Standard
- Industry policy, labour market analysis and workforce development – particularly in aeroskills and aircraft maintenance
- Skills analysis – Use of Spotlight methodology pioneered by IRRC for New Zealand public and community sectors – further applications:
 - Professional skills required in finance, facilities management, IT and risk management;
 - Skills in low-paid service and manufacturing jobs
 - Skill recognition in Modern Award classification structures -5 industries
- Organisational communication – particularly of CEOs
- Asia-Pacific employment relations especially China, Korea and Malaysia

2.2 Collaboration among researchers and with industry

- In 2011 the distinctiveness of the IRRC continued to be demonstrated through close collaboration across disciplines, not only with colleagues from the School of Management and the Korean Research Institute, but also with the School of Business, UNSW Canberra, and with economists, including members of the Society of Heterodox Economists, and social scientists and social policy researchers at UNSW. The strong support and mentorship of Emeritus Professor G.C. Harcourt and Emeritus Professor John Nevile were particularly valued.
- The IRRC maintained collaborative links with a range of other research centres - for example the Workplace Research Centre at Sydney University, which referred a job evaluation project to the IRRC; the Centre for Workplace Futures at Macquarie University; the University of Ballarat,
- The IRRC has involved Early Career Researchers (ECRs) in its grant applications or engaged them as research officers with a view to mentoring towards future grant-funded collaboration – examples include mentorship of ECR Dr T. Wilcox in applying for an ASB research grant in order to work with Professor Michael O'Donnell and Deputy Director Anne Junor on CEO communication; work with Dr Doug Fraser to publish the outstanding model of Growth Skills from his PhD
- The IRRC hosted International Visitors under four types of arrangement:
 - Short-term visits, for the purpose of giving seminar papers or collaboration on research grants or publications
 - Sabbatical visits for a duration of three to nine months
 - Accommodation and support for visiting research students
 - Extended visiting arrangements for the purposes of ongoing research collaboration. This arrangement recognizes the increasingly virtual nature of collaboration and meetings, and extends web-based facilities to research partners when they are not on-site.
- Research collaborations included those with academic researchers in:
 - Canada (occupational health and safety and labour rights - M. Quinlan; gender and work – A. Junor),
 - UK (Chinese employment relations – P. Sheldon),
 - Korea (M. O'Donnell, P. Sheldon),
 - UK and NZ (skill - I. Hampson, gender -C. Briar, A. Junor),
 - US (OHS and labour rights – M. Quinlan,, skill – I. Hampson)
 - UK (OHS – M. Quinlan; Chinese employment relations – P. Sheldon).
- IRRC Associates have built relationships with industry partners and unions on the basis of Linkage Grants and contract research
 - The IRRC used part of the Judith Miller project has transferred its remaining funding to NZCOSS, to fund the ongoing web-hosting of www.spotlightworkskills.com.

2.3 Publication and development of *The Economic and Labour Relations Review*

A key way in which the IRRC pursued its goal of becoming a leading source of authoritative analysis of policy and practice was through its work in publishing the scholarly journal, *The Economic and Labour Relations Review (ELRR)*. This journal was in its 22nd year in 2011, and the Australian Society of Heterodox Economists worked with the IRRC as one avenue of distribution. The objective of *ELRR* is to foster progressive debate on contemporary issues, policymaking and developments in the fields of economics and labour relations.

In 2011 (as has been the case since 2008), the IRRRC coordinated the editorial work of producing *ELRR*. Editorial Coordinator Mr Jason Antony was funded to provide high-grade copy-editing and type-setting for *ELRR*, as well as to undertake research-related administrative work, through collaborative project with the IRRRC, funded by the Transport and Logistics Centre.

In 2011, the *ELRR* Editorial Committee began implementing a strategic plan to build the quality and impact of the journal. This plan was developed by social marketing expert Ms Margaret Wallace, employed through a grant from the ASB. The strategy helped the IRRRC achieve its goal of becoming a leading source of authoritative analysis, providing evidence-based research to enhance understanding of fair and productive workplaces, in a wider social context:

- The Editorial Committee received the active support of distinguished Post-Keynesian and labour market economists including Professor G.C. Harcourt. Professor Raja Junankar joined the Executive Editors and the Advisory Committee was joined by eminent international scholars Professor Orley Ashenfelter (Princeton), Professor William Brown (Cambridge) and Professor Michael Burawoy (Berkeley).
- The publication rate increased from two to three issues a year, including two Special Issues guest-edited by the IRRRC Director, Professor Michael Quinlan, IRRRC Management Committee member Associate Professor Peter Sheldon and IRRRC member Associate Professor Hazel Bateman;
- *ELRR* met a key IRRRC goal of contributing to the effective regulation of labour standards, through contributions by international authorities such as Mike Belzer, author of the famous US study, *Sweatshops on Wheels*, and a range of experts on minimum labour standards enforcement including Professors David Weil and Roy Adams (US) and Leah Vosko and Kiran Mirchandani (Canada), and Jen-Te Hwang (Taiwan).
- The goal of fostering evidence-based research and policy was advanced through an authoritative and timely Special Issue critically examining the recommendations of the Henry and Harmer reviews of Australia's tax and transfer system
- As a means to enhancing the international and national profile of *ELRR*, the journal was submitted to Thomson-Reuters to be assessed for inclusion in the Social Science Citation Index and Current Contents and impact factor rating – a process that takes at least 18 months. The *ELRR* website within ASB was regularly updated and its increasing usage was monitored for new and return visitors.

2.4 Outreach activities

The IRRRC organised three public seminars in 2011, as well as working closely with the ASB Media Unit:

IRRC Public Seminars

- *Bargaining on the back foot: women returners in 'unorganised' work places*
- Ee Kheng Ang, Massey University, 13 May 2011
- *Emerging Issues in Occupational Health and Safety*
- Professor Katherine Lippel, Canada Research Chair on Occupational Health and Safety Law, University of Ottawa; Professor David Walters, Cardiff Work Environment Research Centre, Cardiff University, Chair and Discussant: Professor Michael Quinlan, 14 June 2011.

- *Deregulation or Lawlessness in Workplace Health and Safety*
Professor Andrew Watterson, University of Stirling 7 July 2011.

Media work 2011

- **Michael Quinlan**, 15 March Managing TeleWorkers: Coming to Grips with Remote Control statement in Knowledge@ASB
- **Michael Quinlan** 10 July Workplace bullying, ABC Radio National
- **Michael Quinlan**, 16 August. Death at Work: From Red Tape to Real People report on research in Knowledge@ASB
- **Michael Quinlan**, 12 December, Employee Safety: New Rules on the Risks of Working from Home, statement in Knowledge@ASB
- **Anne Junor** , A Good Look at Invisible Skills, *Boss Magazine*, AFR, 11 March
- **Anne Junor** Briefing of Paul Bibby, SMH, Casualisation , 28 March
- **Anne Junor** Briefing of journalist on flexibility issues resulted in articles on Curtin FM 16 Oct, by Helen Davidson news.com.au October 17, 2011, Herald Sun October 18, and *The Sunday Territorian* October 18.
- **Anne Junor** Briefing of Sue White, Women and Technological Change in the Workplace, *My Career*, The Age, SMH, 13 September
- **Philippa Hall and Anne Junor**, November 7, Equal Pay: Setting the Standard to Even the Salary Gap statement in Knowledge@ASB (on the Standards Australia Gender inclusive Job Evaluation Standard)
- **Andrew Watterson** 7 July Global epidemic of Occupational Workplace Injury, ASB Media Release

2.5 Community impact

In 2011, the community and organisational impact of the IRRC grew significantly through expert witness statements, government reports, policy advice and submissions. Selected examples include:

- Legislative impact of research by M. Quinlan and Advisory Committee member His Honour Lance Wright on safe pay rates for long-haul truck drivers
- Use of Spotlight skills analysis tool and subsequent analysis in 2011 Equal Pay Case
- Publication of IRRC Spotlight report on Modern Award classifications on EOWA website
- Use of Spotlight tool in NZ Unitec training of NGO managers in NZ and Pacific
- Use of Spotlight in web-based training training
- IRRC role in Standards Australia's development of Gender-inclusive Job Evaluation Standard
- Use of Spotlight tool in UNSW Building Professional Skills project for Technical and Professional staff
- Potential importance of study of retention of Aircraft Maintenance industry in Australia

3. EXPLICIT LIST OF THE CENTRE'S OBJECTIVES FOR THE COMING YEAR, 2012.

The goals can be summarised under the headings of:

- a) Consolidation, Focus and Distinctiveness;
- b) Collaboration and Inclusion
- c) Social Impact

CONSOLIDATION

The IRRC moved in 2012 to consolidate and clearly define its research strengths and interests. Strong progress has been made in implementation, and this will continue in 2012 as follows:

- Continue to improve the quality and impact of the *Economic and Labour Relations Review*, with the transition to on-line submission and commercial publication.
- Increase the number of *ELRR* issues per year from three in 2011 to four in 2012
- Increase *ELRR* subscriber numbers and subscription prices
- Work towards inclusion of the *ELRR* in Thompson Reuters' Social Sciences Research Index and Current Contents
- Continue to improve the content and visibility of the Centre's website and use it as an avenue for disseminating research outputs
- Further build the relationship with the ASB Media Unit, through designated IRRC media spokespeople for key issues
- Develop the collaboration with Society for Heterodox Economics
- Continue the Visiting Associates program

FOCUS

Building on its achievements in 2011, the IRRC will continue to focus on the following research areas in 2012:

- Ongoing developments in Industrial Relations
- Safety – transport including aircraft maintenance and road freight
- Flexibility and precarity – including insecure and non-standard employment
- Labour market analysis and workforce development – building on the aeroskills project
- CEO communication; Building professional skills
- Asia-Pacific employment relations themes – especially Korea
- Skills analysis – further occupations and industries – eg Finance, carers
- Maximising publications out of existing grant-funded research whilst seeking new grants

DISTINCTIVENESS

In 2012 the distinctiveness of the IRRC will continue to lie in –

- Its role in publishing and building an academic journal
- Bringing together the issues of skill, safety and precarity
- Its ability to bring combined macro and micro focus to skills analysis and workforce development issues
- The application of technical expertise in skills analysis to pay and employment equity issues, through studies in a range of low-paid occupations
- Close collaboration across disciplines, eg with social policy researchers and heterodox economists

The IRRC will continue to collaborate rather than compete with research centres that have overlapping interests such as the Workplace Research Centre at Sydney University, the

Centre for Workplace Futures at Macquarie University and the Centre for Applied Social Research at RMIT. It has Associates in all these Centres, as well as links with a range of overseas research units.

COLLABORATION AND INCLUSION

Internal

- The IRRC will continue to bring Early Career Researchers into grant applications;
- The IRRC will continue to extend its focus from meso- and macro-level analysis (regulation, labour market analysis, public policy) to organisational level research (eg extending public management, professional and organizational level research).
- The IRRC will continue to build further research relationships with colleagues from the School of Management and the Korean Research Institute, by seeking to develop projects.

External

- **Collaboration with industry sponsors and partners:**

- The IRRC will continue to seek Linkage Grants and contract research projects, working with existing partners and with Tim Harcourt and the Advisory Committee to build new partnerships and projects.

- **Collaboration with networks of external and international scholars:**

The IRRC will continue to maintain a steady flow of International Visitors under four types of arrangement:

- Short-term visits, for the purpose of giving seminar papers or collaboration on research grants or publications
- Sabbatical visits for a duration of three to nine months
- Accommodation and support for visiting research students
- Extended visiting arrangements, of one to four years' duration, for the purposes of ongoing research collaboration. This arrangement recognizes the increasingly virtual nature of collaboration and meetings, and extends web-based facilities to research partners when they are not on-site.
- Research project collaborations with scholars located overseas will continue to be developed with a view to factoring them into grant applications:
- Existing and new networks will be built on, involving collaborations with researchers in Canada (OHS and labour rights - M. Quinlan; Gender and Work – A. Junor), UK (Chinese employment relations – P. Sheldon), Korea (M. O'Donnell, P. Sheldon), UK and NZ (skill - I. Hampson, gender -C. Briar, A. Junor), US (OHS and labour rights – M. Quinlan, skill – I. Hampson).

SOCIAL IMPACT

During 2012 the Centre will continue its social impact strategy through

- expert witness statements,
- government reports,
- policy advice and submissions
- research advice to industry partners

4. STATEMENT OF FINANCIAL PERFORMANCE CERTIFIED BY THE PRESIDING FACULTY FINANCE MANAGER.

Industrial Relations Research Centre - IRRC			
Statement of Financial Performance			
for the Year Ended 31 December 2011			
		Notes	
			[Reporting year]
			[Previous year]
			\$
			\$
Funds			
	Research Revenue		127,490.00
	Subscriptions		7,080.77
Total Funds			134,570.77
			112,207.34
Costs			
	People Costs		102,920.23
	Contract & Consulting Services		21,161.33
	Repairs and Maintenance		1,762.36
	Consumables		11,111.31
	Travel		4,827.67
	Marketing (ELRR)		3,024.06
	Equipment		2,922.82
	Contract Research Ohead		4,615.38
Total Costs			152,345.16
			128,808.16
Operating result		(1)	-17,774.39
			-16,600.82
Opening Balance		(2)	41,864.97
			58,465.79
Closing Balance			24,090.58
			41,864.97

NOTES

- (1) The negative operating results in 2010 and 2011 are a result of the timing of invoices and transfers, which occurred after the December financial systems shut down in mid-December. (\$33,000 in 2010 and \$52,500 in 2011)
In 2011, there were further research fund transfers due in December that did not find their way into the financial year's accounts: Total of \$83,359
- (2) Less unpaid invoices of \$370.

5. STATEMENT OF IN-KIND CONTRIBUTIONS INCLUDING ACADEMIC AND OTHER SALARIES, INFRASTRUCTURE AND OTHER RESOURCES PROVIDED TO THE CENTRE

Academic and Other Salaries:

Table 1: Estimated Value of UNSW Staff Contribution to IRRC and IRRC Contribution to UNSW

Name	%EFT in Centre - \$\$
Professor Michael Quinlan (part funded by ARC)	\$31,567
Visiting Associate Professor Anne Junor	\$123,407
Adjunct Professor Daryll Hull, Transport & Logistics Centre	\$31,567
Professor Chris Jackson, School of Management	\$700
Professor Roger Simnett	
Associate Dean Research ASB	\$798
Associate Professor Peter Kriesler, Economics, Centre for Applied Economic Research	\$9,256
Associate Professor Peter Sheldon, School of Management	\$9,256
Associate Professor Hazel Bateman, School of Risk & Actuarial Studies	\$9,256
Professor Raja Junankar	\$7,893
Mr Tim Harcourt	\$5900
Ms Philippa Hall (funded by EDFO)	\$6000
Emeritus Professor Ralph Hall, School of Social Science and International Studies	\$3,946
Professor Ian Hampson, School of Management, (part funded by ARC and EDFO)	\$18,000
Dr Celia Briar (funded by EDFO)	\$38,000
Professor Michael Hess, Business, ADFA	\$1300
Dr Denise Faifua, Business, ADFA	\$512
Dr Douglas Fraser (funded by ARC & TALC)	\$10,015
Associate Professor Craig Freedman	\$2468
Dr Bernard Gan, School of Management	\$512
Dr Sarah Gregson, School of Management, UNSW	\$4246
Dr Youngok Kim, School of Management, UNSW	\$515
Associate Professor Elisabetta Magnani, Economics	\$3,085
Dr David Morgan, School of Management, UNSW	\$2578
Dr Alan Morris, Social Sciences and International Studies, UNSW	\$1,031
Professor Michael O'Donnell, Business, ADFA	\$4300
Ms Janice Wardrop, School of Management	\$1500
Dr Tracy Wilcox, School of Management	\$1,200
Mr Jason Antony (funded by TALC)	\$66,000
Ms Rosslyn O'Grady (funded by EDFO & EOWA)	\$15,700
Ms Margaret Wallace (funded by ASB & DF0)	\$42,504
Ms Diane Fruin (funded by EOWA)	\$6,000
Ms Terry O'Callaghan (funded by SOM)	\$2000
Ms Anna Polykarpou and Mr Lenny Li, Division of Finance and Operations	\$2900

Table 2 Imputed In-Kind and Grant-Funded Staffing Contributions to and by IRRC 2011, known

Source	Contributed to IRRC	Contributed by IRRC Grant \$\$ and value of voluntary work attracted
Australian School of Business	\$29,497 (2011-March 2012)	
School of Management UNSW	\$64,999 (2011-March 2012)	
Other ASB Schools	\$21,598 (2011 - March 2012)	
Other UNSW Schools	\$1,478	
External – Transport & Logistics Centre	\$66,000	
External - EDFO		\$180,949
External – ARC and Linkage Partners		\$66,000
External – other contracts		\$144,750
Donated time – Unpaid Adjuncts		\$254,909
Publications in Respubs from external Associates		\$5000pa
ELRR Subscriptions		\$7000pa
Total	\$118,192	\$617,341

Notes:

- (1) Refers only to portions of projects carried out in Centre (three projects are shared with Schools)
- (2) Not all allocations yet included for 2012 and beyond.
- (3) Does not include non-staffing elements of research grants and contracts

6. INFRASTRUCTURE AND OTHER RESOURCES PROVIDED TO THE CENTRE

6.1 Independent Facilities

The IRRC occupies 3 rooms in the Quadrangle Building (Quad 1017A-C). These are shared by the Deputy Director, the Editorial Co-ordinator, the Admin Officer, Consultants, Research Assistants, an Adjunct Emeritus Professor and Visiting Scholars. The IRRC has a compactus housing a library of donated books in the shared open space. The co-location with the Korean Research Institute (KRI) is valuable.

6.2 Shared Facilities

Kitchen, meeting room, and printer/photocopier (jointly rented) are shared with KRI. A further meeting room with smartboard and electronic whiteboard are shared with KRI and IT@ASB. Most Associates from inside and outside UNSW, provide their own office space on or off campus.

7. DETAILS OF ANY PUBLICATIONS, RESEARCH PROJECTS, CONSULTANCIES AND OTHER SCHOLARLY ACHIEVEMENTS ASSOCIATED WITH THE CENTRE DURING 2011

7.1 IRRC Publications:

The Economic And Labour Relations Review

Co-Publisher: **Centre For Applied Economic Research**

<http://www.elrr.unsw.edu.au>

The Economic and Labour Relations Review is a major publishing activity of the IRRC. It is a refereed journal with a focus on contemporary issues, developments and policy-making in the fields of economics and labour relations.

- In 2011 there were three issues, an increase on previous years when two issues per year were published:
 - Volume 22 Issue 1 (May 2011) edited by IRRC Associate Anne Junor
 - Volume 22 Issue 2 (July 2011) Symposium edited by IRRC Associates Peter Sheldon and Michael Quinlan: Minimum Labour Standards and their Enforcement
 - Volume 22 Issue 3 (Nov 2011) Symposium edited by IRRC Associate Hazel Bateman: Australia's tax and transfer system under review: Evaluating Harmer and Henry
- Most Special Issues/Symposia carry additional general articles and book reviews or review articles.
- **Abstracting, indexing and on-line publishing: the ELRR is available through:**
 - Scopus (full text)
 - APAFT(Informit) (full text)
 - Proquest ABI/INFORM (full text)
 - Econlit (EBSCO)(full text)
 - Ulrichsweb
 - Gale
 - AustLii (full text)
- During 2011, the journal has been under assessment by Thomson Reuters for inclusion in the Social Sciences Citation Index and Current Contents. The assessment will conclude in 2012.
- In 2011 substantial progress was made towards introducing the ScholarOne online manuscript processing system, and negotiations with a major international publisher were begun. These will be concluded in 2012.

7.2 Grants and Consultancies

7.2.1 Research Grants and Contracts, continuing during 2011 and beyond-

Table 1 lists grants and contracts current in 2011, but with a longer life span than one year.

Table 2 sets out

TABLE 1: Research Grants and Contracts, continuing during 2011 and beyond

Grant/Contract	Duration	Amount	Comment
Transport and Logistics Centre (TALC) Research Collaboration	2008-2012	\$60,000 pa (June 2008 to June 2011 and pro rata to Dec 2011.(\$52,050 in 2012),	Funds collaborative work with Professor Daryll Hull, TALCTALC, and editorial work on ELRR by shared staff member Jason Antony
Building Professional Skills – Division of Executive Director Finance and Operations, UNSW Joint IRRC/School of Management	Apr 2011 to Mar 2013	\$396,075 in 2011-12, shared between School of Management & IRRC IRRC share is:\$111,242 in 2011	Used to release CI Junor from administrative duties through funding of Admin staff \$84k in 2011 and (88k in 2012) and ScholarOne fees for ELRR
ARC Linkage: The Future of Aircraft Maintenance in Australia: Workforce Capability Located in School of Management but see comment	May 2011- Dec 2013 (possible extension to May 2014)	ARC contribution \$75,000 in 2011, \$70,000 in 2012, \$80,000 in 2013 Partner Org. Contributions: \$21,130 cash and \$122,739 in-kind in 2011 \$21,130 cash and \$126,564 in-kind in 2012 \$8,740 cash and \$123,569 in-kind in 2013	All funds held in the School of Management but the project is a collaboration of the IRRC, 3 UNSW Schools and Uni of Sydney. Initial approach was to IRRC, lead CI is IRRC Director, Junor has only an IRRC affiliation, and 2 other CIs (Hampson & Gregson) have dual School of Management/IRRC affiliation.
ARC Linkage: Recognising the Skill in Jobs Traditionally Considered Unskilled <ul style="list-style-type: none">o Located at University of Ballarato UNSW share lodged in IRRCo Based on Spotlight methodology developed in IRRC	July 2011 to December 2014	Funding of approx \$13,500 pa to IRRC account Covers 0.2 RA plus travel	IRRC Associates I. Hampson and A. Junor are CIs RA - D. Fraser is deployed across this and Aircraft maintenance project to create 0.6 position.
Australian School of Business Grants to The Economic and Labour Relations Review Joint project with CAER; all funds and admin currently in IRRC	2011-12 2013-2017	\$24,000 in 2010 \$10,000 in 2011 – allowed carry-forward of other funds to 2012	Initial \$25,999 grant was to engage a strategic planner and marketer – resulting in upgrade, ScholarOne contract and potential commercial publishing contract. Carry-forward allowed us to partly cover the salary of J. Antony <i>ELRR</i> copy-editor and

			typesetter. Promise of £UK 8,000 pa 2013-2017 on completion of contract with commercial publisher
Judith Miller Grant Private donor –grant processed through IRRC	2009-2012	\$15,000	Funded C. Briar’s work to digitize <i>Spotlight</i> tool and is still funding NZCOSS to cover costs of web-hosting of www.spotlightworkskills.com Another \$5,000 to School of Management until exhausted to fund Honours Scholarships in diversity

A. Transport and Logistics Centre

In 2011, TALC provided a grant valued at \$60,000 plus GST.

CI – Professor Daryll Hull, Professor Michael Quinlan and Associate Professor Anne Junor

This grant supports:

- collaborative research in the area of transport industry workforce development. It was supplemented in 2011 with \$5,000 funding for a research project by Dr Doug Fraser
- the development of research proposals – eg the Aircraft Maintenance Linkage project, in which TALC is a Partner Organisation
- research dissemination in TALC and the IRRC – eg the hiring of the services of Jason Antony who in 2011 worked 20 hours a week in TALC and 10 hour a week copy-editing and typesetting *The Economic and Labour Relations Review*

B. Building Professional Skills – Division of Executive Director Finance and Operations, UNSW

- School of Management /IRRC project; Ian Hampson (lead CI), David Morgan, Celia Briar, Philippa Hall; Spotlight the starting point; Contract for \$396,000; Completion date March 2013.
- Funding is shared between School of Management and IRRC in following way:
 - School: Teaching buyout of \$42,260 for 2011 carried forward and another \$21,130 committed for 2012; \$20,000 transcription services
 - \$59,848 in each of 2011 and 2012 designated for payment of IRRC contractors Briar, Hall and Junor (last named item a balancing amount that will not be claimed personally). These amounts lodged with School to ensure arm’s length oversight of account.
 - \$85,000 in 2011 and \$88,000 in 2012 for IRRC RA/admin costs
 - Based on *Spotlight* methodology
 - In 2011, 60 interviews were conducted. Next stage is design of a set of tools and processes for building communication and organizational awareness skills.
 -

C. Aviation Safety and Industry Development – 2011-Dec 2013

- ARC Linkage: The Future of Aircraft Maintenance in Australia: Workforce Capability, ARC contribution \$75,000 in 2011, \$70,000 in 2012, \$80,000 in 2013
- Lead CI M. Quinlan –IRRC Director, 3 of other 6 CIs (I. Hampson, A. Junor, S. Gregson) are IRRC members
- IRRC/Schools of Org & Mgt, Aviation & Mechanical Engineering, & Sydney University
- Although this grant originated in an approach to IRRC, and A. Junor from IRRC is a CI, the account is lodged with the School of Management
- Partner organisations - ALAEA, AMWU, TWU, FAAA, ALC, Australian Aerospace, Association of Maintenance , Repair and Overhaul Business Organisations, Manufacturing Skills Australia, TAFE NSW.
- ARC funding covers Research Assistants
- Output in 2011 - article for IJHRM (tier 1 journal) accepted (Ian Hampson, Anne Junor, Sarah Gregson).

D. ARC Linkage: Recognising the Skill in Jobs Traditionally Considered Unskilled

- Located at University of Ballarat (Lead CI Prof E. Smith)
- IRRC Associates I. Hampson and A. Junor are CIs
- Partner Organisations – Manufacturing Skills Australia, Service Skills Australia, United Voice
- Runs from July 2011 to December 2014
- Funding of approx \$13 p.a. to IRRC account
 - Covers 0.2 RA (D. Fraser) plus travel
 - Uses Spotlight methodology

E. Australian School of Business Grants to *The Economic and Labour Relations Review*

- \$10,000 in 2011 to help cover salary gap of RA/copy-editor/typesetter Jason Antony (TALC grant shortfall)

F. Judith Miller Grant 2009-12

- \$5,000 to School of Management until exhausted to fund Honours Scholarships in diversity management/equity
- \$15,000 to fund development and ongoing web operation of www.spotlightworkskills.com – balance of account transferred to NZCOSS to maintain website fees

7.2.2 IRRC- based Research Grants and Contracts completed 2011

Table 2:IRRC- based Research Grants and Contracts completed 2011

Grant/Contract	Duration	Amount	Comment
Equal Opportunity for Women in the Workplace Agency: Better Description & Classification of Jobs in Awards: A <i>Spotlight</i> Project	2011	\$20,000	Project Manager – IRRC Advisory Committee member P. Hall - EOWA Researchers – A. Junor, T. Wilcox, D. Fruin (contractor). \$10,000 used to fund J. Antony's salary for <i>ELRR</i> work Pilot project, will be used to approach participant organisations
United Firefighters Union Victoria – Job Evaluation/Classification Structure project	2011	\$5000 to contractor	Anne Junor and Di Fruin (contractor) referral from Workplace Research Sydney – undertaken to build IRRC profile as experts in this area
Australian Services Union – Application for Equal Remuneration Orders a) Expert witness statement and background interviews of witnesses b) Analysis of Social and Community Service Jobs for final	a) July 2010-Feb 2011 b) Sept-Oct 2011	a) Pro bono b) Payment for contractor C. Briar (IRRC Associate)	This work done to establish reputation of IRRC in the job analysis and pay equity areas as well as for its intrinsic importance. a) Used IRRC-developed <i>Spotlight</i> tool with 5 witnesses
EOWA Nomination as expert on Standards Australia Working Group	Nov 2010-Dec 2011	Hourly payment –sitting fees (paid outside work arrangement)	This work done to establish reputation of IRRC in the job analysis and pay equity areas as well as for its intrinsic importance.

A. **Equal Opportunity for Women in the Workplace Agency: Better Description & Classification of Jobs in Awards: A Spotlight Project**

- \$20,000 in 2011 - based on model of asking IRRC Advisory Committee to broker research contracts
- Pilot project, produced a 200-page report; when released will be used to approach participant organisations to consider Linkage Grant application -
- Industries/occupations – Finance, Clerical, Laboratory Work, Printing/binding
- Researchers – A. Junor, T. Wilcox, D. Fruin (contractor)

B. United Firefighters Union Victoria – Cost/Benefit Analysis of Adoption of Country Fire Authority Classification Structure by Metropolitan Fire Board

- A. Junor, Di Fruin May-June 2011
 - Referral from Workplace Research Centre - IRRRC reputation for job analysis. Accepted for reputational reasons; partly sub-contracted to job analysis/job evaluation expert Di Fruin; completed.

C. Australian Services Union – Analysis of Social and Community Service Jobs

- Followed on from Expert Witness statement - in ASU application to Fair Work Australia for Equal Remuneration Orders for Social and Community Service Workers – Spotlight analysis of
- September 2011: Celia Briar and Anne Junor conducted Job analysis interviews - Modern Award Grades 2-8 and wrote a report which was included in full in the Commonwealth/ASU final submission on which the monetary estimates of gender-based undervaluation were based.

D. Standards Australia - Gender-Inclusive Job Evaluation and Grading Standard 2011

- Working Group led by IRRRC Advisory Committee member and Associate Philippa Hall; IRRRC Deputy Director A. Junor was a Working Group member

7.2.3 Grants and Projects held by IRRRC Office-Bearers and Associates as part of their own research agendas but with ARC Linkage and Discovery Projects

Michael Quinlan

Projects located at University of Sydney:

- Caring for the Carers: Occupational Health and Safety in Homecare Linkage, 2011-2013

A. Government-Commissioned Projects

Quinlan, M. (2011) *Report comparing mine health and safety regulation in New Zealand with other countries*, Prepared for the New Zealand Department of Labour, Wellington in connection with Pike River Mine disaster.

Quinlan, M. (2011) *Survey report reviewing evidence from high hazard incidents and matters related to regulation in underground mining*, Prepared for the New Zealand Department of Labour, Wellington in connection with Pike River Mine disaster.

Quinlan, M. (2011) *Analysis Report: Reviewing Evidence to Assess Whether the Conclusions & Recommendations of the 2006–2009 Mine Safety Review are Still Relevant and Changes in the Regulatory Framework the Royal Commission Might Consider*, Prepared for the New Zealand Department of Labour, Wellington in connection with Pike River Mine disaster.

7.3 Other Scholarly Achievements

Books and reports by IRRC members/associates

IRRC (2011a) (Junor, A. and Fruin, D. Authors) Proposed Transition to CFA Classification Structure: MFESB Administrative and Operational Support Staff Agreement, Report to United Firefighters Union, Victoria (23 pages).

IRRC Junor, A. and Briar, C (2011) Community Sector Work: Proportion of Client Based Care by Job Grade, Prepared for Australian Services Union, 25 September (33 pages) - Included in full in Final Commonwealth/ASU Submission to Fair Work Australia – Application for Equal Remuneration Orders.

http://www.fwa.gov.au/sites/remuneration/submissions/jointSubRemedy_17-nov-2011.pdf

IRRC Junor, A., Wilcox, T. and Fruin, D, (2011) Better Description and Classification of Jobs in Awards: A Spotlight Project, Report Prepared for the Equal Opportunity for Women in the Workplace Agency, Sydney, December (219 pages)

<http://www.asb.unsw.edu.au/research/industrialrelationsresearchcentre/Documents/EOWA-Final-Report-Modern-Awards.pdf>

See also below in Publications by Individuals

M. Quinlan - 3 major reports including Pike River Mine Disaster.

Expert submissions

Cross examination – A. Junor, in Australian Services Union application for Equal Remuneration Orders.

<http://www.fwa.gov.au/sites/remuneration/transcripts/310111C20103131.pdf>

See also below in Publications by Individuals

M. Quinlan, Submission on long haul trucking safe rates

Research based practitioner tools

Briar, C. and Junor, A. www.spotlightworkskills.com - Web-based New Zealand and International versions of the Spotlight toolkit, funded by a Judith Miller Memorial grant to the IRRC.

SSRN eLIBRARY - UNSW: INDUSTRIAL RELATIONS RESEARCH CENTRE SERIES

A Multiple Climate Approach to Understanding Business Unit Effectiveness

Human Relations, Vol. 63, No. 11, pp. 1771-1806, 2010, UNSW Australian School of Business Research Paper No. 2011-IRRC-06

Judi MacCormick and Sharon K. Parker

University of New South Wales (UNSW) and University of Western Australia

Date Posted: June 25, 2011

Accepted Paper Series

21 downloads

A Freight Logistics Strategy for the State of NSW

UNSW Australian School of Business Research Paper No. 2011-IRRC-02

Daryll Hull

The Transport and Logistics Centre, The Industrial Relations Research Centre, University of New South Wales, Australia

Date Posted: March 19, 2011

Working Paper Series

42 downloads

A Targeted National Maritime Training Strategy

UNSW Australian School of Business Research Paper No. 2011-IRRC-03

Daryll Hull

The Transport and Logistics Centre, The Industrial Relations Research Centre, University of New South Wales, Australia

Date Posted: March 19, 2011

Working Paper Series

14 downloads

Workforce Development Needs in the Australian Transport Industry: An Overview of the Evidence

UNSW Australian School of Business Research Paper No. 2011-IRRC-04

Doug Fraser

School of Business, Australian Defence Force Academy

Date Posted: March 28, 2011

Working Paper Series

10 downloads

Recognising the Skills of Experience in Segmented Labour Markets: Prospects for Personal Carers and Road Transport Drivers?

UNSW Australian School of Business Research Paper No. 2011 IRRC 05

Anne Junor , Ian Hampson , Mary Gatta and Lucy Taksa

Industrial Relations Research Centre, University of New South Wales , University of New South Wales (UNSW) - School of Organisation and Management , Rutgers, The State University of New Jersey - Rutgers Business School at Newark & New Brunswick and *affiliation not provided to SSRN*

Date Posted: April 27, 2011

Working Paper Series

20 downloads

Segmented Skilling: Static and Dynamic 'New Economy' Skills

UNSW Australian School of Business Research Paper No. 2011-IRRC-07

Doug Fraser, Anne Junor and Ian Hampson

School of Business, Australian Defence Force Academy , Industrial Relations Research Centre, University of New South Wales and University of New South Wales (UNSW) - School of Organisation and Management

Date Posted: August 31, 2011

Working Paper Series

24 downloads

PUBLICATIONS BY INDIVIDUAL IRRC ASSOCIATES 2011

All IRRC Associates in bold

Books

*Fairbrother, P., O'Brien, J., Junor, A., O'Donnell, M. and Williams, G. (2011) *Unions and Globalization: Governments, Management, and the State at Work*, Routledge, London

Edited Book

Sheldon, P, Kim, S, Li, Y & Warner, M., eds, 2011, *China's Changing Workplace: Dynamism, diversity and disparity*, 1, Routledge, London.
(Royalties donated to IRRC)

Book Chapters

Quinlan, M. (2011), 'We've been down this road before: Vulnerable work and occupational health in historical perspective', in Sargeant, M. & Giovanna, M. eds. *Vulnerable Workers: Safety, Well-being and Precarious Work*, Gower, Farnham Surrey, 21-56.

Kriesler, P (2011) "The influence of Michal Kalecki on Joan Robinson's approach to economics" with Harcourt, G.C. *Microeconomics, Macroeconomics and Economic Policy: Essays in Honour of Malcolm Sawyer*, Arestis, P. (ed) Palgrave Macmillan, 2011, Houndsmill ISBN 978-0-230-29019-8 pp. 153-169

Krielsner, P. (2011) "Post-Keynesian Economics" in *Readings in Political Economy: Economics as a Social Science*, third edition Argyrous, G. and Stilwell, F. (eds)., January 2011 Tilde University Press Ltd., pp. 186-190 ISBN978 0 7346 1143 7

Li, Y & **Sheldon, P**, 2011, 'Skills shortages: Where labour supply problems meet employee poaching', in Peter Sheldon, Sunghoon Kim, Yiqiong Li and Malcolm Warner (ed.), *China's Changing Workplace: Dynamism, diversity and disparity*, edn. 1, Routledge, London, pp. 129 - 143

Sheldon, P, Kim, S, Li, Y & Warner, M., 2011, 'Introduction', in Peter Sheldon, Sunghoon Kim, Yiqiong Li and Malcolm Warner (ed.), *China's Changing Workplace: Dynamism, diversity and disparity*, edn. 1, Routledge, London, pp. 1 - 17

Chang-hee, L, **Sheldon, P** & Li, Y, 2011, 'Employer Coordination and Employer Associations', in Peter Sheldon, Sunghoon Kim, Yiqiong Li and Malcolm Warner (ed.), *China's Changing Workplace: Dynamism, diversity and disparity*, edn. 1, Routledge, London, pp. 301 - 320

Li, Y, **Sheldon, P** and **Morgan, DE**, 2011, 'Local Labour Markets', in Peter Sheldon, Sunghoon Kim, Yiqiong Li and Malcolm Warner (ed.), *China's Changing Workplace: Dynamism, diversity and disparity*, edn. 1, Routledge, London, pp. 93 - 110

Li, Y, **Sheldon, P** & Sun, J, 2011, 'Education, training and skills', in Peter Sheldon, Sunghoon Kim, Yiqiong Li and Malcolm Warner (ed.), *China's Changing Workplace: Dynamism, diversity and disparity*, edn. 1, Routledge, London, pp. 111 - 128

Wilcox, T. (2011) 'Embedded moral agency: a MacIntyrean perspective on the HR professional's dilemma' S. Mckenzie, H. Harris, & G. Wijesinghe (eds) *The Heart of the Good Institution: Virtue Ethics as a Framework for Responsible Management*, Springer, forthcoming

Refereed Journal Articles

Quinlan, M. & Sheldon, P. (2011) The enforcement of minimum labour standards in an era of neo-liberal globalisation: An overview, *Economic and Labour Relations Review*, 22(2):5-32.

***O'Donnell, M.**, O'Brien, J. and **Junor, A.** (2011) 'New public management and employment relations in the public services of Australia and New Zealand', *International Journal of Human Resource Management* 22(11), 2367-2383.

- ***Ian Hampson, Anne Junor and Sarah Gregson (2011/2012)** 'Missing in action: Aircraft maintenance in the recent 'HRM in the airlines' literature. *International Journal of Human Resource Management*, firstview DOI: 10.1080/09585192.2011.633278.
- Nevile, JW and **Kriesler, P.** 'Why Keynesian Policy Was More Successful in the Fifties and Sixties than in the Last Twenty Years' *Economic and Labour Relations Review*, Vol. 22, No. 1, May 2011: 1-16.
- Kriesler, P.** (2011) "The enduring importance of *The General Theory*" with Harcourt, G.C. *Review of Political Economy*, Volume 23, Number 4, , October 2011. ISSN: 1465-3982 pp. 503-520
- Kriesler, P.** (2011) "The global financial crisis and the right to a decent job" with Nevile, J. *The Australian Journal of Human Rights* Volume 16 No. 2 2011 ISSN 1323 238X pp. 1 - 26
- Thorntwaite, LF & Sheldon, P.**, 2011, 'Fair Work Australia: Employer Association Policies, Industrial Law and the Changing Role of the Tribunal', *Journal of Industrial Relations*, vol. 53, no. 5, pp. 616 - 631, 10.1177/0022185611419611
- Sheldon, P & Thorntwaite, LF**, 2011, 'The State, Labour and the Writing of Australian Labour History', *Labour History*, vol. 100, no. 1, pp. 83 - 104
- Faifua, DE, 2011, 'Moral Judgment and Group Formation: Multilevel and multimodal analyses', *International Journal of Interdisciplinary Social Sciences*, vol. 6, no. 5, pp. 227 - 238
- Fitzgerald, Louise.** (2011) Responses by Teachers and Their Unions to Changing Work *Economic and Labour Relations Review*, Vol. 22, No. 1: 115-129.
- Capezio, A., Shields, J. and **O'Donnell, M.** (2011) 'Too Good to be True: Board Structural Independence as a Moderator of CEO Pay-for-Firm Performance', *Journal of Management Studies*, 48 (3): 487-513.
- ***O'Donnell, M.**, Glennie, M., O'Keefe, P. and Kwon, S. (2011) 'Privatisation and 'Light-Handed' Regulation of Sydney Airport', *Economic and Labour Relations Review*, 22 (1): 65-80.

Full Conference Papers

- ***Fraser, D., Junor, A. and Hampson, I. (2011)** Segmented skilling: Static and dynamic 'new economy' skills, Paper Presented at Education and Training, Skills and the Labour Market, 32nd Conference of the International Conference of the International Working Party on Labour Market Segmentation, Bamberg, 11-13 July.
- * **David E. Morgan, Ian Hampson and Anne Junor** Searching for the Skills of Professionals, Paper Prepared for Symposium on New Developments in the Sociology of Work & Organisations, Australian School of Business, UNSW, 14-15 July 2011.
- Faifua, DE**, 2011, 'Measuring the Success of Tenured Female Academics', in *Equality Diversity and inclusion Conference*, presented at Equality, Diversity and Inclusion Conference, Auckland, New Zealand, 7-8 February 2011
- Vosikata, S & **Faifua, DE**, 2011, 'HR selection distortions: A theoretical framework for the Fiji Public Service', in , presented at Multinational Conference on Improving the Quality of Public Services, Moscow, June 2011, <http://www.umdcipe.org/conferences/Moscow/MoscowMain.html>

- Faifua, DE**, 2011, 'The Social Function of Moral Cognitive Reasoning in the Formation of Groups', in *6th International Conference on Interdisciplinary Social Sciences*, presented at 6th Interdisciplinary Social Sciences Conference, New Orleans, July 11-13 2011
- Denise Faifua**, Hemming, J & Dr David Meacheam, 2011, 'Feminist Reflexive Writing', in *7th International Critical Management Studies Conference*, Critical Management Studies, Naples, presented at 7th International Critical Management Studies Conference, Naples, July 11-13, <http://www.organizzazione.unina.it/cms7/proceedings.php>
- Faifua, DE**, 2011, 'Moral Judgement and Group Formation: The role of spontaneous inferences and embodied moral cognition', in *2011 Academy of Management Annual Meeting*, San Antonio Texas, presented at Academy of Management Annual Meeting, San Antonio Texas, Aug 12-16
- Faifua, DE**, 2011, 'Sociology of group studies of equity and diversity management in university situation settings', in *Equality Diversity and inclusion Conference*, presented at Equality, Diversity and Inclusion Conference, Auckland, New Zealand, 7-8 February 2011
- Wilcox, T.** (2011) 'Getting the Numbers: A Critical Realist Account of Institutional Politics'; *7th International Critical Management Studies Conference*, University of Naples Federico II, Naples July 11th-13th, 2011
- Buchan J. & **Wilcox T.** (2011)'Preparing doctoral candidates for a future in academe: exploring the benefits of publishing during candidature'; Annual Meeting of the Canadian Association of Law Teachers (CALT), Fredericton, New Brunswick May 31 - June 1).
- ***Junor, A. (2011)** Gaining Recognition for the Skills of Experience: Low-Paid Care Work, Panel Session, Conference on Equity, Diversity And Inclusion In The Workplace: Assessing Progress, Issues and Gaps, Macquarie University, 22 September.
- ***Junor, A; (2011)** Valuing Elder Care Work: A Microsociological and IR Perspective, Panel Session, Valuing Care Work for an Ageing Population, International Association for Feminist Economics, Society of Heterodox Economists, Sydney, 5 December 2011
- Wilcox, TP, Wardrop, JE & Sheldon, P**, 2011, 'Tearing down the silos: legitimating business ethics education', in , presented at Australasian Business Ethics Network ABEN 2011 Conference, Auckland, New Zealand, 2-3 December, 2011
- Thornthwaite, L. (2011) *Work-family balance and employee's working time preferences*, Panel Session, Conference on Equity, Diversity and Inclusion InThe Workplace: Assessing Progress, Issues and Gaps, Macquarie University, 22 September.

Unpublished Research Reports/Government Submissions and Expert Evidence to Courts

- Quinlan, M.** (2011) *Report comparing mine health and safety regulation in New Zealand with other countries*, Prepared for the New Zealand Department of Labour, Wellington in connection with Pike River Mine disaster.
- Quinlan, M.** (2011) *Survey report reviewing evidence from high hazard incidents and matters related to regulation in underground mining*, Prepared for the New Zealand Department of Labour, Wellington in connection with Pike River Mine disaster.
- Quinlan, M.** (2011) Submission to Standing Committee on Infrastructure and Communication with regard to the Inquiry into the Road Safety Remuneration Bill 2011 and Road

Safety (Consequential Amendments and Related Provisions) Bill 2011, 27 December.

- ***Junor, A.** (2011) Fair Work Australia, No. C2010/3131 Application by the Australian Municipal, Administrative, Clerical And Services Union And Others For An Equal Remuneration Order in the Social and Community Services Industry, Witness statement ASU3, 31 January, http://www.fwa.gov.au/sites/remuneration/submissions/ASU_Submission_W5.pdf
- ***Junor, A.** (2011) Fair Work Australia, No. C2010/3131 Application by the Australian Municipal, Administrative, Clerical And Services Union And Others For An Equal Remuneration Order in the Social and Community Services Industry, Supplementary Witness statement ASU4, 31 January, http://www.fwa.gov.au/sites/remuneration/submissions/ASU_submission_w5-sup.pdf.

Non-refereed Articles, Notes and Editorials in Journals, Books and Other Publications

- Quinlan, M.** (2011), Why work organization matters and matters even more today, paper presented to Safety or Profit, A conference to celebrate the work of Theo Nichols, Cardiff University, 11 January.
- Quinlan, M.** (2011) Precarious work and health and safety: the big picture, Workshop on Occupational and Environmental Health: International Perspectives, Stirling University, Scotland, 27 September.
- Quinlan, M.** (2011) Ten pathways to disaster: Lessons from serious incidents in mining (and other workplaces) Lessons for the UK?, Workshop on Occupational and Environmental Health: International Perspectives, Stirling University, Scotland, 27 September

SSRN Working Papers

- Hull, D.** (2011) A Freight Logistics Strategy for the State of NSW, *UNSW Australian School of Business Research Paper No. 2011-IRRC-02*
- Hull, D.** (2011) A Targeted National Maritime Training Strategy, *UNSW Australian School of Business Research Paper No. 2011-IRRC-03*
- J.W. Neville & **Peter Kriesler** & Geoff Harcourt, 2011. "Exchange Rate Management in an Era of Global Financial Crises with special reference to Australia," Discussion Papers 2012-05, School of Economics, The University of New South Wales, <http://ideas.repec.org/e/pkr189.html>
- P. Kriesler** (2011) Post-Keynesian Perspectives on Economic Development and Growth, University of New South Wales - Australian School of Business - School of Economics. December 17, 2011 *UNSW Australian School of Business Research Paper No. 2012ECON04*, http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1984371.
- Peter Kriesler** and G. C. Harcourt (2011) "The Influence of Michal Kalecki on Joan Robinson's Approach to Economics," School of Economics Discussion Paper 2010-21, The University of New South Wales, *Working Papers on Heterodox Microeconomics*, <http://heterodoxmicro.wikispaces.com/Working+Papers>.

8. DETAILS OF SIGNIFICANT MANAGERIAL OR PERSONNEL CHANGES DURING 2011

In September 2011, Ms Rosslyn O'Grady was appointed on the basis of a competitive advertisement to a fixed term position, initially at a fraction of 0.4, out of funding from the Building Professional Skills Project. This funding was part of the research grant from EDFO, and was designed to release A/prof Junor from administrative work in order to focus on this and other research projects.

Mr Jason Antony continued to work as a RA for 5 hours a week for the IRRRC and 25 hours a week for TALC, funded by a research grant from the latter.

In 2011, Margaret Wallace was employed on a casual basis, mainly to implement a publication and marketing strategy for ELRR, including the development of a ScholarOne journal article submission and review tracking site.

Dr Doug Fraser was engaged through the IRRRC on a short term basis as a RA, working on a study of skills and productivity for TALC and on the Aircraft maintenance Linkage project.

9. LIST OF TEACHING AND RESEARCH SUPERVISION CARRIED OUT BY THE CENTRE ON BEHALF OF ACADEMIC UNITS

Thesis supervision by IRRRC Associates with no other UNSW Affiliation

9.1. Anne Junor and Professor Ralph Hall (both retired Adjuncts and IRRRC Associates) - Joint Supervision

PhD

Tanya Carney:

Navigating Occupational Norms: Explaining the Employment Mobility Patterns of Australian Mothers

9.2. A/Prof Julie Cogin (School of Management) and **Anne Junor IRRRC** – joint supervision

PhD

Janis Wardrop

When is Institutional Change Not Change? Australian Corporate Governance Reporting Practices as Institutional Maintenance Work

9.3. Prof Janet Chan and Anne Junor

PhD

Rabeatul Husna binti Abdull Rahman

The Impact of Human Resource Practices on the Retention of Knowledge Workers in Malaysia

9.4. A/Prof Ian Hampson and Anne Junor

Daniel Norris

MPhil

Departures from Procedure in Aircraft Maintenance: Code Violation versus Innovation
On leave

10. DATES OF AND ATTENDANCE AT MEETINGS OF THE CENTRE'S COMMITTEES

10.1 Management Committee

February 17 2011. Present : Professor Michael Quinlan (Chair), Professor Roger Simnett (Associate Dean Research), Peter Kriesler, Julie Cogin, Anne Junor

August 23 2011. Present: Professor Roger Simnett (Associate Dean Research; Chair), Daryll Hull, Peter Sheldon, Anne Junor

10.2 Advisory Committee:

March 8 2011. Present: Professor Lucy Taksa (Chair), Professor Michael Quinlan, Professor Daryll Hull, His Honour Justice Lance Wright, Philippa Hall, Anne Junor.

November 29 2011. Present: Professor Lucy Taksa (Chair), Professor Michael Quinlan, His Honour Justice Lance Wright, Professor Daryll Hull, Professor Geoffrey Harcourt, Tim Harcourt, Brett Reed, Philippa Hall.