# Industrial Relations Research Centre

## Annual Report 2013

**Industrial Relations Research Centre**

**Annual Report 2013**


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**Industrial Relations Research Centre Annual Report 2013**

## KEY FACTS

The Industrial Relations Research Centre (IRRC), founded in 1980, is a grouping of research associates and administrative staff from inside and outside UNSW, who collaborate to conduct and publicise research that contributes to policy and practice in fields such as the regulation of labour standards, workplace health and safety, and workforce development.

The IRRC produces *The Economic and Labour Relations Review (ELRR)*, a journal which in 2013 was in its 24rd year, and was published four times a year. It gained its first JCR impact factor rating in 2012.

### *Our mission*

The aim of the IRRC is to promote research on work, labour markets and industrial relations that will contribute to productive and fair work arrangements.

### *Our values*

We are committed to:

- Sponsoring rigorous, independent, evidence-based research that is creative and original
- Acting in the public interest, through ethical research, open communication and accountability.

### *Objectives for 2013*

Our objectives in 2013 were to

- Promote better understanding of labour markets and industrial relations
- Promote safe, engaged, productive and fair workplaces
- Encourage the recognition, development and utilisation of skills
- Continue to build the impact of *The Economic and Labour Relations Review*
- Engage with industry, community and government in the production and dissemination of research
- Build our working relationships and international outreach
- Help to develop emerging scholars.

***Governance in 2013***

PRESIDING FACULTY
Australian School of Business, UNSW

CHAIR: Professor Roger Simnett, Associate Dean Research, Australian School of Business/
Professor Michael Walpole, Acting Associate Dean Research, Australian School of Business

DIRECTOR: Professor Michael Quinlan
DEPUTY DIRECTOR: Associate Professor Anne Junor

STEERING COMMITTEE
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 Elisabetta Magnani, School of Economics, Australian School of Business, UNSW
Professor Michael Hess, Head of School of Business, UNSW Canberra
Professor Michael O'Donnell, School of Business, UNSW Canberra
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

ADVISORY COMMITTEE (no meetings held in 2013)
Chair: Professor Lucy Taksa, Head, Department of Business, Macquarie University
Ms Juliet Bourke, Partner, Deloitte Australia
Mr John Cairns, Deputy Director General, Human Resources Services, Queensland Health
Ms Philippa Hall, Pay Equity Consultant, Equal Opportunity for Women in the Workplace Agency
Emeritus Professor Geoffrey Harcourt, Economics, UNSW
Mr Tim Harcourt, J.W. Nevile Fellow in Economics, UNSW
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
The Honourable Lance Wright QC

***Associates and Administrative Staff 2013***

Centre Associates are suitably qualified academic researchers whose areas of research are relevant to the objectives of the Centre and who, it is judged on the basis of their past research, publications and current interests can contribute to the mission and objectives of the IRRC.

- Associates may join the IRRC by invitation or application, following endorsement of the Steering Committee, normally for a three-year period.
- Associates may be appointed to the IRRC in an honorary capacity from inside UNSW or from another Australian University.
- Associates who are retired academics may be appointed in an Adjunct capacity.
- Overseas associates many be appointed in a Visiting capacity.
- All appointments from outside UNSW are approved by the Dean, Australian School of Business, and appointments at Level D and E additionally require approval of the Director Human Resources.

*Located in IRRC office:*

Emeritus Professor P.N. (Raja) Junankar, UWS, IZA
Professor John Lodewijks
Associate Professor Jocelyn Pixley
Associate Professor Craig Freedman
Associate Professor Anne Junor
Dr Neil Hart
The IRRC has a profound debt of gratitude to these unpaid adjunct staff, who make a major contribution by providing mentorship and media work and acting as executive editors, editorial committee members and book review editor o*f ELRR..*

*Located in Australian School of Business, UNSW*

Professor Michael Quinlan, School of Management, Director IRRC
Professor Nick Wailes, Director MBT Program
Associate Professor Ian Hampson, School of Management
Associate Professor Peter Kriesler, School of Economics
Associate Professor Elisabetta Magnani, School of Economics
Associate Professor Peter Sheldon, School of Management
Dr Louise Fitzgerald, School of Management
Dr Douglas Fraser, School of Management
Dr Bernard Gan, School of Management
Dr Sarah Gregson, School of Management
Dr David Morgan, School of Management
Dr Carol Royal, School of Management
Dr Kyoung-Hee Yu, School of Management
Dr Tracy Wilcox, School of Management

*Located in School of Business, UNSW Canberra*
Professor Michael Hess, School of Business, UNSW Canberra
Professor Michael O'Donnell, School of Business, UNSW Canberra
Dr Denise Faifua, School of Business, UNSW Canberra

*Located in other UNSW Faculties*
Emeritus Professor Ralph Hall, Arts and Social Sciences
Dr Carol Russell, Faculty of Engineering

*External Associates/Visitors*
Professor Peter Fairbrother, RMIT, Australia
Professor Daryll Hull, Director Transport and Logistics Centre; also at Macquarie
Professor Lucy Taksa, Macquarie University, Australia
Professor David Walters, Cardiff University, Wales

Professor Sam Whimster, London Metropolitan University, England
Professor Charles Woolfson, Linkoping University, Sweden
Dr Ee-Kheng Ang, Massey University, New Zealand
Dr Alison Barnes, Macquarie University, Australia
Dr Ruth Barton, RMIT, Australia
Dr Celia Briar, formerly Massey and NZ Department of Labour
Dr In Jun, Yeungnam University, Republic of Korea
Dr Alan Morris, UTS, Australia
Dr Louise Thornthwaite, Macquarie University, Australia
Dr Elsa Underhill, Deakin University, Australia
Dr Shaun Wilson, Macquarie University, Australia

***Professional and Technical Staff***

Ms Margaret Wallace. Casual Project Officer: *ELRR* development strategy, editorial and marketing.

Ms Rosslyn O'Grady. Part-time Administrative Assistant, financial management, records, minutes, correspondence, publicity – IRRC and *ELRR*

Mr Jason Antony. Part time Administrative Assistant.

Ms Terry O'Callaghan. Casual/Volunteer – financial, editorial and administrative work.

Research Assistants

Ms Margaret Wallace, Part-time Research Assistant, working on LP110200888 *Recognising the Skill in Jobs Traditionally Considered Unskilled*..

Dr Doug Fraser, Part-time Research Assistant engaged jointly by the IRRC and the School of Management, on LP110100335, *The Future of Aircraft Maintenance in Australia*, and on LP110200888 *Recognising the Skill in Jobs Traditionally Considered Unskilled*. Also worked on the South-Western Sydney Manufacturing and Engineering Skills Taskforce survey.

Dr Tanya Carney Part-time Research Assistant engaged jointly by the IRRC and the School of Management, on LP110100335, *The Future of Aircraft Maintenance in Australia*, and on LP110200888 *Recognising the Skill in Jobs Traditionally Considered Unskilled*

***Consultants***

In 2013, the following provided a mix of pro bono and consultancy work on the Building Professional Skills project:

- Ms Philippa Hall, formerly Director of the Pay and Employment Equity Unit, New Zealand Department of Labour and pay equity consultant to Australian Workplace Gender Equality Agency the and member of the IRRC Advisory Committee
- Dr Celia Briar, IRRC Associate, formerly of Massey University and the NZ Department of Labour
- Ms Dianne Fruin, freelance HR Consultant, formerly with Sydney Water and NSW Department of Premier and Cabinet.

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## THE CENTRE'S PERFORMANCE IN RELATION TO ITS OBJECTIVES FOR 2013

### Objective 1. To promote better understanding of labour markets and industrial relations

*Achievements:*

- In 2013 the IRRC, through *The Economic and Labour Relations Review,* published refereed articles and book reviews designed to promote an understanding of labour markets/economics. Full details of this appear under objective 4 below.

### Objective 2. To promote safe, engaged, productive and fair workplaces

*Achievements: Safety*

IRRC Director Professor Michael Quinlan continued in his role as an internationally-recognised authority on workplace health and safety.

- Professor Quinlan held three ARC Grants with researchers at the University of Sydney - one on the impacts of traumatic death at work, the other on the safety of home care workers, and co-authored 3 refereed journal articles from this work. The Death at Work- Improving Support for Families Project is a world first study to pinpoint ways to improve support for partners and families following work-related tragedies. The third ARC grant examines how precarious employment affects health, and testing a model in this regard.
- Professor Quinlan had been engaged by the New Zealand Department of Labour to conduct an international comparison of mine safety regulation. In 2013 Professor Quinlan served in the Expert Reference Group to support implementation of the recommendations from the Royal Commission of Inquiry into the Pike River mining tragedy.
- Professors Michael Quinlan and David Walters (Cardiff and IRRC), with Professor Katherine Lippel, University of Ottawa, were successful applicants for a University of Ottawa grant for a three-country study led by Professor Lippel, of the regulatory effectiveness of workers compensation and workplace health and safety legislation. As a result, Dr Elsa Underhill, from Deakin University, and a participant in the project, joined the IRRC as a Visitor.
- Professor Quinlan gained publication of three journal articles and a book chapter on aspects of workplace safety (see publication list on Precarious and hazardous work: the health and safety of merchant seamen 1815-1935 in the A* journal *Social History* 38(3).
- With IRRC Associates Sarah Gregson and Ian Hampson, Professor Quinlan had published an article in the international journal *Safety Science* 57 entitled 'Outsourcing and offshoring aircraft maintenance in the US: Implications for safety';
- Professor Michael Quinlan was the international advisor/expert for the preparation of a report prepared for the European Agency for Health and Safety at Work. He and Professor David Walters were among the three authors of the report entitled *Analysis of the Determinants of Occupational Health and Safety in a Selection of EU Member States.* Luxembourg, 2013.
- Professor Quinlan also co-authored a report for the ILO on ways to improve working conditions in SMEs.
- Professor Quinlan produced a strategy paper for Safework Australia: *Supply chains and networks*. Safework Australia, Canberra.

  http://www.safeworkaustralia.gov.au/sites/swa/about/publications/pages/supply---chains---and--networks---australian---strategy---paper

- In September 2013 Professor Michael Quinlan submitted an expert witness statement in The Transport Workers Union safe rates case before the Road Safety Remuneration Tribunal (RTO2013/1).

*Achievements: Engagement and Productivity*

In 2013 the IRRC continued to pursue its mission of providing research-backed output that makes a practical difference in workplaces:

- In January 2013 the IRRC successfully tendered to the Australian Workforce and Productivity Agency for selection as a preferred provider.
- From March to September Professor Raja Junankar undertook a research consultancy, 'Employment and Productivity, Phase 2', with the International Labour Organisation. This project was designed to establish that productivity is not best achieved at the expense of employment security.
- Professor Junankar was a Special Guest invited to the Launch of the Economic and Social Commission for Asia Pacific Survey 2013, United Nations Information Centre, 18th April, Canberra.
- Professor Junankar presented an Invited Paper, 'Is there a trade-off between employment and productivity?' Invited Paper presented to the International Labour Organisation Expert Seminar on *More and better jobs for inclusive growth*, Geneva 28-29 November 2013.
- IRRC Associates Anne Junor, Ian Hampson, David Morgan and Celia Briar continued to work on the Project entitled Building Professional Skills: Recognising and Developing the Value Created by the Professional and Technical Workforce in the UNSW Division of Finance and Operations in order to produce a set of tools to promote cooperation across work units and improve client and customer engagement. The project gained further funding for the construction of an interactive website for the recognition and development of non-technical skills during 2013-4.
- IRRC Steering Committee member Professor Michael O'Donnell co-edited a symposium in the East Asian Development State in *The Economic and Labour Relations Review* (Vol 24-4, December).

*Achievements: Fair Work*

In 2013, the work of the IRRC clearly made a difference to pay and employment equity:

- In 2013, the Australian Workplace Gender Equality Agency continued to provide links to the IRRC Spotlight tools in its online Gender Equality training package.
- Associate Professors Ian Hampson and Anne Junor were featured in the UNSW publication, 10 Innovations that changed our world, for their research leading to a toolkit for identifying under-recognised skills, used in a landmark equal remuneration case in 2012. This evidence contributed to the workplace arbiter recommending pay rises of between 19% and 45% to 150,000 social and community services workers, the vast majority of them low-paid women. It was the 'first step in addressing the historical undervaluing of community sector workers' according the ACOSS's chief executive, Cassandra Goldie.
- The Skills recognition methodology of A. Junor and I. Hampson, particularly its use for equal remuneration, was rated B as having ('very considerable impact') in the 2012/13 ATN/G08 Excellence in Research Innovation trial -**'**The adoption of research has produced significant impact in terms of the social, economic, environmental, and/or cultural benefits for the wider community, regionally within Australia, nationally or internationally'.

- IRRC Associate Shaun Wilson co-edited a Special Issue of *The Economic and Labour Relations Review* (Volume 24-3), on Precarious work: Economic, sociological and political perspectives. This covered youth and migrant employment issues, and gained good media coverage, especially for an article on Indian workers on 457 Visas.
- Tanya Carney and Anne Junor presented a paper entitled 'Wanted! Flexibility and security: Finding a package of terms and conditions that work for employed mothers', at the Fifth International Community, Work and Family Conference, University of Sydney,15-19 July.

**Objective 3. To encourage the recognition, development and utilisation of skills**

In 2013, skill and workforce development were key themes of the research conducted on a day-to-day basis in the IRRC

*Achievements*

- Spotlight Tool for recognising and developing service skills:
  The website *www.spotlightworkskills.com,* first built 2012 by IRRC Associate, Dr Celia Briar, with New Zealand and international versions, continued to operate in 2013 using funds transferred from the Judith Miller Grant to the New Zealand Council of Social Service.
  The original skills recognition toolkit continued to be accessible via a link on the IRRC website.
- **Linkage Grant** The Future of Aircraft Maintenance in Australia: Workforce Capability, Aviation Safety and industry development (LP110100335)
  One aspect of work in this project in 2013 involved mapping changes to the licensing and training system for aircraft maintenance engineers, experiences of deskilling, and changing patterns of skill utilisation.
- **Linkage Grant** Recognising the Skill in Jobs Traditionally Considered Unskilled (LP1102200888)
  In 2013 this project moved into its data analysis and validation phase. The researchers analysed case study data, compiled reports and participated in forums with industry, skill council and training provider representatives.
- **Building Professional Skills** – UNSW Division of Finance and Operations. This project moved into its validation stage, on the basis of which implementation tools were developed.
- **SW Sydney Manufacturing and Engineering Skills Taskforce** - survey work was carried out by Doug Fraser and Anne Junor pro bono to ascertain employer skill requirements and deployment. This worked was planned as a pilot to a larger scale study of manufacturing and skill utilisation in the region.

**Objective 4. Continue to build the impact of *The Economic and Labour Relations Review***

*The Economic and Labour Relations Review* was the major publishing activity of the IRRC in 2013. It is a refereed journal with a focus on contemporary issues, developments and policy-making in the fields of economics and labour relations. 2013 marked the beginning of the ELRR's publication by SAGE UK, a move designed to raise the journal's international profile and increase its readership through SAGE's global online marketing resources. During 2013, four issues were published:

- ELRR **24 (1)** focused on the aftermath of the global financial crisis, and included articles on the US budgetary system, the role of central banks, exchange rates and the macroeconomy in the context of the financial crisis.

- ELRR **24 (2)** was a festschrift in honour of the distinguished Australian labour market economist Professor John Nevile

- Precarious employment continued to be a particular focus of IRRC work:
  IRRC Associate Dr Shaun Wilson **(**with Dr Norbert Ebert) was joint guest editor for ELRR **24 (3)** on the sociological impacts of precarious employment. This issue was based on a symposium on precarious work held by the Department of Sociology at Macquarie University in September 2012.

  The ELRR continued its international focus with issue **24 (4),** a symposium on the East Asian Developmental State, guest edited by Professors Michael O'Donnell and Mark Turner.

  In addition, SAGE published Editors' Choice Online, collections of articles designed to highlight the journal's most noteworthy manuscripts. The themed collections covered the following topics: climate change and environmental economics (10 articles), precarious employment (14 articles) and privatization (7 articles). The ELRR also benefits from SAGE's Online First facility, by which forthcoming articles are published online before they appear in print. SAGE's ELRR website provides information about the journal to subscribers and authors, and offers readers the opportunity to sign up for email alerts and RSS feeds.

  The following IRRC associates and board members supported the ELRR as editors or members of the Editorial Committee or International Advisory Board:

  Professor Michael Quinlan
  Associate Professor Anne Junor
  Associate Professor Elisabetta Magnani
  Professor Michael O'Donnell
  Associate Professor Peter Kriesler
  Associate Professor Peter Sheldon
  Professor Lucy Taksa
  Emeritus Professor Geoffrey Harcourt
  Tim Harcourt
  Professor Michael Hess,
  Professor Michael O'Donnell
  Professor Michael Quinlan
  Associate Professor Ian Hampson
  Dr Sarah Gregson
  Dr Neil Hart
  Dr David Morgan
  Dr Alan Morris
  Dr Jocelyn Pixley
  Dr Shaun Wilson
  Professor Peter Fairbrother
  Professor Charles Woolfson

IRRC staff continued to provide administrative support to the journal.

*ELRR Achievements*

- The ELRR website *http://www.elrr.unsw.edu.au* was maintained as a guide to subscribing and submitting articles, and linked to the SAGE UK website.

- Following 2012 approval by Thomson Reuters of *ELRR* for inclusion in the Social Sciences Citation Index and Current Contents, the journal received its first impact factor rating of 0.130 in 2013. This rating was based on citations of articles published in 2011, before the journal raised its international profile via commercial web-based publication.

- The Australian School of Business continued to provide an annual grant of £8.000 to support the development of the journal's international profile with the assistance of SAGE UK.
- *ELRR* continued to receive the mentorship and active editorial support of distinguished Post-Keynesian and labour market economists including Professor G.C. Harcourt and JW Nevile. Dr Norbert Ebert joined the journal as a Book Review Editor, and Emeritus Professor Russell Lansbury joined the International Advisory Board.
- *ELRR* content continued to be diverse and topical. There were 89 original submissions via ScholarOne in 2013, with 60% from Australia. The rejection rate was 29% for 2013 submissions in ScholarOne. A small number of additional submissions were processed outside ScholarOne. The number of submissions received in 2013 was substantially greater than that for 2012 (55 in that year, plus 11 book reviews). In addition, because one of the four issues was a Festschrift for Professor John Nevile, a number of articles was processed outside ScholarOne and not included in this count.
- In April 2013, Anne Junor joined editors of other leading journals to give a presentation on behalf of ELRR at the International Labour and Employment Relations Association Asian Regional Congress.
- In 2013, the IRRC received £1,084.59 in royalties from the publisher Sage. Under the terms of the contract, this represents 10% of earnings from the journal. Whilst it will take time to rebuild the subscription base following the transition to commercial publication, Sage were pleased enough to place *ELRR* in their premier collection for 2014. This should further boost distribution.

**Objective 5. Engage with industry, community and government in the production and dissemination of research**

*Collaborations*
The IRRC was engaged in four main research projects in 2013 that resulted in the building of strong, ongoing working relationships.

1) Through the ARC Linkage Project, *The Future of Aircraft Maintenance in Australia* (LP110100335), Chief Investigators in the IRRC, particularly Professor Michael Quinlan and Associate Professor Ian Hampson, were in ongoing regular communication with most Partner Organisations:
    - Aerospace Australia
    - The Aircraft Maintenance, Repair and Overhaul Business Association
    - The Association of Licensed Aircraft Maintenance Engineers in Australia
    - The Australian Manufacturing Workers Union
    - Manufacturing Skills Australia
    - TAFE NSW
    - The Transport and Logistics Centre
    - The Transport Workers Union

As well, a wider network of contacts was built, both in Australia and internationally, particularly in Sweden.

As part of this project, a mapping and survey was carried out of Maintenance, Repair and Overhaul organisations (MROs) in Australia. This resulted in ongoing communication with several MRO organisations.

2) Through the Linkage Project, *Recognising the Skill in Jobs Traditionally seen as Unskilled* (LP110200888), Associate Professors Hampson and Junor further cemented their working relationship with Industry Partners and other contacts across a range of industries. These included;
    - Manufacturing Skills Australia

- Service Skills Australia,
- Construction and Property Services Industry Skills Council
- United Voice

In addition, they consulted with the Council of Textile and Fashion Industries of Australi, the Textile Clothing and Footwear Industry Association, the Textile Clothing and Footwear Union of Australia, Building Services Contractors Association of Australia, Tourism and Hospitality Industry Advisory Committee ,Restaurant and Catering Association and Public and private Registered Training Organisations providing programs for the TCF, Cleaning, and Hospitality industries.

In November 2013, working with colleagues Professors Erica and Andy Smith from Federation University, interim research results were presented for validation to a series of Industry Forums, resulting in the construction of a large network of ongoing contacts particularly in the area of Training Package development, review and delivery.

3) The *Building Professional Skills Project* resulted in the cementing of a strong working relationship between UNSW's Division of Finance and Operations and the IRRC and the School of Management. The team of Anne Junor, Ian Hampson, David Morgan, with consultant Philippa Hall, reported regularly to the Project Working Group of senior managers, and to a cross-functional Project Working Group, as well as to Divisional Forums.
In 2013, through a process of iterative consultation and rollout, an interactive website and Handbook were developed to allow the incorporation of the Building Professional Skills framework and toolkit into ongoing practice in the Division, in the fields of position description writing, recruitment and selection, performance development and learning and development.

4) In 2013 the IRRC continued its work for the Southwest Sydney Manufacturing and Engineering Skills Task Force. This involved working with Regional Development Australia (RDA) Parramatta to
   - Attend Taskforce meetings
   - Map and survey local manufacturing and engineering employers. regarding regional skill and workforce development requirements.
   - Attend and present at breakfast briefings for local employers.

The survey was rolled out in 2 of the region's 5 LGAs, with the remainder to be covered in 2014 as mailing lists were compiled. Interim results were reported back to the Taskforce, which included representative members of:

- South Western Sydney Institute of TAFE,
- State Training Services,
- Manufacturing Skills Australia
- The Australia Industry Group
- The NSW Business Chamber,
- Business Enterprise Centres
- A number of advanced manufacturers, including from the aerospace industry..

A team of IRRC Associates participated– Anne Junor, and Dr Doug Fraser worked on the survey, whilst Professor Raja Junankar, Associate Professors Peter Sheldon and Elisabetta Magnani and Dr Tanya Carney, carried out background research on the relation between local manufacturing supply chains and global value networks. One aim was to develop an application for a 2015 Discovery grant.

This project, which overlapped with the aircraft maintenance project, resulted in close links to the Sydney Aerospace and Defence Interest Group. .

*Outreach initiatives*

- *Contribution to disseminating symposium papers:*
- ELRR 24 (3) was based on a symposium on precarious employment held at Macquarie University in September 2012.
- ELRR 24(4) was based on papers first developed for a workshop in Vietnam, funded by the Korean Government. Professor Chung-Sok Suh and Dr Seung-Ho Kwon of the Korean Research Institute at UNSW, Professor Michael O'Donnell (UNSW Canberra) and Professor Mark Turner (University of Canberra) worked with authors to make the papers publication-ready.
  *Contribution to the Australian Society of Heterodox Economists Conference:*
- The Conference of the Society of Heterodox Economists took place at UNSW Campus 2-3 December 2013, and the IRRC staff provided administrative support..

**Objective 6. Build our working relationships and international outreach**

In 2013 the IRRC continued to build working relationships inside UNSW, with colleagues in other Australian universities and internationally. These are summarised in the tables below.

**RELATIONSHIPS WITHIN UNSW:**

| *Faculty* | *School/ Centre* | *Contribution/Collaboration* |
|---|---|---|
| Australian School of Business | Faculty – level support | IRRC Steering Committee<br>Funding support- *ELRR*<br>Tim Harcourt JW Nevile Fellow - ELRR and IRRC Advisory Committee |
| | School of Management | IRRC Steering Committee<br>Research Chief Investigators; Associates<br>PhD thesis co-supervision with Professor Julie Cogin<br>Executive Editors/Editorial Committee *ELRR* |
| | School of Economics | IRRC Steering and Advisory Committees; Mentorship; Associates<br>*ELRR* Executive Editors, Editorial Committee |
| | Centre for Applied Economic Research | *ELRR* Executive Editors and Editorial Committee<br>Society of Heterodox Economists conference |
| | School of Information Systems and Management | IRRC Steering Committee |
| | Korean Research Institute | KRI Management Committee<br>Research collaboration; Publication of *ELRR 24/(4)* Issue on the East Asian Developmental State |
| Faculty of Arts & Social Sciences | School of Social Science | IRRC Associates and *ELRR* Executive Editors, Editorial Committee – Professor Michael Johnson,<br>PhD thesis co-supervision with Prof R. Hall |
| UNSW Canberra | School of Business | Steering Committee; Associates<br>Funding support and edtorial committee - *ELRR*<br>Research collaboration |
| Faculty of Law | School of Law | PhD thesis joint supervision with Professor Janet Chan<br>External advisor – LLM thesis – Anne Junor |
| Faculty of Engineering | Schools of Aviation; Mechanical & Manu-facturing Engineering | Research collaboration with Professor Ann Williamson & Dr Erik von Voorthuysen – ARC Linkage Grant |

**EXTERNAL RELATIONSHIPS**

| *University* | *School/ Centre* | *Collaboration* |
|---|---|---|
| University of Sydney | Economics | Professor M.Quinlan. A/Professors I. Hampson, S. Gregson & A. Junor with Prof G. Barrett – Linkage Project |
| Macquarie University | Marketing & Management Sociology | Professor L. Taksa Chair Advisory Committee, ELRR Editorial Committee |
| University of Ballarat (Federation University) | School of Education | Professors E and A Smith – Linkage Project collaboration with A/Professors Ian Hampson & Anne Junor |
| Royal Melbourne Institute of Technology | School of Management | Professor P Fairbrother *ELRR* Advisory Committee |
| Australian National University | Crawford School of Public Policy | Dr A. Nevile *ELRR* Editorial Committee |
| Curtin University | Dept of Economics and Finance; Women in Social & Economic Research | Associate Professor Siobhan Austen – *ELRR* Editorial Committee |
| Lincoln University | Economics | Professor Paul Dalziel - *ELRR* Editorial Committee |
| University of Ottawa | Canada Research Chair on Occupational Health and Safety Law, Ottawa | Professor M. Quinlan with Professor Katherine Lippel – safety research |
| Cardiff University | School of Social Sciences | Professor David Walters - collaboration with Professor Michael Quinlan - safety research; seafarers |
| Linköping University | REMESO, Labour Studies | Professor Charles Woolfson - ELRR Advisory Committee and IRRC Associate |

*Highlights*

*Associates Resident in the IRRC:* The Centre hosted 6 Visiting Associates, who made an invaluable contribution to the Centre's work:

meritus Professor Raja Junankar, IZA (Institute for the Study of Labour, Bonn), formerly from UWS, joined the IRRC on a full-time basis in July 2012. During 2013 he provided ongoing mentorship on labour market analysis and the GFC, and played a very active role as an Executive Editor of *ELRR*. Professor Junankar worked also participated in collaboration with the Southwestern Sydney Manufacturing and Engineering Task Force. He provides the IRRC with a profile in The Ideas page of RePEc, (Federal Reserve Bank of St Louis). He also provided research supervision for an Honours student in the School of Economics, and for a PhD student in Arts.

Associate Professor Jocelyn Pixley, also a Visiting Professor at Macquarie, joined the IRRC in October 2012 and worked with IRRC Associate Shaun Wilson and Professor Geoff Harcourt (Economics) and Professor Sam Whimster of London Metropolitan University.to prepare a research proposal.

Associate Professor Craig Freedman, a published author, submitted several stimulating articles and reviews to ELRR

Associate Professor Anne Junor, who when not working on grant-funded research, served as Editor in Chief of ELRR and oversaw the day to day management of staff and finances

Dr Neil Hart, who published an important book on economist Alfred Marshall and worked hard as *ELRR* book review editor to mobilise a growing number of important contributions.

Dr Celia Briar, who worked pro bono on the Building Professional Skills website.

In late 2013, Professor John Lodewijks, formerly from Economics at UNSW anf then UWS, was invited to join the IRRC, effective from 2014. Professor Lodewijks has played an active role on ELRR, including as a Guest Editor.

*Mentorships*
Professor Michael Quinlan, Emeritus Professor GC Harcourt, Emeritus Professor JW Nevile Professor Raja Junankar and Professor P. Kriesler continued to provide generous mentorship to Anne Junor, during the work of building the profile of *ELRR.*

Professor Michael O'Donnell worked with Korean Research Institute Director Professor Chung-Sok Su and Dr Seung-Ho Kwon (KRI) and Professor Mark Turner (University of Canberra) to develop the research and English-language publications skills of a group of Korean, Vietnamese and Malaysian scholars, resulting in subsequent submission to *ELRR* and publication in 24 (4).

Anne Junor mentored a PhD student in presenting to a major international conference, the Community, Work and Family Conference, Sydney, July, and in turning the presentation into a an article submitted in late 2013 to an A-ranked journal.

Ian Hampson and Anne Junor engaged Dr Doug Fraser, a very proficient Early Career Researcher from the School of Business, Canberra, as a research assistant in several projects, with a view to collaborative publication.

Anne Junor and Doug Fraser provided a formally agreed 2 week mentorship, working on the aircraft maintenance MRO survey, to Kerry Barlow, Project Coordinator, Industry Skills Unit, Meadowbank TAFE. Ms Barlow provided further assistance analysing apprentice statistics, fulfilling the TAFE NSW in-kind contribution agreement with the ARC for this Linkage grant.

*Donation of Royalties*
In 2013 Associate Professor Peter Sheldon continued to donate to the IRRC the value ($2000) of royalties on two books, O'Leary and Sheldon (2012): *Employer Power and Weakness: How the local and the global have shaped the meat industry and its industrial relations,* VURRN Press, Ballarat Australia; and Peter Sheldon, Sunghoon Kim, Yiqiong Li and Malcolm Warner (eds) (2011*), China's Changing Workplace: Dynamism, diversity and disparity,* Routledge, London.

## THE CENTRE'S OBJECTIVES FOR 2013-2015

- The Centre will focus on evidence-based research that addresses significant issues and problems at work, including innovative and ethical practices in workplaces and effective regulation of labour standards.
- It will engage in both individual and collaborative research projects including externally and competitively funded grants.
- The Centre will publish findings of this research in scientific journals and books.
- It will also provide the infrastructure for publishing an international journal on the intersection of economic, social and labour market policy debates.
- The Centre will disseminate the results of research in these fields to the wider community through media releases/social media, seminars/conferences, keynote addresses, industry forums, consultancies and reports.

### KPIs

During the review cycle/planning period of the IRRC, the following outcomes would be sought:

- Apply for/secure one major competitive research grant (eg ARC linkage)
- Complete/make substantial progress towards completing at least one existing large competitive grant
- Publish four issues of the journal ELRR per year (16 over the planning cycle)
- Publish one book (research monograph) with a reputable international publisher
- Publish 16 by-lined articles in refereed journals
- Deliver at least four presentations at conferences/public forums and run at least one event/conference (in addition to invited guest speakers)
- Provide submissions to or serve on at least one government advisory body relevant to the centre's research expertise.
- Network with overseas researchers in terms of collaborative projects and arranging at least two presentations/visits at the centre.

### Succession Plan

- Professor Quinlan will serve as IRRC Director until December 2015 (at least)
- Associate Professor Junor will serve as Deputy Director until December 2014 (at least).
- Associate Professor Junor will work with a replacement deputy director from July 2013. The aim will be to appoint two deputy directors, with a view that one will eventually take over as centre director. Two other possible appointments will be approached in due course.

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

| Industrial Relations Research Centre Statement of Financial Performance for the Year Ended 31 December 2013 | | | |
|---|---|---|---|
| | Notes | 2013 | 2012 |
| | | $ | $ |
| **Funds** | | | |
| Research Revenue | 1 | 25,975.00 | 66,010.00 |
| Donations | | | |
| Fees | | 30,250.34 | 38,413.21 |
| Strategic Funds | | | |
| UNSW Internal funding | 2 | 44,513.60 | 143,705.60 |
| **Total Funds** | | 100,738.94 | 248,128.81 |
| | | | |
| **Costs** | | | |
| People Costs | 3 | 110,667.26 | 189,027.57 |
| Contract & Consulting Services | | 8,301.04 | 11,830.74 |
| Entertainment | | 4,903.88 | 385.03 |
| Consumables | | 8,540.53 | 3,144.47 |
| Travel | | 1,073.43 | 1,796.82 |
| Equipment | | 1,215.90 | 892.89 |
| Other Expenses | | 96.81 | 1,555.30 |
| Internal Expense | | 6,404 | 13,999.93 |
| **Total Costs** | | 141,202.52 | 222,632.75 |
| | | | |
| **Operating result** | | (40,463.58) | 25,496.06 |
| | | | |
| **Cashflow from Operating Activities** | | (40,463.58) | 25,126.06 |
| | | | |
| **Opening Balance** | | 56,628.91 | 35,554.90 |
| | | | |
| **Adjustment to closing balance** | | | (4,052.05) |
| | | | |
| **Closing Balance** | | 16,165.33 | 56,628.91 |

**Notes to the Statement of Financial Performance**

1. The statement was prepared on a cash basis. As at the end of 2013, there was also an accrued research revenue of $27,926. Therefore, the 2013 research revenue (reported on actual basis) was significantly lower than that of 2012 but the total revenue (taking into account the accruals) was $53,900.
2. In 2013, the Centre received $15,000 research incentive support and internal funding contribution of $29,514 from the "Building Professional Skills" project (compared to contribution of $115,706 in 2012).
3. Decrease in people costs was attributed to reduction in both general and academic salary costs (no contractor engaged to conduct research in 2013).

**CONFIRMED TO UNSW LEDGER**

Robert Owens
Faculty Finance Manager
Australian School of Business
Date1 July 2014

**FUNDING SOURCES**

| | | | |
|---|---|---|---|
| Australian School of Business Grants to *The Economic and Labour Relations Review* | 2013-2017 | £UK 8,000 pa in 2013-2017 as part of contract with SAGE. | Strategic planning and marketing *ELRR* – upgrade, ScholarOne contract and initial contract negotiation with SAGE.<br>*ELRR* copy-editor and typesetter. |
| School of Business UNSW Canberra | 2012 | $15,000 | Used to help fund operational staffing of *ELRR* and to undertake research on South Western Sydney manufacturing workforce development |

**Grants and Consultancies providing direct IRRC funding**

| Grant/Contract | Duration | Amount | Comment |
|---|---|---|---|
| **ARC Linkage: Recognising the Skill in Jobs Traditionally Considered Unskilled LP110200888**<br>o Located at Federation University of Ballarat<br>o UNSW share lodged in IRRC | July 2011 to December 2014 | Funding of $13,500 pa to IRRC account in 2013<br>Covered 0.2 RA plus travel. | IRRC Associates I. Hampson and A. Junor are CIs<br>Partly based on Spotlight methodology developed in IRRC<br>Funded work of RA Margaret Wallace |
| **Building Professional Skills –** Division of Finance and Operations, UNSW | Mar 2013 to March 2014 | $62,000 | Release CI Junor from IRRC administrative duties through funding of Admin staff. Junor and admin staff member Jason Antony worked on interactive website and handbook |

**STATEMENT OF IN-KIND CONTRIBUTIONS**
**In Kind Contributions - Volunteer Work by Adjuncts and Administrative Staff**

| Staff Member | Time Donated | Value of Contribution |
|---|---|---|
| Professor Daryll Hull | IRRC Steering and Advisory Committee; research advice | $8,920 |
| Emeritus Professor Raja Junankar | Full-time | $131,865 |
| Associate Professor Jocelyn Pixley | Part-time | 65,032 |
| Associate Professor Craig Freeman | Five days | $3,860 |
| Dr Neil Hart | Two days per week | 45,077 |
| Dr Celia Briar | One month full-time | $10,463 |
| Associate Professor Anne Junor | Full-time February-December | $131,865 |
| Ms Terry O'Callaghan | 8 hours per week for 10 months | $24,120 |
| **Total in kind** | | $421,202 |

Comments:
Professor Hull's collaboration on LP110100335 is not included here .Dr Briar p Ms O'Callaghan devoted their time on a largely voluntary basis .

**Salaries – Imputed time spent on IRRC Work by Associates located in Schools or at other Institutions**

| Staff Members | Work and Time Donated | Value of Contribution |
|---|---|---|
| *Australian School of Business* | | |
| Professor Roger Simnett, Professor Michael Walpole Associate Dean Research | Steering Committee and advisory work | $30,000 |
| Tim Harcourt | *ELRR* editorial work – JW Nevile *Festschrift* | |
| Faculty administrative support | Research advice, HR support, Accounting assistance | |
| *School of Management* | | |
| Professor Christopher Jackson | Steering Committee work | $92,159 |
| Professor Michael Quinlan, Director | Centre management and *ELRR* editorial work[1] | |
| Associate Professor Peter Sheldon | Centre steering committee and *ELRR* editorial committee work; | |
| Dr David Morgan | *ELRR* Book Review editor[2] | |
| Associate Professor Ian Hampson | *ELRR* Editorial Committee Linkage Project 110200888[1 2] | |
| Dr Sarah Gregson | *ELRR* Editorial Committee work[1] | |
| Dr Tracy Wilcox | Work on CEO Communication research project | |
| *School of Economics* | | |
| Associate Professor Peter Kriesler | IRRC Steering Committee, *ELRR* Executive Editor | $31,288 |
| Associate Professor Elisabetta Magnani | ELRR editorial and IRRC Committee work; Preparatory work on Discovery application | |
| *Other ASB Schools* | | |
| Professor Dubravka Cecez-Cecmanovic, School of Information Systems, Technology and Management | IRRC Steering Committee | $1,780 |
| Professor Hazel Bateman, School of Risk & Actuarial Studies | Executive editorial work, *ELRR* | |
| *School of Business UNSW Canberra* | | |
| Professor Michael Hess | Steering Committee and *ELRR* editorial work | $22.000 |
| Professor Michael O'Donnell | *ELRR* editorial work<br>Asia-Pacific Development State workshop for *ELRR* | |
| Dr Denise Faifua | Editorial work, *ELRR* | |
| **Total in kind** | | $180.227 |

Not included:

(1) Work on components of LP110100335 excluded as funds lodged in a School-based account.
(2) Work on those aspects of BPS project funded through a School-based account.
(3) Transfer of research incentive funding from UNSW Canberra

**Infrastructure and other Resources provided to the Centre**

In 2013 the IRRC occupied office space in the Quadrangle Building (Quad 1039). These were shared by the Deputy Director, the Editorial Co-ordinator, the Administrative Officer, Consultants, Research Assistants, an Adjunct Emeritus Professor and Visiting Scholars.

In addition the IRRC shares the following facilities with the Asia-Pacific Ubiquitous Healthcare Research Centre: a meeting room, printer/photocopier. Most Associates from inside and outside UNSW provided their own office space on or off campus.

## DETAILS OF GRANTS, CONSULTANCIES, RESEARCH PROJECTS, PUBLICATIONS AND OTHER SCHOLARLY ACHIEVEMENTS

### 1) Linkage Project *The Future of Aircraft Maintenance in Australia* (LP110100335)

| Grant/Contract | Duration | Amount | Comment |
|---|---|---|---|
| Located in School of Management but research and oversight of RA work shared between School and IRRC. | May 2011-Dec 2013 (extension to June 2014) | ARC contribution $75,000 in 2011, $70,000 in 2012, $80,000 in 2013<br>Partner Org. Contributions: $21,130 cash and $122,739 in-kind in 2011<br>$21,130 cash and $126,564 in-kind in 2012<br>$8,740 cash and $123,569 in-kind in 2013 | Lead CI is IRRC Director, CI Junor has only an IRRC affiliation, and 2 other CIs (Hampson & Gregson) have dual School of Management/IRRC affiliation. Other CIs: Prof Ann Williamson Aviation UNSW, Dr Erik von Voorthuysen (Engineering), Professor Gary Barrett (University of Sydney)<br>Partner Organisations: Australian Aerospace, AMROBA, , ALAEA, AMWU, Manufacturing Skills Australia, Transport and Logistics Centre, TAFE NSW, FAAA, TWU, |

This grant was managed through the School of Management, but significant work was done on it in the IRRC.

Presentations and consultations occurred with Partners Organisation meetings, with NARTOCOP (the National Aeroskills Recognised Training Organisations Community of Practice), and with the Sydney Aerospace and Defence Interest Group.

In 2013 intensive coding and data analysis took place of the 708 responses to the project's Wave 1, with major input from RAs Dr Doug Fraser and Tanya Carney. Research Assistant Tanya Carney coded the data and produced descriptive statistics for presentation to Partners.

Close research collaboration with Partner Organisations continued, analyzing primary administrative data, interpreting regulatory changes and their impacts, setting up Wave 2 of the survey of maintenance engineers, mapping surveying Maintenance, Repair and Overhaul organisations and helping analyzing the output from further interviews. A focus group discussion was held in December with aeroskills teaching staff.

*Outputs*

*Published output* -

1. Quinlan M, Hampson I, Gregson S. (2013) Outsourcing and offshoring aircraft maintenance in the US: Implications for safety. *Safety Science* 57:283-292.

2. Hampson. I, Quinlan, M, Fraser, D and Junor, A (2013) Aircraft Maintenance in Australia: Issues, Prospects and Loose Ends. Presentation to Aircraft Engineers International Annual Congress, Bayview on the Park, Melbourne, 20th. - 23rd. November.
3. Hampson, I, M. Quinlan, D. Fraser and A. Junor (2013) Aircraft Maintenance in Australia: Issues, Prospects and Loose Ends, *I*nvited Address to the Global Aviation Research Network, Macquarie University, Spring St, Sydney, 29 November,
4. Gregson S, Quinlan M and Hampson I (2013) 'Industrially seeking status – the costs and benefits of professionalism in aircraft maintenance work', paper presented to the 13th Biennial Labour History Conference, Sydney Trades Hall.
5. Hampson I, and Gregson S (2013) 'Licensing and the Labour Process in Australian Aircraft Maintenance: Deskilling by Stealth?' paper presented to the International Labour Process Conference, 18-20 March, Rutgers University, New York.
6. Hampson, I, Fraser, D. and Junor, A (2013) A skill shortage of a certain kind: Segmentation in the labour market for licensed and unlicensed aircraft maintenance engineers (AMEs) in Australia. Paper prepared for presentation to the Conference of the International Working Party on Labour Market Segmentation, Trinity College, Dublin, 12-14 September.

*Working Papers for Partner Organisations*

7. Hampson, I and Fraser D (2013) Occasional Paper 10: Future skilled labour requirements for maintenance of the Australian fleet, February
8. Hampson I, Fraser D and Junor A(2013) The Future of Aircraft Maintenance in Australia: Aviation Safety, Workforce Capability and Industry Development, Invited Presentation to NARTOCoP, 4 March.
9. Barlow, K and Junor A. (2013) Report of MRO Survey results November

**2) Linkage Project *Recognising the Skill in Jobs Traditionally Considered Unskilled* (LP110200888)**

Funding details – because this funding was managed through the IRRC, the details are listed above see above under **FUNDING SOURCES - Grants and Consultancies providing direct IRRC funding**

The IRRC was responsible for five of the nine occupations in the study – chefs, waiters, hotel guest service agents, sewing machinists and cleaners. By the start of 2013, the industry, occupational and case study interviews had been completed. The next step, Phase 4 (analysis of the case study findings) was completed during the year, with feedback sought from Partner Organisations. In November Phase 5 Industry Forums were held to seek validation of the results.

*Outputs*

1. Smith E, Smith A, Hampson I and Junor A (2013) Progress Report 3 for Industry Partner Organisations: Australian Research Council (ARC) 'Linkage' program, Recognising the skill in jobs traditionally considered unskilled', Confidential 3 May 2013
2. Smith E, Smith A, Hampson I and Junor A (2013). Progress Report 3- Summary for Boards Project: Recognising the skill in jobs traditionally considered unskilled May 2013
3. Hampson H (2013) Industry level and case study findings about the occupations of Chef, Waiter and Sewing Machinist ARC Project: Recognising skills in jobs traditionally

considered unskilled. Validation report to Cleaning Industry Forum, Service Skills Australia, Clarence St, Sydney, 14,15 October; 20 November. (3 separate reports)

4. Junor A (2013) Industry level and case study findings about the occupations of Guest Services Agent and Cleaner. ARC Project: Recognising skills in jobs traditionally considered unskilled. Validation report to Cleaning Industry Forum, Service Skills Australia, Clarence St, Sydney, 14 and 15 October (2 separate reports)

### 3) Division of Finance and Operations: Building Professional Skills – a Spotlight Project

Funding details – because funding of the final phase of this project was managed through the IRRC, the details are listed above see above under **FUNDING SOURCES - Grants and Consultancies providing direct IRRC funding**

In 2013, working with consultants and senior managers, the process of building, usability testing and rolling out the Building Professional Skills Toolkit was undertaken.

*Outputs*

Beta Release Website – *Building Professional Skills* *www.bps.unsw.edu.au* *and Handbook* (231 pp)

- Spotlight Framework; questionnaire and skills profiling tool
- Tools - How to improve a position description; How to recruit for professional skills; How to develop performance; How to lead learning and development
- Resources – Including Professional skill clusters; UNSW behavioural competencies and Spotlight skills; Spotlight skills in action – Building a stronger professional culture; Fostering respect and dignity at work; Effective communication
- Research Report; What staff said
- Forms and templates.

### 4) Southwestern Sydney Manufacturing and Engineering Task Force (pro bono)

Sydney), South Western Sydney Institute of TAFE, State Training Services, Macarthur Workplace Learning:
Survey of skill utilisation and requirements of manufacturing and engineering employers in Southwestern Sydney.

*Output*

**Junor A (2013)** South West Sydney Manufacturing and Engineering Task Force Skills Survey 2013 Progress Report 18 November.

### 5) Judith Miller Grant

| | | | |
|---|---|---|---|
| Private donor –grant processed through IRRC | 2009- | $15,000 in total expended in 2010 until funds exhausted (likely to be 2015) | The grant continued to fund NZCOSS to cover costs of web-hosting of<br>www.spotlightworkskills.com<br>Additionally $5,000 has been provided to the School of Management until exhausted to fund Scholarships for honours research on diversity |

## RESEARCH SUPERVISION CARRIED OUT BY THE CENTRE ON BEHALF OF ACADEMIC UNITS

### UNSW thesis supervision by IRRC Associates with no other UNSW Affiliation

1) Associate Professor Anne Junor provided joint supervision with Associate Professor Julie Cogin (School of Management):

PhD: Janis Wardrop: When is Institutional Change Not Change? Australian Corporate Governance Reporting Practices as Institutional Maintenance Work. Submitted November 2012, Conferred December 2013

2) Associate Professor Anne Junor provided joint supervision with Professor Ralph Hall (Faculty of Arts and Social Sciences):

PhD: Tanya Carney: Navigating occupational norms: Explaining the employment mobility patterns of Australian mothers. Submitted and conferred 2013

3) Associate Professor Anne Junor provided joint supervision with Professor Janet Chan ( Law)

PhD: Rabeatul Husna binti Abdull Rahman. The Impact of Human Resource Practices on the Retention of Knowledge Workers in Malaysia. Submitted and conferred 2013.

4) Professor Raja Junankar commenced joint supervision of a PhD student with the Faculty of Arts and Social Sciences, and jointly supervised with Associate Professor Peter Kriesler Economics

Honours: Christopher Sewell. An analysis of youth labour markets.2013.

**PUBLICATIONS 2013**

***Books 2013***

1. **Hart NL (2013)** Alfred Marshall and Modern Economics. Palgrave Macmillan, Basingstoke U.K.

***Edited Collections***

2. **Kriesler, P** and Harcourt, GC, Editors **(2013)** *Oxford Handbook of Post-Keynesian Economics* Volume 1: Theory and Origins, Oxford University Press, New York, ISBN978-0-19-539076-6
3. **Kriesler, P** and Harcourt, GC, Editors **(2013)** *Oxford Handbook of Post-Keynesian Economics* Volume 2*: Critiques and Methodology*, Oxford University Press, New York, ISBN 978-0-19539075-9
4. **Kriesler, P** Joint editor with Chester, L and Johnson, M **(2013)** Heterodox economics and the crisis that won't go away 12th Australian Society of Heterodox Economists Conference 2-3 December, 2013, The University of New South Wales SBN: 978-0-7334-3375-7
5. **Pixley J,** Harcourt GC. Editors (2013) *Financial Crises and the Nature of Capitalist Money*. 320 pages. Palgrave Macmillan

**B*ook Chapters***

6. Harcourt GC and **Kriesler P (2013**) Michal Kalecki and Rosa Luxemburg on Marx's schemes of reproduction: two incisive interpreters of capitalism. In *The Legacy of Rosa Luxemburg, Oskar Lange and Michal Kalecki* Vol. 1. Editors: Bellofiore R, Karwowska E, Toporowski J. Palgrave MacMillan , pp. 9-18.
7. Harcourt GC and **Kriesler PR (2013)** "Introduction" Oxford Handbook of Post-Keynesian Economics Volume 1 and Volume 2 , Oxford University Press, New York, 2013, G.C. Harcourt and P. Kriesler (eds) ISBN 978-0-19-539076-6, pp. 1-44
8. **Kriesler PR (2013)** Post-Keynesian Perspectives on economic development and growth. In *Oxford Handbook of Post-Keynesian Economics* Volume 1: Theory and Origins. Oxford University Press, USA, pp. 539-555.
9. Halevi J**, Hart NL,** and **Kriesler P (2013)** The Traverse, Equilibrium Analysis and Post-Keynesian Economics. In *The Oxford Handbook of Post-Keynesian Economics*. Editors: Harcourt GC, Kreisler Vol 2: Critiques and Methodology, Oxford University Press, New York, 2013, G.C Harcourt and P. Kreisler (eds) pp. 175-197.
10. **Quinlan M (2013)** Precarity and workplace well-being: a general review. In *Safety or Profit? International Studies in Governance, Change and the Work Environment*. Ed Nichols T and Walters D. Amityville NY: Bayview, pp. 17-32.
11. **Pixley JF**, Harcourt GC **(2013)** Introduction to Positive Trespassing. In *Financial Crises and the Nature of Capitalist Money: Mutual developments from the challenge of Geoffrey Ingham*. Palgrave Macmillan, pp. 1-18.
12. **Pixley JF** Harcourt GC Editors **(2013**) Geoffrey Ingham's theory, money's conflicts and social change. In *Financial Crises and the Nature of Capitalist Money*. *Mutual developments from the challenge of Geoffrey Ingham*.. Palgrave Macmillan, Basingstoke UK , pp. 273-299.
13. **Woolfson, C (2013)** 'Safety failures the offshore oil industry: from *Piper Alpha* to *Deepwater Horizon*', in T. Nichols and D. Walters (eds.) *Safety or Profit? International Studies in Governance, Change and the Work Environment,* Amityville: Baywood Press, USA. pp. 181-203.

***Refereed Journal Articles 2013***

14. **Kriesler P**, Harcourt, GC and Langmore, J **(2013)** "Faith, works and talents entwined: driving forces behind John Nevile's contributions*. Economic and Labour Relations Review* 24(2) 228-237.
15. **Kriesler, P**, Nevile, J. and Harcourt, G.C. **(2013)"** Exchange rates and the macroeconomy in an eral of global financial crises, with special reference to Australia" Economic and Labour Relations Review, 24 (1) 2013 pp. 51-63.
16. **Magnani, E (2013)** From financing labour to labouring finance: subjectivity in financial times, *Cosmopolitan Civil Societies: An Interdisciplinary* Journal 5(2):129-142 12
17. **Morris, A. (2013),** 'Public housing in Australia: A case of advanced urban marginality?' *The Economic and Labour Relations Review* 24(1)80-96.
18. Turner M, **O'Donnell M**, Suh C-S, Kwon S-H. **(2013)** Public sector management and the changing nature of the developmental state in Korea and Malaysia. *The Economic and Labour Relations Review* 24(4):481-494
19. **O'Donnell M**; Turner M, **(2013),** ' Leading the world: Public sector reform and e-government in Korea', *The Economic and Labour Relations Review* 24(4): 533 - 548,
20. Jayawardana AKL; **O'Donnell M**; Jayakody JASK, **(2013)** Job involvement and performance among middle managers in Sri Lanka. *International Journal of Human Resource Management* 24,(21): 4008 - 4025,
21. **O'Donnell ME** and Roles C **(2013),** The Fair Work Act and Worker Voice in the Australian public service. *Adelaide Law Review* 34(1): 93 - 117,
22. **Pixley J, Whimster S, Wilson S**. (2013) Central bank independence: A social economic and democratic critique. *The Economic and Labour Relations Review* 24(1):32-50
23. **Quinlan, M**. (2013) Precarious and hazardous work: the health and safety of merchant seamen 1815-1935, *Social History* 3
24. **Quinlan, M**. (2013) Precarious employment, ill-health and lessons from history: The case of casual (temporary) dock workers 1880-1945 *International Journal of Health Services* 43(4):721-744.
25. **Quinlan, M**. (2013) Underleverantörssystem, sweating och arbetsmiljö inom konfektionsindustrin 1880–1920: Otrygga arbeten i ett historiskt Sammanhang, *Arbetarhistoria*,:3–4:6-15.
26. **Quinlan M, Hampson I, Gregson S**. (2013) Outsourcing and offshoring aircraft maintenance in the US: Implications for safety. *Safety Science* 57:283-292
27. **Royal C**, O'Donnell L. **(2013)** Beyond the illusion of numbers: A challenge for financial regulators and analysts. *The Economic and Labour Relations Review* 24(4):568-583
28. **Sheldon P, Thornthwaite L**. **(2013)** Employer and employer association matters in Australia in 2012. *Journal of Industrial Relations* 55(3):386-402.
29. **Sheldon P**, Li Y. **(2013)** Localized poaching and skills shortages of manufacturing employees among MNEs in China. *Journal of World Business* 48(2):186-195.
30. Kallaste, E. and **Woolfson, C**. **(2013)** 'Negotiated responses to economic crisis in the Baltic states', *Transfer: European Review of Labour and Research* 19.(2.)253-266.
31. **Woolfson, C.** Fudge, J. and Thörnqvist, C. **(2013)** 'Migrant precarity and future challenges to labour standards in Sweden', *Economic and Industrial Democracy***,** Vol. 35. Pre-publication online.
32. B. Likic-Brboric, Z. Slavnic and **Woolfson, C (2013)** 'Labour Migration and Informalisation: East meets West', *International Journal of Sociology and Social Policy*.

V33(11/12):677-692. Selected by journal editorial board as the Outstanding Article of 2013.

***Conference Papers 2013***

33. **Carney, T. and Junor, A. (2013)** Wanted! Flexibility and security: Finding a Package of Terms and Conditions that Work for Employed Mothers, Presented at *Changes and Challenges in a Globalising World*. Fifth International Community, Work and Family Conference, University of Sydney, 15-19 July. Full Papers, Available at: http://www.aomevents.com/CWFC2013/Abstracts/Full_Papers
34. **Faifua DE** and Tortorello F, **(2013)** Elite professionalism: The positioning of career agency in organization, in 29th European Group of Organization Studies Colloguium 2013, European Group of Organization Studies, Austria, presented at European Group of Organization Studies, Montreal Canada, 2 - 6 July.
35. **Gregson S**, **Quinlan M** and **Hampson I (2013)** 'Industrially seeking status – the costs and benefits of professionalism in aircraft maintenance work', paper presented to the 13th Biennial Labour History Conference, Sydney Trades Hall.
36. **Hampson I**, and **Gregson S (2013)** 'Licensing and the Labour Process in Australian Aircraft Maintenance: Deskilling by Stealth?' paper presented to the International Labour Process Conference, 18-20 March, Rutgers University, New York.
37. **Hampson, I, Fraser, D. and Junor, A (2013**) A skill shortage of a certain kind: Segmentation in the labour market for licensed and unlicensed aircraft maintenance engineers (AMEs) in Australia. Paper prepared for presentation to the Conference of the International Working Party on Labour Market Segmentation, Trinity College, Dublin, 12-14 September.
38. **Junankar, P.N (Raja) (2013)** "Is there a trade-off between employment and productivity?" paper presented to the ILO Expert Seminar on "More and better jobs for inclusive growth" Geneva 28/29 November 2013.
39. **Kriesler PR**, Harcourt GC, Nevile JW. **(2013)** Why Myths in Neoclassical Economics Threaten the World Economy: A Post-Keynesian Manifesto. CofFEE Conference 2013 Reconstructing a Full Employment Narrative, University of Newcastle, 4 -5 Dec 2013 - . Proceedings editors: Wrightson G. Reconstructing A Full Employment Narrative: Proceedings: *Refereed Papers.* 56-66.
40. **Woolfson**, **C (2013)** 'Reconfiguring the Swedish Model: Between Laval and the (neo) liberal migration regime', invited contributor to international workshop "Social Rights and Markets", Department of Law, University of Glasgow, 22 November 2013.
41. **Woolfson, C (2013)** Plenary contribution 'The formation of the new *austeriat* in neo-liberal post-communist sending countries' to 'Migration' session, *Work, Employment and Society 2013 Conference*, 5th September, University of Warwick, UK.
42. **Woolfson**, **C (2013)** 'Migrant precarity and future challenges to labour standards in Sweden', Stream Name: Migration, ethnicity, equality and diversity, disabilities, minorities, *Work, Employment and Society* Annual Conference, Warwick University, 4 September 2013.
43. **Woolfson**, **C (2013)** Judy Fudge and Christer Thörnqvist, 'Migration reform, precarity and the Swedish model: New challenges for Swedish trade unions', paper to "Trade Unions and Immigrants in Europe revisited" *Tenth Annual IMISCOE Conference* Malmö*,* Sweden 26-27 August 2013.
44. **Woolfson, C (2013**) invited keynote speech: 'Migration, Austerity and New Challenges to Labour Markets in the Baltic/Nordic Region', Expert seminar on *Labour Migration in*

*the Baltic Sea Countries: Trends and Prospects,* Lithuanian Social Research Centre, the Nordic Council of Ministers Office in Lithuania, the Embassy of Sweden and the Committee on Social Affairs and Labour of the Seimas of the Republic of Lithuania, Grand Chamber of Parliament of Lithuania, Vilnius, Lithuania, 25 April 2013.

### *Research Reports for International Agencies,Submissions to Governments and Expert Evidence to Courts 2013*

45. **Junankar, P.N. (2013)** Employment and Productivity, Phase 2. International Labour Organisation, March September.,

46. Croucher, R., Stumbitz, **Quinlan, M** and Vickers, I **(2013)** *Can Better Working Conditions Improve the Performance of SMEs? An International Literature Review*. Geneva: International Labour Office.

47. **Walters, D**. Wadsworth, E. and **Quinlan, M**. (2013) *Analysis of the determinants of workplace occupational safety and health practice in a selection of EU Member States*, (plus Annexe) European Risk Observatory, European Agency for Safety and Health at Work, Luxembourg.*. available:* https://osha.europa.eu/en/publications/reports/analysis-determinants-workplace-OSH-in-EU/view

48**. Quinlan M (2013)** *Supply Chains and Networks.* Canberra: Safe Work Australia

49. **Quinlan MG (2013)** Road Safety Remuneration Tribunal Annual Work Program Submission, 12 September.

50. .**Quinlan MG (2013)** Second Audit of the Mine Safety Unit and Office of Chief Inspector of Mines. 2013. Workplace Standards Tasmania, Hobart.

### *Seminar Papers, Keynote Addresses, Panel Papers. Invited Articles and Presentations*

51. **Hampson. I, Quinlan, M, Fraser, D and Junor, A (2013)** Aircraft Maintenance in Australia: Issues, Prospects and Loose Ends. Presentation to Aircraft Engineers International Annual Congress, Bayview on the Park, Melbourne, 20th. - 23rd. November.

52. **Hampson, I, M. Quinlan, D. Fraser and A. Junor (2013)** Aircraft Maintenance in Australia: Issues, Prospects and Loose Ends, *I*nvited Address to the Global Aviation Research Network, Macquarie University, Spring St, Sydney, 29 November,

53. **Junankar, P.N. (Raja) (2013)** "Is there a trade-off between Employment and Productivity, IZA Discussion Paper No. 7717, Bonn, Germany.

54. **Junankar, P.N. (Raja)** and Abu Shonchoy **(2013)** "The Informal Labour Market in India: Transitory or Permanent Employment for Migrants?" IZA Discussion Paper No. 7587, Bonn, Germany.

### *Discussion and Working Papers*

55. **Junankar, P.N. (2013)** "Australia: The Miracle Economy", IZA Discussion Paper No. 7505, Bonn, Germany.

1. 56. Harcourt, G.C, **Kriesler, P** and Nevile, J**, (2013)"**Why Myths in Neoclassical Economics Threaten the World Economy: A Post-Keynesian Manifesto (December 2013) UNSW Australian School of Business Research Paper No. 2013-36 Available at SSRN: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2374960

   57. **Freedman, C**, Harcourt, G.C, **Kriesler, P** and Nevile, J **(2013**) "Milton Friedman: Constructing an Anti-Keynes" Friedman, C, Harcourt, G.C, Kriesler, P and Nevile, J, (December 2013) UNSW Australian School of Business Research Paper No. 2013-35 Available at SSRN:http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2374956

## DATES OF AND ATTENDANCE AT MEETINGS OF THE CENTRE'S STEERING COMMITTEE 2013

5 June 2013
Attendance: Prof R. Simnett, Prof C. Jackson, Prof M. Quinlan, A Prof P. Kriesler, A Prof A. Junor,
Minutes: R O'Grady
Apologies: Prof D. Cecez-Kecmanovic, Prof M. Hess, Prof M. O'Donnell, Prof D. Hull, A/Prof P Sheldon

26th August 2013
Attendance: Prof M Walpole (Chair), Prof C. Jackson, Prof M. Quinlan, A Prof P. Kriesler, A/Prof P Sheldon, Prof A. Junor, Prof Dl Hull, A/Prof E Magnani,
Minutes: R O'Grady
Apologies: Prof R Simnett, Prof D. Cecez-Kecmanovic, Prof M. Hess, Prof M. O'Donnell.

20th November 2013
Prof M Walpole (Chair), Prof C Jackson, Prof M Quinlan, A Prof P Kriesler, Prof A Junor, A/Prof J Cogin, A/Prof E Magnani,
Minutes: R O'Grady
Apologies: A/Prof P Sheldon, Prof M Hess, Prof M O'Donnell, Prof D Hull