



INDUSTRIAL RELATIONS
RESEARCH CENTRE

Annual Report 2017

IRRC Annual Report 2017

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Industrial Relations Research Centre Annual Report 2017

Director's Overview

The Industrial Relations Research Centre (IRRC), founded in 1980, brings together research associates from inside and outside UNSW. We collaborate in conducting and diffusing research that contributes to policy and practice in fields such as the regulation of labour standards, workplace health and safety, workforce development, and labour market policy implications of climate change.

The IRRC functions to fulfil the Objectives it has adopted to fulfil its Mission (below) and the Key Performance Indicators (KPIs) set for it through periodic, formal reviews (normally triennial). By the end of 2015, the IRRC had met all its KPIs for the triennium 2013–16. The next review had been expected in late 2016.

However, due to recent changes in how UNSW manages and oversees its research centres – it delegated responsibility to host faculties – the Business School conducted that review during November 2017. For that review, the Director developed a three-year strategic business case, subsequently ratified by the Steering Committee at its 13 November 2017 meeting, that included additional IRRC Objectives and revised, expanded and more ambitious KPIs.

During 2017, the IRRC continued to meet its (legacy) Objectives and KPIs as well as meeting most of the new Objectives and additional KPIs slated for 2018-20.

The UNSW Business School hosts the IRRC, provides it with office accommodation (Quadrangle 1039) and with its office and CIT infrastructure. As well, the faculty, through its Associate Dean – Research (ADR) generously funded the buying out of half the Director's teaching load for 2017. This enabled the Director to spend much more time seeking funding, research and industry engagement opportunities and in event organising on behalf of the IRRC. We thank the successive ADRs during 2017, Professors James Morley and Elizabeth Carson for their strong support.

The IRRC has also continued to benefit from the substantial and varied support from the Business School at UNSW Canberra. We thank its Head (our Deputy Director), Professor Michael O'Donnell.

A major activity of the IRRC, featured as is Objective 4 and KPI 3, is to produce *The Economic and Labour Relations Review (ELRR)*, an international journal, published four times a year, on the intersection of economic, social and labour market policy research. In 2017, ELRR was in its 28th year. Sage Publishing Ltd published the journal on behalf of, and with annual funding support of 8000 GBP from, the UNSW Business School.

Peter Sheldon

Our mission

The aim of the IRRC is to promote research on work, labour markets and industrial relations that will contribute to productive, satisfying 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 2017 and beyond

The IRRC Steering Committee, at its 13 November 2017 meeting, re-confirmed its existing Objectives – numbered 1 to 7 (below) – from the 2013–2016 triennium. At that meeting, the Steering Committee also adopted another three objectives for 2018-2020 – numbered 8 to 10 (below):

- *Objective 1:* To promote better understanding of labour markets and industrial relations
- *Objective 2:* To promote safe, engaged, productive and fair workplaces
- *Objective 3:* To encourage the recognition, development and utilisation of skills
- *Objective 4:* To continue to build the impact of *The Economic and Labour Relations Review*
- *Objective 5:* To engage with industry, community and government in the production and dissemination of research
- *Objective 6:* To build our working relationships and international outreach
- *Objective 7:* To help develop emerging scholars.
- *Objective 8:* To further UNSW Strategy 2025, particularly the pillars of Engagement and Impact.
- *Objective 9:* To address UNSW Grand Challenges, particularly Inequality and Climate Change
- *Objective 10:* To collaborate with and bring together, in shared projects, colleagues and academic units across the UNSW in pursuit of the other objectives, reflecting the UNSW 2025 Strategy's emphasis on *interdisciplinary research and collaborations*.

In summary, during 2017 the IRRC pursued these objectives (including new ones, 8-10) through:

- Individual and collaborative research projects including projects funded by competitive grants and industry contracts
- Publication of the findings of this research in scientific journals and books
- Dissemination of research results to the wider community through media releases/social media, seminars/conferences, keynote addresses, industry forums, consultancies and reports
- Provision of human resource practitioner materials such as job analysis data
- Provision of infrastructure and staffing for publishing *Economic and Labour Relations Review*.

IRRC Governance in 2017

Presiding faculty: UNSW Business School

Chair: Professor James Morley (until August); Professor Elizabeth Carson (August-December)

Director: Professor Peter Sheldon, School of Management, UNSW

Deputy Director: Professor Michael O'Donnell, Head of School of Business, UNSW Canberra

Steering committee

Chair, Director and Deputy Director, plus:

Professor Karin Sanders, Head of School of Management, UNSW

Professor Michael Quinlan, School of Management, UNSW

(Honorary) Associate Professor Anne Junor, IRRC.

Professor Daryll Hull, Department of Marketing and Management, Macquarie University

Associate Professor Peter Kriesler, School of Economics, UNSW,

Dr Sharron O'Neill, School of Business, UNSW Canberra

Dr Sue Williamson, School of Business, UNSW Canberra

Advisory committee (in abeyance during 2017)

Chair: Professor Lucy Taksa, Associate Dean, Research, Faculty of Business and Economics, Macquarie University

Ms Juliet Bourke, Partner, Deloitte Australia

Ms Philippa Hall, Pay Equity Consultant

Professor Emeritus Geoffrey Harcourt, Economics, UNSW

Mr Tim Harcourt, J.W. Nevile Fellow in Economics, UNSW

Mr Paul Ryan, Australian Road Transport Industry Organisation

Ms Judith Wright, Senior Industrial Officer, ASU

The Honourable Lance Wright QC

IRRC Associates 2017

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

- 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 in a Visiting capacity from another Australian University
- Associates who are retired academics may be appointed in an Honorary capacity
- Overseas associates may be appointed in an Honorary capacity
- The Dean, UNSW Business School approves all appointments from outside UNSW. Level D and E appointments require additional approval of the Director, Human Resources, UNSW.

Honorary and Visiting Associates located in the IRRC office

Honorary Professor P.N. (Raja) Junankar, UWS, IZA (to 30/6/2018)

Honorary Associate Professor Anne Junor (to 31/12/2017 – renewed in 2018)

Dr Neil Hart (Honorary Senior Lecturer, appointment renewed for two years, 2017)

Located in UNSW Business School, UNSW

Professor Peter Sheldon, School of Management, Director
Professor Michael Quinlan, School of Management, Director IRRC
Professor Nick Wailes, Associate Dean Digital & Innovation
Associate Professor Ian Hampson, School of Management
Associate Professor Peter Kriesler, School of Economics
Dr Louise Fitzgerald, Management/Education Development Unit
Dr Sarah Gregson, School of Management
Dr David Morgan, School of Management
Dr Tracy Wilcox, School of Management

Located in School of Business, UNSW Canberra

Professor Michael O'Donnell, Head, School of Business, UNSW Canberra; IRRC Deputy Director
Dr Sharron O'Neill, School of Business, UNSW Canberra
Dr Sue Williamson, School of Business, UNSW Canberra

External Appointees and Visitors during 2017

Professor Alistair Rainnie (to 28/2/2018)
Professor Mark Harcourt, Waikato Management School (to 31/7/2017)
Honorary Professor John Lodewijks (to 31/12/2017)
Professor Elisabetta Magnani, Head, Department of Economics, Macquarie University
Associate Professor Jocelyn Pixley, Macquarie University
Professor David Walters, Cardiff University, Wales
Professor Charles Woolfson, Linkoping University, Sweden
Associate Professor In Jun, Head, School of Management, Yeungnam University, Republic of Korea
Dr Elsa Underhill, Deakin University, Australia

Research Assistants (casually employed)

Dr Tanya Carney
Ms Noa Sheer
Mr Anthony de Rosa Pontello

Professional and Technical Staff

Ms Margaret Wallace. Casual Project Officer: *ELRR* development, editorial and marketing
Mr Jason Antony. Part-time Administrative Assistant and *ELRR* Editorial Administrator.

IRRC KPIs for 2017

During 2017, the IRRC continued to be guided by those (legacy) KPIs for the 2013-16 triennium:

- KPI 1: Apply for/secure one major competitive research grant (eg ARC linkage)
- KPI 2: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project
- KPI 3: Publish four issues of the journal *ELRR* per year (16 over the planning cycle)
- KPI 4: Publish one book (research monograph) with a reputable international publisher
- KPI 5: Publish 16 by-lined articles in refereed journals

- KPI 6: Deliver at least four presentations at conferences/public forums and run at least one event/conference (in addition to invited guest speakers)
- KPI 7: Provide submissions to or serve on at least one government advisory body relevant to the centre's research expertise
- KPI 8: Network with overseas researchers in terms of collaborative projects and arrange at least two presentations/visits at the Centre.

The new KPIs the IRRC Steering Committee adopted on 13 November 2017 are as follows:

IRRC KPIs for the 2018–2020 triennium

- KPI 1: Apply for/secure one major competitive research grant *each year* (eg ARC Linkage) relevant to IRRC research goals/expertise.
- KPI 2: Apply for/secure one industry-funded research project *each year* (including from eg NGOs, unions, employer associations) relevant to IRRC research goals/expertise
- KPI 3: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project relevant to IRRC research goals/expertise.
- KPI 4: Publish four issues of the journal, *Economic and Labour Relations Review*, per year (12 over the planning cycle)
- KPI 5: Publish three (by-lined) books (research monographs) with a reputable international publisher (one in next 12 months)
- KPI 6: Publish 15 (by-lined) articles in scientific journals, ranked A and above. (5 in next 12 months)
- KPI 7: Deliver at least 18 (by-lined) presentations at conferences/public forums (5 in next 12 months)
- KPI 8: Run at least one event/conference *per year* relevant to IRRC research goals/expertise.
- KPI 9: Provide submissions to or serve on at least two government advisory bodies relevant to IRRC.
- KPI 10: Network with overseas researchers in terms of collaborative projects, arranging at least two presentations/visits at the centre (1 in next 12 months).
- KPI 11: Maintain an active presence through expert comment and discussion in media outlets

The Centre's performance relative to its KPIs (and its Objectives) for 2017

KPI 1: Apply for/secure one major competitive research grant (eg ARC linkage)

* **LP170101029** December 2017, Australian Research Council Linkage Project application: 'Aircraft maintenance in Australia: harmonisation and workforce renewal'.

Chief Investigators are: Ian Hampson (School of Management), **Anne Junor** (IRRC), Jason Middleton (School of Aviation), and **Sarah Gregson** (School of Management and IRRC).

Partner Investigators, Ken Cannane (Aviation Maintenance Repair and Overhaul Business Association) and Stephen Re, Australian Licensed Aircraft Engineers Association).

Partner Organisations: Regional Aviation Association of Australia, Regional Development Australia Sydney, the Transport and Logistics Centre, and Svensk Flygteknikerförening (the Swedish Flight Engineers' Association).

This activity contributed to all IRRC Objectives except no. 4 (ELRR).

KPI 2: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project

* **SP16-5285 (\$277,000)**, Office of Learning and Teaching Strategic Priority Commissioned Grant: 'Scholarly teaching fellows as a new category of employment in Australian universities: impacts and prospects for teaching and learning'.

During 2017 **Anne Junor (CI)** was engaged in the first year of this two-year research project. She contributed to the conducting of over 80 interviews with university managers and scholarly teaching fellows, as well as to numerical data analysis. The first academic article from the project was drafted and submitted to the *Journal of Industrial Relations* for review.

Lead institution: University of Technology, Sydney. Partner institutions: Griffith University, UNSW, and the University of Canberra.

Project Leader is Associate Professor James Goodman. Other team members are Dr Keiko Yasukawa, Associate Professor Anne Junor, Dr Kaye Broadbent, Professor Glenda Strachan, Associate Professor Tony Brown.

* **LE170100099 (\$450,000)**, Australian Research Council Linkage Infrastructure Equipment and Facilities (LIEF) Grant: 'Comprehensive legal research resources for Australian Industrial and Workplace Relations Law', announced November 2016, started early 2017.

Michael O'Donnell and **Peter Sheldon** are CIs among a team from 8 universities – including, from UNSW: the Law School, IRRC and UNSW Canberra.

- Principal CI: Andrew Mowbray UTS (Austlii)
- Research Team: Professor Andrew Mowbray; Dr Philip Chung; Professor Andrew Stewart; Professor Graeme Orr; Associate Professor Anna-Louise Chapman; Associate Professor Shae McCrystal; Professor Mark Bray; Professor Peter Sheldon; Professor Michael O'Donnell; Dr Jillian Murray; Dr Michael Rawling; Mr Anthony O'Donnell

Peter Sheldon's involvement is explicitly on behalf of the IRRC and the IRRC contributed \$5,000 to the project as part of a UNSW contribution of \$240,000.

Peter Sheldon was involved in team discussions regarding priorities and phasing of the project.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars)

KPI 3: Publish four issues of the journal *The Economic and Labour Relations Review (ELRR)* per year

In 2017, *The Economic and Labour Relations Review (ELRR)* continued to be published quarterly (and in a timely way) by Sage Publishing Ltd.

ELRR brings together research in economics and labour relations through a multi-disciplinary approach to policy questions. It publishes research that critically assesses dominant policy orthodoxies, as well as alternative models, thereby facilitating informed debate. The journal particularly encourages articles that take a critical approach to neoliberalism, that adopt a post-Keynesian (heterodox) approach to economics, or that explore rights-, equality- or justice-based approaches to labour relations and social policy.

In 2017, the IRRC continued to carry administrative responsibility for the journal. The IRRC also provided academic leadership and administrative support via the honorary appointments of editor-in-chief, Anne Junor, executive editor, Raja Junankar, and book review editor, Neil Hart. *ELRR* is also the journal of the Australian Society of Heterodox Economists, whose Director is IRRC Associate, Peter Kriesler.

The School of Business UNSW Canberra also contributed academic leadership and administrative support via the honorary appointments of co-editor in chief Anne Holmes and executive editor Anis Chowdhury.

As *ELRR* Executive Editors or members of its Editorial Committee, other IRRC Associates – P Sheldon, M Quinlan, P Kriesler, J Lodewijks, T Wilcox, E Magnani, M O'Donnell and I Hampson collaborated with colleagues from several UNSW schools, faculties and centres: M Johnson (FASS); P Saunders (Social Policy Research Centre), GC Harcourt, J Nevile and T Harcourt (Economics).

The journal had (and has) a growing pipeline of articles published ahead of print on the Sage Online First website. In addition, Sage published (on-line) past articles, grouped under topical themes, as 'Editor's Choice' collections.

Changes to the journal's operations included:

- The following new members were welcomed to the ELRR Advisory Board:
 - Professor Jill Rubery, Alliance Manchester Business School, UK
 - Professor Piotr Żuk, University of Wrocław, Poland
- The following new members were added to the ELRR Editorial Committee:
 - Professor Michelle Baddeley, UNISA
 - Dr Elsa Underhill, Deakin University
 - Dr Michael Peters, UNSW

The following sub-committees were formed through further additions to the ELRR Editorial Committee and worked actively:

- Methodology screening (Bruce Bradbury and Raja Junankar UNSW, Dr Antonio Rodriguez Andres, Technical University of Ostrava, Czech Republic, Dr Astghik Mavisakalyan, Curtin Business School)
- Finance and operations (Peter Sheldon)
- Publicity and social media (Michael Johnson, Michael Peters, Tracy Wilcox UNSW)
- Special Issues (GC Harcourt, Raja Junankar, Michael Quinlan, UNSW)
- Book reviews and obituaries (GC Harcourt, N Hart UNSW, N Ebert Macquarie)

Compliance with Sage's espoused policy of inclusiveness, and our own social justice goals mean not rejecting a deserving MS just on language grounds. This nevertheless entails a heavy editorial workload. The breadth of submissions generated not only considerable editorial work in supporting emerging scholars, for example from Eastern Europe and the Global South, but a risk of limited citations.

ELRR publication highlights of 2017

The September 2017 issue of *ELRR* (Vol 28(3)) contained a symposium on the gig economy organised by Jim Stanford (The Australia Institute). By May 2018, this symposium had attracted 11,855 downloads, Altmetric scores ranging from 19 to 138; 15 Crossref citations; and 12 Web of Science citations and 28 Google Scholar citations.

In more detail, the four issues for 2017 included the following:

- Volume 28(1) March – mini-symposia
 - Gender and precarious employment – raising of Australia pension age (V Sheen, Australia); intergenerational improvements in South Korea (France, UK)

- Sustainable development – arresting natural resource depletion (D Lindenmayer); national plan for transition to a low-carbon future (P Troy, Australia)
- Neoliberalism and employment – fiscal consolidation and unemployment in Europe; employee attitudes in neoliberal Poland; the TTIP; Polanyi vs Streeck; neoliberal constraints on ALP 2007-2013.
- Volume 28(2) June – Lead article: Keynes and behavioural economics; symposium on financialisation and industry policy
 - Keynes’ psychology and behavioural macroeconomics – theory and policy (M Baddeley)
 - Australian automotive industry demise (J Stanford)
 - Industry policy – comparison of India, China, Indonesia (T Barnes); Malaysia (M O’Donnell et al), Cambodia (M Turner et al)
 - US farm workers; child labour in Pakistan, youth and employment scarring in three SE Europe transition economies
- Volume 28(3) September – Lead article – economics and happiness; gig economy
 - Why do economists study happiness (Piekalkiewicz, Italy)
 - Symposium on gig economy (Stanford, Stewart, Lewchuk, Minter, Flanagan, Australia, Canada)
 - Employee screening in China (Hlasny, Korea)
- Volume 28(4) December - Financialisation, construction work and inequality
 - IR discursive frameworks (Fry & Mees)
 - Financialisation & labour – Australian construction industry (Rafferty, Bryan et al)
 - Financialisation & inequality (Westcott & Murray)
 - Nanotechnology, OHS & voluntary regulation (Foladori, Mexico)
 - Trade openness, labour standards and growth (Andres & Polat)

Comparative trends - ELRR submissions and decisions by year

	2013	2014	2015	2016	2017
Original submissions	89	76	134	103	109
Finally accepted	32	23	32	20	28
Rejected – desk- and final	36	42	60	80	81
Acceptance rate	49%	35%	35%	20%	25%

Note: Not all final decisions occurred in the year of original submission

Source: Publisher’s Annual Report, October 2017 (updated by Editor in Chief, May 2018)

2017 Trends in brief

Circulation:

7,381 total circulation in 2016;

7,462 total circulation January to October 2017

Online Usage:

30,712 full-text downloads in 2016;

33,546 full-text downloads January to October 2017

Impact Factor:

2016 5-year Impact Factor 0.612;
 2015 2-year Impact Factor 0.582;
 2016 2-year Impact Factor 0.456;
 2017 5-year Impact Factor 0.899;
2017 2-year impact factor 0.887 (confirmed)

Marketing:

6,286 followers by October 2017 on SAGE Management Twitter channel; 251 followers on @TheELRR.

Engagement as measured by high Altmetric scores:

Altmetric scores track outreach and engagement by reader type (eg) member of public, policy-maker, science communicator and by country. Altmetric scores measures online mentions of an individual academic journal article across social media, news outlets, blog sites and reference sites. The score is derived from an automated algorithm, and represents a weighted count of research outputs reflecting the relative reach of each type of source.

The highest Altmetric scores for articles published in 2017 were:

- 138 (Top 5%): 'Regulating work in the gig economy: What are the options?' (A Stewart and J Stanford, Vol 28(3), Sept) (4,986 downloads to May 2018)
- 32 (Top 5%) 'Halting natural resource depletion: Engaging with economic and political power' (D. Lindenmayer Vol 28(1), March)
- 26 (Top 5%) 'Why do economists study happiness?' (M Piekalkiewicz Vol 28(3), Sept (1411 downloads to May 2018)

Engagement through other scholarly contribution

ELRR is privileged to have the guidance of senior scholars in both economics and labour relations.

In recent years Emeritus Professor GC Harcourt has recruited contributions from eminent scholars including Lord Robert Skidelsky and Nobel Laureate Professor Amartya Sen.

- During 2017 GC Harcourt and PN Junankar worked to build a March 2018 symposium with contributions from eminent scholars, including Professors J Stiglitz, T Piketty and N Stern, and articles from Professors P Saunders and J Ghosh, to mark the first anniversary of the death of Professor AB Atkinson
- During 2017 GC Harcourt contributed to the role of ELRR as a journal of record, recruiting eminent scholars, including Susan Howson, to write obituaries for Donald Winch, or himself writing obituaries eg for John Grieve Smith, KJ Arrow, John Whitaker
- P Žuk and A. Chowdhury issued a call for papers for a 2018 special issue on the Global Financial Crisis Ten Years On.
- M Quinlan recruited a series of articles, from eminent international and Australian scholars, on minimum labour standards enforcement and on the emerging theme of Wage Theft, to appear in successive 2018 issues.
- Book reviews continued to be an important part of the ELRR role, overseen by Neil Hart and Norbert Ebert. Significant reviews during 2017 included: B Dabscheck's review of Leonard's study of US progressivism and P Žuk's reviews of works by Kalecki and Mazzucato.
- In 2017, P Kriesler continued to support the relationship between the Australian Society of Heterodox Economists.

This activity substantially contributed to all IRRC Objectives.

KPI 4: Publish one book (research monograph) with a reputable international publisher

Quinlan, M. (2017) *The Origins of Worker Mobilisation: Australia 1788-1850*, Routledge New York.

This activity contributed to IRRC Objectives 1 and 2.

KPI 5: Publish 16 by-lined articles in refereed journals (over three-year period)

[NB some IRRC Associates only by-lined their relevant school or just UNSW, even when their research was linked to projects undertaken within the Centre. Sometimes this (non-) occurrence reflects the by-line style of particular journals.]

* Li, I.W., Mahuteau, S. Dockery, A.M., and **Junankar, P.N.J** (2017) 'Equity in Higher Education and Graduate Labour Market Outcomes in Australia' *Journal of Higher Education Policy and Management*, 39 (6): 625-641.

* Monadjemi, M. and **Lodewijks, J.** (2017). 'Global Economy and the Australian Dollar'. *Expert Journal of Economics*, 5(2): 47-52.

* **Lodewijks, J.** 'Andrew Podger & Dennis Trewin: Measuring and Promoting Well-being?', *Economic Record*, 93 (302): 501–50.2

* Walters, D., **Quinlan, M.** Johnstone R. & Wadsworth, E. (2017) Representing miners in arrangements for health and safety in coalmines: A study of current practice, *Economic and Industrial Democracy*. DOI: 10.1177/0143831X16679891

* Bohle, P., Knox, A., Noone, J., Mc Namara, M., Rafalski, J., and **Quinlan, M.** (2017) 'Work organisation, bullying and intention to leave in the hospitality industry', *Employee Relations*, 39 (4): 446-458. doi: 10.1108/ER-07-2016-0149

* Juska A. and **Woolfson, C.** (2017) 'The moral discourses of "post-crisis" neoliberalism: a case study of Lithuania's labour code reform', *Critical Discourse Studies*, Vol. 14, No.2. pp. 132-149. DOI: 10.1080/17405904.2016.1213178.

* **Woolfson, C.** (2017) 'The Politics of Brexit: progressive nationalism, free movement and labour standards in post-Brexit Britain'. RITSUMEIKAN HOGAKU, No.372 (Japanese).

* **Woolfson, C.** (2017) The "Singapore scenario": the uncertain prospects for labour standards in post-Brexit Britain' *Industrial Relations Journal*, 48 (5-6): 384–402. DOI: 10.1111/irj.12198.

This activity contributed to all IRRC Objectives except no. 4 (ELRR)

KPI 6: Deliver at least four presentations at conferences/public forums and run at least one event/conference (in addition to invited guest speakers)

* **Junankar, PNJ** (2017) 'Youth Labour Markets in Developing and Developed Countries: The Role of the Sectoral Composition of Production', Inaugural Conference of the Asian and Australasian Society of Labour Economics, 7-9 December (Refereed).

* **Junankar, PNJ** (2017) 'Youth Labour Markets in Developing and Developed Countries: The Role of the Sectoral Composition of Production', Thursday 12th October, Department of Economics, Macquarie University.

* **Junor, A.**, Barnes, A, Balhave N and Briar C (2017) Valuing skilled professional work processes in predominantly female education and care work. Paper presented at *Reconsidering Gender and Industrial Relations*, AIRAANZ Conference, Canberra 8-10 February.

* **Junor, A.** (2017) Women at work. Presentation at Blue Stocking Week, UNSW Business Lounge, 15 August.

* **Junor, A.** (2017) Panellist- 'Gig Economy of Academia: Casualisation as the New Norm'. UNSW ECAN 2017 Scientia Series, 22 September.

- * **Harcourt, G.C, Kriesler, P.** and Nevile, J.W. (2017) 'Alfred Marshall's Intellectual Tragedy', 'History of Economic Thought Society of Australia Conference' ANU, Canberra 25-26 September.
- * Nevile, J.W. and **Kriesler, P.** (2017) 'The Coming of Keynesianism to Australia'; at 'History of Economic Thought Society of Australia Conference' ANU, Canberra 25-26 September.
- * **Kriesler, P.** (2017) 'The role of expectations in the economy' seminar presented at the New School for Social Research, New York, 14 November.
- * Nevile, J.W. and **Kriesler, P.** (2017) 'Expectations and the economy' 'The Coming of Keynesianism to Australia'; at 16th Society of Heterodox Economists Conference University of NSW 5-6 December.
- * **Lodewijks, J.** (2017) 'The Evolving Nature of Economics and Business Education', UTS Business School 22nd Australasian Teaching Economics Conference, July 7.
- * **Lodewijks, J.** (2017) Panel member, special session on the future of the economics profession, at Australian Conference of Economists, 21 July. Also, discussant at a book launch at the conference.
- * Weng, C., **Morgan, D., Sheldon, P.** and Flores, R. (2017), 'Support or Escape: How home-country subnational institutions shape Chinese firms' outward FDI', Competitive Section, Academy of International Business Dubai Conference, 1-5 July.
- * Della Torre, E., Nacamulli, R. and **Sheldon, P.** (2017), 'Meta-organizations and upper echelons: Exploring strategic and organizational change in employer associations', (refereed stream) EURAM Conference, Glasgow (Scotland, UK) 21-24 June.
- * Della Torre, E., Nacamulli, R. and **Sheldon, P.** (2017), 'Exploring strategic organizational change in meta-organizations: the case of an employer association', Divisional Paper session, Academy of Management Meeting, August 4-8 in Atlanta, Georgia.
- * **Woolfson, C.** (2017) 'The Politics of Brexit: What Future for European Free Movement and Labour Standards', Department of Law, University of Glasgow, 27 November.
- * **Woolfson, C.** (2017) 'Brexit and Free Movement of Labour: exploring the contradictions', Department of Law, University of Strathclyde, 7 November.
- * **Woolfson, C.** (2017) 'Brexit and implications for the newer EU member states', University of Vilnius, 30 October.
- * **Woolfson, C.** (2017) 'The Contradictory Implications of Brexit for the Future of European Integration', Department of International Relations, Ritsumeikan University, Kyoto, Japan, 4 October.
- * **Woolfson, C.** (2017) 'Progressive Nationalism in an Age of Neoliberal Globalization: the Brexit Paradox', Global Innovation Research Centre, Ritsumeikan University, Kyoto, Japan, 3 October.
- * **Woolfson, C.** (2017) 'Brexit and the Asian dimension', Chung-Ang University, Seoul, South Korea, October.
- * **Woolfson, C.** (2017) 'The Politics of Brexit: European free movement of labour and labour standards', Nanyang Technological University, Singapore, 6 September.
- * **Woolfson, C.** (2017) Plenary contribution on 'Brexit challenges and implications for work and industrial relations'. British Universities Industrial Relations Association, Annual Conference, Portsmouth, 23-27 June.
- * **Woolfson, C.** (2017) 'Brexit – What next for labour standards in the UK?' University of Karlstad, 11 April.
- * **Woolfson, C.** (2017) 'Brexit and Free Movement of Labour in the EU', University of the Balearics, Mallorca, 22 March.

This activity contributed to all IRRC Objectives except no. 4 (ELRR)

KPI 7: Provide submissions to or serve on at least one government advisory body relevant to the centre's research expertise

A Junor (2017) Submission regarding Migration Amendment (Prohibited Items in Immigration Detention Facilities) Bill 2017. Senate Legal and Constitutional Affairs Committee, 11 October.

M Quinlan continued to serve as an expert member New Zealand Extractive Industries Advisory Group.

M Quinlan, Member, Extractives Industry Advisory Group of Worksafe NZ Board, 2014 onwards.

M Quinlan, Director on the Board of the Transport Education Audit Compliance Health Organisation (TEACHO) since 2010.

M Quinlan, Director, Mates in Construction, NSW Branch/Division since 2013

M Quinlan, Patron, Workplace Tragedy Support Group, since 2008.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars)

KPI 8: Network with overseas researchers in terms of collaborative projects and arrange at least two presentations/visits at the Centre

A number of IRRC Associates based at UNSW are involved in ongoing international research networks.

For example, **Peter Sheldon** works with colleagues in Italy (Nacamulli and Della Torre), South Korea (**In Jun**) and China. Some of our Associates are also overseas-based academics, like **David Walters** and **Charles Woolfson**.

Michael Quinlan held a Visiting Professorship at Middlesex University and has continued to work with networks of scholars in Europe and North America.

Raja Junankar collaborated with Professor Piotr Zuk, University of Wroclaw and Centre for Civil Rights and Democracy Research, Poland in applying for Polish Government research funding on labour migration under globalisation. The IRRC formally supported this application.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 10 (networking within UNSW)

Contributions towards IRRC KPIs for 2018–2020 triennium, not otherwise listed

KPI 2: Apply for/secure one industry-funded research project each year (including from eg NGOs, unions, employer associations) relevant to IRRC research goals/expertise

* **J090597** Research Consultancy, **Anne Junor** for McNally Jones Staff on behalf of the Public Service Association of NSW, 'Crown Employees (School Administrative and Support Staff) Award Application for an Award variation', \$33,346.40 + GST. 30 June 2017.

* **RG172371** Research Contract, **Peter Sheldon** (Lead investigator) and **Raja Junankar**, Mining and Energy Division, Construction, Forestry, Mining & Energy Union (2017), 'The Coal Power regions of Australia: What would a Just Transition look like? Identifying a best practice approach for structural adjustment in coal power regions, with priority on workforce and community impacts.' Research Consultancy. \$53,700 + GST. 7 August 2017.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 10 (networking within UNSW)

KPI 8: Run at least one event/conference per year relevant to IRRC research goals/ expertise

1. Public forum on *Women and STEMM*, UNSW Business Lounge, 11 April 2017. Two presenters:

- * Dr Anna Schneider (University of Innsbruck, Austria) 'Recruiting women to STEMM fields – the leaky pipeline', and
- * Professor Laura Poole-Warren (UNSW) 'Women in STEMM careers in UNSW, and how we can improve the situation',

Organised by the IRRC and School of Management, hosted by UNSW Business School and Regional Development Australia Sydney. **P Sheldon, A Junor, J Antony** (IRRC) and K Sanders, T Allan (School of Management) played key roles in its organisation and execution.

This well-attended seminar attracted key people from industry, government and NGOs, including from interstate. Dr Schneider outlined her research into hidden gender-biased deterrents in job interviews, and Professor Poole-Warren outlined UNSW strategies for supporting women into and in STEM careers.

2. One-day industry-academic forum, '*Harmonising Australian Aircraft Maintenance Training & Licensing: Building a Strong Aviation Infrastructure/Aerospace Industry: Civil, Defence and Export*', 5 September, 2017, UNSW Business Lounge:

Co-organised by IRRC, School of Management, UNSW and School of Business, UNSW Canberra. In particular, **I Hampson, A Junor, J Antony and P Sheldon** (as IRRC Director) worked with K Sanders and T Allan (School of Management) in designing and organizing the event.

https://www.business.unsw.edu.au/Campaigns-Site/famma-2017/Documents/HAAMTAL_Programme.pdf

Sponsorship and support from UNSW Business School, Regional Development Australia Sydney, Sydney Aerospace and Defence Interest Group, Aviation/Aerospace Australia and Message Shapers.

This very well-attended event attracted active, high-level participation from all areas of the industry, from federal and state governments (including Defence), consultants, employer associations, unions and UNSW academics across faculties.

This activity contributed to all IRRC Objectives except no. 4 (ELRR)

Contributions towards the new IRRC Objectives for 2018-2020 triennium, not otherwise listed

(Objectives 1-3, 5-6, 8-9)

Chapters in edited books and research papers

* Neergaard, A. and **Woolfson, C.** (2017) 'Trade unions and immigration in Sweden', in S. Marino, R. Penninx and J. Roosbald (eds) *Trade unions, immigration and immigrants in Europe in the 21st century: New approaches under changed conditions*. Edward Elgar and ILO ILLR publications. pp. 200-223.

* O'Higgins, N., Ebell, M. and **Junankar, P.N. (Raja)** (2017) "Macroeconomic and Sectoral Issues in Youth Employment Policy," Chapter 2 in *Rising to the Youth Employment Challenge: New Evidence on key policy issues*, ILO, Geneva.

* Harcourt, G.C., **Kriesler, P.** and Halevi, J. (2017) 'Central Bank Independence Revisited', UNSW Business School Research Paper No. 2018 ECON 01 available at RePec: <http://research.economics.unsw.edu.au/RePec/papers/2018-01.pdf> at SSRN: <https://ssrn.com/abstract=3120107>

All Objectives except 4 (ELRR)

Research Reports to Government, Industry and NGOs

* **Sheldon, P., Junankar, R. and de Rosa Pontello, A.** (2017) Just Transitions for Australia's coal-fired power stations and attached mines, Draft Report to the CFMEU Mining and Energy Division, IRRC, December.

* Jarvis, M., Reinhold, K., **Woolfson, C.** and Tint, P. (2017) *Occupational safety and health (OSH) in micro and small enterprises: a comparative study of 8 EU member states (SESAME)*. National Report Estonia. European Agency for Safety and Health at Work, Bilbao.

* Jarvis, M., Reinhold, K., **Woolfson, C.** and Tint, P. (2017) *Worker Participation in the Management of Occupational Safety and Health – Qualitative Evidence from the Second European Survey of Enterprises on New and Emerging Risks*. National Report Estonia. European Agency for Safety and Health at Work, Bilbao.

<https://osha.europa.eu/en/tools-and-publications/publications/country-report-estonia-worker-participation-management>

Research Prizes and Awards

Sheldon P. and Morgan, D. 2017 *James G. Scoville International/Comparative Industrial Relations 2017 Best Paper Award* 'for the most outstanding paper addressing international and comparative employment relations issues'. Labor and Employment Relations Association (USA). June.

[For: **Peter Sheldon**, Francesco Paoletti, Raoul Nacamulli and **David Morgan** (2016), 'Employer association responses to the effects of bargaining decentralization in Australia and Italy: Seeking explanations from organizational theory', *British Journal of Industrial Relations*, 54 (1), 160-191.

Media and social engagement

GC Harcourt and **R Junankar** commented on the legacy of renowned Economist, Tony Atkinson, for the March edition of the *Economic and Labour Relations Review*, an international journal edited by Anne Junor from our Business School.

M Quinlan, ABC television and other media re: bullying paper.

A Junor, 'Gig work has 5 key characteristics - discrete tasks, discontinuous work, byo tools, piecework, role fragmentation [#ecrgigacad](#) – this was a contribution to a twitterfeed arising from the UNSW ECAN 2017 forum on 'The gig economy of academia', 22 September.

A Junor, as part of the publicity campaign for *ELRR* September 2017 special issue (on gig economy), organised and was interviewed for UNSW Business School *BusinessThink* article 'Is Airtasker leading the way in gig labour standards?' 18 October. <http://www.businessthink.unsw.edu.au/pages/is-airtasker-leading-the-way-in-gig-labour-standards.aspx/>.

A Junor also provided a briefing and interview to radio 2SER-FM radio and organised for an interview with Kate Minter, author of one of the *ELRR* gig economy articles.

Additional scholarly contributions from and recognition of IRRC honorary and visiting appointments

PN Junankar

- Member, Editorial Advisory Board, *International Review of Applied Economics*,
- Member, Editorial Board of *Australian Journal of Labour Economics* and
- Member, Editorial Board of *International Journal of Development Issues*.

- Referee for: *Cambridge Journal of Economics*; *International Migration Review*; *Journal of Population Research*; *Economic and Labour Relations Review*; *Australian Bulletin of Labour*
- Second PhD Supervisor for David Saliba, Faculty of Arts, UNSW Sydney.
- Examiner, HDR theses: Masters (Macquarie University); PhD (University of Waikato)
- Research Consultancy, 2017-2018, “Monetary Policy, Growth and Employment in Developing Areas” International Monetary Fund, Washington DC.
- Elected Fellow, Global Labor Organization (2017) GLO is now online at <http://glabor.org>.
- Continually listed in the top 10% of Authors on SSRN by all-time downloads (eg 13th December 2017)

A Junor

- Worked with Philippa Hall and the Business and Labour History Group at the University of Sydney in archiving the records of the National Pay Equity Coalition.
- Worked with M O'Donnell to complete a grant-funded research collaboration with A Barnes and N Balnave from Macquarie, using the IRRC's Spotlight skills identification methodology in the early childhood education and care sector

Dates of, and attendance at, meetings of the Centre's Steering Committee 2017

Date	Attendance	Apologies
27 April	James Morley (Associate Dean Research) Chair; Peter Sheldon (Director); Karin Sanders; Anne Junor; Daryll Hull; Peter Kriesler; Sharron O'Neill; Jason Antony (minutes).	Sue Williamson; Michael Quinlan
13 November	Anne Junor, Peter Sheldon, Liz Carson, Karin Sanders, Michael Quinlan, Daryll Hull, Sharron O'Neill, Jason Antony (minutes)	Peter Kriesler, Michael O'Donnell, Sue Williamson

Statement of financial performance certified by the presiding faculty finance manager

Statement of Financial Performance For the Year Ended December 2017		2017		2016		Difference	
		\$'000	\$'000	\$'000	%		
REVENUE							
<i>Research Revenue:</i>	1	27	-	27	-		
<i>Donations & Bequest - Draw downs</i>		32	35	(4)	-10%		
<i>UNSW Contributions</i>		-	-	-	-		
<i>Faculty Contributions</i>	2	(0)	1	(1)	-112%		
<i>Other Restricted Revenue</i>	3	-	-	-	-		
<i>Commercial Activity - Fees for Service</i>		-	-	-	-		
<i>Sundry Other Revenue</i>		5	4	1	23%		
Total Revenue		64	40	24	59%		
EXPENSE							
Salaries, Oncosts and other staff costs		40	29	11	37%		
Scholarship Stipends		-	-	-	-		
Contract & Consulting Services		-	-	-	-		
Repairs and Maintenance		-	-	-	-		
Consumables		3	(0)	3	-54558%		
Travel		0	-	0	-		
Equipment Non Capitalised		-	-	-	-		
Entertainment		-	-	-	-		
Marketing		-	-	-	-		
Miscellaneous Expenses		5	1	5	653%		
Total Non-People Costs		8	1	8	1085%		
Total Expenses		48	30	18	62%		
TOTAL CONTRIBUTION - SURPLUS/(DEFICIT)		\$ 15	\$ 10	5	51%		
<i>Depreciation</i>		-	-	-	-		
SURPLUS / (DEFICIT) after Depreciation		\$ 15	\$ 10	5	51%		
Cashflow Funded Capital Expenditure (CAPEX)		-	-	-	-		

NOTES:

1 Revenue in Advance will be noted in Creditors & Other Liabilities. Research Revenue generated (cash basis). Category 1 Research Revenue therein		\$ 27	-	27	
		-	-	-	
2 UNSW Budget model includes other revenue items <i>Teaching Revenue</i> <i>Block Grants</i> <i>Indirect Cost Recoveries</i>		-	-	-	
		-	-	-	
		\$ 8	-	8	
3 Other Research Revenue includes internal fund transfers.					
4 Restricted Funds - Cash at year end		\$ 15	\$ 10	5	
5 Funds available in Division of Advancement				-	

Comments on the Statement of Financial Performance by the Centre:

1. Statement of Financial Performance has been prepared on the basis of accrual accounting by using research centre report recommended by GMO.

Certified by Faculty Finance Manager (Or Delegate)

Name: Kieran McGeachie, CA

Signature:



Date: 7/05/2018

Statement of Financial Position

As at December 2017

		2017	2016
	Note	\$000	\$000
UNSW Australia Internal Cash	6	15	10
Accounts Receivable	7	-	-
Sundry Assets		-	-
Investments		-	-
Property Plant & Equipment	8	-	-
Creditors and Other Liabilities	1	(0)	(0)
NET ASSETS		\$ 15	\$ 10

NOTES:

- 6 Statements are prepared on UNSW Accounting principles - Operating & Strategic funds adjusted revenue
- 7 UNSW has central provisions in respect of payments made to employees and taxation.
Such provisions will not be reflected in this Centre's Statement of Financial Position.
- 8 Cash balance includes the GST centralised daily on Debtor and Creditor balances.
- 9 Accounts Receivable are gross value - inclusive of applicable GST.
- 10 Property Plant & Equipment is depreciated over the expected useful life of the asset.
- 11 UNSW Division of Advancement holds donated funds centrally. Draw down of funds to the Centre is reflected in the Statement of Financial Performance.

Funding sources

Australian School of Business Grants to <i>The Economic and Labour Relations Review</i>	2013–2017	£ 8,000 pa in 2013–2017 as part of contract with SAGE	Production, strategic planning and marketing <i>ELRR</i>
Balance from donations; fees, and grant-funded buy-out, including SHE conference support and editorial and research collaboration with School of Business UNSW Canberra	2016	\$16,000	<i>ELRR</i> copy-editor

Statement of in-kind contributions

In-kind contributions — volunteer work by Associates and administrative staff

Staff Member	Time Donated	Value of Contribution
Professor Daryll Hull	IRRC Steering; research advice	\$10,000
Emeritus Professor Raja Junankar	Full-time, CFMEU, <i>ELRR</i>	Retired
Associate Professor Jocelyn Pixley	Part-time, <i>ELRR</i>	Retired
Professor John Lodewijks	Editor, <i>ELRR</i>	Retired
Dr Neil Hart	Book review editor, <i>ELRR</i>	\$22,500
Associate Professor Anne Junor	Full-time, Editor-in-Chief <i>ELRR</i> , Aviation, STEMM, PSA, ARC Linkage	Retired
Total in kind		\$32,500

Donation of Royalties

In 2017, P Sheldon continued to direct to the IRRC the royalties from: Sheldon, Kim, Li and Warner (eds) (2011), *China's Changing Workplace: Dynamism, Diversity and Disparity*, Routledge, London.

Infrastructure and other resources provided to the Centre

During 2017, the IRRC occupied office space and a meeting room in the Quadrangle Building (Quad 1039) it shared with CAER. It also shared with CAER: a printer/photocopier provided by the UNSW School of Business.

During 2017, the UNSW Business School ADR funded the replacement of half of the IRRC Director's teaching time through a payment to the School of Management.

Salaries — Imputed time spent on IRRC work by Associates located in Schools or at other Institutions, 2017

Staff Members	Work and Time Donated	Value of Contribution
<i>UNSW Business School</i>		
Professor James Morley (Jan–Aug)	Steering Committee and advisory work	\$16,000
Professor Elizabeth Carson (Aug–Dec)		
Tim Harcourt	<i>ELRR</i> editorial work	
Faculty administrative support	Research advice, HR support, Accounting assistance	
<i>School of Management</i>		
Professor Karin Sanders	Steering Committee work	\$120,000
Professor Michael Quinlan, Director	<i>ELRR</i> editorial work, Aviation	
Professor Peter Sheldon, Centre Director	Centre steering committee and <i>ELRR</i> editorial committee work, Aviation, STEMM, CFMEU Project	
Dr David Morgan	<i>ELRR</i> , Aviation	
Associate Professor Ian Hampson	<i>ELRR</i> Editorial Committee, Aviation, Linkage project finalisation	
Dr Sarah Gregson	<i>ELRR</i> Editorial Committee work, Aviation	
Dr Tracy Wilcox	Work on NGO project, <i>ELRR</i> Editorial Committee work	
<i>School of Economics</i>		
Associate Professor Peter Kriesler	IRRC Steering Committee, <i>ELRR</i> Executive Editor	\$10,000
<i>School of Business UNSW Canberra</i>		
Professor Michael O'Donnell	Work related to: Steering Committee, <i>ELRR</i> editorial work and administration of RG142653 and RG151974	\$30,000
Dr Sharron O'Neill		
Dr Sue Williamson		
Ms Vicki King		
Total in kind		\$17,000

Details of consultancies, research projects, project outputs

Consultancies

Contractor	Date	Amount	Comment
CFMEU Just Transition RG172371	5 November 2015	\$21,000	To be finalised in 2018
PSA	30 June 2017	\$33,346.40 + GST	To be finalised in 2018

IRRC Research/Administrative Assistant Jason Antony provided administrative support for these projects.