

THE UNIVERSITY OF
NEW SOUTH WALES



Industrial Relations

Research Centre

ANNUAL REPORT 2009

**INDUSTRIAL
RELATIONS
RESEARCH
CENTRE**

Australian School of Business

UNSW Sydney NSW 2052

Australia

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EXECUTIVE SUMMARY

This Report summarises the history of the Industrial Relations Research Centre (IRRC) and overviews Centre activities for the year 2009. Among the latter, the most significant include:

- Participation in a favourable University Review of the Centre, and development of a five-year Plan for 2008-2012;
- Creation of a new Advisory Committee;
- Ongoing relationship with the Transport and Logistics Centre;
- Outreach activities; including a joint community forum with the University of Western Sydney on the *Fair Work Act*;
- Maintenance of a social justice orientation, expressed through the preparation of government reports, submissions and expert witness statements;
- Centre-based research projects and publications; including commercialization of a skills recognition tool;
- The Centre's role in producing *The Economic and Labour Relations Review (ELRR)*;
- Collaborations with Australian and international scholars; and
- Participation in a range of local, national and international conferences and symposia.

1. DIRECTOR'S REPORT

1.1 OVERVIEW: HIGHLIGHTS OF 2009

The Industrial Relations Research Centre's overarching goal continued to be to apply scholarly expertise to analysing the impacts of regulatory change and workplace innovation from a perspective of worker wellbeing, labour rights, diversity and equity and the management of intangible assets, including the conservation and interpretation of industrial heritage.

In 2009 the Dean of the Australian School of Business commissioned a review of the IRRC by the School of Organisation and Management, with a view to resetting research directions. The School Review Committee advised that:

- The IRRC is performing as a self-supporting research centre with distinctive mission and different composition from that of any school in the university;
- Its research agenda is experiencing a renewal at national and international level;

In 2008 the main source of Centre funds came from stakeholder, the Transport and Logistics Centre (TALC), a Commonwealth and NSW Government initiative aimed at building capability in the Transport and Logistics industry. TALC Director Dr Daryll Hull is a Visiting Professor in the IRRC and member of its Management Committee. In 2009 he worked with Centre Associates in preparatory and exploratory work, leading towards the objective of grant-funded project(s).

The Centre maintained and extended its local and international research linkages, through Associates' national and overseas conference attendance, the Visiting Scholars program and collaborations in developing new funded research projects. The Centre's outreach and community engagement program took the following forms:

- A public forum on the Fair Work Act in August 2009, and public seminars;
- Production of government reports, appearances before government inquiries;
- Pursuit of new links with Industry Partners and work with existing Industry Partners;
- Public commentary and background briefings to media sources;
- Invited keynote and panel addresses by Centre Associates;
- Commercial activities, including the production of research outcomes in formats accessible to practitioners.

The IRRC continued to collaborate with the Centre for Applied Economic Research in producing *The Economic and Labour Relations Review (ELRR)*, providing editorial, desktop work and administrative services for this journal, securing contracts with key on-line indexers and publishers and securing its B-level ranking in the BARDSNET and ERA lists.

IRRC Associates Associate Professor Peter Sheldon and Joellen Riley have assigned to the IRRC all copyright proceeds from the sale of their 2008 book *Remaking Australian Industrial Relations*, CCH, Sydney. This book was produced out of a 2008 public forum and special issue of *ELRR*, produced at a time when the new federal industrial relations system was under development. In 2009 a further forum was undertaken to evaluate the *Fair Work Act* in the first stages of its implementation.

1.2 IRRC HISTORY AND BACKGROUND

The Industrial Relations Research Centre (IRRC) of the University of New South Wales is the oldest research centre of its type in Australia having been established by Professor John Niland in 1980, with the aid of a Federal Government General Development Grant.

The IRRC was originally established to:

- (i) provide focus for and to stimulate research into industrial relations, human resource management and organisational studies;
- (ii) facilitate publication of research results and their application to enhance industrial relations practice, human resource management and organisational innovation
- (iii) sponsor projects in applied research – the results of which are designed to inform public debate and policy making.

By fostering interdisciplinary links among scholars and by working with public and private sector organisations, the Centre seeks to influence community attitudes, government strategies and a legislation in Australia and NSW. It supports and promotes research activities and outcomes and enhances the University's reputation as a leading research institution.

Its distinctiveness rests firstly, in its focus on providing scholarly expertise that can be applied to the practicalities of regulatory change and workplace innovation, and secondly, in its orientation towards worker wellbeing, labour standards and the management of intangible assets, ranging from skills to the cultural heritage associated with industry. The Centre has a growing focus on three fields within the transport industry - safety, non-standard employment and skill.

1.3 IRRC OPERATIONS AND ADMINISTRATION

The Centre is self-sufficient and independent. Although it has considerable membership overlap with the School of Organisation and Management and has a close working relationship with the Centre for Applied Economic Research, the IRRC also draws its Associates from other parts of the university and from universities and organizations in Australia and overseas.

In August 2009, long-standing IRRC Director Lucy Taksa resigned, having accepted a Chair and a position as Head of Department in the School of Business at Macquarie University. Professor Michael Quinlan accepted appointment as Director, a position he had first held in the late 1990s. Professor Steve Frenkel joined the Management Committee in his role as Head of the School of Organisation and Management.

A new Advisory Committee was constituted, consisting of senior academics from outside UNSW, as well as leading IR, HR and Management practitioners. To provide continuity, Professor Taksa accepted the position of Chair. The Committee's inaugural meeting was held in December 2009.

During 2009, the IRRC remained on a sound operational and financial footing. This was largely a result of an ongoing collaborative research arrangement, with the Transport and Logistics Centre (TALC). This arrangement, which commenced in 2008, is based on a contract managed through the Grants Management Office of UNSW, and gives the IRRC a presence in the Sydney CBD. The Director of TALC is a member of the IRRC Management Committee. The two Centres share an Administrative Officer, Mr Jason Antony who also undertook the editorial, desktop work and distribution of *The Economic and Labour Relations Review (ELRR)*, working with its four Executive Editors, all of whom are IRRC Associates.

In 2009, the IRRC moved into new premises in the Quadrangle Building, shared with KAREC the Korea-Australasia Research Centre, provided by the Australian School of Business. This provides office space, including for a Visitor, and two meeting rooms, one equipped with electronic facilities.

1.4 IRRC FOCUS AND ACTIVITIES

The Centre's focus and activities in 2009 were on maintaining cross-disciplinary and cross-institutional research and community service links and activities, bringing together academics across schools, faculties and universities, nationally and internationally, in the fields of:

- Occupational health and safety;
- Industrial relations system changes and their impacts;
- Skills recognition and development, particularly in the service sector and in the transport industry;
- Precarious employment;
- Gender pay equity;
- Workplace diversity;
- Labour history;
- Sustainable workforce management.

2. IRRC STRUCTURE, OPERATIONS AND STAFFING

The IRRC's Director and a Deputy Director report to a Management Committee and who receive guidance from members of an Advisory Committee. The Centre also relied on a part-time administrative officer working under a staff-sharing arrangement between the Transport and Logistics Centre and the IRRC.

2.1 MANAGEMENT COMMITTEE

Professor John Piggott, Associate Dean, Research, Australian School of Business (Chair);
Associate Professor Lucy Taksa, Director (to August), School of Organisation and Management ;

Professor Michael Quinlan, Director (from August) School of Organisation and Management;

Adjunct Professor Daryll Hull Managing Director, The Transport and Logistics Centre;

Professor Steve Frenkel, Head, School of Organisation and Management;

Professor Dubravka Cezec-Kecmanovic , School of Information Systems and Management (appointed May 2008);

Associate Professor Peter Kriesler, School of Economics and Deputy Director, Centre for Applied Economic Research;

Associate Professor Peter Sheldon, School of Organisation and Management;

Dr Anne Junor, Deputy Director (ex officio).

2.2 ADVISORY COMMITTEE, 2009

A new Advisory Committee held its first meeting in December 2009. The following people kindly accepted nomination:

Prof Lucy Taksa (Head, School of Business, Macquarie University) - Chair

Ms Juliet Bourke (Partner, Aequus Partners)

Mr Peter Cappie-Wood (Citigroup Regional Human Resources team - leadership development; building the talent pipeline for Citi in Asia Pacific)

Mr John Cairns (First Assistant Secretary, Ministerial Support Unit, Department of Prime Minister and Cabinet)

Emeritus Professor Geoff Harcourt (Faculty of Economics UNSW and Jesus College Cambridge)

Mr Tim Harcourt (Chief Economist, Austrade, Airport Economist, *AFR*)

Mr Mark Morey (Senior Industrial Officer, Unions NSW)

Mr Brett Reed (Program Director, Transport and Logistics Centre)

Ms Mairi Steele (Acting Director, Equal Opportunity for Women in the Workplace Agency)

His Honour Justice Lance Wright QC (Industrial relations Consultant, former President of IRC of NSW)

2.3 VISION, MISSION AND VALUES

The Vision, Mission and Values statements, produced in 2004, continue to inform IRRC operations, activities and projects.

VISION

To generate and publicise multidisciplinary research that promotes innovative and ethical practices in the workplace and contributes to effective regulation.

MISSION STATEMENT

To be a leading source of authoritative analysis, and to influence policy and practice in the fields of employment and management in the Asia-Pacific region.

VALUES

INTERDISCIPLINARITY

The IRRC supports both qualitative and quantitative research, and aims to bring together insights from a range of disciplinary fields.

PARTNERSHIP

The IRRC collaborates with other UNSW Research Centres, with researchers at other universities, and with industry, government, unions and community organisations in order to initiate, fund and disseminate research.

SCHOLARSHIP

The IRRC promotes high standards of scholarship, undertakes research training and acts as a community resource for authoritative comment on employment, work, management and organisational change.

EQUITY, DIVERSITY AND SOCIAL JUSTICE

Through its members, projects and educational activities the IRRC promotes equity and social justice in the work place.

ETHICS

The IRRC is committed to high ethical standards of in research and promotes ethical management policies and practices.

INNOVATION

The IRRC encourages innovative methods of research and research training, fosters the quest for novel funding sources, and sponsors publications that encourage innovative workplace practices.

SUSTAINABILITY

The IRRC promotes research in sustainable employment practices and seeks to foster research training in order to develop a new generation of competent researchers

PRACTICALITY

The IRRC supports research that has direct practical application.

OUTREACH

IRRC members seek to reach a wide audience of practitioners and policy-makers in order to promote progressive workplace practices.

3. IRRC MANAGEMENT COMMITTEE REPORTS 2009

Two Management Committee meetings were held in 2009, and the decisions of these meetings are included in summary below.

3.1 MEETING OF MANAGEMENT COMMITTEE 29 SEPTEMBER 2009

The meeting was held in the Australian School of Business Boardroom , 12 noon.

Present: Professor John Piggott (Chair), Professor Michael Quinlan, Adjunct Professor Daryll Hull, Professor Dubravka Cecez-Kecmanovic, Associate Professor Peter Kriesler, Professor Lucy Taksa, Dr Anne Junor.

Apologies: Associate Professor Peter Sheldon

1. The minutes of the Management Committee meeting of 16 December were **adopted** as read.
2. A vote of thanks was moved to Lucy Taksa for her work sterling over many years as Director of the Centre. This was carried with acclamation.

It was agreed to recommend the following changes to the composition of the Management Committee to the Dean:

Professor Michael Quinlan – Director (to 1 October 2010)

Associate Professor Peter Sheldon (new appointment)

3. The composition of the Advisory Committee was discussed and the Director and Deputy Director were **authorized to proceed with invitations:**

Applications from new Associates and Visitors were noted. These include:

Dr Sunghoon Kim, School of Organisation and Management

Philippa Hall Director Pay and Employment Equity Unit, New Zealand Department of Labour

Dr Celia Briar Consultant, New Zealand (formerly Massey and NZ Department of Labour)

Dr Jane Lee (requesting renewal)

Dr Youngok Kim (O & M, working with Jane Lee on qualitative research)

Professor Michael O'Donnell, Professor Michael Hess and Dr Denise Fafui, ADFA
Collaboration with colleagues from ADFA Department of Business was welcomed

3.2 MEETING OF MANAGEMENT COMMITTEE 4 DECEMBER 2009

- A. New management Committee members were cordially welcomed:
Professor Steve Frenkel, Associate Professor Peter Sheldon.
- B. Presentation by Professor Daryll Hull: Relationship between the IRRC and the Transport and Logistics Centre
 - TALC is a Commonwealth and NSW Government initiative aimed at building capability in the Transport and Logistics (T&L) industry. It has a history of support for the IRRC dating back to the 2006 commissioning of an annotated bibliography for the TILIS web portal. Research collaboration in 2008 included participation in a Faculty Research Grant funded project , that led to two ARC grant applications, including a promising aerospace capability project due for submission in 2010. -
 - In 2009 Prof Hull worked with IRRC Management Committee member Prof Dubravka Cecez-Kecmanovic, leading a Pilot Project (the *Your Spin* initiative for Youth Online), funded by the NSW Minister for Youth, Graham West. The project investigated the use social media to consult with young people and resulted in publications.
 - Prof Hull in his role as advisor to the Australian Government in matters of workforce planning and skills in the transport and logistics sector, has been working on the development of a national maritime training strategy, and other initiatives. In 2009 Prof Hull was part of Australian delegations to the Annual International Logistics Conference in Shenzhen and to the International Transport Forum in Leipzig. He is keen for the IRRC to provide a research basis for TALC's policy advisory work.
- C. Director's Report
 - A report was provided on progress in implementing recommendations of the 2008 University Review of the IRRC:

The Centre's response to new climate of community interest in industrial relations is evidenced in

- two one-day seminars on the Fair Work Act in 2008 and 2009:

Visions for a New Fair Work Industrial Relations System following Work Choices
16 June 2008

The Fair Work Act: Promises, Potential, Protections and Pitfalls 21 August 2009

- the role of the IRRC in producing three special issues of *The Economic and Labour Relations Review* on industrial relations changes:
 - Volume 16(2) on WorkChoices ;
 - Volume 18(2), 'Beyond WorkChoices: Remaking Industrial **Relations**'
 - Volume 21(1), due out in 2010, on the Fair Work Act
- Publication of a book by CCH Australia, bylined to the IRRC: *Remaking Australian Industrial Relations*.

A report was tabled and presented on the recommendations of the School of Organisation and Management Committee appointed to advise the Dean on the future of the IRRC. Committee recommended that the IRRC is performing as a research centre in that has a distinctive mission and has different composition to any school in the university; its research agenda is experiencing a renewal at national and international level, it is self-funding, and that while proposals for a further new centre would be welcomed the IRRC should continue its role.

D. Deputy Director's Report

The Deputy Director tabled financial statements and reports indicating that to November, \$37, 826.64 was frozen in the Accumulated Fund, outside earnings for the year were \$5,717.37, and a total of \$138,586.58 had been received in research grants. . To November there was thus a surplus of \$29,056.58.

3.3 MINUTES OF ADVISORY COMMITTEE MEETING 4 DECEMBER 2009

Present: Professor Lucy Taksa (Chair), Ms Juliet Bourke (Aequus Partners) , Mr Peter Cappie-Wood (Citigroup) , Mr John Cairns (Australian Public Service Commission), Mr Tim Harcourt (Austrade), Mr Mark Morey (Unions NSW), Mr Brett Reed (TWU), Ms Mairi Steele (EOWA), Prof Daryll Hull (Transport and Logistics Centre), Professor Michael Quinlan (Director IRRC),

Prof Lucy Taksa, Chair welcomed the Committee, and time was spent in introductions. A document was tabled, setting out the history of the IRRC since 1980, its mission and focus. This document also summarised the salient points of the outcomes of the 2008 four-yearly University Review of the IRRC, and the 2009 School review of the Centre,

There was brief discussion of the following items:

- The relationship with the Transport and Logistics Centre, and the role of the IRRC in co-producing *The Economic and Labour Relations Review* (along with the Centre for Applied Economic Research)
- Outstanding priorities: how to address the fact that the Centre receives more requests to tender for contract research than it can handle.

A vote of thanks to Professors Taksa, Quinlan and Hull was carried with acclamation.

A. Activities planned for 2010

There followed an exploratory discussion of a number of activities for 2010:

- (i) the possibility of hosting one or two major conferences in 2010, with government and industry participation. Possible topics considered were employment participation and management of workplace relations across international supply chains , possibly with

KAREC (The Korean-Australian Research Centre, UNSW) and KOWIN (Korean Workplace Innovation Centre, Seoul). The second option arose from discussions in November 2009, when Associate Professor Peter Sheldon and Dr Sunghoon Kim organised a tour of four disparate worksites for a delegation from KOWIN (Korean Workplace Innovation Centre, Seoul, a subsidiary of the Korean Labour Institute). The IRRC and KAREC (The Korean-Australian Research Centre, UNSW) organised a morning tea for the delegation, at which there was an exchange of ideas about Korean research on the role of skill training in enhancing workplace productivity, and the possibility of future collaboration in researching the management of workplace relations across international supply chains.

- (ii) A linkage grant application - Retention or aircraft maintenance skills capability
- (iii) A further Linkage grant application - Skills and career paths – transport drivers and personal carers .
- (iv) Use of the Judith Miller Memorial Fund to produce web version of *Spotlight: A Skills Identification Tool*
- (v) Visitor applications: Alison Barnes, John O'Brien, Celia Briar

B. Main Agenda item: Role of Advisory Committee

The Committee was provided with considerable documentations, such as the 2008 Annual Report and a list of Centre activities and publications by associates in 2009.

As this was the first meeting of the Advisory Committee, the rest of the meeting was spent in discussion of the role of the IRRC and of the Advisory Committee.

4. ASSOCIATES AND VISITING SCHOLARS 2009

4.1 VISITORS AND ASSOCIATES FROM OUTSIDE THE SCHOOL OF ORGANISATION AND MANAGEMENT

Professor Lucy Taksa, Head of School of Business, Macquarie University, is a labour historian and diversity management theorist - research interests include labour heritage policy, the role of migrant women, , diffusion of scientific management in Australia, and anti-discrimination practice
Dr Alison Barnes University of Western Sydney – research interests include call centres work process, skill, resistance, union strategy

Dr Ruth Barton (RMIT) public sector management and transport/communication privatisation
Associate Professor Hazel Bateman Economics/Actuarial Studies, UNSW - *ELRR* Editorial Committee, Director of Centre for Pensions and Superannuation - - research interests

Dr Celia Briar, Human Rights Commission/Workplace Wellbeing, NZ – research interests include health, safety, pay equity

Dr Denise Faifua, School of Business, ADFA – research in a range of HRM fields
Professor Peter Fairbrother RMIT

Dr Doug Fraser, ADFA – research interests include deskilling patterns and the links between skill and productivity

Dr Soheyla Gholamshahi (Community sector) – research interests include gender and ethnicity

Dr Dimitria Groutsis (Work and Organisation Studies, Sydney) research interests include migrant women's work.

Philippa Hall, former Director Pay and Employment Equity Unit NZ Dept of Labour –research and publications on pay and employment equity, occupational segregation

Professor Michael Hess, Head of School of Business, Australian Defence Force Academy (ADFA) – research interests include Asia-Pacific employment relations

Dr In Jun (Yeungnam University) – research interests include employer organisations and industrial relations in Korea

Dr Sam Kovacevic (UNSW/Monash University) – research interests include interlocking directorships and executive remuneration;

Dr Jane Gyoung Sook Lee – research interests include Korean women and work

Dr Joanna Michalak (University of Lodz) – research interests include management and leadership

Professor Michael O'Donnell, Professor of Human Resource Management, ADFA – research interests include public sector, performance management, high performance work systems

Professor Joellen Riley (Law, Sydney) - Editorial Committee of *ELRR*

Dr Carol Russell Learning and Teaching Fellow, Faculty of Engineering – research interests are in the fields of tertiary learning and teaching

Dr Louise Thornthwaite (Law) – research interests include IR, HR, employer associations, discrimination law and employment law

Professor **Charles Woolfson**, on *ELRR* Editorial Committee – research interests include labour standards, labour inspection, working environment, trade unions, industrial relations, labour migration, racism and xenophobia viewed within a framework of wider political economy and EU and national regulatory regimes; recent empirical studies have been on the new EU Member States in the context of European integration

Professor Michael Quinlan, IRRC Management Committee member, and a former IRRC Director, is a labour historian and theorist of precarious employment, who has had a strong policy impact in Australia through his work on migrant labour and OHS regulation, most recently in the transport industry;

Associate Professor Peter Sheldon researches in industrial relations and is on the Editorial Committee of *ELRR*. Associate Professor Sheldon has been responsible for the IRRC's role in public and scholarly debate over the emergence of a new national IR system, and for visits by distinguished colleagues from the Universities of Milan and Bicocca Milan;

Associate Professor John O'Brien is the author of a range of IRRC-badged publications on university and public sector industrial relations, particularly a UK-Australian study of the workplace impacts of new public management;

Dr Diane Fieldes researches in labour history and equal pay;

Dr Ian Hampson researches skill policy and training systems from an international perspective and has provided theoretical underpinnings, and led publications, based on IRRC projects such as the New Zealand skills recognition study. He is developing new fields such as a feasibility study of retaining aircraft maintenance skills in Australia;

Dr Sarah Gregson is a labour historian who specializes in oral history interviews. She researches in the areas of diversity management, racism, Australian conservatism and management studies., and is working on safety issues relating to the IRRC's aircraft maintenance skills project;

Dr Anne Junor – research interests include labour market segmentation; skill and precarity/flexibility; and the workplace impacts of public management change.

Dr Sunghoon Kim - research interests include strategic and International/ Comparative HRM

Dr Youngok Kim –research interests include internationalisation, MNE and subsidiary performance ; International HR; Korean business and management

Dr David Morgan researches in organizational studies and professionalism, and has been working with Dr Hampson on a theory of skills decomposition;

Dr Loretta O'Donnell uses qualitative methodologies to research corporate sustainability and human capital analysis in knowledge-intensive environments, including the biotechnology industry;

Dr Carol Royal researches corporate sustainability and HRM in professional services organizations and has developed an approach to tracing links between human capital management and corporate performance;

Dr Kyong-Hee Yu researches in the field of institutional and organisational change, with implications for work and employment, pursuing three streams; institutional change in the American labour movement; changes in the professions; and immigration and work. She convenes the WERF seminars with Sarah Gregson;

Janis Wardrop is researching voluntary corporate governance reporting codes as an instance of institutional change in systems of regulatory capitalism;

Tracy Wilcox was the author of an early IRRC monograph. She researches in the fields of sustainability and social accountability, with a particular focus on the ethical implications of human resource management practices.

5. COMMUNITY SERVICE/OUTREACH

In 2009 the IRRC met its community outreach objectives in several ways.

- A One-Day Public Forum on 21 August, held in the Roundhouse at UNSW and jointly organized with the University of Western Sydney. Entitled *The Fair Work Act: Promises, Potential, Protections and Pitfalls*, this event continued the IRRC's role, begun by Peter Sheldon in 2008, of sponsoring a public forum at key stages of the IR reform process, bringing together academics and practitioners, and publishing the outcomes. The 2009 event, largely organised by IRRC Associate Alison Barnes (UWS) and Anne Junor, (IRRC0 was run as a low-cost forum, attracting 90 participants, and gaining very positive feedback. Some organisations, such as the ANF, sent several participants and used it as a training day. Academic papers from the conference were submitted for a special issue of *ELRR*, due to be published in 2010. Non-academic papers included one by Angela Zhang, from the NGO Asian Women at Work.
- In 2009, IRRC Director Professor Michael Quinlan:
 - was appointed patron of the Workplace Tragedy Family Support Group, set up by widows and families of workers killed on the job in the construction industry, The support group was formally launched at a dinner in Sydney on Monday 28 April. The dinner coincided with Workers Memorial Day, a day that commemorates those killed at work (April).
 - was a keynote speaker and presenter of a second paper at the Safety in Action Conference, Victoria Division of the Safety Institute, Melbourne (April)
 - was a panellist at the SIA Safety Conference at Sydney Olympic Park, on OHS law harmonization (October) ;
 - was an invited speaker at a one-day symposium on Future Directions in OHS Research (ACT);
 - wrote a report for the SA Office of the Employee Ombudsman on home care and OHS;
 - Provided material to Unions Tasmania for a submission on the relationship between right of entry and safety provisions: the legislative Council voted 9-4 in favour of right of entry for safety inspections;
- Deputy Director Anne Junor was a keynote speaker at the NSW PSA Women's conference 11 September: her paper, 'Sustaining Balance: Decent Work and Safe Transitions', was published online by the PSA. On 26 October, she was one of the hour-long anchors in an ABC Radio National Australia Talks, on older manual workers, injury risks and the right to work and an invited presenter/participant in a Round Table at Sydney University on 18 December on the outcomes of the 2008 Equal Pay Inquiry.
- In the New Zealand Department of Labour, a final task of IRRC Associate Philippa Hall as head of the Pay and Employment Equity Unit was to edit and publish in CD format a practitioner toolkit for identifying under-specified service skills. This had been developed through a research contract between the Department and an IRRC team that included Anne Junor, Ian Hampson and Alison Barnes. Trialling this toolkit in the New Zealand community sector though work with the organization Workplace Wellbeing, IRRC Associate Celia Briar oversaw the production of an international web-based version of toolkit. The Judith Miller Research Fund provided financial support for this project.
- Associate Professor Peter Kriesler (IRRC Management Committee member and Deputy Director of the Centre for Applied Economic Research) again organized the annual

conference of the Australian Society of Heterodox Economists and oversaw the publication of its refereed and non-refereed proceedings.

- In November 2009, IRRC Associate Peter Sheldon, with Dr Sunghoon Kim, organized site visits for a visiting delegation from KOWIN, the **Korea Innovation Workplace Centre**. This is a Government-funded subsidiary of the Korean Labour Institute providing consultancy services, mainly to small and medium enterprises on optimizing workplace practices, processes and work organization. The delegation included Dr Cheol-Bok Song, Manager Public Relations and Senior Researcher and Dr Sung sik Kim, Consultant, Manufacturing Sector. The site visits involved an all day visit to underground coal mine outside Sydney; a half day to St George Bank; and a half-day visit to the Roads and Traffic Authority. Of particular interest to the IRRC was research evidence produced by KOWIN, of quantifiable links between workplace learning and productivity.

Judith Miller Fund

This fund, managed through the IRRC in memory of UNSW Alumna and teacher unionist Judith Miller, is administered by UNSW Foundation, to support the on-line dissemination of the Spotlight Skills Recognition Tool.

It comes in two parts:

(a) Prize

\$5,000 (\$1000 per year for 5 years) to be set aside for the Judith Miller Memorial Scholarship for the best Honours thesis proposal in the field of workforce diversity management.

Award conditional on proceeding into honours.

(Each cash prize of \$1000 to be given in two amounts at beginning of and midway through Honours year, and recipient to receive a certificate at ASB Awards Night)

To be administered through the School of Organisation and Management.

The first recipient will in 2010 use the Spotlight Skills identification Toolkit to possible unidentified skills of mothers with university degrees who have never been in paid work, and will test whether the inclusion of such skills in resumes might enhance employment prospects.

(b) Judith Miller Research Fund

\$15,000 – to be administered through the Industrial Relations Research Centre

Purpose: to be spent at the discretion of the IRRC Director and Management Committee on projects designed to disseminate the Tacit Skills Recognition Tool developed by the IRRC. This money to be spent in New Zealand or Australia.

One potential use of this money will be to assist the building of a web-based version of the Spotlight skills identification tool, once it is more widely trialled in the community sector .

6. SEMINARS, KEYNOTE ADDRESSES 2009

6.1 IRRC SEMINARS AT UNSW

IRRC Associates Kyoung-Hee Yu and Sarah Gregson had set up a Work an Employment Relations Forum (WERF) providing workshop-style colloquia within the School of Organisation and Management, and IRRC Associates participated in these :

Michael Quinlan presented a paper on "Researching the Health, Safety and Related Regulatory Effects of Changing Work Arrangements". on 24 March.

John O'Brien and **Anne Junor** presented a paper co-written with **Michael O'Donnell** on 'Welfare Wars: Public Service Frontline Absenteeism as Collective Resistance' on 20 April.

Philippa Hall presented a well-attended WERF/IRRC seminar held at UNSW on 14 October, on the topic: 'Advancing Pay and Employment Equity – NZ Reflections and Australian Prospects'

(attendees included people from University of Sydney, UWS, government agencies, Barbara Pocock from UNISA, EOWA).

6.2 ACADEMIC AND PROFESSIONAL SEMINAR PRESENTATIONS BY IRRIC ASSOCIATES

- Groutsis, D. and Taksa, L.** (2009) 'Using Historical Perspective to Enhance Understanding of the Relationship Between Equal Employment Opportunity, Affirmative Action and Diversity Management', *Academic Association of Historians in Australian and New Zealand Business Schools (AAHANZBS) – Inaugural Conference*, University of Sydney, Australia, 15th December.
- Junor, A.** (2009) Sustaining balance: Decent work and safe transitions, Keynote address to PSA Women's Conference, Sydney, 11 September
- Riley, J.** 'Mutual Trust and Good Faith', *Australian Labour Law Association Sydney NSW Chapter Seminar*, Sydney Law School, 31 March 2009.
- Riley, J.** 'Good Faith in Employment and Industrial Law', combined *College of Law, ANU, Australian Labour Law Association, and Industrial Relations Society of ACT seminar*, ANU, Canberra, 25 March 2009.
- Riley, J.** 'Workplace Bargaining, the role of Fair Work Australia, and Industrial Action' NSW *Young Lawyers Annual One Day Seminar on Employment and Industrial Law*, Sydney, 28 February 2009
- Riley, J.** 'Good faith: What will it mean for employers?' *Commercial Law Association Update on Federal Government Changes to Employment Law*, Sydney, 27 February 2009.
- Russell, C., and Spralja, Z.** (2009) 'Beyond Exam Results: 3 years of student admission interviews for undergraduate engineering', Paper presented at the *Research in Engineering Education Symposium*. Retrieved from <http://rees2009.pbworks.com/Program-with-Papers>.
- Wills, S., Rosser, E., Devonshire, E., Leigh, E., **Russell, C.**, and Shepherd, J. (2009) *Encouraging role based online learning environments by Building, Linking, Understanding, Extending: The BLUE Report*. Australian Learning and Teaching Council, Sydney.
- Taksa, L.** (2009) 'Understanding and Changing Organisational Culture' in Keynote panel entitled, 'The Equity Opportunist in a time of workplace transformation, Equal Opportunity Practitioners in *Higher Education Association Conference: "Excellence for All: Social Inclusion in Higher Education"*', University of NSW, 3 December.
- Taksa, L.** (2009) 'Industrial language making and gender: considering the history of nicknaming in the NSW railways', *Business and Labour History Group*, Sydney University, 11 November (2009)
- Taksa, L.** (2009) 'Local transformations: historical research and heritage activism', Guest lecture for the *'Local Transformations' Course, Social Inquiry Major in the UTS BA Communications*, UTS, 22 October.
- Taksa, L.** (2009) Invited Introductory Speaker, Australian School of Business (ASB)/AGSM Lifelong Learning Series: 'Do women do leadership differently? with Air Commodore Margaret Staib, Senator Kate Lundy and KPMG representative Cath Ingram (Hosted by KPMG Canberra), 20 May.
- Taksa, L. and Kalfa, S.** (2009) 'Meeting the Challenges of embedding Graduate Attributes', Australian School of Business, *UNSW Learning and Teaching Workshop and Seminar Program*, 11 June.

7. MEDIA WORK, 2009

IRRC Associates were regularly called by the Australian School of Business Media Unit or by journalists direct on to provide media commentary on topical issues relating to their expertise. A sample includes:

Junor, A. (2009) 'Gender dimension to financial crisis' (AFR 17 Feb)

Junor, A. (2009) 'Flexibility clauses and low-paid workers' (ASB media release 21 Sept)

- Junor, A.** (2009) Mature aged manual workers, (Studio anchor ABC RN *Australia Talks*, 26 Oct)
- Junor, A.** (2009) Older manual labourers (BRW, Article of the Month award)
- Junor, A.** (2009) Overcoming the gender pay gap (ASB media release 24 November)
- Junor, A.** (2009) Anchor person for ABC Radio National Australia Talks program on employment rights of older manual workers (26 September)
- Kovacevic, S.** (2009) A spotlight on executive pay is timely (ASB Media Release Feb 27)
- Kovacevic, S.** (2009) Time for decisive and sensible action on executive pay (ASB Media Release Feb 26)
- Kovacevic, S.** (2009) Pay caps now law after US stimulus bill signed (ABC Business Today interview Feb 18)
- Kovacevic, S.** (2009) 'Lost rewards, *HR Monthly*, August, 36-39.
- Morris, A.** (2009) 'In defence of public housing despite Rosemeadow', *The Daily Telegraph*, 3 February.
- Nevile, J. and **Kriesler, P.** (2009) Banking confidence must be restored , 2 February.
- Nevile, J. and **Kriesler, P.** (2009) Stimulus package needs more focus on demand-side initiatives , ASB press release, 2 September.
- O'Donnell, L.** (2009) Interview, *Management Today* (July)
- Royal, C.** (2009) ' A Burden Shared', BRW May 21st -27th, (2009)
- Royal, C.** (2009) 'Happy Dividends', BRW, April 30th- June 3rd (2009)
- Taksa, I., Hampson, I., Junor, A. and Barnes, A.** (2009) Gaps in Fair Work Legislation (ASB video)

8. CENTRE PUBLICATIONS AND PUBLICATIONS BY CENTRE ASSOCIATES 2009

8.1 IRRIC MONOGRAPHS

Since its inception the Centre has published 62 monographs and 14 books (by arrangement with Allen and Unwin). *The Labour Heritage Register of NSW* produced by Lucy Taksa and Terry Irving with funding from NSW Government Heritage Assistance Program grants, originally published as Centre Monograph in 2002 is now contributing to the management of heritage assets across the state by municipal and state government authorities.

Centre monographs have in the past included a series of case studies on workplace change and more recently have been used to showcase the work of early career research students and staff. A policy of publishing honours and masters honours theses that have policy implications not only provide training for early career researchers but also provide practitioners with access to leading edge research. The Management Committee has decided to conduct future publications through the Centre's SSRN page.

8.2 THE ECONOMIC AND LABOUR RELATIONS REVIEW

The Economic and Labour Relations Review (ELRR) is jointly produced by The IRRIC and the Centre for Applied Economic Research. In 2009 its executive editors were Professor Michael Quinlan and Dr Anne Junor (School of Organisation and Management), and Associate Professors Peter Kriesler and Hazel Bateman (School of Economics), and its book review editors were Associate Professor Garry Barrett (School of Economics) and Dr David Morgan (School of Organisation and Management). Five of these six were also Associates of the IRRIC.

In 2009, a contract was signed with Gale Cengage for online indexing, abstracting and full-text publication of ELRR, adding to the list of on-line publishers (Scopus, ProQuest, EBSCO, Informit). In 2009 a contract was also signed with the Copyright Agency Ltd (CAL) for the receipt of royalties from

reproduction of ELRR content. ELRR was afforded a B ranking in the ERA Business list.

In 2009, *ELRR* celebrated its twentieth anniversary. Two issues of *ELRR* were published in 2009. Volume 19(2) contained a symposium on the Global Financial Crisis, edited by Associate Professor Peter Kriesler. Volume 20(1) contained a 20th Anniversary article by Emeritus Professor Geoff Harcourt, surveying 20 years of neoliberalism, and a symposium on rights and regulatory responsibility, edited by Professor Lucy Taksa.

8.3 COMMERCIAL PUBLICATION BASED ON IRRC RESEARCH

New Zealand Department of Labour [Junor, A., Hampson, I., Hall, P. with Barnes, A., Smith, M., Piercy, G., Ogle, K.R. and Ewer, P.] (2009) Spotlight: A Skills Recognition Tool, Wellington, Department of Labour (published on CD with the Equitable Job Evaluation tool and the Job Evaluation Standard, incl 119 page Research Report).

8.4 PUBLICATIONS BY CENTRE ASSOCIATES 2009

A complete list of IRRC Associates' publications for 2009 is included, in order to map the spread of expertise of Centre Associates. Most of the publications listed for 2009 were produced on the basis of research carried out within Schools. Those asterisked were based on research carried out as IRRC projects.

Theory, Methodology, Epistemology

Cecez-Kecmanovic, D. and, Nagm, F. (2009) 'Have you Taken your Guys on the Journey? An ANT Account of Information Systems Project Evaluation', *International Journal of Actor Network Theory and Technological Innovation*, 1(1), January-March, pp. 1-22.

Hall, R. (2009). 'Evaluation', In Argyrous, G. (ed). *Evidence for Policy and Decision-Making*. Sydney: UNSW Press.

Woolfson, C. 2009, *The Labour Theory of Culture: A Re-examination of Engels' Theory of Human Origins*, London: Routledge and Kegan Paul. (First edition 1982).

Yu, K-H (2009) "Institutional change and organizational form: Revisiting the relationship between ideas and structure." Paper presented at the *Annual Colloquium of the European Group for Organization Studies*, Barcelona, Spain.

Economic, Labour Market and Industrial Relations Regulatory Contexts

Kriesler, P. (2009) 'The Current Financial Crisis: Causes and Policy', *Economic and Labour Relations Review*, 19(2), pp. 17 -26.

Riley, J. (ed) and Howe, J. (2009) *Australian Standard of Employment Rights*, Australian Institute of Employment Rights, Hardie Grant Books: Victoria.

Riley, J. (2009) 'From Industrial Arbitration to Workplace Mediation: Changing Approaches to Dispute Resolution' in Forsyth, A and Stewart, A (eds), *Fair Work: The New Workplace Laws and the Work Choices Legacy*, The Federation Press: Sydney, pp. 186-206.

Riley, J. (2009) 'Commodifying sheer talent: perverse developments in the law's enforcement of restrictive covenants' in van Canaegem, W. and Arup, C. (eds), *Intellectual Property Policy Reform*, Edward Elgar: UK, pp. 267-284.

Riley, J. (2009 edition) 'The Employment Contract: Rights and Responsibilities' in *Australian Master Workplace Relations Guide*, CCH: Sydney.

Riley, J. (2009) 'Workplace Dispute Resolution under the Fair Work Act: Is There a Role for Private Alternative Dispute Resolution Providers?' *Australasian Dispute Resolution Journal*, 20(4), pp. 236-243

- Riley, J.** (2009) 'Transfer of Business Under the Fair Work Act' *Commercial Law Quarterly*, 23(2), pp. 15-22.
- Riley, J.** (2009) 'The Boundaries of Mutual Trust and Good Faith' *Australian Journal of Labour Law*, 22(1), pp. 73-86.
- Riley, J.** (2009) 'Bargaining in Good Faith', 94, *Precedent*, pp. 16-19.
- Riley, J.** (April 2009) 'Good faith in employment relationships' 2 *The Debate: Good Faith and the Employment Relationships*, pp. 7-9 (by Australian Institute of Employment Rights).
- Office of Industrial Relations, *Review of the Banks and Bank Holidays Act 1912 (NSW)*, Discussion Paper released 29 June 2009 (**J. Riley**).
- Riley, J.**, 'Transfer of Business under the new Fair Work Act' *LexisNexis National Industrial Relations Law Conference*, Sydney, 16-17 June 2009
- Riley, J.**, 'Developments in Workplace Law', *Legal Studies State Conference 2009*, Sydney, 2 April 2009.
- *Kallaste, E. and **Woolfson, C.** 2009, 'The Paradox of Post-Communist Trade Unionism: 'You can't want what you can't imagine'', *Economic and Labour Relations Review*, 20th Anniversary Issue, Vol. 20, No. 1. pp. 93-110.

Employer and Employee Associations and Strategy

- * **Barnes, A.** (2009), 'Trade unionism in Australia: A history from flood to ebb tide [Book Review]', *The Economic and Labour Relations Review*, 20(1), pp. 131-132.
- ***O'Brien, J., Junor, A. and M. O'Donnell**(2009) From workplace relations to collective bargaining? Australia and New Zealand public sector employment relations. Paper presented at 15th World Congress of the International Industrial Relations Association, Sydney, August 24-27.
- Sheldon, P.** (2009) 'Clients or members? Organisational Strategies of employer associations in Australia and Italy in response to industrial relations decentralisation', *Refereed Proceedings of the 15th World Congress of the International Industrial Relations Association (IIRA)*, Sydney 24-27 August, Sydney, with Francesco Paoletti and Raoul Nacamulli .
- Sheldon, P.** (2009) 'Multi-plant capacity, employer strategy and industrial conflict in meat processing: Hormel, USA (1985-86) and Portland, Australia (1988-89)', *Refereed Proceedings of the 23rd Conference of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ)*, 4-6 February, Newcastle NSW, with Patrick O'Leary.
- Yu, K-H** (2009) "Linking Movement to Organization: Staff careers in the justice for janitors." Paper presented at the *Annual Meeting of the Labor and Employment Research Association*, San Francisco, USA.

Labour history and labour heritage

- ***Gregson, S.** (2009) 'Women and children first? The administration of the Titanic Relief Fund, 1912-1959', *Legacies '09 conference*, Public Memory Research Centre, University of Southern Queensland, Toowoomba, 13-14 February.
- ***Taksa, L.** (2009) 'Labor History and Public History in Australia: Allies or uneasy bedfellows?', *International Labor and Working Class History*, 76 (Fall): pp. 1-23.
- ***Taksa, L.**, (2009) 'New frontiers to a post-industrial future: shrines to the technology of the industrial past or simply twilight zones? Finding work and workers among the industrial relics', presented before the *11th National Labour History Conference: Labour History in the New Century*, Perth, 9-11 July.

Labour Process, Work Organisation, Technological Change

- Cecez-Kecmanovic, D.** and Janson, M., (2009) 'Groupware in the Workplace – Between Indoctrination and Emancipation', *Proceeding of the 6th Critical Management Studies Conference*, University of Warwick, UK, 13-15 July.

- Cecez-Kecmanovic, D.** and Janson, M., (2009) 'Micro-Emancipatory Practices in Information System Development', *Proceedings of the 17th European Conference on Information Systems*, ECIS 2009, Verona, Italy, 7-10 June.
- *Jayawardana, A. and **O'Donnell, M.** (2009) 'Devolution, job enrichment and workplace performance in Sri Lanka's Garment Industry', *Economic and Labour Relations Review*, 19 (2): 107-122.
- *Morgan, D. (2009) 'Review Article 'New Technology at Work"', *Economic and Labour Relations Review*, 20(1), pp.123-128.
- Woolfson, C.**, Calite, D. and Kallaste, E. 2009, 'Employee "voice" and working environment in the New Member States: Translating policy into practice in the Baltic States', in D. Walters and T. Nichols (eds) *Workplace Health and Safety - International Perspectives on Worker Representation*, London: Palgrave/Macmillan. pp. 134-153.

Knowledge Work and Management

- Cecez-Kecmanovic, D.** and Janson, M., (2009) 'Participatory and Emancipatory Information Systems Development: Principles, Practices and Pitfalls', Chapter 4, in C. Brooke (Ed.), *Critical Management Perspectives on Information Systems*, Elsevier Publishers: London, pp. 69-101.
- Nagm, F. and **Cecez-Kecmanovic, D.** (2009) 'Assessing the Business Value of IT Investments: Combining the Market and Organizational Perspective', *30th International Conference on Information Systems*, ICIS 2009, Phoenix, Arizona.
- Nagm, F. and **Cecez-Kecmanovic, D.** (2009) 'Understanding the Business Value of IT Investments from the Combined Macro/Micro views', *Proceedings of the 20th Australasian Conference on Information Systems*, ACIS 2009, Melbourne, Australia.
- Royal, C.** (2009) 'Knowledge Acquisition in Investment Banking: Opportunities for HR Professionals', *THE INTERNATIONAL JOURNAL OF KNOWLEDGE, CULTURE AND CHANGE MANAGEMENT*, 8(11): 73-84.
- Royal, C.** (2009) 'An Analysis of Leadership Development Gaps for Arts Executives in the not-for-profit sector', *5th European Conference on Management, Leadership and Governance*, 5th – 6th November, Hellenic American University, Athens Greece.
- ***P.Sheldon., D. Morgan** and B. Gan (2009) 'Governance through Governments: Singapore's transfer of public sector management 'software' to China through joint ventures', in Y. Wang and P. Ramburuth (eds), *Thirty Years of China's Economic Reform: Institutions, Management, Organizations and Foreign Investment*, Nova Science Publishers, Hauppauge NY (forthcoming).

Public policy, public sector management, not-for profit sectors

- ***Junor, A., O'Brien, J.** and **O'Donnell, M.** (2009) "Welfare Wars: public service frontline absenteeism as collective resistance" in *Qualitative Research in Accounting and Management*, 6(1/2): pp. 26-40.
- ***Fairbrother, P., Junor, A., O'Brien, J., O'Donnell, M.** and Williams., G. (2009) State restructuring, labour market policies and 'depoliticised' agencies: Implications for work organisation, state employees and public sector unions in the United Kingdom and Australia, Invited Paper Presented at *The New World of Work: 15th World Congress of the International Industrial Relations Association*, Sydney, August 24-27.
- Morris, A.** (2009) 'Urban justice and sustainability: comparing the situation of older renters in public housing to that of older renters in private rented accommodation in Sydney', *Local Environment: The International Journal of Justice and Sustainability*, 14 (5): 417-430.
- Morris, A.** (2009) 'Living on the margins: Comparing older private renters and older public housing tenants in Sydney, Australia', *Housing Studies*, 24 (5): 697-711.
- Morris, A.** (2009) 'Contentment and Suffering: the Impact of Australia's Housing Policy and Tenure on Older Australians', *Australian Journal of Social Issues*,

Seelig, T., Thomson, A., Burke, T., Penniger, S. McNelis, S. and **Morris, A.** (2009) *Motivations of Investors in the Private Rental Market, Final Report*. Melbourne: Australian Housing and Urban Research Institute (94 pages).

International HRM

H. Park, **Kim, S.** and W. Goo, W. (2009, June) Examining the Relationship Between HR Fit, Localization and Unionization in China, 10th IHRM Conference, Santa Fe, New Mexico .

D. Caprar and **Kim, S.** (2009) The Paradox of Countercultural HR: A New Perspective on the Localization of Human Resources Practices, Paper presented at ANZIBA Conference, Brisbane, Australia, April.

Kim, Y. and Gray, S. (2009) 'An assessment of alternative empirical measures of cultural distance: Evidence from the Republic of Korea', *Asia Pacific Journal Of Management*, 26(1): 55-74.

Governance, accountability and HRM:

Kovacevic, S. (2009) Disclosed: An exploration of board remuneration committee challenges. *Asia Pacific Journal of Human Resources*, 47(2): 201-218

S. Kovacevic (2009) Butterflies and swans: Board interlocks in Australia's public companies. Proceedings of the Sixth International Critical Management Conference. 13-15 July, 2009, Warwick.

O'Donnell L., Kramar R. and Dyball, M. (2009) "Human Capital Reporting: Should it be Industry Specific?" *Asia Pacific Journal of Human Resources*. 47(3).

O'Donnell, L. (2009) Book Review: "Varieties of Capitalism: Corporate Governance and Employees" (2008) edited by S. Marshall and I. Ramsay, Melbourne University Press: Melbourne. *Asia Pacific Journal of Human Resource Management*, 47 (2): pp. 126-8.

Royal, C. and **O'Donnell, L.** (2009) 'The business case for human capital metrics', in *Strategic Human Resources in Asia Pacific*, ed. J. Connell and S. Teo, Palgrave Macmillan.

Wilcox, T. (2009) 'Positioning human resource management', *Twenty fifth EGOS Colloquium*, European Group for Organisational Studies, ESADE Business School, Barcelona, Spain, July (2009)

***Wilcox, T.**(2009) 'Understanding human resource management legitimacy' *CESR Review*, Centre for Employment Studies Research, May 2009, Bristol Business School, Bristol UK

OHS and Risk Management

***C. Briar** (2009) Hidden Health Hazards In Women's Work, Paper Presented In The Societies And Cultures Seminar Series, Waikato University, 25 September.

***C. Briar** (2009) *Hidden Health Hazards in Women's Work*, Dunmore Publishing, Wellington.

Quinlan, M., Bohle, P. and Pitts, C. (2009) 'Time to call it quits? The safety and health of older workers ', *International Journal of Health Services*, 40(1): 23-41.

Quinlan, M. (2009) 'Community campaigns, supply chains and protecting the health and wellbeing of workers: Examples from Australia and the USA', *American Journal of Public Health*, forthcoming. (with R Sokas).

Quinlan, M. and R. Johnstone (2009) 'The implications of de-collectivist industrial relations laws and associated developments for worker health and safety in Australia, 1996-2007', *Industrial Relations Journal* .

Quinlan, M. and Bohle, P. (2009) 'Overstretched and Unreciprocated Commitment: Reviewing Research on the Occupational Health and Safety Effects of Downsizing and Job Insecurity', *International Journal of Health Services*, 39(1): 1-44.

M.Quinlan and S. Toh (2009) Safeguarding the global contingent workforce? Guestworkers in Australia, *International Journal of Manpower*

Sheldon, P. (2009) 'Mechanisation for workers' health? Silicosis, employers and the demise of Sydney's Rockchoppers' Union, 1908-18', *Labour History*, 97(November): 13-35.

Taksa, L. (2009) 'Intended or unintended consequences? a critical reappraisal of the Safety First Movement and its non-union safety committees', *Economic and Industrial Democracy*, 30(1): pp. 9-36.

Skill development and recognition

Nagm, F., **Cecez-Kecmanovic, D.** and Kennan, M. (2009) 'IS Project Evaluation Methodology - Science or Art?' *Proceedings of the 17th European Conference on Information Systems*, ECIS 2009, Verona, Italy, 7-10 June.

***Hampson, I, Junor, A. and Barnes, A.** (2009) 'Articulation work skills and the recognition of competence in Australian call centres', *Journal of Industrial Relations*, 51(1), pp. 45-58 (with A. Junor and I. Hampson).

***Junor, A., Hampson, I.** and Smith, M. (2009) 'Valuing skills: Helping mainstream gender equity in the New Zealand state sector', *Public Policy and Administration*, 24 (2), pp. 191-207.

***Junor, A., Hampson, I. and Barnes, A.** (2009) 'Beyond emotion: Interactive service work and the skills of women', *International Journal of Work Organisation and Emotion*, 2(4), pp. 358-373.

***Junor, A., Hampson, I.** and Ogle, K.R. (2009) 'Vocabularies of skill: The Case of care and support workers', in S. Bolton and M. Houlihan (eds) *Work Matters*, UK: Palgrave, pp. 197-215.

***Junor, A., Gatta, M., Hampson, I. and Taksa, L.** (2009) 'Reducing segmentation by recognising skills of experience?' Paper presented at *30th Annual Conference of the International Working Party on Labour Market Segmentation*, Tampere, Finland, 3-5 September.

***Hampson, I. and Junor, A.**(2009) 'Employability' and the substance of soft skills', Paper Presented to the *International Labour Process Conference*, Edinburgh, April 6-8.

***Hampson, I. and Morgan, D.** (2009) 'Institutional Decomposition in Work Competence Policy: A New Permanent Revolution?: The Case of Australia', Paper Presented to the *International Labour Process Conference*, Edinburgh, April 6-8 .

L. O'Donnell (2009) "Creation of a curriculum map for executives in the not-for-profit arts sector", Conference paper for the 5th European Conference on Management, Leadership and Governance, Hellenic American University, Athens, Greece, 5-6 November.

***Russell, C.** (2009) 'A systemic framework for managing e-learning adoption in campus universities: individual strategies in an institutional context.' *ALT-J Research in Learning Technology*, 17(1): 3-19.

***Russell, C.** (2009) 'All hands on deck: CREWED for technology-enabled learning.' Paper presented at *the In dreams begins responsibility - choice, evidence, and change - 16th International Conference of the Association for Learning Technology*; Manchester, UK; Retrieved from <http://handle.unsw.edu.au/1959.4/40089>

Kalfa, S. and Taksa, L. (2009) 'Cultural capital in business and higher education', presented before the *9th EURAM (European Academy of Management) Conference*, 11-14th May 2009, Liverpool University.

Supply chains, downsizing and new work relationships

Beverakis, G., Dick, G., and **Cecez-Kecmanovic, D.** (2009) 'Taking Information Systems Business Process Outsourcing Offshore – The Conflict of Competition and Risk', *Journal of Global Information Management*, Vol 17(1), pp. 32-48.

Woolfson, C. 2009, 'Labour Migration, Neo-liberalism and Ethno-politics in the New Europe: The Case of Latvia', *Antipode: A Journal of Radical Geography*, Vol. 41. No. 5, pp. 952-982.

Woolfson, C. 2009, 'Where state power and opposition collide: Discourses of labor protest in a new market economy' in M. Huspek (ed) *Oppositional Discourses and Democracies*, London: Routledge. pp.60-81.

Yu, K-H and Levy, F. (2009) "Offshoring of Professional Services: The case of diagnostic radiology." Paper presented at the *British Journal of Industrial Relations Symposium on Government Regulation of Occupations*, London, UK.

Diversity and participation– Gender, class, migration, youth/age

- Cecez-Kecmanovic, D.** , Kennan, M. , Hall, D. And Nagm, F. (2009) ‘Youth Participation in a Government Program: Challenges in E-Democracy’, *Proceedings of the 20th Australasian Conference on Information Systems*, ACIS 2009, Melbourne, Australia.
- Bateman H.** and J Piggott (2009), ‘Labour force participation of older workers in Australia and Japan: a tale of two pension systems’, in Corbett, Daly, Matsushige and Taylor (eds), *Laggards and Leaders in Labour Market Reform: Comparing Japan and Australia*, Routledge: UK, pp. 157-179.
- Groutsis, D.** and **Taksa, L.** (2009), 'Managing cultural diversity: antecedents, problems and prospects for ethnicity and gender at work' in *Managing Diversity in Australia: Theory and Practice*, ed. G.Strachan, E. French and J.Burgess, McGraw Hill: Australia.
- Groutsis, D.** (2009), 'Recruiting Migrant Nurses to Fill the Gaps: The contribution of migrant women in the nursing care sector in Greece', *Journal of International Migration and Integration*, 10(1): pp. 49-65.
- Groutsis, D.** (2009) 'What the labour market needs and what labour migrants want regarding essential labour migration: The case of Greece and Australia', *4th International Conference on Interdisciplinary Social Science*, University of Athens, Greece, 11th July.
- Groutsis, D.** and **Taksa, L.** (2009), 'Considering the convergence and decoupling of multiple identities in the workplace: lessons for diversity management?', *4th International Conference on Interdisciplinary Social Science*, University of Athens, Greece, 11th July.
- ***Junor, A.**, Hammond, S., and **Taksa, L.** (2009) ‘Forward with (Gender Pay) Fairness?’, In Lewer, J., Ryan, S. and Macnell, J. (2009) *Proceedings of the 23rd Conference Association of Industrial Relations Academics of Australian and New Zealand (AIRAANZ) Conference: Labour, Capital and Change*, Vol. 1, Refereed Papers (conference CD: ISBN: 978-0-9806085-1-9).
- ***Junor, A.** (2009) Review of L. Vosko, M. MacDonald and (. Campbell (eds) (2009) *Gender and the Contours of Precarious Employment*, Routledge, London, *Economic and Labour Relations Review* 21(1), pp. 133-138.
- North-Samardzic, A. and **Taksa, L.** (2009) ‘Equity, women managers and gender culture in Australia’s finance sector’, paper presented before the *Equal Opportunity International Conference*, University of the Bosphorus, Istanbul, Turkey, 16 July (2009)
- Taksa, L.** (2009) ‘Aspects of social justice in Australia: Rights, diversity, responsibility’, *Economic and Labour Relations Review*, 20(1): pp. 7-12.
- Taksa, L.**, and **Groutsis, D.** (2009) ‘The convergence and decoupling of multiple identities in the workplace: Lessons for diversity management?’ presented at the *4th International Conference on Interdisciplinary Social Sciences*, University of Athens, Greece, 8-11 July.
- Woolfson, C.** and Sommers, J., (forthcoming) "Trajectories of entropy and "the Labour Question": The Political economy of post-communist migration in the New Europe", *Debate: Journal of Contemporary Central and Eastern Europe*, vol. 16(1), pp. 53-69

9. FINANCIAL STATEMENT

IRRC Statement of Financial Performance – Year Ended 31 December 2009

	2009	2008
Income	\$	\$
External funds	97,172.20	61,256.83
UNSW Contribution		-
Total Income	97,172.20	61,256.83
Expenses		
Payroll	62,435.05	43,978.33
Equipment	-	-
Materials	11,328.55	19,821.37
Travel	2564.11	8642.31
Total Expenses	76,327.71	72,442.01
Operating result	20,844.49	(11,185.18)
Brought forward	76,775.26	87,960.44
Adjusted Accumulated Funds	(37,827.00)	
Adjustment from previous year 2008	(1,326.96)	
Accumulated funds (surplus/deficit)	58,465.79	76,775.26

Adjustment from 2008: GST and debtors