Industrial Relations Research Centre

Annual Report 2014

January - December
# Key Facts

<table>
<thead>
<tr>
<th>Key Facts</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission</td>
<td>3</td>
</tr>
<tr>
<td>Values</td>
<td>3</td>
</tr>
<tr>
<td>Objectives for 2014</td>
<td>3</td>
</tr>
<tr>
<td>Governance in 2014</td>
<td>4</td>
</tr>
<tr>
<td>Associates 2014</td>
<td>4</td>
</tr>
<tr>
<td>Professional and Technical Staff 2014</td>
<td>5</td>
</tr>
<tr>
<td>Research Assistants 2014</td>
<td>5</td>
</tr>
</tbody>
</table>

# Centre’s Performance in Relation to its Objectives 2014

<table>
<thead>
<tr>
<th>Objective</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective 1</td>
<td>Promoting better understanding of labour markets and industrial relations</td>
<td>6</td>
</tr>
<tr>
<td>Objective 2</td>
<td>Promoting safe, engaged, productive and fair workplaces</td>
<td>8</td>
</tr>
<tr>
<td>Objective 3</td>
<td>Encouraging the development, recognition and utilisation of skills</td>
<td>1</td>
</tr>
<tr>
<td>Objective 4</td>
<td>Building the impact of <em>The Economic and Labour Relations Review</em></td>
<td>13</td>
</tr>
<tr>
<td>Objective 5</td>
<td>Engaging with industry, community and government in the production and dissemination of research</td>
<td>15</td>
</tr>
<tr>
<td>Objective 6</td>
<td>Building our working relationships and international outreach</td>
<td>17</td>
</tr>
<tr>
<td>Objective 7</td>
<td>Helping develop emerging scholars</td>
<td>18</td>
</tr>
</tbody>
</table>

# Meeting the IRRC’s 2013-2016 KPIs in 2014

<table>
<thead>
<tr>
<th>Statement Of Financial Performance</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statement Certified By The Presiding Faculty Finance Manager</td>
<td>21</td>
</tr>
<tr>
<td>Funding Sources</td>
<td>23</td>
</tr>
<tr>
<td>Australian School of Business and School of Business NSW Canberra</td>
<td>23</td>
</tr>
<tr>
<td>Grants and Consultancies</td>
<td>23</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>23</td>
</tr>
<tr>
<td>Volunteer Work by adjunct academics and administrative staff</td>
<td>24</td>
</tr>
<tr>
<td>Imputed salaries – Associates</td>
<td>24</td>
</tr>
<tr>
<td>Infrastructure and other resources</td>
<td>24</td>
</tr>
</tbody>
</table>

# Details of Grants, Consultancies, Research Projects, Project

<table>
<thead>
<tr>
<th>Details of Grants, Consultancies, Research Projects, Project</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and consultancies</td>
<td>25</td>
</tr>
<tr>
<td>Publications</td>
<td>28</td>
</tr>
</tbody>
</table>

# Record of Dates and Attendance at Meetings of the Centre Steering Committee

| Record of Dates and Attendance at Meetings of the Centre Steering Committee | 32 |
Industrial Relations Research Centre Annual Report 2014

Key Facts

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

A major activity of the IRRC is to produce The Economic and Labour Relations Review (ELRR), an international journal on the intersection of economic, social and labour market policy research. In 2014 ELRR was in its 25th year, and was published four times a year. Having gained its first JCR impact factor rating in 2012, ELRR continued to grow strongly in 2014, the second of a five-year contract with Sage Publishing.

Our mission

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

Our values

We are committed to:

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

Objectives for 2014

In 2014, the IRRC continued to pursue the following objectives, embedded in the Key Performance Indicators for 2013-2015, ratified by the Steering Committee at its meeting on 5 June 2013:

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.

In summary, in 2014 these objectives were pursued 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 the results of the research to the wider community through media releases/social media, seminars/conferences, keynote addresses, industry forums, consultancies and reports
- Provision of practical practitioner tools and guidance
- Provision of the infrastructure for publishing the journal The Economic and Labour Relations Review.
Governance in 2014

Presiding faculty: Australian School of Business, UNSW (UNSW Business School)

Chair: Professor Roger Simnett, Associate Dean Research, Australian School of Business/
Professor Michael Walpole, Acting Associate Dean Research, Australian School of Business/
Professor James Morley, Associate Dean Research, UNSW Business School

Director: Professor Michael Quinlan
Deputy director: Associate Professor Anne Junor

Steering committee
Professor Chris Jackson, Head of School of Management, UNSW
Professor Daryll Hull, Director, Transport and Logistics Centre
Professor Dubravka Cecez-Kecmanovic, Head, School of Information Systems and Management, UNSW
Associate Professor Elisabetta Magnani, School of Economics, Australian School of Business, UNSW
Professor Michael Hess, Head of School of Business, UNSW Canberra
Professor Michael O’Donnell, School of Business, UNSW Canberra
Associate Professor Peter Kriesler, School of Economics, UNSW, and Deputy Director, Centre for Applied Economic Research (CAER)
Associate Professor Peter Sheldon, School of Management, UNSW

Advisory committee
Chair: Professor Lucy Taksa, Head, Department of Business, Macquarie University
Ms Juliet Bourke, Partner, Deloitte Australia
Mr John Cairns, Deputy Director General, Human Resources Services, Queensland Health
Ms Philippa Hall, Pay Equity Consultant, Equal Opportunity for Women in the Workplace Agency
Emeritus Professor Geoffrey Harcourt, Economics, UNSW
Mr Tim Harcourt, J.W. Nevile Fellow in Economics, UNSW
Mr Paul Ryan, Australian Road Transport Industry Organisation
Ms Judith Wright, Senior Industrial Officer, ASU
The Honourable Lance Wright QC

Associates 2014
Centre Associates are suitably qualified academic researchers whose research areas are relevant to the objectives of the Centre and who, on the basis of their past research, publications and current interests, can contribute to the mission and objectives of the IRRC.

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

Located in IRRC office:
Honorary Professor P.N. (Raja) Junankar, UWS, IZA:
Honorary Professor John Lodwijkks
Honorary Associate Professor Anne Junor
Dr Neil Hart
Located In Australian School of Business/UNSW Business School, UNSW
Professor Michael Quinlan, School of Management, Director IRRC
Professor Nick Wailles, Director MBT Program
Associate Professor Ian Hampson, School of Management
Associate Professor Peter Kriesler, School of Economics
Associate Professor Elisabetta Magnani, School of Economics
Associate Professor Peter Sheldon, School of Management
Dr Louise Fitzgerald, School of Management/Education Development Unit
Dr Bernard Gan, School of Management
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 Hess, School of Business, UNSW Canberra
Professor Michael O'Donnell, School of Business, UNSW Canberra

Visitors
Professor Mark Harcourt, Waikato Management School
Professor Daryll Hull, Director Transport and Logistics Centre; also at Macquarie University
Associate Professor Jocelyn Pixley, Macquarie University
Professor David Walters, Cardiff University, Wales
Professor Sam Whimster, London Metropolitan University, England
Professor Charles Woolfson, Linkoping University, Sweden
Dr Ee-Kheng Ang, Massey University, New Zealand
Dr Celia Briar, formerly Massey and NZ Department of Labour
Dr In Jun, Yeungnam University, Republic of Korea
Dr Elsa Underhill, Deakin University, Australia

Professional and Technical Staff
Ms Margaret Wallace. Casual Project Officer: ELRR development, editorial and marketing.
Ms Rosslyn O’Grady. Part-time Administrative Assistant, financial management, records, minutes, correspondence, publicity – IRRC and ELRR
Mr Jason Antony. Part time Administrative Assistant.
Ms Terry O’Callaghan. Casual/Volunteer – financial, editorial and administrative work.

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

Dr Tanya Carney Part-time Research Assistant engaged jointly by the IRRC and the School of Management, on LP110100335, The Future of Aircraft Maintenance in Australia, and on LP110200888 Recognising the Skill in Jobs Traditionally Considered Unskilled
The Centre’s performance in relation to its objectives for 2014

Names in bold type are those of IRRC Associates or Visitors who worked in the Centre or on projects with Centre Associates.

Objective 1. Promoting better understanding of labour markets and industrial relations

Achievements:

- In 2014 the IRRC, through *The Economic and Labour Relations Review*, and individual IRRC Associates, published refereed articles, conference and seminar papers, book chapters, book reviews and media briefings designed to promote an understanding of labour markets and industrial relations, at the local, regional and global level. Further details appear under objective 4 below.

- Selected publications are listed alphabetically by author following those of the Director,


8. **Li Y** and **Sheldon P** (2014) Collaborations between foreign-invested enterprises and China's VET schools: Making the system work amid localised skill shortages. *Journal of Vocational Education and Training*. Published online 25 April. DOI org\textsuperscript{10}.1080/13636820.2014 (approaches to labour supply issues).

9. **Sheldon P**,** Nacamulli R**, **Paoletti F** and **Morgan D** (2014) Employer Association responses to bargaining decentralization in Australia and Italy: Seeking explanations from organisation theory. *British Journal of Industrial Relations* http://dx.doi.org/10.1111/bjir.12061 (international comparative perspective - Italian co-authors were previous IRRC Visitors).


Additionally, the IRRC and several Associates were involved in the following activities to raise awareness of labour market and industrial relations issues:


2. **P. Sheldon** delivered a paper in Italian, 'Unions, mutual benefit systems and the welfare state: The Anglophone world’s experience', at a conference on *Representation*, FNP-CISL (National Pensioners; Federation – Confederation of Trade Unions in Italy), Rome, 7-8 May, 2014.

3. **P Sheldon** presented another version of the paper as part of a seminar on ‘Growth, Equity and Social Reproduction, organised by CISL and the University of Urbino-Carlo Bo, Urbino Italy, on 3 December, 2014.(In Italian: printed version distributed to participants).

4. **E Magnani** was a member of the organizing committee of a Trans-Pacific Labour Seminar, August 2014 and of a Symposium on Finance and Labour, at the Conference, of the Australian Society of Heterodox Economists Sydney, UNSW, December 2014.


6. IRRC Visiting Professor **Charles Woolfson**, from Linköping University, Sweden, presented a public seminar on 17 June 2014 in the Australian School of Business on The Contradictions of Austerity: The Socio-economic Costs of the Neoliberal Baltic Model.

Objective 2. Promoting safe, engaged, productive and fair workplaces

Achievements: Promotion of work-related safety

Professor M. Quinlan, as Tasmanian Mine Safety Auditor, produced the report of his Third Audit of the Mine Safety Unit and of Tasmanian mines for Worksafe Tasmania, in April 2014. The report found serious deficiencies in the regulation of mine safety and received extensive media coverage.

Professor Quinlan also reported on mine safety in Queensland.

Professor Quinlan, with Professor Philip Bohle and Dr Lynda Matthews from the Work and Health Research Team at the Faculty of Health Sciences, University of Sydney, completed an ARC Discovery Grant funded project on Death at Work- ways of supporting families. This world-first Australian study pinpointed ways to improve support for partners and families following work-related tragedies. Publications from the project are listed below.

Professors Michael Quinlan and David Walters (Cardiff and IRRC), with Professor Katherine Lippel, University of Ottawa, continued their work with a University of Ottawa grant for a three-country study of the regulatory effectiveness of workers compensation and workplace health and safety legislation. A project participant, Dr Elsa Underhill, from Deakin University, joined the IRRC as a Visitor.

Professor Quinlan, working with Dr Sarah Gregson, led the aviation safety strand of the ARC Linkage Grant funded project, The Future of Aircraft Maintenance in Australia: Workforce Capability, Aviation Safety and industry development (LP110100335)

Publications in 2014, based on these and earlier safety-oriented projects, included a book by Professor Quinlan as well as a book chapter, refereed journal articles, conference papers, reports, submissions and media interventions:


Additionally,

1. **D Walters, M Quinlan, K Lippel, K. and R Johnstone** (2014) organised an International Symposium on Governance, Change and the Work Environment, at Cardiff University, 30 June – 2 July, with funding from a University of Ottawa grant for a three-country study led by Professor Lippel, of the regulatory effectiveness of workers compensation and workplace health and safety legislation

2. **Professor M Quinlan** was appointed in 2014 as an expert member of the New Zealand Extractive Industries Advisory Group, which provides advice on mining safety to NZ’s OHS regulator. This appointment was made in the wake of Professor Quinlan’s work in the Pike River investigation.

**Achievements: Engagement, productivity and fairness**

In 2014 the IRRC continued to pursue its mission of providing research-backed output that makes a practical difference in workplaces.

**Sarah Gregson** and **Peter Sheldon** sought to implement good practice bargaining in their roles on the NTEU Enterprise Bargaining Team for Academic Enterprise Bargaining Agreement, November 2013 -April 2015.

**Anne Junor, Ian Hampson, David Morgan, Philippa Hall and Celia Briar** developed an interactive website for the UNSW Department of Finance and Operations Building Professional Skills project, working with IRRC RA Jason Antony. The website consisted of a suite of HR tools, based on the Spotlight taxonomy, designed for use in updating position descriptions, building social and organisational skills, and assisting recruitment, selection, induction and performance development.

The Spotlight Tool for recognising and developing service skills, developed mainly by **A Junor** and **I Hampson**, continued to be used for "soft skill" recognition purposes in Australia and New Zealand in 2014. The website www.spotlightworks.com, first built 2012 by IRRC Associate, **Dr Celia Briar**, with New Zealand and international versions, continued to operate in 2014 using funds from the Judith Miller Grant – www.spotlightworks.com. The original Spotlight skills recognition toolkit continued to be accessible via a link on the IRRC website https://www.business.unsw.edu.au/research/research-centres-institutions/industrial-relations-research-centre/spotlight-a-skills-recognition-tool. The Spotlight tool was referenced in the Pay Equity resources developed by IRRC Advisory Committee member **Philippa Hall** for the Workplace Gender Equality Agency.

The IRRC and the School of Business Canberra entered into a $45,000 contract with a large Non-Government Organisation with urban and regional operations in NSW and Queensland, in the Social and Community Services, Children’s Services and Aged Care sectors. The purpose was to provide job analysis evidence in order to help the organisation restructure job classifications and position descriptions. **Anne Junor** and **Tracy Wilcox** conducted interviews with staff from a wide spectrum of jobs, using an adaptation of the Spotlight Skills Recognition tool, in November-December 2014, preparatory to data analysis in 2015.

Conveners of a stream at the 2014 Gender, Work and Organisation Conference at Keele University approached **ELRR** regarding a special issue covering aspects of women’s work in Africa, Brazil and Australia, and work began with guest editors on the review process.
A Junor wrote a submission, circulated in different forums in 2014, and used in discussions with State Government, around the Badgerys Creek airport proposal. The submission made the case for an aviation aerospace employment hub centred on the new airport, and designed to capitalize on local capability in a high-unemployment part of Sydney.

A Junor and I Hampson were invited by the University of Sydney Job Quality Research Group to present a paper on women and leadership skills, 10 November.

P. Kriesler organised the annual conference of the Australian Society of Heterodox Economics, held on 8-9 December 2014. The conference included sessions on youth unemployment, which included a paper by PNR Junankar, an International Association for Feminist Economics Symposium, a stream on financialisation and labour organised by E Magnani, and several sessions on welfare issues such as housing.

Publications and seminar papers in the area of engagement, productivity and fairness included:


6. Junor A and Hampson I (2014) Approaches to assisting women managers to identify and build leadership skills. Invited paper, Expert Conference on Women in Leadership, United States Studies Centre and the Job Quality Australia Research Group at the University of Sydney Business School, 10 November.

In addition, IRRC associates were involved in the following media work:

1. Professor GC Harcourt and A Junor submitted an article to The Conversation on 14 November, titled ‘G20 climate challenge calls for a rethink of economics’. It provided an overview of the symposium, convened by Professor Harcourt in the December 2014 issue of ELRR, which debated the call by Professor Stephen Marglin on behalf of 18 prominent US economists, to develop a new economics, taking account the challenges of reconciling economic growth with global wealth redistribution and environmental sustainability. The article had over 10,000 readers.


Objective 3. Encouraging the recognition, development and utilisation of skills

In 2014, skill and workforce development were key themes of the research conducted in the IRRC.

Achievements

I Hampson undertook final analytical work for the ‘workforce capability’ strand of the Linkage Grant project The Future of Aircraft Maintenance in Australia: Workforce Capability, Aviation Safety and industry development (LP110100335). This work involved mapping the unfolding of changes to the licensing and training system for aircraft maintenance engineers, and their implications for both the airline and General Aviation sectors.

I Hampson and A Junor worked as Chief Investigators on the final phases of a Linkage Grant funded project lead by Professor Erica Smith of Federation University: Recognising the Skill in Jobs Traditionally Considered Unskilled (LP1102200888). They analysed the extent to which training packages reflect non-technical skills such as employability, communication, social and organisational skills in occupations in the hospitality and cleaning industries.

A Junor and D Fraser conducted a survey for the South Western Sydney Manufacturing and Engineering Skills Taskforce. This was a project carried out pro bono for Regional Development Australia Sydney office. The purpose was to ascertain the skill requirements and skill deployment strategies, particularly of small and medium enterprises in Southwestern Sydney. Draft findings were discussed with industry representatives as outlined under Objective 5 below. This worked was planned as a pilot to a larger scale study of manufacturing and skill utilisation in the region.

Peter Sheldon, with Yiqiong Li, continued their study of skill formation in China

While the Spotlight-based research is listed under Objective 2 as a productivity and fairness initiative, work in this area was also focused on skill identification and skill development, and could equally have been recorded here in terms of skill.

Publications in 2014 reflecting skill-focused research:


In addition the following articles received wide readership:


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

The Economic and Labour Relations Review was the major publishing activity of the IRRC in 2014, the second of a five-year publishing contract with SAGE Publishing UK. During 2014, four issues were published and the journal’s impact factor and royalties improved. The two-year impact factor for 2012-2013 was 0.481, up from 0.130. Ranking in Economics JCR was 235 out of 332 journals, and 18 out of 26 in Industrial Relations & Labor.

ELRR is the journal of the Australian Society of Heterodox Economists, whose Director is Associate Professor P Kriesler. In 2014, several papers from the 2013 SHE Conference were submitted to ELRR for peer review.

ELRR aims to bring together research in economics and labour relations in a multidisciplinary approach to policy questions. It publishes research that is country-specific or based on regional comparisons, or that analyses global trends. In the context of the severest economic crisis since the Great Depression, the journal encourages articles that critically assess 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.

Achievements in 2014

* ELRR 25 (1) (March) published articles revised from the 2014 conference of the Association of Industrial Relations Academics of Australia and New Zealand, as well as a substantial article on the GFC and unemployment in Turkey and a substantial re-theorisation of the relationship between the formal and informal sectors in India.
* ELRR 25(2) (June) published a mini-symposium, on neo-liberal impacts, including the dual welfare state, life on Newstart and the contracting out of vocational education, as well as articles on managing the impact of workplace deaths, on Australian ex-pats in Bougainville, and on mixed-method research, and employment relations studies from the EU, the Philippines and China.
* ELRR 25(3) (September) was a special issue on austerity, crisis, neoliberalism and alternatives, with a lead article on the Baltic states by Charles Woolfson and colleagues. It also carried an important article on Indigenous employment,
* ELRR 25(4) contained a symposium convened by GC Harcourt on the ‘Marglin Manifesto’ for a new economics, addressing the issues of growth, equitable distribution and environmental limits, with articles by Professor Harcourt, Marglin (USA), Bradford (Australia), Amdekar and Ajit Singh Singh (Cambridge), Fischer and W Harcourt (Erasmus), Bartolini (Italy) and Bagchi (India), as well as an article on climate change response by Australian Patrick Troy.

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

Professor Hazel Bateman  
Dr Sarah Gregson  
Associate Professor Ian Hampson  
Dr Neil Hart – Book review editor  
Emeritus Professor Geoffrey Harcourt  
Tim Harcourt  
Professor Michael Hess,  
Associate Professor Anne Junor  
Professor P.N. (Raja) Junankar  
Associate Professor Peter Kriesler  
Professor John Lodewijks  
Associate Professor Elisabetta Magnani
IRRC staff continued to provide administrative support to the journal.

**ELRR Achievements**

- *ELRR* content continued to be diverse and topical. The number of submissions received in 2014 was substantially greater than that for 2013 and the rejection rate rose to over 60%, despite the lower rejection rates for the special issues.

- *ELRR* continued to receive the mentorship and active editorial support of distinguished Post-Keynesian economists and labour relations theorists including Professor G.C. Harcourt, JW Nevile, P.Kriesler, and Russell Lansbury and international authorities such as Professors Orly Ashenfelder, Amit Bhaduri, Michael Burawoy, Giulio Sapelli, William Brown, Edward Webster and Charles Woolfson.

- Overall, Volume 25 indicated the growing internationalization of ELRR, with a considerably higher proportion of articles coming from international authors.

- The book review stream grew significantly, and included substantial review articles on topical books.

- An Obituary section was introduced, beginning with memorial to David Plowman, a founding editor of ELRR. This section developed into an important item of record and history, chronicling the ideas, lives and impact of important figures in the national and international economic and industrial relations landscape.
Objective 5. Engaging with industry, community and government in the production and dissemination of research

The IRRC continued to contribute to UNSW objectives of engagement with industry, community and government, both through the role of the Director as a prominent community spokesperson on health and safety issues, and through the work of Associates in building strong, ongoing working relationships at the local, national and international level.

1. M Quinlan in 2014 was appointed to the Board of MATES in Construction — a federation of independent industry based organisations in Queensland, New South Wales, South Australia and Western Australia, established to implement the recommendations of a major report on suicide [the AISRAP Report] within the Building and Construction Industry.

2. M Quinlan in 2014 continued as Patron of the Workplace Tragedy Family Support Group, a role backed by his participation in ARC grant-funded research into traumatic work-related deaths.


4. Professor Quinlan also had a formal role in reporting on mine safety in Queensland.

5. In 2014 Professor Quinlan was appointed as an expert member of the New Zealand Extractive Industries Advisory Group, providing advice on mining safety to NZ’s OHS regulator, following his work on the Pike River mine disaster.

6. Through the ARC Linkage Project, The Future of Aircraft Maintenance in Australia (LP110100335), M Quinlan, I Hampson, S Gregson and A Junor, continued to consult with Partner Organisations: Aerospace Australia/Airbus, the Aircraft Maintenance, Repair and Overhaul Business Association, the Association of Licensed Aircraft Maintenance Engineers in Australia, the Australian Manufacturing Workers Union, Manufacturing Skills Australia, TAFE NSW, the Transport and Logistics Centre and the Transport Workers Union. Partner participation took the form of contribution of a flow of data and industry intelligence, and commentary and feedback on drafts of the project final report.

7. A submission was made to the Senate Inquiry into the Qantas Sale Act Amendment Bill 2014. 14 March, 2014, written by I Hampson, D Fraser, M Quinlan and A Junor. The Report ‘Qantas' future as a strong national carrier supporting jobs in Australia’, published by the Senate Rural and Regional Affairs and Transport References Committee in March 2014, extensively quotes this submission.

8. In the final phase of the Linkage Project, Recognising the Skill in Jobs Traditionally seen as Unskilled (LP110200888), I Hampson and A Junor were able to use industry networks established by CIs Professors E and A Smith (Federation University), and Partner Organisations Manufacturing Skills Australia, Service Skills Australia, and United Voice, in order to establish a good working relationship with the Construction and Property Services Industry Skills Council and a range of industry associations and VET stakeholders. Some of these working relationships have been maintained across both Linkage projects and into work with the Sydney Aerospace and Defence Internet Group and Regional Development Australia Sydney.

9. In 2014 the IRRC continued its work for the Southwest Sydney Manufacturing and Engineering Skills Task Force. A Junor, D Fraser E Magnani, and P Sheldon, worked with Regional Development Australia (RDA) Parramatta and the Southwestern Sydney Manufacturing and Engineering Skills Task Force to attend Taskforce meetings and breakfast briefings of Southwestern Sydney employers to discuss skill needs and to promote a survey of manufacturing and engineering employer skill requirements, particularly in small and medium enterprises. In
disseminating the results of their survey of local employers regarding regional skill and workforce development requirements, they attended Task Force and other regional business network meetings and were able to undertake site inspections of advanced manufacturing processes. The Taskforce included representative members of:

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

10. In 2014 the IRRC was approached, through the Business School UNSW Canberra, by a large NGO to undertake a project using the Spotlight tool in a new approaches to skill identification in job analysis and position description writing. A Junior and T Wilcox conducted interviews with over 90 staff, gaining a unique insight into the operational aspects of a leading NGO, including spending several days on-site at a long day care centre. This large-scale generated codified job skills data and ‘heatmaps’ allowing the matching of ‘soft’ skills to job titles and resulted in a clarification of some classification descriptors relativities, PDs and roles. The project was the fifth Spotlight project undertaken and the research findings contribute to a now very substantial data base of ‘soft skill’ profiles in a wide range of industries – health, community services, education, clerical/admin work, professional services, hospitality, cleaning, manufacturing and occupations ranging from those seen as low-skilled to senior policy, professional and managerial roles.

11. IRRC Associate P Kriesler makes a major contribution to community outreach and research dissemination through the organisation of the annual conference at UNSW of the Australian Society of Heterodox Economics.
Objective 6. Building our working relationships and international outreach

In 2014 the IRRC continued to build working relationships inside UNSW, with colleagues in other Australian universities and internationally.

Within UNSW and with colleagues at other Australian Universities

1. In 2014, the IRRC continued its annual role in supporting the Australian Society of Heterodox Economists by providing administrative support to its Annual Conference:

2. In 2014 P. Sheldon trained UNSW’s Model United Nations Society in negotiation skills before they flew overseas to compete in the USA and Korea

International relations

1. On 25 February 2015, P. Sheldon managed part of the program of a visit by a Chinese delegation with a view to relationship building in developing green skills. In organising the School of Management, segment of the visit, he developed a portfolio of research-based information, including on the regeneration of former mining areas. A. Junor assisted with the collation of the information and with the greeting and follow-up.

2. Professor M Quinlan in 2014 began an ongoing partnership with scholars from the Universities of Ottawa and Cardiff, in order to develop a research agenda around the relationship between governance workplace health and safety in the context of change in the work environment. Past and present IRRC Visitors, Professors K Lippel and D Walters, and Dr E Underhill, are participants in the project. An international colloquium in Cardiff in June 2014 will be discussed under Objective 7 as an example of an initiative in the development of emerging scholars.

3. External IRRC scholar professor Mark Harcourt visited from Waikato University in December 2014.

4. IRRC Honorary and Visiting Scholars, Professor J Pixley (Macquarie and UNSW) and S. Whimster (Head of Culture and Modernisation Programme and Professorial Research Fellow at the Global Policy Institute, London Metropolitan University) continue to collaborate and contribute to the IRRC through by-lined publications, grant applications, and Professor Pixley’s active role on the ELRR Editorial Committee.

5. ELRR is a major means of international outreach, drawing together an Advisory Board, reviewers and contributors. As part of the Sage Publishing premium collection, it reaches libraries world wide. The active role of Professor GC Harcourt in supporting the journal is helping to bring ELRR within his wide global network, including distinguished scholars in Cambridge and Jawaharlal Nehru University India. P Sheldon has gathered a network of Italian scholars into contributing to ELRR, as authors, as reviewers, and as Advisory Committee members.

6. The IRRC works collegially with the Business School, UNSW Canberra and with the UNSW Korean Research Institute (KRI), both of whom in 2014 contributed workshops for emerging scholars across Southeast Asia. The workshop/conference papers are being developed into journal articles and the IRRC has undertaken to contribute in 2015 to helping mentor the authors in preparing the articles for journal submission. The IRRC is anxious to work with KRI wherever possible, to contribute to its major regional scholarly networks.
Objective 7 Helping develop emerging scholars

The IRRC is committed to developing emerging scholars.

While one policy focus of The Economic and Labour Relations Review in 2014 was to build impact and quality, the Editors did not lose sight of a traditional goal — to provide comprehensive feedback and assistance to emerging scholars. This role gains frequent commendations from authors, though it will be hard to maintain as the volume of contributions continues to grow and rejection, including desk-rejection, becomes of necessity more common. Sage Publishing has a policy of supporting writers whose first language is not English, and offers editorial support.

IRRC Director M Quinlan, working with colleagues from the Universities of Ottawa and Cardiff, organised an International Symposium on Governance, Change and the Work Environment at Cardiff University, 30 June – 2 July, 2014, with funding from the University of Ottawa. This was part of a three-country study of the regulatory effectiveness of workers compensation and workplace health and safety legislation. This colloquium was organised in part to facilitate the participation of emerging scholars. Professor Quinlan’s PhD student, Annabelle Bamford, from the Australian School of Business, was funded to attend in order to pursue her research interests in the influence of precarious employment arrangements on agricultural pesticide exposures. http://www.onthemovepartnership.ca/wp-content/uploads/2014/07/symposium-programme-booklet.pdf

Honorary Professor PNR Junankar continued to co-supervise a PhD student in the Faculty of Arts and Social Sciences.

A Junior and I Hampson worked closely with Early Career Researcher Dr D Fraser, assigning him a significant role in research, report writing and the publication of conference papers and articles: the Linkage project LP110100335 on aeroskills gained greatly from Dr Fraser’s very considerable contribution.

A Junior worked closely with Dr T Carney, in the year following her PhD graduation, engaging her as a RA to analyse survey data for the Aeroskills Linkage project, co-publishing an article with her, based on her thesis, in the Journal of Industrial Relations, working with her on a publication plan for the remainder of her PhD research.

A number of IRRC Associates examined PhD and Masters theses – for example A Junior examine a successful PhD on casual university work, a research topic of her own.
MEETING THE CENTRE’S KPIs IN 2014

An IRRC Steering Committee meeting in June 2013 ratified the following KPIs for the review cycle/planning period 2013-2016. Under each KPI, an indication is provided of progress to meeting it by December 2014

1. **Apply for/secure one major competitive research grant (eg ARC linkage)**
   Three Discovery Grant DP15 applications were submitted by IRRC Associates in 2014, however without success.

2. **Complete/make substantial progress towards completing at least one existing large competitive grant-funded project**
   In 2014 one competitive grant-funded project was completed (ARC Discovery Grant funded project on Death at Work- ways of supporting families, based at the University of Sydney). The final reports for two others were being written (LP110100335, based at UNSW and LP110200888, based at Federation University).

3. **Publish four issues of the journal ELRR per year (16 over the planning cycle)**
   This objective was achieved in 2014, as outlined under Objective 4 above.

4. **Publish one book (research monograph) with a reputable international publisher**
   2014 saw the publication of Professor Michael Quinlan’s *Ten Pathways to Death and Disaster: Learning from Fatal Incidents in Mines and Other High Hazard Workplaces*, Federation Press, Sydney.

5. **Publish 16 by-lined articles in refereed journals**
   This objective was achieved in 2014 alone. Please refer to publication list – refereed publications asterisked.

6. **Deliver at least four presentations at conferences/public forums and run at least one event/conference (in addition to invited guest speakers)**
   This was achieved in 2014. Conference papers and public addresses are listed in Publications.
   
   **Events/conferences:**
   
   **M Quinlan** - International Symposium on Governance, Change and the Work Environment at Cardiff University, 30 June – 2 July, 2014.
   
   **C Woolfson**, Linköping University, Sweden, public seminar 17 June 2014 in the Australian School of Business on *The Contradictions of Austerity: The Socio-economic Costs of the Neoliberal Baltic Model*.

7. **Provide submissions to or serve on at least one government advisory body relevant to the centre’s research expertise.**
   - Michael Quinlan (2014) — Appointed to Worksafe New Zealand Extractive Industry Advisory Committee, which provides advice on mining safety to NZ’s OHS regulator, in the wake of Professor Quinlan’s work in the Pike River investigation.
8. Network with overseas researchers in terms of collaborative projects and arranging at least two presentations/visits at the centre.

Two visitors in 2014: Professor Charles Woolfson (Linköping) and Professor Mark Harcourt (Waikato)

Presentation (see Item 6 above)
STATEMENT OF FINANCIAL PERFORMANCE CERTIFIED BY THE PRESIDING FACULTY FINANCE MANAGER.

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2014</th>
<th>2013</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Revenue:</td>
<td>1</td>
<td>(0)</td>
<td>54 (54)</td>
</tr>
<tr>
<td>Donations &amp; Bequest - Draw downs</td>
<td>10</td>
<td>-</td>
<td>10</td>
</tr>
<tr>
<td>UNSW Canberra Project</td>
<td>50</td>
<td>-</td>
<td>50</td>
</tr>
<tr>
<td>Faculty Contributions</td>
<td>2</td>
<td>18</td>
<td>(0) 19</td>
</tr>
<tr>
<td>Other Restricted Revenue</td>
<td>3</td>
<td>73</td>
<td>-</td>
</tr>
<tr>
<td>Commercial Activity - Fees for Service</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Sundry Other Revenue</td>
<td>9</td>
<td>30</td>
<td>(2) 22</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>159</td>
<td>84</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSE</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries, Oncosts and other staff costs</td>
<td>159</td>
<td>111</td>
<td>48</td>
</tr>
<tr>
<td>Scholarship Stipends</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Contract &amp; Consulting Services</td>
<td>2</td>
<td>8</td>
<td>(6)</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consumables</td>
<td>5</td>
<td>9</td>
<td>(3)</td>
</tr>
<tr>
<td>Travel</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Equipment Non Capitalised</td>
<td>1</td>
<td>1</td>
<td>(0)</td>
</tr>
<tr>
<td>Entertainment</td>
<td>0</td>
<td>5</td>
<td>(5)</td>
</tr>
<tr>
<td>Marketing</td>
<td>0</td>
<td>-</td>
<td>0</td>
</tr>
<tr>
<td>Miscellaneous Expenses</td>
<td>1</td>
<td>(26)</td>
<td>(46)</td>
</tr>
<tr>
<td><strong>Total Non-People Costs</strong></td>
<td>10</td>
<td>(2)</td>
<td>(60)</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>169</td>
<td>109</td>
<td>(12)</td>
</tr>
</tbody>
</table>

**TOTAL CONTRIBUTION - SURPLUS/(DEFICIT)**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus / (Deficit) after Depreciation</td>
<td>$(10)</td>
<td>$(25)</td>
<td>15</td>
</tr>
</tbody>
</table>

**Cashflow Funded Capital Expenditure (CAPEX)**
Not included:
(1) Work on components of LP110100335 excluded as funds lodged in a School-based account.
(2) Work on those aspects of Building Professional Skills project funded through a School-based account.

Shown as contributions by the Australian School of Business:
(1) Private donations through a Donat account and transferred into a mirror account
(2) Transfer of funds between internal accounts to support collaborations among School of Business UNSW Canberra, KRI and IRRC

Further notes:
(1) Because the end-of-calendar year cut-off occurs while funds are still being collected and accounts paid for the SHE Conference, which is held in the first week of December, the annual IRRC balance sheet does not reflect incomplete Conference transactions
(2) The 2014 balance does not reflect $22,500 due in 2015 on completion of the NGO job analysis project.
**FUNDING SOURCES**

<table>
<thead>
<tr>
<th>Source</th>
<th>Duration</th>
<th>Amount</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Business UNSW Canberra</td>
<td>2014</td>
<td>$50,000</td>
<td>Used to help fund operational staffing of <em>ELRR</em> and to undertake research on South Western Sydney manufacturing workforce development; also includes the first tranche of funding from the NGO Job Analysis project but the second tranche of $22,500 to be paid on project completion in 2015.</td>
</tr>
</tbody>
</table>

**Grants and Consultancies providing direct IRRC funding**

<table>
<thead>
<tr>
<th>Grant/Contract</th>
<th>Duration</th>
<th>Amount</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARC Linkage: Recognising the Skill in Jobs Traditionally Considered Unskilled LP110200888</td>
<td>July 2011 to December 2014</td>
<td>Funding of $13,500 pa to IRRC account in 2013 Covered 0.2 RA plus travel.</td>
<td>IRRC Associates I. Hampson and A. Junor CIs Partly based on Spotlight methodology developed in IRRC Funded work of RA Margaret Wallace</td>
</tr>
<tr>
<td>Building Professional Skills – Division of Finance and Operations, UNSW</td>
<td>Mar 2013 to March 2014</td>
<td>$62,000</td>
<td>Payment for Jason Antony to work on interactive website and handbook</td>
</tr>
</tbody>
</table>

**STATEMENT OF IN-KIND CONTRIBUTIONS**

*In Kind Contributions - Volunteer Work by Associates and Administrative Staff*

<table>
<thead>
<tr>
<th>Staff Member</th>
<th>Time Donated</th>
<th>Value of Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor Daryll Hull</td>
<td>IRRC Steering; research advice</td>
<td>$10,000</td>
</tr>
<tr>
<td>Emeritus Professor Raja Junankar</td>
<td>Full-time</td>
<td>Retired</td>
</tr>
<tr>
<td>Associate Professor Jocelyn Pixley</td>
<td>Part-time</td>
<td>Retired</td>
</tr>
<tr>
<td>Professor John Lodewijks</td>
<td>Editor, <em>ELRR</em></td>
<td>Retired</td>
</tr>
<tr>
<td>Dr Neil Hart</td>
<td>One day per week</td>
<td>$22,500</td>
</tr>
<tr>
<td>Associate Professor Anne Junor</td>
<td>Full-time February-December</td>
<td>Retired</td>
</tr>
<tr>
<td><strong>Total in kind</strong></td>
<td></td>
<td><strong>$32,500</strong></td>
</tr>
</tbody>
</table>
### Salaries – Imputed time spent on IRRC Work by Associates located in Schools or at other Institutions, 2014

<table>
<thead>
<tr>
<th>Staff Members</th>
<th>Work and Time Donated</th>
<th>Value of Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UNSW Business School</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor Michael Walpole, Professor James Morley, Associate Dean Research</td>
<td>Steering Committee and advisory work</td>
<td>$15,000</td>
</tr>
<tr>
<td>Tim Harcourt</td>
<td><em>ELRR</em> editorial work</td>
<td></td>
</tr>
<tr>
<td>Faculty administrative support</td>
<td>Research advice, HR support, Accounting assistance</td>
<td></td>
</tr>
<tr>
<td><strong>School of Management</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor Christopher Jackson</td>
<td>Steering Committee work</td>
<td></td>
</tr>
<tr>
<td>Professor Michael Quinlan, Director</td>
<td>Centre management and <em>ELRR</em> editorial work</td>
<td></td>
</tr>
<tr>
<td>Associate Professor Peter Sheldon</td>
<td>Centre steering committee and <em>ELRR</em> editorial committee work;</td>
<td>$25,000</td>
</tr>
<tr>
<td>Dr David Morgan</td>
<td><em>ELRR</em> Book Review editor</td>
<td></td>
</tr>
<tr>
<td>Associate Professor Ian Hampson</td>
<td><em>ELRR</em> Editorial Committee Linkage Project 110200888</td>
<td></td>
</tr>
<tr>
<td>Dr Sarah Gregson</td>
<td><em>ELRR</em> Editorial Committee work</td>
<td></td>
</tr>
<tr>
<td>Dr Tracy Wilcox</td>
<td>Work on TBS project</td>
<td></td>
</tr>
<tr>
<td><strong>School of Economics</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor Peter Kriesler</td>
<td>IRRC Steering Committee, <em>ELRR</em> Executive Editor</td>
<td>$10,000</td>
</tr>
<tr>
<td>Associate Professor Elisabetta Magnani</td>
<td><em>ELRR</em> editorial and IRRC Committee work; Work on Discovery application</td>
<td></td>
</tr>
<tr>
<td><strong>Other ASB Schools</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor Hazel Bateman, School of Risk &amp; Actuarial Studies</td>
<td>Executive editorial work, <em>ELRR</em></td>
<td>$1,000</td>
</tr>
<tr>
<td><strong>School of Business UNSW Canberra</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor Michael O’Donnell/ Professor Michael Hess</td>
<td>Steering Committee and <em>ELRR</em> editorial work</td>
<td>$10,000</td>
</tr>
<tr>
<td><strong>Total in kind</strong></td>
<td></td>
<td>$61,000</td>
</tr>
</tbody>
</table>

### Infrastructure and other resources provided to the Centre

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

In addition the IRRC shares the following facilities with the Asia-Pacific Ubiquitous Healthcare Research Centre: a meeting room, printer/photocopier.

### Donation of Royalties

In 2014 Associate Professor Peter Sheldon continued to donate to the IRRC the value of royalties on two books, O’Leary and Sheldon (2012): Employer Power and Weakness: How the local and the global have shaped the meat industry and its industrial relations, VURRN Press, Ballarat Australia; and Peter Sheldon, Sungoon Kim, Yiqiong Li and Malcolm Warner (eds) (2011), China’s Changing Workplace: Dynamism, diversity and disparity, Routledge, London.
## DETAILS OF GRANTS, CONSULTANCIES, RESEARCH PROJECTS, PROJECT OUTPUTS

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

<table>
<thead>
<tr>
<th>Grant/Contract</th>
<th>Duration</th>
<th>Amount</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application initiated from IRRC; Funds located in School of Management but research and oversight of RA work shared between School and IRRC.</td>
<td>May 2011-Dec 2013 (extension to Dec 2014)</td>
<td>Carry-forward from 2013:</td>
<td>Lead CI is IRRC Director, CI Junor has only an IRRC affiliation, and 2 other CIs (Hampson &amp; Gregson) have dual School of Management/IRRC affiliation. Other CIs: Prof Ann Williamson Aviation UNSW, Dr Erik von Voorthuysen (Engineering), Professor Gary Barrett (University of Sydney) Partner Organisations: Australian Aerospace, AMROBA, ALAEA, AMWU, Manufacturing Skills Centre Australia, Transport and Logistics Centre, TAFE NSW, FAAA, TWU</td>
</tr>
</tbody>
</table>

This grant was managed through the School of Management, but significant work was done on the project in the IRRC. Grant money carried over into 2014 was used to pay the salary of RA Dr Doug Fraser, who collaborated in the drafting of the Project Final Report and contributed as co-author to a number of articles


- **Junor A** (2014) The future of aircraft maintenance in Australia: implications of Badgery’s Creek decision. Presentation to Sydney Aerospace and Defence interest Group, University of Sydney, 9 July.


The research was heavily cited in McNab D (2014) Qantas reaching point of no return. Aviation Business National, 1 June.

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

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

Outputs


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

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

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

Outputs
Beta Release Website – Building Professional Skills www.bps.unsw.edu.au and Handbook (231 pp)
- Spotlight Framework; questionnaire and skills profiling tool
- Tools - How to improve a position description; How to recruit for professional skills; How to develop performance; How to lead learning and development
• Resources – Including Professional skill clusters; UNSW behavioural competencies and Spotlight skills; Spotlight skills in action – Building a stronger professional culture; Fostering respect and dignity at work; Effective communication
• Research Report; What staff said
• Forms and templates.

4) Southwestern Sydney Manufacturing and Engineering Task Force (pro bono)
Sydney), South Western Sydney Institute of TAFE, State Training Services, Macarthur Workplace Learning;
Survey of skill utilisation and requirements of manufacturing and engineering employers in Southwestern Sydney.

Output


5) Judith Miller Grant

| Private donor – grant processed through IRRC | 2009 until fund exhausted | $15,000 in total expended in 2010 until funds exhausted (likely to be 2015) | NZCOSS has returned the balance of the funds to the IRRC to fund the website www.spotlightworkskills.com Additionally $5,000 has been provided to the School of Management until exhausted to fund Scholarships for honours research on diversity |

Output:

www.spotlightworkskills.com
PUBLICATIONS 2014
Arranged alphabetically by IRRC author (asterisk confirms refereeing)

Books

Book chapters


Journal Articles


Government Reports; Industry Reports; Submissions to Government


2. **Hampson I, Fraser D, Quinlan M and Junor A** (2014) Submission to Senate Inquiry into the Qantas Sale Act Amendment Bill 2014. 14 March,


Conference Papers 2014


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


5. **P Sheldon** (2014)’Unions, mutual benefit systems and the welfare state: The Anglophone world’s experience’. Seminar on Growth, Equity and Social Reproduction, organised by CISL and the University of Urbino-Carlo Bo, Urbino Italy, on 3 December, 2014.(In Italian: printed version distributed to participants).

**Discussion and Working Papers**


### DATES OF AND ATTENDANCE AT MEETINGS OF THE CENTRE’S STEERING COMMITTEE 2014

<table>
<thead>
<tr>
<th>Date</th>
<th>Attendance</th>
<th>Apologies</th>
</tr>
</thead>
<tbody>
<tr>
<td>15/7/2014</td>
<td>Prof J Morley (Chair), Prof C Jackson, A Prof P Kriesler, Prof A Junor, Prof D Hull, R O’Grady (minutes)</td>
<td>Prof M Quinlan, A/Prof P Sheldon, Prof M Hess, Prof M O'Donnell, A/Prof E Magnani, Prof Dubravka Cecez-Kecmanovic</td>
</tr>
<tr>
<td>28/10/2014</td>
<td>Prof J Morley (Chair), Prof C Jackson, Prof M Quinlan, A Prof P Kriesler, Prof A Junor, A/Prof E Magnani, R O’Grady (minutes)</td>
<td>A/Prof P Sheldon, Prof D Hull, Prof M O'Donnell, Prof Dubravka Cecez-Kecmanovic</td>
</tr>
</tbody>
</table>