Key Facts

Our mission .............................................................................................................................................. 1
Our values ................................................................................................................................................... 1
Objectives for 2015 ..................................................................................................................................... 1
Election of IRRC Director Professor Michael Quinlan as a Fellow of the Academy of Social Sciences in Australia (FASSA) ......................................................................................................................... 2
IRRC Governance in 2015 .......................................................................................................................... 2
IRRC Associates 2015 .................................................................................................................................. 3
Professional and Technical Staff ................................................................................................................ 4
Research Assistants ..................................................................................................................................... 4

The Centre’s performance in relation to its objectives for 2015 .................................................................. 5
Objective 1. Promoting better understanding of labour markets and industrial relations ....................... 5
Objective 2. Promoting safe, engaged, productive and fair workplaces .................................................... 8
Objective 3. Encouraging the recognition, development and utilisation of skills ...................................... 11
Objective 4. Continuing to build the impact of The Economic and Labour Relations Review .................. 12
Objective 5. Engaging with industry, community and government in the production and dissemination of research .................................................................................................................................................. 13
Objective 6. Building our working relationships and international outreach .......................................... 14
Objective 7. Helping develop emerging scholars ....................................................................................... 16

Meeting the Centre’s KPIs in 2015 ............................................................................................................ 17
1. Apply for/secure one major competitive research grant (eg ARC linkage).......................................... 17
2. Complete/make substantial progress towards completing at least one existing large competitive grant-funded project ....................................................................................................................................... 17
3. Publish four issues of the journal ELRR per year (16 over the planning cycle) ................................... 17
4. Publish one book (research monograph) with a reputable international publisher ................................ 17
5. Publish 16 by-lined articles in refereed journals .................................................................................. 18
6. Deliver at least four presentations at conferences/public forums and run at least one event/conference (in addition to invited guest speakers) .................................................................................................................. 18
7. Provide submissions to or serve on at least one government advisory body relevant to the centre’s research expertise ................................................................................................................................. 18
8. Network with overseas researchers in terms of collaborative projects and arrange at least two presentations/visits at the Centre ............................................................................................................. 19

Statement of financial performance certified by the presiding faculty finance manager ...................... 20

Funding sources ....................................................................................................................................... 22
Statement of in-kind contributions ............................................................................................................. 22
Infrastructure and other resources provided to the Centre .......................................................................... 22
Salaries — Imputed time spent on IRRC work by Associates located in Schools or at other Institutions, 2015 .................................................................................................................................................................. 23

Details of grants, consultancies, research projects, project outputs ......................................................... 24

Dates of, and attendance at, meetings of the Centre’s Steering Committee 2015 .................................... 24
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 2015, ELRR was in its 26th year and was published four times a year.

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 2015
In 2015, 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 2015 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 human resource practitioner materials such as job analysis data
• Provision of the infrastructure for publishing the journal The Economic and Labour Relations Review.
Election of IRRC Director Professor Michael Quinlan as a Fellow of the Academy of Social Sciences in Australia (FASSA)

In September 2015 Professor Michael Quinlan was elected to the Academy of Social Sciences in Australia as a fellow (FASSA). This honour, which follows an extremely rigorous process, is a reflection of his outstanding scholarship, the significant contributions he has made to the discipline and the community, and his high standing amongst his peers.

Professor Quinlan is listed on the ASSA website as Professor of Industrial Relations in the School of Management and Director of the Industrial Research Centre at the University of New South Wales'. He also holds a fractional professorial post at the Business School, Middlesex University, London.

In addition to Professor Quinlan’s many publications, the appointments over the last ten years on which the award was based are listed as:

- His work on the Beaconsfield mine fatality investigation;
- Co-authorship with Hon Lance Wright of the federal trucking pay safety review;
- Membership of the NZ government Post Pike River disaster Expert Reference Group;
- Membership of the New Zealand Extractive Industries Advisory Group.

IRRC Governance in 2015

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

**Chair:** Professor James Morley, Associate Dean Research, UNSW Business School

**Director:** Professor Michael Quinlan

**Deputy Director:** Associate Professor Anne Junor

**Steering committee**

Professor Karin Sanders, Head of School of Management, UNSW

Professor Dubravka Cecez-Kecmanovic, Head, School of Information Systems and Management, UNSW

Professor Michael Hess, Head of School of Business, UNSW Canberra

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

Professor Michael O’Donnell, School of Business, UNSW Canberra

Associate Professor Peter Kriesler, School of Economics, UNSW, and Director, The Society of Heterodox Economists

Associate Professor Elisabetta Magnani, School of Economics, Australian School of Business, UNSW

Associate Professor Peter Sheldon, School of Management, UNSW

**Advisory committee**

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

Ms Juliet Bourke, Partner, Deloitte Australia

Ms Philippa Hall, Pay Equity Consultant

Professor Emeritus Geoffrey Harcourt, Economics, UNSW

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

Mr Paul Ryan, Australian Road Transport Industry Organisation

Ms Judith Wright, Senior Industrial Officer, ASU

The Honourable Lance Wright QC
IRRC Associates 2015

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 Associate Professor Anne Junor
Dr Neil Hart

Located in UNSW Business School, UNSW
Professor Michael Quinlan, School of Management, Director IRRC
Professor Nick Wailes, Associate Dean Digital & Innovation
Associate Professor Ian Hampson, School of Management
Associate Professor Peter Kriesler, School of Economics
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

External Appointees and Visitors
Professor Alistair Rainnie (from June 2015)
Professor Mark Harcourt, Waikato Management School
Honorary Professor John Lodewijks
Associate Professor Jocelyn Pixley, Macquarie University
Professor David Walters, Cardiff University, Wales
Professor Charles Wooffson, Linkoping University, Sweden
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
Mr Jason Antony. Part time Administrative Assistant
Ms Terry O’Callaghan. Casual/Volunteer — financial, editorial and administrative work

Research Assistants
Dr Doug Fraser and Dr Tanya Carney, Part-time Research Assistants 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 2015

Names in bold type are those of IRRC Associates or Visitors who worked in the Centre or on projects with Centre Associates. Where Associates’ 2015 publications were clearly aligned with Objectives 1–3, they are listed under these objectives. A more complete list of IRRC Associate publications is provided on page 28, to the extent that they were by-lined to the IRRC. It is recognised that a number of Associates had other School or institutional affiliations, and did not always by-line the Centre.

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

Selected publications written, co-written or co-edited by IRRC associates and meeting Objective 1 are listed below.

Edited books and book chapters

Professor Al Rainnie was appointed to the IRRC in June, 2015, after the publication of his co-edited book (in which he co-authored the first chapter).


Book chapters


Journal articles


Professor Al Rainnie was appointed to the IRRC in June 2015. Given the lead-time from submission to publication, his 2015 journal publications were not by-lined to the IRRC. They include:


**Conference and seminar papers**

14. O'Brien J and Junor A (2015) Austere expansion or incremental austerity? The case of the Australian Higher Education sector. Paper to international symposium on *Austerity in the Australian Public Service*, UNSW Canberra, 27 - 27 March (a revised version of the paper was given at a seminar at the School of Work and Organisation Studies, University of Sydney, 2 September.

**Reports**


This report brings together two major strands of Professor Quinlan’s research: labour market insecurity and workplace health and safety.

This report, the outcome of 4 years of Linkage Project research, addresses the workforce development and regulatory issues involved in building an Australian aircraft maintenance industry, integrated into an aerospace manufacturing industry, supplying the regional and general aviation sector that is fundamental to national infrastructure, and exporting maintenance and maintenance training into the Asia-Pacific region, in order to address the 30% shortfall in maintenance capacity that the research predicts will emerge over the next decade.
Media

19. Junankar PN (Raja) (2015) High youth unemployment can’t be blamed on wages. The Conversation 16 April. http://theconversation.com/profiles/raja-junankar-2206/articles. Hon Professor Junankar was listed amongst UNSW staff rating high on social impact metrics for this article.


Journal publication

Additionally, the IRRC helped raise awareness of labour market and industrial relations issues through refereed articles in four issues of The Economic and Labour Relations Review, the Sage journal whose editorial production is coordinated through the IRRC:

- Vol 26(1) March 2015: articles on the role of government procurement contracts in minimum labour standards enforcement (S Holley, G Maconachie and M Goodwin), on impacts of the global financial crisis on gender segregation in the Turkish labour market (Y Yucel); the IT industry and informal employment in India (T Barnes), the oil boom, human capital and employment in Ghana, trade openness and unemployment in Nigeria (Nwaka, Uma and Tuna) and on minimum wage levels and development in Papua New Guinea (B Imbun)
- Vol 26(2) June 2015: articles on the GFC and youth unemployment (R Junankar), the TPP and democracy (P Ranald), and trade liberalisation, employment intensity and sectoral growth in Tunisia (M Golid and S Sassl)
- Vol 26(3) September: articles on undocumented immigrant workers and workplace rights (S. Clibborn); labour conditions under the working holiday visa program (A Reilly)
- Vol 26(4) December 2015: a special collection of articles from the UK and Australia to commemorate 20 years of ‘Organising Works’: articles on the organising model of unionism (A Barnes and R Markey); union membership and power in comparative perspective (J Kelly), the ‘organising turn’ (E Heery), union renewal as transition (P Fairbrother); peak union councils and community campaigning (A Barnes and N Balnave); the meaning and making of union delegate networks (D Peetz, G Murray, O Muurlink and M May); and protective layering strategies in response to regulatory change (S Kaine and C Brigden). In addition, the December issue ran articles on employment of Indigenous workers (B Hunter) and on legislative regulation of global value chains to protect workers (M Rawling).
Objective 2. Promoting safe, engaged, productive and fair workplaces

2.1 Promoting safe workplaces

Professor **MG Quinlan** is a Fellow of the Safety Institute of Australia. Selected publications:

**Book chapters**


**Journal articles**


**Conference and seminar papers**


This report contains two chapters on the role of national and international regulation in assuring aircraft safety standards.

**Media**


2.2 Promoting engaged and productive workplaces

Selected publications in this field by IRRC Associates include:

**Book chapter**


**Journal articles**


Conference and seminar papers


Engagement

S Gregson and P Sheldon sought to implement good practice bargaining in their roles on the NTEU Enterprise Bargaining Team during the finalisation of the Academic Enterprise Bargaining Agreement, between January and April 2015.

In 2015, A Junor and T Wilcox finalised a project with a Major Non-Government Organisation, analysing 35 Social and Community Service and Early Childhood Education job categories, based on interviews conducted in late 2014 with over 90 staff. The resulting classification guides and position description statements supported productivity enhancement through role clarification, as well as contributing to fairness in remuneration.

2.3 Promoting fair workplaces

Paula Koskinen-Sandberg, from Hanken Business School, Finland, spent from June to September 2015 in the IRRC, finalising her PhD thesis and undertaking extensive discussions and documentary analysis on comparative approaches to pay equity. Her supervisors were the eminent gender/pay equity researchers Jill Rubery (Manchester) and Jeff Hearn (Hanken). A Junor provided archival material on approaches to pay equity in Australian and New Zealand industrial relations jurisdictions.

In late 2015, United Voice contracted the IRRC to investigate approaches to the fair and equitable valuation of the skills of Early Childhood Educators. The project was managed by M O'Donnell, and begun in 2015 with the participation of A Junor, Dr C Briar (a former IRRC Associate) and Drs A Barnes and N Balnave from Macquarie University.

Conference and seminar papers


Reports, submissions, media

The Spotlight Tool for recognising and developing service skills, developed mainly by A Junor and I Hampson, continued to be used for the purposes of valuing service work in Australia and New Zealand in 2015. The website www.spotlightworkskills.com, the New Zealand and international versions of which were built in 2012 by former IRRC Associate, Dr Celia Briar, continued to operate in 2015 using funds from the Judith Miller Grant – www.spotlightworkskills.com. The original Spotlight skills recognition toolkit continued to be accessible via a link on the IRRC website (see https://www.business.unsw.edu.au/research/research-centres-institutions/industrial-relations-research-centre/spotlight-a-skills-recognition-tool)
Media


Journal publication

Volume 26 of the Economic and Labour Relations Review ran a number of articles exploring new aspects of fairness, in line with the journal’s stated objective of encouraging multi-disciplinary submissions that ‘explore rights-, equality- or justice-based approaches to labour relations and social policy’:

- S Austen, R Ong, S Bawa and T Jefferson explored the new concept of ‘gender wealth gap’ (Issue 1)
- A La Nauze pioneered the analysis of sexual orientation–based wage gaps in Australia and S Werth examined the role of managerial attitudes in enabling the ongoing employment of women with chronic illness (Issue 2)
- B Hunter discussed responsibility for Indigenous employment (Issue 4).
- Vol 26(3) contained a special collection on women’s agency at work, organized by J Sayers, K Ravensworth, J Douglas and J Parker (NZ) and R Cooper (Aust), in conjunction with the Gender, Work and Organisation Conference, Keele: it contained articles on African agribusines workers’ organised responses to sexual harassment (S Jacobs, B Brahic and MM Olaiya), on the contribution of union leadership to women’s pay outcomes in South Africa and Brazil (S Ledwith and J Munakamwe, and on Australian public sector paid parental leave (S Williamson) and private school teachers’ access to job-sharing (M Baird and R Cooper).

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

In 2015, skill and workforce development were key themes of the research conducted in the IRRC.

I Hampson and A Junor as Chief Investigators helped finalise a Linkage Grant funded project led by Professor Erica Smith of Federation University: Recognising the Skill in Jobs Traditionally Considered Unskilled (LP1102200888). Project findings were presented for validation to a cross-sectoral forum of industry experts and to an international panel of academic experts on skilled labour processes.

The twelve-chapter final report of LP110100335 (The Future of Aircraft Maintenance in Australia), included an international comparative analysis of approaches to training and qualifications in the aircraft maintenance industry undertaken by I Hampson, as well as an industry mapping undertaken by A Junor and an analysis of future industry skill needs undertaken by D Fraser. A new approach to capability management, based on a National aviation and aerospace college crossing civilian and Defence sectors and manufacturing and maintenance sectors, was proposed.

Two contract research projects involved use of the Spotlight Skills Recognition Tool, developed within the IRRC and already utilised in a range of research projects. A Junor and T Wilcox completed the work, begun for a large NGO in 2014, of codifying the non-technical skills used in a range of social, community service and early childhood jobs and roles. A Junor, under the leadership of M O’Donnell, began working with former IRRC Associate Dr Celia Briar and colleagues from Macquarie University, in a project with funding support from United Voice, to codify under-recognised skills in four early childhood education job categories – educator, leader, teacher and director.
Journal articles


Conference and seminar papers


Reports and submissions


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

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

*ELRR* is the journal of the Australian Society of Heterodox Economists, whose Director is IRRC Associate Professor **P Kriesler**. In 2015, the following IRRC Associates and Advisory Board members supported the ELRR as editors or members of the Editorial Committee or International Advisory Board:

- Emeritus Professor Geoffrey Harcourt
- A Junor (Editor in Chief)
- N Hart – Book review editor
- M Quinlan, P Sheldon, M O’Donnell, P Kriesler, PN (Raja) Junankar, J Lodewijks, M Hess, E Magnani, I Hampson, D Morgan, S Gregson; T Harcourt, T Wilcox, C Woolfson

IRRC staff member J Antony continued to provide administrative and editorial support to the journal.

Having gained its first JCR impact factor rating in 2012, *ELRR* continued to grow strongly in 2015, the third of a five-year contract with Sage Publishing. During 2015, four issues were published and the journal’s royalties improved.
As part of the shift to Sage and from three to four issues per year, the JCR impact moved from 0.130 in the first year (based on articles before the shift to Sage), to 0.481, then 0.328, and in 2015 it improved to 0.582. The 2014 Scopus SNIP factor, published in 2015, was 0.619. The JCR/Web of Science ranking was 19 out of 26 for Industrial Relations journals and 237 out of 345 for Economics 237 journals.

Between 1 January and 31 December, decisions were reached on 92 submissions from 32 countries, with an overall acceptance rate of 35%. In terms of ranking by the Australian Business Deans’ Council (ABCD), ELRR’s current B-ranking was determined in 2011, before the publication contract was negotiated with Sage Publishing, and has not been revised since. Comparatively, based on JCR reports alone, the 2014 and 2015 impact factors locate the journal within the lowest decile of A-ranked journals in the ABDC list.

### ELRR submissions with decision outcomes, 2015

<table>
<thead>
<tr>
<th>Country</th>
<th>Accept</th>
<th>Reject</th>
<th>Total</th>
<th>Accept Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia/UK/US/Puerto Rico</td>
<td>25</td>
<td>10</td>
<td>35</td>
<td>71%</td>
</tr>
<tr>
<td>Belgium/Netherlands/Finland/Germany</td>
<td>0</td>
<td>5</td>
<td>5</td>
<td>0%</td>
</tr>
<tr>
<td>China/Korea/Malaysia/Thailand</td>
<td>0</td>
<td>7</td>
<td>7</td>
<td>0%</td>
</tr>
<tr>
<td>Cyprus/Malta/Turkey/Egypt/Tunisia/Morocco/Nigeria</td>
<td>2</td>
<td>10</td>
<td>12</td>
<td>17%</td>
</tr>
<tr>
<td>Czech Republic/Slovakia/Poland/Macedonia</td>
<td>1</td>
<td>7</td>
<td>8</td>
<td>13%</td>
</tr>
<tr>
<td>India/Pakistan</td>
<td>0</td>
<td>7</td>
<td>7</td>
<td>0%</td>
</tr>
<tr>
<td>Israel/Jordan/Saudi Arabia</td>
<td>0</td>
<td>4</td>
<td>4</td>
<td>0%</td>
</tr>
<tr>
<td>Italy/Portugal/Spain</td>
<td>2</td>
<td>9</td>
<td>11</td>
<td>18%</td>
</tr>
<tr>
<td>Russian Federation</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>50%</td>
</tr>
<tr>
<td>Total</td>
<td>32</td>
<td>60</td>
<td>92</td>
<td>35%</td>
</tr>
</tbody>
</table>

### 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.

- **Director M Quinlan** was a Member of the World Health Organisation’s Knowledge Network on Employment Conditions, a Member/Associate of the National OHS Regulatory Research Network, ANU, a Member of the US Transportation Research Board Trucking Research Taskforce and a Fellow of the Safety Institute of Australia.

- **A Junior and I Hampson** collaborated with industry and skills organisations linked to aviation and aerospace, including Manufacturing Skills Australia, the Sydney Aerospace and Defence Interest Group Skills Committee, the Aviation Maintenance Repair and Overhaul Business Association (AMROBA), the Australian Licensed Aircraft Engineers Association (ALAEA) and the Australian Manufacturing Workers Union (AMWU), NSW State Training Services, TAFE Institutes and other maintenance training organisations in NSW and South Australia, and the Transport and Logistics Centre/Macquarie University. **S Gregson** undertook archival research with ALAEA. A report based on this collaboration, *The Future of Aircraft Maintenance in Australia: Workforce Capability, Aviation Safety and Industry Development* was disseminated in academic and industry circles:
  - [http://www.voced.edu.au/content/ngv%3A72736](http://www.voced.edu.au/content/ngv%3A72736)
• **I Hampson** and **A Junor** worked with Professors E and A Smith, Federation University, to run a stakeholder consultation on skills in jobs seen as low-skilled, held at Parkroyal Melbourne Airport Hotel, February 18. Taking part were 20 representatives from research Partner Organisations Service Skills Australia, Manufacturing Skills Australia and United Voice; and also from TAFE Directors Australia, Business Council Australia, the Skills Organisation New Zealand, the Australian Departments of Education and Employment, the National Centre for Vocational Education and Research (NCVER), the NSW Skills Board, the Department of Education and Training, Victoria, the Australian Council of Trade Unions, the Australian Council for Private Education and Training, Monash University, Community Colleges Australia and the National Retail Association. A report was presented to the meeting, and NCVER published a 22 page report of the proceedings:


• **A Junor** worked with Regional Development Australia Sydney and its Southwestern Sydney Manufacturing and Engineering Skills Task Force, in the development of the prototype Manufacturing Skills Lighthouse information exchange. This work involved collaboration with representatives from UTS (Professor Roy Green), the Warren Centre (University of Sydney), DeLoittes, the CSIRO, the Innovative Manufacturing CRC, the Australian Industry Group, the NSW Department of Industry, the NSW Business Chamber and Southern Strength.

• **IRRC Associates** worked with the Business School Media Unit during 2015 in the dissemination of press releases. Examples are listed under the heading *Media* in the reports on Objectives 1-3 above.

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

In 2015 the IRRC continued to build working relationships inside UNSW, with colleagues in other Australian universities and internationally.

**Relationships within UNSW**

In 2015, the IRRC continued its close working relationship with colleagues from the UNSW Schools of Management and Economics, the Centre for Applied Economic Research, the Australian Society of Heterodox Economists, and the School of Business UNSW Canberra. It continued the tradition of providing administrative support to the Society of Heterodox Economists’ Annual Conference.

The ELRR has historically been produced by both the IRRC and the Centre for Applied Economic Research. In 2015 the IRRC carried administrative responsibility for the journal. As members of the *ELRR* Editorial Committee, IRRC Associates M Quinlan, P Kriesler, N Hart, PN Junankar, J Lodewijks, A Rainnie, A Junor, I Hampson and S Gregson collaborated closely with colleagues from several UNSW schools, faculties and centres: Prof P Saunders (Social Policy Research Centre), Professor GC Harcourt, Professor J Nevile, Associate Professor E Magnani and T Harcourt (Economics), Professor M O’Donnell and Professor M Hess (UNSW Canberra), Dr D Morgan (Management), Professor P Saunders (Social Policy Research Centre) and M Johnson (FASS).

**With colleagues at other Australian universities**

Professor **D Hull**, from Macquarie University, continued to play a valuable role on the IRRC Steering Committee.

**M Quinlan** worked as a Member/Associate, of the National OHS Regulatory Research Network, ANU and a member of the Tasmanian History Research Association. As well as being an Executive Editor of *The Economic and Labour Relations Review*, he was a member of the Edit-
rial Board of Labour History. In his safety research he continued to collaborate with colleagues from the Universities of Sydney (P Bohle, M McNamara) and Queensland (R Johnstone) and Deakin University (E Underhill, who was appointed visitor to the IRRC).

P Sheldon, as well as being an Executive Editor of The Economic and Labour Relations Review, served as Associate Editor, Labour History, member of the Academic Advisory Board of the International Journal of Business Studies and member of the Editorial Board of the Eurasian Business Review. He has continued to collaborate on research with Yiqiong Li (University of Queensland) and Louise Thornthwaite (Macquarie University).

P Kriesler organised the 2015 Society of Heterodox Economists Conference with co-sponsorship from the School of Economics at UNSW Business School, and the Department of Political Economy, University of Sydney. PN Junankar in 2015 was a member of a team (with Ian Li, Kostas Mavromaras and Stéphane Mahuteau), that was awarded a grant to study Employment Outcomes of Disadvantaged University Students through the National Centre for Student Equity in Higher Education, Curtin University, ($30,000).

PN Junankar served as an ERA peer reviewer in 2015.

As well as serving as an Executive Editor of The Economic and Labour Relations Review, in 2015 PN Junankar was a member of the Editorial Advisory Board of the International Review of Applied Economics, a member of the Editorial Board of the Australian Journal of Labour Economics and the International Journal of Development Issues, and Associate Editor of the Australasian Accounting Business and Finance Journal.

J Lodewijks was appointed Dean (Undergraduate Program) at the SP Jain School of Global Management. As well as being an Executive Editor of ELRR, he was a member of the editorial board of the History of Economics Review.

S Gregson served as an Associate Editor of Labour History.

A Junor and I Hampson collaborated on the final stages of a Linkage Project with E and A Smith from Federation University.

M O’Donnell and A Junor began a grant-funded research collaboration with A Barnes and N Balfane from Macquarie, using the IRRC’s Spotlight skills identification methodology.

Work on the ELRR Editorial Committee involved ongoing collaboration with scholars from other Australian universities. Professor A Rainnie joined the ELRR Editorial Committee and late in 2015, the IRRC. N Hart from the IRRC worked tirelessly in conjunction with N Ebert (Macquarie) to build a network of book reviewers. J Pixley worked from both the IRRC and Macquarie University, and other Committee members from Macquarie were Professor L Taksa and S. Wilson and A Barnes. The Editorial Committee also included L Chester, S McGrath-Champ and J O’Brien from Sydney University, Professor B Gregory from ANU, Professor JE King from La Trobe, Professor A Morris from UTS, and J Burgess and T Jefferson from Curtin. The journal also enjoyed support from its patron Emeritus Professor J Isaac (Melbourne) and from distinguished Australian members of the Advisory Board, Professors K Hancock (Flinders), R. Lansbury (Sydney), S Austen (Curtin), R Green (UTS), P Fairbrother (RMIT), C Leggett (JCU) and P Troy (ANU).

**International relations**

Professor MG Quinlan held a Visiting Professorship at Middlesex University, in 2015 worked with colleagues from the Universities of Ottawa and Cardiff, to organise an International Conference on Regulation, Change and the Work Environment, 30 November to December 2015, held at the University of Ottawa. He was a panellist in the opening plenary session, together with Annie Thébaud-Mony, David Walters, Laurent Vogel and Katherine Lippel — three of whom have been past visitors to the IRRC. Papers were presented to the conference by Professor Quinlan and by IRRC Associate Dr Elsa Underhill, and by Professor Quinlan’s PhD student Annabelle Bamford.
P Kriesler continued to be an affiliate of the Columbia University-based Modern Money Network, whose objective is to promoting public understanding of money and finance through education, discussion and scholarship.

In 2015 the IRRC worked with Michael O'Donnell and Mark Turner from the Business School, UNSW Canberra and with the UNSW Korean Research Institute (KRI), in supporting KRI workshop participants from Malaysia, Cambodia, Vietnam, Thailand, the Philippines and the Lao PR, as these authors reworked conference papers into articles ready for publication in quality journals.

PN (Raja) Junankar was appointed Visiting Development Expert to the Institute for Development Economics, Japan External Trade Organisation (IDE-JETRO), from 13–20 October 2015 (funding: USD15000), and presented a paper on youth unemployment as part of this visit.

From September to December 2015, Professor Junankar undertook a project for the International Labour Organisation, on ‘Sectoral Employment Patterns and Youth Employment: An Analysis of Theory, Policies and Evidence’. This project reviewed the literature on youth employment and unemployment in developing and developed countries, with a focus on the theoretical literature and empirical findings, considering the extent to which changes in government policies have influenced youth labour markets. The study investigated the main issues concerning sectoral employment patterns and youth employment in low, middle and high income countries, identifying which issues are common to all countries and which are dependent on the level of income and development.

P Sheldon continued to work with In Jun (Yeungnam University, South Korea), Raoul Nacamulli (University of Milan-Bicocca, Italy), Edoardo della Torre (University of Bergamo, Italy) and is now part of a global network of scholars, based at Cardiff Business School, researching employer organisation and collective action.

IRRC Associates worked collaboratively with international member of the ELRR Editorial Committee P Dalziel (Lincoln University) and received guidance and support from members of the ELRR International Advisory Committee: Professor R Skidelsky (Warwick), O Ashenfelter (Princeton), C Baldry (Stirling), A Bhaduri (Kolkata), W Brown and P Nolan (Cambridge), M Burawoy (California), S Gelb Johannesburg), Jayati Ghosh (Jawaharlal Nehru University), E Heery (Cardiff), M Lavoie (Ottawa), Jaehoon Rhee (Yeungnam), G Sapelli (University of Milan), L Vosko (York), E Webster (Witwatersrand), C Woolfson (Linköping), and Dr Mary L. Gatta (CUNY).

Objective 7. Helping develop emerging scholars

In 2015 the IRRC continued its commitment to developing emerging scholars. While the major policy focus of The Economic and Labour Relations Review in 2015 was on building impact and quality, the Editors also provided comprehensive feedback and assistance to emerging scholars, in line with the Sage Publishing policy of supporting writers whose first language is not English.

The IRRC hosted Paula Koskinen-Sandberg from Hanken Business School, Finland, from July to September 2015, as she completed her PhD by publication.

IRRC Director M Quinlan, as part of his supervision of PhD student Annabelle Bamford, supported her in submitting a paper on her cross-national research into ‘Work organisation and occupational health and safety in Australian and United Kingdom horticulture, International Conference on Regulation, Change and the Work Environment, Ottawa, 1 December.

Honorary Professor PNR Junankar continued to co-supervise a HDR student David Saliba, Faculty of Arts and Social Sciences (Primary Supervisor: Dr Mark Rolfe).

A Junor examined a PhD thesis: Factors affecting work-family outcomes of women bank managers in Bangladesh, UWA Business School. She worked closely with Dr T Carney, in the year following her PhD graduation, engaging her as a RA to analyse survey data for the Aero-skills Linkage project.
Meeting the Centre’s KPIs in 2015

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 2015.

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.

A Junor was invited to join a team of applicants for a Strategic Priority Grant from the Department of Education and Training Office for Learning and Teaching. The details were as follows:

   *Lead CI:* Dr James Goodman UTS  
   *Research Team:* Dr Keiko Yasukawa (UTS); Professor Glenda Strachan and Dr Kaye Broadbent (Griffith); Dr Anne Junor (UNSW)  
   *Title:* ‘Scholarly teaching fellows as a new category of employment in Australian universities: impacts and prospects for teaching and learning’

The outcome of the application was to be announced in 2016.

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

In 2015 two ARC Linkage Projects were completed:

   * LP110100335, based at UNSW — The future of aircraft maintenance in Australia: Workforce capability, aviation safety and industry development (M Quinlan, I Hampson, S Gregson, A Junor et al.)  
   * LP110200888, based at Federation University — Recognising skill in jobs traditionally considered unskilled (E Smith, I Hampson, A. Junor, A. Smith)

3. Publish four issues of the journal ELRR per year (16 over the planning cycle)

This objective was achieved in 2015, as outlined under Objective 4 above, with Issues published in a timely way in March, June, September and December. There was a growing pipeline of articles published ahead of print on the Sage Online First website. In addition, past articles, grouped under topical themes, were republished online as ‘Editor’s Choice’ collections. These covered topics such as:

   * Climate change and environmental economics (10 Articles)  
   * European issues (4 Articles)  
   * Housing (5 Articles)  
   * Poverty (8 Articles)  
   * Precarious employment (14 Articles)  
   * Privatisation (7 Articles)  
   * Public and private sectors (15 Articles)  
   * Social inclusion/exclusion; Social capital (7 Articles)  
   * The unfolding crisis in retrospect - global perspectives (11 Articles).

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

This target was reached by 2014, and further books by IRRC Associates were under preparation for publication in early 2016.
5. Publish 16 by-lined articles in refereed journals

This target had been achieved by 2014. Further refereed journal articles (bold indicates IRRC authors who bylined the Centre) in 2015 were:


It should be noted that IRRC Associates who were also members of UNSW schools bylined the relevant school, even when the research was linked to projects undertaken within the Centre.

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

This target had been achieved by 2014. Further conference papers and public addresses for 2015 are listed under Objectives 1 to 7 above.

MG Quinlan in 2015 worked with colleagues from the Universities of Ottawa and Cardiff, to organise an International Conference on Regulation, Change and the Work Environment, 30 November to December 2015, held at the University of Ottawa. He was a panellist in the opening plenary session, together with Annie Thébaud-Mony, David Walters, Laurent Vogel and Katherine Lippel — three of whom have been past visitors to the IRRC. Professor Quinlan delivered a paper and contributed to the keynote panel session at this conference; and E Underhill and Professor Quinlan’s PhD student A Bamford also delivered papers.

P. Kriesler organised the annual conference of the Australian Society of Heterodox Economists, held on 7–8 December 2015. The conference included sessions on youth unemployment, with a paper by PN Junankar, as well as Symposium for the International Association for Feminist Economics, a stream on financialisation and labour organised by E Magnani, and several sessions on welfare issues such as housing. IRRC Admin Officer J Antony provided administrative support for the conference.

7. Provide submissions to or serve on at least one government advisory body relevant to the centre’s research expertise

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


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

This target had been achieved by 2014. The collaboration of M Quinlan with colleagues from the Universities of Cardiff and Ottawa is described under KPI 6 above.

In 2015, Professor Mark Harcourt from Waikato Business School, and Paula Koskinen-Sandberg from Hanken Business School, visited the IRRC and delivered seminar papers:


Statement of financial performance certified by the presiding faculty finance manager

### Industrial Relations Research Ctr

#### Statement of Financial Performance
For the Year Ended December 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>REVENUE</th>
<th>2015</th>
<th>2014</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Research Revenue:</td>
<td>-</td>
<td>(0)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Donations &amp; Bequest - Draw downs</td>
<td>75</td>
<td>10</td>
<td>65</td>
</tr>
<tr>
<td></td>
<td>UNSW Contributions</td>
<td>-</td>
<td>50</td>
<td>(50)</td>
</tr>
<tr>
<td></td>
<td>Faculty Contributions</td>
<td>3</td>
<td>0</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Other Restricted Revenue</td>
<td>0</td>
<td>73</td>
<td>(73)</td>
</tr>
<tr>
<td></td>
<td>Commercial Activity - Fees for Service</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Sundry Other Revenue</td>
<td>16</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Total Revenue</td>
<td>92</td>
<td>159</td>
<td>(67)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Note</th>
<th>EXPENSE</th>
<th>2015</th>
<th>2014</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Salaries, Oncosts and other staff costs</td>
<td>85</td>
<td>159</td>
<td>(73)</td>
</tr>
<tr>
<td></td>
<td>Scholarship Stipends</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Contract &amp; Consulting Services</td>
<td>-</td>
<td>2</td>
<td>(2)</td>
</tr>
<tr>
<td></td>
<td>Repairs and Maintenance</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Consumables</td>
<td>0</td>
<td>5</td>
<td>(5)</td>
</tr>
<tr>
<td></td>
<td>Travel</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Equipment Non Capitalised</td>
<td>-</td>
<td>1</td>
<td>(1)</td>
</tr>
<tr>
<td></td>
<td>Entertainment</td>
<td>-</td>
<td>0</td>
<td>(0)</td>
</tr>
<tr>
<td></td>
<td>Marketing</td>
<td>-</td>
<td>0</td>
<td>(0)</td>
</tr>
<tr>
<td></td>
<td>Miscellaneous Expenses</td>
<td>(0)</td>
<td>1</td>
<td>(1)</td>
</tr>
<tr>
<td></td>
<td>Total Non-People Costs</td>
<td>2</td>
<td>10</td>
<td>(8)</td>
</tr>
<tr>
<td></td>
<td>Total Expenses</td>
<td>87</td>
<td>169</td>
<td>(81)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 5</td>
<td>$(10)</td>
<td>15</td>
</tr>
</tbody>
</table>

**Depreciation**

<table>
<thead>
<tr>
<th>Note</th>
<th>SURPLUS / (DEFICIT) after Depreciation</th>
<th>2015</th>
<th>2014</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 5</td>
<td>$(10)</td>
<td>15</td>
<td></td>
</tr>
</tbody>
</table>

**Cashflow Funded Capital Expenditure (CAPEX)**

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
### Industrial Relations Research Ctr

**NOTES:**
1. Revenue in Advance will be noted in Creditors & Other Liabilities.
   - Research Revenue generated (cash basis).
   - Category 1 Research Revenue therein
2. UNSW Budget model includes other revenue items
   - Teaching Revenue
   - Block Grants
   - Indirect Cost Recoveries
3. Results generated by operating funds were reclassified as Faculty contribution for internal reporting purposes
4. Restricted Funds - Cash at year end
   - $ (0) $ (5) 5
5. Funds available in Division of Advancement (PS37352 Donat_ASB)
   - $ 53 - 53

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

**Certified by Faculty Finance Manager**

**Name:** Joanne Herron

**Signature:**

**Date:** 5/5/16

### Statement of Financial Position

<table>
<thead>
<tr>
<th>As at December 2015</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$000</td>
<td>$000</td>
</tr>
<tr>
<td>UNSW Australia Internal Cash</td>
<td>8</td>
<td>3 (23)</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>9</td>
<td>(0)</td>
</tr>
<tr>
<td>Sundry Assets</td>
<td>(0)</td>
<td>(0)</td>
</tr>
<tr>
<td>Investments</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Property Plant &amp; Equipment</td>
<td>10</td>
<td>-</td>
</tr>
<tr>
<td>Creditors and Other Liabilities</td>
<td>0</td>
<td>(0)</td>
</tr>
<tr>
<td>NET ASSETS</td>
<td>$ 3</td>
<td>$ (23)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Australian School of Business Grants to <em>The Economic and Labour Relations Review</em></th>
<th>2013–2017</th>
<th>£ 8,000 pa in 2013–2017 as part of contract with SAGE</th>
<th>Production, strategic planning and marketing <em>ELRR</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance from donations; fees, and grant-funded buy-out, including SHE conference support and editorial and research collaboration with School of Business UNSW Canberra</td>
<td>2015</td>
<td>$16,000</td>
<td><em>ELRR</em> copy-editor</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>

Donation of Royalties


Donations

In 2015, the IRRC received donations from: Professor Peter Sheldon, Dr Joseph Halevi, Associate Professor Peter Kriesler, Associate Professor Anne Junor and anonymous donors.

Infrastructure and other resources provided to the Centre

In 2015, 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 shared the following facilities with the Asia-Pacific Ubiquitous Healthcare Research Centre: a meeting room, printer/photocopier provided by the UNSW School of Business.
Salaries — Imputed time spent on IRRC work by Associates located in Schools or at other Institutions, 2015

<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 James Morley Associate Dean Research</td>
<td>Steering Committee and advisory work</td>
<td></td>
</tr>
<tr>
<td>Tim Harcourt</td>
<td><em>ELRR</em> editorial work</td>
<td>$16,000</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 Karin Sanders</td>
<td>Steering Committee work</td>
<td></td>
</tr>
<tr>
<td>Professor Michael Quinlan, Director</td>
<td>Centre management and <em>ELRR</em> editorial work¹</td>
<td></td>
</tr>
<tr>
<td>Associate Professor Peter Sheldon</td>
<td>Centre steering committee and <em>ELRR</em> editorial committee work;</td>
<td></td>
</tr>
<tr>
<td>Dr David Morgan</td>
<td><em>ELRR</em> Editorial Committee</td>
<td>$50,000</td>
</tr>
<tr>
<td>Associate Professor Ian Hampson</td>
<td><em>ELRR</em> Editorial Committee</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 NGO project, <em>ELRR</em> Editorial Committee work</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></td>
</tr>
<tr>
<td>Associate Professor Elisabetta Magnani</td>
<td><em>ELRR</em> editorial and IRRC Committee work; Work on Discovery application</td>
<td>$20,000</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>Work related to:</td>
<td>$30,000</td>
</tr>
<tr>
<td>Ms Vicki King</td>
<td>Steering Committee, <em>ELRR</em> editorial work and administration of RG142653 and RG151974</td>
<td></td>
</tr>
<tr>
<td><strong>Total in kind</strong></td>
<td></td>
<td>$116,000</td>
</tr>
</tbody>
</table>
Details of grants, consultancies, research projects, project outputs


2. Linkage Project Recognising the Skill in Jobs Traditionally Considered Unskilled (LP110200888) – Final Report submitted to ARC via Federation University

3. Judith Miller Grant

| Private donor – grant processed through IRRC | 2009 until fund exhausted | $15,000 in total | Used to pay for web-hosting of www.spotlightworkskills.com
Additionally $5,000 has been provided to the School of Management until exhausted to fund Scholarships for honours research on diversity |

4. Consultancies

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Date</th>
<th>Amount</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Benevolent Society</td>
<td>30 September 2015</td>
<td>$22,724</td>
<td>Second tranche, paid on project finalisation through RG142653</td>
</tr>
<tr>
<td>United Voice</td>
<td>5 November 2015</td>
<td>$21,000</td>
<td>First tranche, paid through RG151974, managed through the School of Business, Canberra.</td>
</tr>
</tbody>
</table>

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

IRRC Associate PN Junankar received several direct grants in 2015 that were not administered through the IRRC:

- **Junankar PN** Employment Outcomes of Disadvantaged University Students, National Centre for Student Equity in Higher Education, Curtin University, **$30,000** (with Ian Li, Kostas Mavromaras and Stéphane Mahuteau).

- **Junankar PN** Visiting Development Expert, Institute for Development Economics, Japan External Trade Organisation (IDE-JETRO), 13–20 October 2015, **USD15000**.


Dates of, and attendance at, meetings of the Centre’s Steering Committee 2015

<table>
<thead>
<tr>
<th>Date</th>
<th>Attendance</th>
<th>Apologies</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 September</td>
<td>James Morley (Chair: Assoc. Dean Research, Business School); Anne Junor; Daryll Hull; Elisabetta Magnani; Peter Kriesler; Karen Sanders; Peter Sheldon (minutes).</td>
<td>Michael Quinlan; Michael O’Donnell; Michael Hess.</td>
</tr>
<tr>
<td>11 December</td>
<td>Agenda and business papers distributed; meeting held over at short notice; 2016 budget and 2015 report against KPIs managed via meetings and emails within UNSW Business School between December 2015 and September 2016</td>
<td></td>
</tr>
</tbody>
</table>