

Never Stand Still

Australian School of Business

Industrial Relations Research Centre

Industrial Relations Research Centre

Annual Report 2014

January - December

Industrial Relations Research Centre

Annual Report 2014

	Page
Key Facts	3
<i>Mission</i>	3
<i>Values</i>	3
<i>Objectives for 2014</i>	3
<i>Governance in 2014</i>	4
<i>Associates 2014</i>	4
<i>Professional and Technical Staff 2014</i>	5
<i>Research Assistants 2014</i>	5
Centre's Performance in Relation to its Objectives 2014	6
Objective 1 <i>Promoting better understanding of labour markets and industrial relations</i>	6
Objective 2 <i>Promoting safe, engaged, productive and fair workplaces</i>	8
Objective 3 <i>Encouraging the development, recognition and utilisation of skills</i>	1
Objective 4 <i>Building the impact of <u>The Economic and Labour Relations Review</u></i>	13
Objective 5 <i>Engaging with industry, community and government in the production and dissemination of research</i>	15
Objective 6 <i>Building our working relationships and international outreach</i>	17
Objective 7 <i>Helping develop emerging scholars</i>	18
Meeting the IRRC's 2013-2016 KPIs in 2014	19
Statement Of Financial Performance	21
<i>Statement Certified By The Presiding Faculty Finance Manager</i>	21
<i>Funding Sources</i>	23
<i>Australian School of Business and School of Business NSW Canberra</i>	23
<i>Grants and Consultancies</i>	23
<i>In-kind contributions</i>	23
<i>Volunteer Work by adjunct academics and administrative staff</i>	24
<i>Imputed salaries – Associates</i>	24
<i>Infrastructure and other resources</i>	24
Details of Grants, Consultancies, Research Projects, Project	25
<i>Grants and consultancies</i>	25
<i>Publications</i>	28
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 Lodwijks

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 Wailes, Director MBT Program

Associate Professor Ian Hampson, School of Management

Associate Professor Peter Kriesler, School of Economics

Associate Professor Elisabetta Magnani, School of Economics

Associate Professor Peter Sheldon, School of Management

Dr Louise Fitzgerald, School of Management/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,
 1. **Quinlan M** and Bohle P (2014) Re-invigorating industrial relations as a field of study: Changes at work, substantive working conditions and the case of OHS, *New Zealand Journal of Employment Relations* 38(3): 1-24 (working conditions as the basis of IR).
 2. **Hess M** and Maidment E (2014) Industrial conflict in paradise: making the Bougainville copper project construction agreement 1970. *The Economic and Labour Relations Review* 25 (2): 271–289 (role of expats in employment relations).
 3. Muzaffar AT and **Junankar PRN** (2014) **Inflation–growth relationship in selected Asian developing countries: evidence from panel data**. *Journal of the Asia Pacific Economy* 19(4):604-628.
 4. **Carney T** and **Junor A** (2014) How do occupational norms shape mothers' career and caring options? *Journal of Industrial Relations* 56(4): 465–487 (explains labour market location in terms of negotiated IR norms).
 5. **Kriesler. P** and Nevile J. (2014) The collapse of neoliberal capitalism: Causes and cures: A review article. *Economic and Labour Relations Review* 25(3):518-531 (includes a labour market perspective).
 6. Nevile J and **Kriesler P** (2014) **A bright future can be ours! macroeconomic policy for Non-Euro-Zone western countries**. *Cambridge Journal of Economics* 38(6):1453-1470 (includes a labour market perspective).
 7. Thornthwaite L and **Sheldon P** (2014) Employer and employer association matters in Australia in 2013, *Journal of Industrial Relations* 56(3):397-414 (authoritative annual review).
 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 org10.1080/13636820.2014 (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).
 10. **Sheldon P, Gan B**; Bamber GJ, 2014, 'Collective bargaining: Globalizing economies and diverse outcomes', in Blanpain R (ed.), *Comparative Labour Law and Industrial Relations in Industrialized Market Economies*, edn. 11, Kluwer Law International, The Netherlands, pp. 681 – 731 (international perspective – prestigious publication).

11. Sommers J, **Woolfson C** and Juska A (2014) Austerity as a global prescription and lessons from the neoliberal Baltic experiment. *Economic and Labour Relations Review* 25(3): 397–416 (employment relations impacts of austerity co-authored by Professor Woolfson, a distinguished international scholar)

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

1. Professor K.Sanders, **P. Sheldon** and J Sun in January 2014 issued an call for papers on the topic ‘ HRM in China: Differences within the country’ (*International Journal of HRM* 25(15): 2213-2217).
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.
5. **E. Magnani** was reported in Sky News, and the Daily Mail (13 August 2014) on impact on young people of ‘Work For The Dole’ and benefit cuts.
<http://www.skynews.com.au/news/national/2014/08/13/expert-says-dole-cuts-will-lead-to-crime-.html>; <http://www.dailymail.co.uk/news/article-2723431/Young-people-forced-dole-six-months-consider-taking-lives-Palmer-United-Party-senator-Jacqui-Lambie-declared.html>.
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.
7. Professor **Woolfson** also provided a video interview for the UNSW Business School BusinessThink series, ‘Lessons from Europe: The crushing reality of radical austerity’ 15 July 15, 2014, <https://www.businessthink.unsw.edu.au/pages/lessons-from-europe-charles-woolfson-on-the-crushing-reality-of-radical-austerity.aspx/#sthash.vHRCBdJo.dpuf>.

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:

1. **Quinlan M** (2014) *Ten Pathways to Death and Disaster: Learning from Fatal Incidents in Mines and Other High Hazard Workplaces*. The Federation Press, Sydney NSW.
2. Stevenson, M. Elkington, J. Sharwood, L. Meuleners, L. Ivers, M. Boufous, S. Williamson, A. Haworth, N. **Quinlan, M.** Grunstein, R. Norton, R. and Wong, K. (2014) The role of sleepiness, sleep disorders, and the work environment on heavy-vehicle crashes in 2 Australian States. *American Journal of Epidemiology* 179(5): 594-601.
3. **Quinlan, M., I. Hampson and S. Gregson** (2014) Learning from failure? Audits and government reviews of regulatory oversight of aircraft maintenance in the US, *Public Policy, Health and Safety* 12(1): 70-91.
4. **Quinlan M** and Bohle P (2014) Overstretched and unreciprocated commitment: reviewing research on the occupational health and safety effects of downsizing and job insecurity. In *The Financial and Economic Crises and their Impact on Health and Social Well-being*. Editors: Navarro V, Muntaner C. 175-217. Baywood Publishing Co, Inc, New York.
5. Matthews LR, Fitzpatrick SJ, Bohle P and **Quinlan M** (2014) Investigation and prosecution following workplace fatalities: Responding to the needs of families. *The Economic and Labour Relations Review June 2014* 25: 253-270.
6. **Quinlan M**, Bohle P and Rawlings-Way O (2014) Health and safety of homecare workers engaged by temporary employment agencies *Journal of Industrial Relations* 57(1):94-114
7. **Quinlan M** (2014) *Third Audit of the Mine Safety Unity and Office of Chief Inspector Of Mines*, Hobart: Workplace Standards Tasmania.
8. Walters D, Wadsworth E, Johnstone R, **Quinlan M** (2014) *A study of the role of workers' representatives in health and safety arrangements in coal mines in*

Queensland: Final Report. http://cfmeu.com.au/sites/cfmeu.com.au/files/downloads/%5Bfield_download_state-raw%5D/%5Bfield_download_type-raw%5D/qldminesafetyreport0314.pdf.

9. **Gregson, S, Hampson, I, Fraser, D. Junor, A., Quinlan, M** and Williamson, SA, (2014) Supply chains, maintenance and safety in the Australian airline industry. Paper presented to the Journal of Industrial Relations symposium on Supply chains, HRM Practices and Labour Standards. UTS, Sydney 10 February

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.spotlightworkskills.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.spotlightworkskills.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:

1. Buick F, Blackman D, West D, **O'Donnell M** and O'Flynn, J (2014) Enhancing performance in the Australian Public Service: A case of co-production. Academy of Management Annual Meeting Proceedings 2014(1):10516-10516. October 2014.
2. **Junankar PNR** (2014) Is there a trade-off between employment and productivity? Australian Labour Market Research Workshop, University of Melbourne, 6–7 February.
3. **Lodewijks J**, (2014), Political economy in greater western Sydney, Journal of Australian Political Economy 72:80-105.
4. **Magnani E** (2014) Labouring finance: Who pays for firms' debt in transitional capitalism? Invited seminar paper, National Institute of Labour Studies and Symposium on Heterodox Economics, UNSW, Sydney, 7-8 December.
5. **Junor A** (2014) The future of aircraft maintenance in Australia: Implications of the Badgerys Creek decision', to the Sydney Aerospace and Defence interest Group, University of Sydney, 19 July.
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
2. **PNR Junankar** (2014) The state of Australia: the economy, *The Conversation*, 8 May <https://theconversation.com/the-state-of-australia-the-economy-26230>. Further media coverage citing Professor **Junankar** included: Mike Limb (2014) The Great 'Debt Crisis' swindle. 3 May. <http://newsandspews.com/2014/05/03/the-great-debt-crisis-swindle/> and Reuters (2014) Australia seeks to fireproof budget against a China downturn. 8 May. <http://www.reuters.com/article/2014/05/08/us-australia-budget-china-idUSBREA4710720140508>.
3. **E. Magnani** was cited in article called 'Start planning for those life-changing moments' in the Sydney Morning Herald 21 August 2014 <http://www.smh.com.au/money/planning/start-planning-for-those-lifechanging-moments-20140821-106r78.html>.

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 Junior** 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 Junior 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:

1. 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* 66(3): 311-329.
2. **Sheldon P** and Li Y (2014) 'Does locality matter? Foreign-invested enterprises, HRM and the re-making of vocational education and training in China', HR Division, Academy of Management, First International Conference, Beijing, 15-16 June.
3. **Hampson, I** and **Gregson, S.** (2014) Licensing and the labour process in Australian aircraft maintenance: Deskillling by stealth. Paper presented to the International Labour Process Conference, Rutgers University New Jersey, 18-20 March.
4. **Hampson I, Fraser, D.** and **Junior, A.** (2013) A skill shortage of a certain kind: Segmentation in the labour market for licensed and unlicensed aircraft maintenance engineers in Australia. Paper presented at the Conference of the international Working Party on Labour Market Segmentation, Trinity College, Dublin, 12-14 September (the role of skill in labour market segmentation).
5. **Junior A, Hampson I,** Smith E and Smith, A. (2014) Views of skill in low-wage jobs: Australian security guards and cleaners. Paper presented at *Work, Employment and Human Resources: The Redistribution of Social and Economic Power?*, Refereed stream, 28th Annual Conference of the Association of Industrial Relations Academics of Australian and New Zealand, Melbourne, 5-7 February.
6. Smith E, Smith A, **Hampson I** and **Junior A.** (2014) What do senior figures in Australian VET and industrial relations think about the concept of skill in work? Paper presented at *Informing Changes in VET Policy and Practice: The Central Role of Research*, 17 Annual AVETRA Conference, Surfers Paradise, 22-24 April.

In addition the following articles received wide readership:

1. **Fraser D** and **Hampson I** (2014) We're flying into an aviation skills crisis, with safety under the radar. Available: <http://theconversation.com/were-flying-into-an-aviation-skills-crisis-with-safety-under-the-radar-27064>.
2. **Hampson I** (2014) Sky Wars: Why Offshore Aircraft Maintenance is a Flawed Strategy. Available: <https://www.businessthink.unsw.edu.au/Pages/Sky-Wars-Why-Offshore-Aircraft-Maintenance-is-a-Flawed-Strategy-.aspx#sthash.H0ZYB14c.dpuf>.

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 multi-disciplinary 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

Dr David Morgan
Professor Michael O'Donnell
Associate Professor Jocelyn Pixley
Professor Michael Quinlan
Associate Professor Peter Sheldon
Professor Charles Woolfson

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.
3. **M Quinlan** continued in his role as Tasmanian Mine Safety Auditor, producing his Third Audit of the Mine Safety Unit and of Tasmanian mines for Worksafe Tasmania, in April 2014.
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 IRRRC 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. IRRRC 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 writes 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 Junor 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 Junor 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 Junor** 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.*


- **Quinlan MG** (2014 onwards) expert member New Zealand Extractive Industries Advisory Group.
- **Quinlan M** (2014) Third Audit of the Mine Safety Unit and Office of Chief Inspector of Mines, Hobart: Workplace Standards Tasmania.
- **Hampson I, Fraser D, Quinlan M and Junor A** (2014) Submission to Senate Inquiry into the Qantas Sale Act Amendment Bill 2014. 14 March, The Report 'Qantas's 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.
- **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.

		2014	2013	Difference
		\$'000	\$'000	\$'000
Industrial Relations Research Ctr				
				
Statement of Financial Performance				
For the Year Ended December 2014				
	Note			
REVENUE				
Research Revenue:	1	(0)	54	(54)
Donations & Bequest - Draw downs		10	-	10
UNSW Canberra Project		50	-	50
Faculty Contributions	2	18	(0)	19
Other Restricted Revenue	3	73	-	-
Commercial Activity - Fees for Service		-	-	-
Sundry Other Revenue		9	30	(22)
Total Revenue		159	84	3
EXPENSE				
Salaries, Oncosts and other staff costs		159	111	48
Scholarship Stipends		-	-	-
Contract & Consulting Services		2	8	(6)
Repairs and Maintenance		-	-	-
Consumables		5	9	(3)
Travel		1	1	0
Equipment Non Capitalised		1	1	(0)
Entertainment		0	5	(5)
Marketing		0	-	0
Miscellaneous Expenses		1	(26)	(46)
Total Non-People Costs		10	(2)	(60)
Total Expenses		169	109	(12)
TOTAL CONTRIBUTION - SURPLUS/(DEFICIT)		\$ (10)	\$ (25)	15
Depreciation		-	-	-
SURPLUS / (DEFICIT) after Depreciation		\$ (10)	\$ (25)	15
Cashflow Funded Capital Expenditure (CAPEX)		-	-	-

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	-	\$ 26	(26)
	-	26	(26)
2 UNSW Budget model includes other revenue items Teaching Revenue Block Grants Indirect Cost Recoveries	-	-	-
	-	-	-
	-	-	-
3 Other Research Revenue includes internal fund transfers.			
4 Restricted Funds - Cash at year end	\$ (5)	\$ 5	(10)
5 Funds available in Division of Advancement	-	-	-

Comments on the Statement of Financial Performance by the Centre:

- Statement of Financial Performance for 2014 has been prepared based on accrual accounting by using research report recommended by GMO.
- Statement of Financial Performance for 2013 was previously prepared on cash basis and has now been restated on accrual basis.

Certified by Faculty Finance Manager

Name: Joanne Herron

Joanne Herron Signature:

29/8/15 Date:

Statement of Financial Position

As at December 2014

	Note	2014 \$000	2013 \$000
UNSW Australia Internal Cash	6	(23)	29
Accounts Receivable	7	-	-
Sundry Assets		(0)	15
Investments		-	-
Property Plant & Equipment	8	-	-
Creditors and Other Liabilities	1	(0)	1
NET ASSETS		\$ (23)	\$ 43

NOTES:

- Statements are prepared on UNSW Accounting principles - Operating & Strategic funds adjusted revenue
- 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.
- Cash balance includes the GST centralised daily on Debtor and Creditor balances.
- Accounts Receivable are gross value - inclusive of applicable GST.
- Property Plant & Equipment is depreciated over the expected useful life of the asset.
- UNSW Division of Advancement holds donated funds centrally. Draw down of funds to the Centre is reflected in the Statement of Financial Performance.

Not included:

- Work on components of LP110100335 excluded as funds lodged in a School-based account.
- Work on those aspects of Building Professional Skills project funded through a School-based account.

Shown as contributions by the Australian School of Business:

- Private donations through a Donat account and transferred into a mirror account
- Transfer of funds between internal accounts to support collaborations among School of Business UNSW Canberra, KRI and IRRC

Further notes:

- 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
- The 2014 balance does not reflect \$22,500 due in 2015 on completion of the NGO job analysis project.

FUNDING SOURCES

Australian School of Business Grants to <i>The Economic and Labour Relations Review</i> Note: some ASB funding is income from the SHE Conference, for which the IRRC provides administrative backup	2013-2017	£UK 8,000 pa in 2013-2017 as part of contract with SAGE.	Strategic planning and marketing <i>ELRR</i> . <i>ELRR</i> copy-editor and typesetter.
School of Business UNSW Canberra	2014	\$50,000	Used to help fund operational staffing of <i>ELRR</i> 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 \$22,5000 to be paid on project completion in 2015.

Grants and Consultancies providing direct IRRC funding

Grant/Contract	Duration	Amount	Comment
ARC Linkage: Recognising the Skill in Jobs Traditionally Considered Unskilled LP110200888 <ul style="list-style-type: none"> ○ Located at Federation University of Ballarat ○ UNSW share lodged in IRRC 	July 2011 to December 2014	Funding of \$13,500 pa to IRRC account in 2013 Covered 0.2 RA plus travel.	IRRC Associates I. Hampson and A. Junor CIs Partly based on Spotlight methodology developed in IRRC Funded work of RA Margaret Wallace
Building Professional Skills – Division of Finance and Operations, UNSW	Mar 2013 to March 2014	\$62,000	Payment for Jason Antony to work on interactive website and handbook

STATEMENT OF IN-KIND CONTRIBUTIONS

In Kind Contributions - Volunteer Work by Associates and Administrative Staff

Staff Member	Time Donated	Value of Contribution
Professor Daryll Hull	IRRC Steering; research advice	\$10,000
Emeritus Professor Raja Junankar	Full-time	Retired
Associate Professor Jocelyn Pixley	Part-time	Retired
Professor John Lodewijks	Editor, <i>ELRR</i>	Retired
Dr Neil Hart	One day per week	\$22,500
Associate Professor Anne Junor	Full-time February-December	Retired
Total in kind		\$32,500

Salaries – Imputed time spent on IRRC Work by Associates located in Schools or at other Institutions, 2014

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

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, Sunghoon 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)

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

This grant was managed through the School of Management, but significant work was done on 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

Research outputs from this project in 2014 included a refereed journal article, academic and industry conference papers, a submission to a major parliamentary inquiry, and papers that were circulated to the Partner Organisations or used for industry discussion/lobbying purposes, including a draft final report. All are available from the IRRC on request

Quinlan M, Hampson I and Gregson S (2014) Slow to learn: Regulatory oversight of the safety of outsourced aircraft maintenance in the USA. *Policy and Practice in Health and Safety* 12(1): 71-90.

Gregson S, Hampson I, Fraser D, Junor A, Quinlan M and Williamson SA (2014) Supply chains, maintenance and safety in the Australian airline industry. Paper presented to the *Journal of Industrial Relations* symposium on *Supply chains, HRM Practices and Labour Standards*. UTS, Sydney 10 February.

Hampson I and Gregson S (2014) Licensing and the labour process in Australian aircraft maintenance: deskilling by stealth. Paper presented to the International Labour Process Conference, Rutgers University New Jersey, 18–20 March.

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.

Hampson I (2014a) Licensing and skills in General Aviation (GA): Overcoming license exclusions by skills recognition and RPL. IRRC: Unpublished roneo.

Hampson I (2014 b) Licensing and skills in General Aviation. Supporting Paper One 2014 Licensing and training reform Paper One: Licensing. IRRC: Unpublished roneo.

Hampson I (2014 c) Licensing and skills in General Aviation. Supporting Paper Two. Licensing and training reform Paper Two: Training IRRC: Unpublished roneo.

Hampson I (2014d) The Aviation Safety Regulation Review and its implications for Aircraft Maintenance in Australia. Working Paper: The Future of Aircraft Maintenance in Australia July 2014.

Hampson I and **Fraser D** (2014) Now we've admired the problem ... What next? Presentation to ALAEA National Conference, Melbourne, September.

Hampson I, Fraser D, Junor A, Quinlan M and **Gregson S** (2014) *Aviation Safety Regulation Review: Submission*, <http://www.infrastructure.gov.au/aviation/asrr/submissions/index.aspx>.

Fraser D, Hampson I, Junor A, Quinlan M, Gregson S, Barrett G, Williamson A, Erik van Voorthuysen E (2014) The Future of Aircraft Maintenance: Aviation Safety, Workforce Capability and Industry Development. Draft Interim Report for Consultation with Partner Organisations. December.

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

Junor A, Hampson I, Smith E and Smith A. (2014) Views of skill in low-wage jobs: Australian security guards and cleaners. Paper presented at Work, Employment and Human Resources: The Redistribution of Social and Economic Power?, Refereed stream, 28th Annual Conference of the Association of Industrial Relations Academics of Australian and New Zealand, Melbourne, 5-7 February.

Smith E, Smith A, **Hampson I** and **Junor A** (2014) What do senior figures in Australian VET and industrial relations think about the concept of skill in work? Paper presented at Informing Changes in VET Policy and Practice: The Central Role of Research, 17 Annual AVETRA Conference, Surfers Paradise, 22-24 April.

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

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

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

Outputs

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

- Spotlight Framework; questionnaire and skills profiling tool
- Tools - How to improve a position description; How to recruit for professional skills; How to develop performance; How to lead learning and development

- Resources – Including Professional skill clusters; UNSW behavioural competencies and Spotlight skills; Spotlight skills in action – Building a stronger professional culture; Fostering respect and dignity at work; Effective communication
- Research Report; What staff said
- Forms and templates.

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

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

Output

Junor A and Fraser D (2014) South West Sydney Manufacturing and Engineering Task Force Skills Survey 2013 Progress Report 18 November.

5) Judith Miller Grant

Private donor –grant processed through IRRC	2009 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

1. **Quinlan M** (2014) *Ten Pathways to Death and Disaster: Learning from Fatal Incidents in Mines and Other High Hazard Workplaces*. The Federation Press, Sydney NSW.

Book chapters

1. **Quinlan M** and Bohle P (2014) Overstretched and unreciprocated commitment: reviewing research on the occupational health and safety effects of downsizing and job insecurity. In *The Financial and Economic Crises and their Impact on Health and Social Well-being*. Editors: Navarro V, Muntaner C. 175-217. Baywood Publishing Co, Inc, New York.
2. **Sheldon P, Gan B**; Bamber GJ, 2014, 'Collective bargaining: Globalizing economies and diverse outcomes', in Blanpain R (ed.), *Comparative Labour Law and Industrial Relations in Industrialized Market Economies*, edn. 11, Kluwer Law International, The Netherlands, pp. 681 – 731.

Journal Articles

1. ***Carney T** and **Junor A** (2014) How do occupational norms shape mothers' career and caring options? *Journal of Industrial Relations* 56(4): 465–487.
2. ***Hess M** and Maidment E (2014) Industrial conflict in paradise: making the Bougainville copper project construction agreement 1970 *The Economic and Labour Relations Review* 25,(2): 271–289.
3. ***Kriesler P** (2014) The collapse of neoliberal capitalism: Causes and cures: A review article. *Economic and Labour Relations Review* 25(3):518-531.
4. *Nevile J and **Kriesler P** (2014) A bright future can be ours! macroeconomic policy for Non-Euro-Zone western countries. *Cambridge Journal of Economics* 38(6):1453-1470.
5. ***Lodewijks JK**, Monadjemi MJ, (2014) Sovereign debt and economic growth in the euro zone, *International Research Journal of Applied Finance* 5(12):1343-1352
6. ***Lodewijks J**, (2014) Failure by design: The story behind America's broken economy. *Review of Political Economy* 26(4):674-676
7. **Lodewijks JK**, Monadjemi M, (2014) Inflation targeting and macroeconomic stabilization: *Research in World Economy* 5(2):93-98.
8. **Lodewijks JK**, Monadjem M, (2014), Post inflation targeting monetary policy: A study of Britain, Japan and the United States, *Expert Journal of Economics* 2(1):21-29
9. ***Lodewijks JK**, Stokes T, (2014) Is academic economics withering in Australia? *Agenda - A Journal of Policy Analysis and Reform* 21(1):69-88.
10. ***Lodewijks J**, (2014), Political economy in greater western Sydney, *Journal of Australian Political Economy* 72:80-105.
11. *Matthews LR, Fitzpatrick SJ, Bohle P and **Quinlan M** (2014) Investigation and prosecution following workplace fatalities: Responding to the needs of families. *The Economic and Labour Relations Review* June 2014 25: 253-270
12. Muzaffar AT and **Junankar PNR** (2014), Inflation–growth relationship in selected Asian developing countries: evidence from panel data, *Journal of the Asia Pacific Economy* 19(4):604-628
13. ***Pixley J** (2014) Uncertainty: the curate's egg in financial economics. *The British Journal of Sociology*, 65 (2): 200–224 (Reprint).

14. ***Quinlan M** and Bohle P (2014) Re-invigorating industrial relations as a field of study: Changes at work, substantive working conditions and the case of OHS, *New Zealand Journal of Employment Relations* 38(3): 1-24.
15. ***Quinlan M**, Bohle P and Rawlings-Way O (2014) Health and safety of homecare workers engaged by temporary employment agencies *Journal of Industrial Relations* 57(1):94-114.
16. *Matthews LR, Fitzpatrick SJ, Bohle P and **Quinlan M** (2014) Investigation and prosecution following workplace fatalities: Responding to the needs of families. *The Economic and Labour Relations Review* June 2014 25: 253-270.
17. ***Quinlan M**, **Hampson I**, **Gregson S** and Russell K (2014) Slow to learn: Regulatory oversight of the safety of outsourced aircraft maintenance in the USA. *Policy and Practice in Health and Safety* 12(1): 71-90.
18. *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*. 66(3): 311-329.
19. ***Sheldon P**, Nacamulli R, Paoletti F and **Morgan DE** (2014) Employer association responses to bargaining decentralisation in Australia and Italy: Seeking explanations from Organizational Theory. *British Journal of Industrial Relations*, 24 March, DOI 10.1111/bjir.12061.
20. *Thorntwaite L and **Sheldon P** (2014) Employer and employer association matters in Australia in 2013, *Journal of Industrial Relations* 56(3):397-414
21. *Sommers J, **Woolfson C** and Juska A (2014) Austerity as a global prescription and lessons from the neoliberal Baltic experiment. *Economic and Labour Relations Review* 25(3): 397–416.

Government Reports; Industry Reports; Submissions to Government

1. **Hampson I**, **Fraser D**, **Junor A**, **Quinlan M** and **Gregson S** (2014) Aviation Safety Regulation Review: Submission, <http://www.infrastructure.gov.au/aviation/asrr/submissions/index.aspx>.
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,
3. **Quinlan M** (2014) Third Audit of the Mine Safety Unity and Office of Chief Inspector Of Mines, Hobart: Workplace Standards Tasmania.
4. Walters D, Wadsworth E, Johnstone R, **Quinlan M** (2014) A study of the role of workers' representatives in health and safety arrangements in coal mines in Queensland: Final Report. http://cfmeu.com.au/sites/cfmeu.com.au/files/downloads/%5Bfield_download_state-raw%5D/%5Bfield_download_type-raw%5D/qldminesafetyreport0314.pdf.

Conference Papers 2014

1. **Gregson, S**, **Hampson, I**, **Fraser, D**, **Junor, A.**, **Quinlan, M** and Williamson, SA, (2014) Supply chains, maintenance and safety in the Australian airline industry. Paper presented to the Journal of Industrial Relations symposium on Supply chains, HRM Practices and Labour Standards. UTS, Sydney 10 February.
2. **Hampson I**, **Fraser, D.** and **Junor, A.** (2013) A skill shortage of a certain kind: Segmentation in the labour market for licensed and unlicensed aircraft maintenance engineers in Australia. Paper presented at the Conference of the international Working Party on Labour Market Segmentation, Trinity College, Dublin, 12-14 September.

3. **Hampson I** and **Gregson S** (2014) Licensing and the labour process in Australian aircraft maintenance: deskilling by stealth. Paper presented to the International Labour Process Conference, Rutgers University New Jersey, 18–20 March.
4. **Junor A, Hampson I, Smith E** and **Smith A.** (2014) Views of skill in low-wage jobs: Australian security guards and cleaners. Paper presented at Work, Employment and Human Resources: The Redistribution of Social and Economic Power?, Refereed stream, 28th Annual Conference of the Association of Industrial Relations Academics of Australian and New Zealand, Melbourne, 5-7 February.
5. **Smith E, Smith A., Hampson I** and **Junor A** (2014) What do senior figures in Australian VET and industrial relations think about the concept of skill in work? Paper presented at Informing Changes in VET Policy and Practice: The Central Role of Research, 17 Annual AVETRA Conference, Surfers Paradise, 22-24 April.
6. **Sheldon P** (2014) 'Unions, mutual benefit systems and the welfare state: The Anglophone world's experience', Conference on *Representation*, FNP-CISL (National Pensioners; Federation – Confederation of Trade Unions in Italy), Rome, 7-8 May, 2014 (in Italian).

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

1. **Junankar PNR** (2014) Is there a trade-off between employment and productivity?" Australian Labour Market Research Workshop, University of Melbourne, 6-7 February 2014.
2. **Junor A** (2014) Invited panelist — final session — one day symposium: 'The end of ACIRRT/WRC', 4 December.
3. **Junor A, Hampson, I, Fraser D** and **Carney T** (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.
4. **Junor A** and **Hampson I** (2014). Invited paper - Identifying and Developing Women's Leadership Skills conference on Women in Leadership, University of Sydney, 19th November
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

1. **Harcourt GC** and **Kriesler P** (2014) On Ricardo and Cambridge (January 30, 2014). UNSW Australian School of Business Research Paper No. 2014-04. Available at SSRN: <http://ssrn.com/abstract=2393691>.
2. **Hart N** and **Kriesler P** (2014), Keynes, Kalecki, Sraffa: Coherence? February 7. UNSW Australian School of Business Research Paper No. 2014-06. Available at SSRN: <http://ssrn.com/abstract=2393724>.
3. **Hart, N** and **Kriesler P** (2014) Post-Keynesian Economics – A User's Guide (June 3, 2015). UNSW Business School Research Paper No. 2015-12. Available at SSRN: <http://ssrn.com/abstract=2613791>.
4. **Junankar PNR** (2014) Is there a trade-off between employment and productivity? ILO Employment working paper 167, Geneva.
5. **Junankar PNR, Kapuscinski CA** and **Xin Meng X** (2014) Labour Mobility in Australia in the Nineties: A Preliminary Look at the Effects of the Technological Change. CEPR Discussion Papers from Centre for Economic Policy Research, Research School of Economics, Australian National University. Available: <http://econpapers.repec.org/RePEc:auu:dpaper:373>.

6. Shonchoy AS & **Junankar PNR** (2014) The informal labour market in India : transitory or permanent employment for migrants? IZA Discussion Paper 7587, Institute for the Study of Labor (IZA). Available: <https://ideas.repec.org/p/iza/izadps/dp7587.html>
7. Shonchoy AS & **Junankar PNR** (2014) The informal labour market in India : transitory or permanent employment for migrants? IDE Discussion Papers 461, Institute of Developing Economies, Japan External Trade Organization (JETRO). Available: <https://ideas.repec.org/p/jet/dpaper/dpaper461.html>
8. **Junankar PNR** (2014) The Impact of the Global Financial Crisis on Youth Labour Markets. IZA Discussion Paper 8400. Available: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2492427
9. **Junankar PNR** and Jayanthakumaran Muhunthan, 2014. Reassessing Labour Market Reforms: A Critique. IZA Discussion Papers 8385, Institute for the Study of Labor (IZA).

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

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