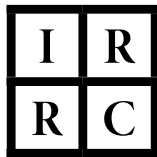




Never Stand Still

Australian School of Business

Industrial Relations Research Centre



INDUSTRIAL RELATIONS
RESEARCH CENTRE

Annual Report 2015

IRRC Annual Report 2015

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Industrial Relations Research Centre Annual Report 2015

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 Woolfson, Linköping 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).

Taylor P, Newsome K, Bair J and Rainnie A (2015) *Putting Labour in its Place: Labour Process Analysis and Global Value Chains*. London: Palgrave Macmillan.

Book chapters

1. **Quinlan MG**, Thebaud-Mony A, 2015, 'La sous-traitance: un outil majeur de la transformation du système' in Thebaud-Mony A, Davezies P, Vogel L and Volkoff S (ed.), *Les Risques du Travail*, La Découverte, Paris, pp. 44–52.

Journal articles

2. **Gregson S, Hampson I, Junor A**, Fraser D, **Quinlan MG** and Williamson A. (2015) Supply chains, maintenance and safety in the Australian airline industry. *Journal of Industrial Relations* 57(4): 604–623.
3. **Junankar PN** (2015) The impact of the Global Financial Crisis on youth unemployment. *Economic and Labour Relations Review* 26(2): 191–217.
4. **Sheldon P** and Thornthwaite L (2015) Employer and employer association matters in Australia in 2014. *Journal of Industrial Relations* 57(3): 383–400.
5. **Sheldon P**, Gan B and **Morgan D** (2015) Making Singapore's tripartism work (faster): the formation of the Singapore National Employers' Federation in 1980. *Business History* 57(3):438–460.
6. Williamson S, **O'Donnell M** and Shingles J (2015) Unintended consequences: implications of the 2014 Australian Defence Force pay deal. *Australian Journal of Public Administration* 74(3): 354-358.
7. Nevile JW, Harcourt GC and **Kriesler P** (2015) Macroeconomic policy for the real world: a post-Keynesian perspective. *Economic Papers* 34(3): 108–117.
8. **Hart N**, Kriesler P Post-Keynesian Economics: A User's Guide *Australian Economic Review* 48(3): 321-332.
9. Harcourt GC and **Kriesler P** (2015) Post-Keynesian theory and policy for modern capitalism *Journal of Australian Political Economy* 75: 27-41.

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:

Goods C, Rainnie A and Fitzgerald S (2015) Ecological modernisation, industry policy and the Australian automotive industry, 2007–13. *Australian Journal of Political Science* 50(1): 93-113.

McGrath-Champ S, Rainnie A, Pickren G and Herod A (2015) Global destruction networks, the labour process and employment relations. *Journal of Industrial Relations* 57(4): 624-640.

Conference and seminar papers

10. **Junankar PN** (2015) Global trends in youth employment and unemployment. Paper to Society of Heterodox Economists, UNSW Australia, 7–8 December.
11. **Junankar PN** (2015) The impact of the GFC on youth labour markets. Paper to Australian Social Policy Conference, Social Policy Research Centre, UNSW Australia, 28–30 September.
12. **Junankar PN** (2015) Is there a trade-off between employment and productivity? Paper to Australian Conference of Economists 2015, Queensland University of Technology, Brisbane, 7–10 July.
13. Williamson S, **O'Donnell M** and Roles C (2015) 'Austerity in the Australian Public Service', in *Austerity in the Australian Public Service* Symposium, UNSW Canberra, 27 - 27 March.
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).
15. **Lodewijks J** (2015) Economics: An Elite Subject soon only available in Elite Universities? Paper to Conference on History of Economic Thought Society of Australia, Parramatta, 12-14 July.

Reports

16. **Quinlan MG** (2015) *The Effects of Non-Standard Forms of Employment on Worker Health and Safety*. Geneva: International Labour Organization.

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

17. **Junor A** and Fraser D (2015) Manufacturing and Engineering Skill Requirements: Views of Employers in two LGAs in Southwestern Sydney 2013-2014 Final Report with Recommendations. January 2015.
18. **Hampson I**, Fraser D, **Quinlan MG**, **Junor A** and **Gregson S** (2015) *The Future of Aircraft Maintenance in Australia: Workforce Capability, Aviation Safety and Industry Development*. Final Report. <https://www.business.unsw.edu.au/research/research-centres-institutions/industrial-relations-research-centre/projects/future-of-aircraft-maintenance-in-australia>

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.
20. **Junankar PN** (Raja) (2015) High youth unemployment can't be blamed on wages *Business Think*, 22 April.
21. **Junankar PN** (2015) analysis of youth unemployment rate was published in *The Australian*, *The Telegraph*, *Courier Mail*, *Herald Sun*, and many other outlets and in interviews on *Sky Business News*, and 4BC radio.
22. **Junor A** (2015) Report to Manufacturing and Engineering Skills Taskforce of Regional Development Australia Sydney (including recommendations on Badgerys Creek) received extensive media coverage — eg Creedy S, Second Sydney airport at Badgerys Creek 'should be an aviation hub', *The Australian*, 8 May.
23. **Kriesler P** (2015) Is Karl Marx's Heterodox Political Economy relevant today? 4 December, <https://www.business.unsw.edu.au/news-events/news/is-karl-marxs-heterodox-political-economy-relevant-today>.
24. **Lodewijks J** (2015) cited in R Gittins, Uni economics declines at the hands of accountants. August Herald. <http://www.rossgittins.com/2015/08/uni-economics-declines-at-hands-of.html>.

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 Goiad and S Sassi)
- 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

1. **Quinlan MG**, Bohle P (2015) Job quality: the impact of work organisation on health. In Knox A and Warhurst C (eds) *Job Quality in Australia: Perspectives, Problems and Proposals*. Sydney: The Federation Press, pp. 63-83.

Journal articles

2. **Quinlan MG**, Bohle P; Rawlings-Way O, 2015, 'Health and safety of homecare workers engaged by temporary employment agencies' *Journal of Industrial Relations*, vol. 57, pp. 94–114, 10.1177/0022185614541179
3. Bohle P; **Quinlan MG**; McNamara M; Pitts C and Willaby H (2015) 'Health and well-being of older workers: comparing their associations with effort-reward imbalance and Pressure, Disorganisation and Regulatory Failure' *Work and Stress*, vol. 29, pp. 114 - 127, 10.1080/02678373.2014.1003995
4. **Quinlan MG**; Fitzpatrick SJ; Matthews LR; Ngo M; Bohle P, 2015, 'Administering the cost of death: organisational perspectives on workers' compensation and common law claims following traumatic death at work in Australia' *International Journal of Law and Psychiatry*, vol. 38, 8–17.
5. **Gregson S; Hampson I; Junor A**; Fraser D; **Quinlan MG** and Williamson A (2015) Supply chains, maintenance and safety in the Australian airline industry. *Journal of Industrial Relations* 57(4): 604 – 623.
6. **Quinlan MG**; Lippel K; Johnstone R; Walters D (2015) Governance, change and the work environment. *Policy and Practice in Health and Safety* 13(1): 1 – 5.
7. Schweder P; **Quinlan MG**; Bohle P; Lamm F and Ang A (2015) Injury rates and psychological wellbeing in temporary work: A study of seasonal workers in the New Zealand food processing industry. *New Zealand Journal of Employment Relations* 40(3): 24 – 51.
8. **Quinlan MG**; Matthews L; Bohle P and Fitzpatrick S, 2015, 'Employer and union responses to traumatic death at work: Evidence. *New Zealand Journal of Employment Relations* 40 (3):1 – 23.

Conference and seminar papers

9. **Quinlan MG** (2015) Virtual seminar: The power of cooperation – supply chains and workers' health and safety. Panel session on supply chains and OHS for Safe Work Australia. <http://www.safeworkaustralia.gov.au/sites/swa/australian-strategy/vss/pages/power-of-cooperation> Safe Work Australia Virtual Seminar Series, October.
10. **Quinlan MG** (2015) 'Sick of work': the health and safety challenges of insecure and precarious employment: global perspectives and lessons for Canada. Panel paper presented at International Conference on Regulation, Change and the Work Environment, Ottawa University, 30 November.
11. **Quinlan MG** (2015) Precarious work, health and lessons from history: the sweated labour debate 1880-1920. Paper presented at International Conference on Regulation, Change and the Work Environment, Ottawa University, 1 December.
12. **Underhill E** and Rimmer M (2015) The global workforce and workplace safety in Australian horticulture: managing without obligation or commitment. Paper presented at International Conference on Regulation, Change and the Work Environment, Ottawa University, 1 December.

Report

13. **Quinlan MG** (2015) *The Effects of Non-Standard Forms of Employment on Worker Health and Safety*. Geneva: International Labour Organization.
14. **Hampson I**, Fraser D, **Quinlan MG**, **Junor A** and **Gregson S** (2015) *The Future of Aircraft Maintenance in Australia: Workforce Capability, Aviation Safety and Industry Development*. Final Report.

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

Media

15. **Quinlan MG** (IRRC) was cited in Fitzgibbon W et al. (2015) Danger under ground. *Sydney Morning Herald* and *The Age*, 11 July. <http://www.smh.com.au/good-weekend/danger-under-ground-20150709-gi8opb.html> (an investigative piece on Australian mining companies' lack of safety standards in Africa's operations).
16. **Quinlan MG** was quoted as an IRRC expert on the safety of mine workers in Rose R et al. (2015) Mining: A question of targets. *Financial Mail* (South Africa), 16 July. <http://www.financialmail.co.za/features/2015/07/16/mining-a-question-of-targets>
17. **Quinlan MG** (2015) Safe Work Australia panel broadcast on supply chains and workers' health and safety: the power of cooperation. 16 October. <http://www.safeworkaustralia.gov.au/sites/SWA/media-events/media-releases/Documents/2015-Media-Release/mr16102015-supply-chains-workers-health-safety-broadcast.pdf>
18. **Quinlan MG** (2015) Cited in TWU welcomes major win in fight for road safety. Media release. 18 December. <http://www.twu.com.au/home/media/twu-welcomes-major-win-in-fight-for-road-safety>

2.2 Promoting engaged and productive workplaces

Selected publications in this field by IRRC Associates include:

Book chapter

1. Blackman D, Buick F, West D, **O'Donnell M** and O'Flynn J (2015) Performance management: creating high performance, not high anxiety. In Wanna J, Lee H-A, and Yates S (eds) *Managing Under Austerity, Delivering Under Pressure*. Acton: ANU Press, pp. 79-102.

Journal articles

2. **Harcourt M**, Lam H. and Croucher R (2015). The right-to-manage default rule. *Industrial Relations Journal* 46(3): 222-235.
3. **O'Donnell M** and Williamson S (2015) can collective enterprise bargaining affect the psychological contract? An analysis of the 2011 Australian Public Service negotiations. *Australian Bulletin of Labour* 41(1):1-19.
4. Buick F; Blackman D; O'Flynn J; **O'Donnell M** and West D (2015) Effective practitioner-scholar relationships: lessons from a coproduction partnership', *Public Administration Review* 28 (2): 271-289.
5. Buick F; Blackman DA; **O'Donnell ME**; O'Flynn JL; West D, 2015, 'Can enhanced performance management support public sector change?' *Journal of Organizational Change Management* 28(2) 271-289.

Conference and seminar papers

6. **Junankar PN** (2015) Is there a trade-off between employment and productivity? Paper presented at the Australian Conference of Economists, Queensland University of Technology, Brisbane, 7–10 July.
7. **Harcourt M** (2015) The right to manage default and the endowment effect. Seminar paper, School of Work and Organisational Studies, University of Sydney, 15 September.
8. **Harcourt M** (2015) The endowment effect & the right to manage. Seminar paper, UNSW Business School, 16 September.
9. **Junankar PN** (2015) Is there a trade-off between employment and productivity? Paper presented to the Institute for Developing Areas-JETRO, Tokyo, Japan, October 2015.

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

Koskinen-Sandberg P, Smith M, **Junankar R**, Hall P and **Junor A** (2015) A comparative evaluation of pay equity approaches: A round table discussion – Finland, Australia, New Zealand. UNSW, 5 August.

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

Carney T and Junor A (2015) What hinders mothers with careers? Research reveals how better job plans keep women with children working. *Western Sydney Business Access*, Parramatta, 1 April, p. 39.

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 agribusiness 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

1. **Hampson I** and **Junor A** (2015) Stages of the social construction of skill: revisiting debates over service skill recognition. *Sociology Compass* 9(6): 450 – 463.
2. Smith E, Smith A, **Hampson I** and **Junor A** (2015) How closely do Australian Training Package qualifications reflect the skills in occupations? An empirical investigation of seven qualifications. *International Journal of Training Research* 13(1): 49 – 63.

Conference and seminar papers

3. Smith E, **Hampson I**, **Junor A**, Smith A (2015) Recognising the skill in jobs traditionally considered unskilled: Project summary for consultation. February 2015.

Reports and submissions

4. Smith, E., Smith, A., **Hampson, I** and **Junor, A.** (2015) Response to Discussion Paper 'Review of Training and Accredited Courses', National VET Reform Process. Canberra: Department of Education and Training.
5. Smith E, Smith A, **Hampson I** and **Junor A** (2015) Recognising the skill in jobs traditionally considered unskilled. Sydney: Manufacturing Skills Australia. <http://www.mskills.org.au/industry-intelligence/info/research-publications>

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

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

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 Junor** 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:
 - o <http://www.assa.edu.au/publications/fellows/224>
 - o www.alaea.asn.au/FutureAircraftMaintenance_201511271515_Final.pdf
 - o <http://www.voced.edu.au/content/ngv%3A72736>
 - o <http://www.mskills.com.au/industry-intelligence/ars>

- **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:

Misko, J, (2015) Recognising skill in jobs traditionally considered unskilled: what stakeholders say. Prepared for Australian Research Council-funded Linkage project conducted by Federation University Australia and University of New South Wales. NCVER, Adelaide.

- **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 Edito-

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 Balnave 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 Nacmulli (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)

'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:

1. **Hart N**, Kriesler P (2015) Post-Keynesian Economics: A User's Guide *Australian Economic Review* 48(3):321-332.
2. **Harcourt M**, Lam H, Croucher R (2015) The right-to-manage default rule, *Industrial Relations Journal*, 46, 3, 222-235.
3. **Junankar PN** (2015) The impact of the Global Financial Crisis on youth unemployment, *Economic and Labour Relations Review* 26(2):191-217
4. Smith E, Smith A, Hampson I, **Junor A** (2015) How closely do Australian Training Package qualifications reflect the skills in occupations? An empirical investigation of seven qualifications. *International Journal of Training Research* 13(1):49-63.
5. Gregson S, Hampson I, **Junor A**, Fraser D, Quinlan MG and Williamson A (2015) Supply chains, maintenance and safety in the Australian airline industry. *Journal of Industrial Relations* 57(4):604-623.
6. Hampson I and **Junor A** (2015) Stages of the social construction of skill: revisiting debates over service skill recognition. *Sociology Compass* 9(6): 450–463.

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 Economics, 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.

Quinlan MG (2015) *The Effects of Non-Standard Forms of Employment on Worker Health and Safety*. Geneva: International Labour Organization.

Smith E, Smith A., **Hampson I** and **Junor A** (2015) Response to Discussion Paper 'Review of Training and Accredited Courses', National VET Reform Process. Canberra: Department of Education and Training.

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:

- **Harcourt M** (2015) The endowment effect & the right to manage. Seminar paper, UNSW Business School, 16 September.
- **Koskinen-Sandberg P**, Smith M, **Junankar R**, Hall P and **Junor A** (2015) A comparative evaluation of pay equity approaches: A round table discussion – Finland, Australia, New Zealand. UNSW, 5 August.

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

	Note	2015 \$'000	2014 \$'000	Difference \$'000
REVENUE				
<i>Research Revenue:</i>	1	-	(0)	0
<i>Donations & Bequest - Draw downs</i>		75	10	65
<i>UNSW Contributions</i>		-	50	(50)
<i>Faculty Contributions</i>	3	0	18	(18)
<i>Other Restricted Revenue</i>		0	73	(73)
<i>Commercial Activity - Fees for Service</i>		-	-	-
<i>Sundry Other Revenue</i>		16	9	8
Total Revenue		92	159	(67)
EXPENSE				
Salaries, Oncosts and other staff costs		85	159	(73)
Scholarship Stipends		-	-	-
Contract & Consulting Services		-	2	(2)
Repairs and Maintenance		-	-	-
Consumables		0	5	(5)
Travel		3	1	1
Equipment Non Capitalised		-	1	(1)
Entertainment		-	0	(0)
Marketing		-	0	(0)
Miscellaneous Expenses		(0)	1	(1)
Total Non-People Costs		2	10	(8)
Total Expenses		87	169	(81)
TOTAL CONTRIBUTION - SURPLUS/(DEFICIT)		\$ 5	\$ (10)	15
<i>Depreciation</i>		-	-	-
SURPLUS / (DEFICIT) after Depreciation		\$ 5	\$ (10)	15
<i>Cashflow Funded Capital Expenditure (CAPEX)</i>		-	-	-

Industrial Relations Research Ctr

**NOTES:**

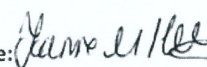
1 Revenue in Advance will be noted in Creditors & Other Liabilities.			
Research Revenue generated (cash basis).	-	-	-
Category 1 Research Revenue therein	-	-	-
2 UNSW Budget model includes other revenue items			
Teaching Revenue	-	-	-
Block Grants	-	-	-
Indirect Cost Recoveries	-	-	-
3 Results generated 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**

As at December 2015	Note	2015	2014
		\$000	\$000
UNSW Australia Internal Cash	8	3	(23)
Accounts Receivable	9	(0)	-
Sundry Assets		(0)	(0)
Investments		-	-
Property Plant & Equipment	10	-	-
Creditors and Other Liabilities		0	(0)
NET ASSETS		\$ 3	\$ (23)

NOTES:

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

Funding sources

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

Statement of in-kind contributions

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

Staff Member	Time Donated	Value of Contribution
Professor Daryll Hull	IRRC Steering; research advice	\$10,000
Emeritus Professor Raja Junankar	Full-time	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

Donation of Royalties

In 2015, 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.

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

Staff Members	Work and Time Donated	Value of Contribution
<i>UNSW Business School</i>		
Professor James Morley Associate Dean Research	Steering Committee and advisory work	
Tim Harcourt	<i>ELRR</i> editorial work	\$16,000
Faculty administrative support	Research advice, HR support, Accounting assistance	
<i>School of Management</i>		
Professor Karin Sanders	Steering Committee work	
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> Editorial Committee	\$50,000
Associate Professor Ian Hampson	<i>ELRR</i> Editorial Committee Linkage project finalisation	
Dr Sarah Gregson	<i>ELRR</i> Editorial Committee work	
Dr Tracy Wilcox	Work on NGO project, <i>ELRR</i> Editorial Committee work	
<i>School of Economics</i>		
Associate Professor Peter Kriesler	IRRC Steering Committee, <i>ELRR</i> Executive Editor	\$20,000
Associate Professor Elisabetta Magnani	<i>ELRR</i> editorial and IRRC Committee work; Work on Discovery application	
<i>School of Business UNSW Canberra</i>		
Professor Michael O'Donnell/	Work related to:	
Professor Michael Hess	Steering Committee, <i>ELRR</i> editorial work and administration of RG142653 and RG151974	\$30,000
Ms Vicki King		
Total in kind		\$116,000

Details of grants, consultancies, research projects, project outputs

1. Linkage Project The Future of Aircraft Maintenance in Australia (LP110100335) – Final Report submitted to ARC March 2015
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
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4. Consultancies

Contractor	Date	Amount	Comment
The Benevolent Society	30 September 2015	\$22,724	Second tranche, paid on project finalisation through RG142653
United Voice	5 November 2015	\$21,000	First tranche, paid through RG151974, managed through the School of Business, Canberra.

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**.

Junankar PN Sectoral Employment Patterns and Youth Employment: An Analysis of Theory, Policies and Evidence, International Labour Organisation, September-December 2015.

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

Date	Attendance	Apologies
9 September	James Morley (Chair: Assoc. Dean Research, Business School); Anne Junor; Daryll Hull; Elisabetta Magnani; Peter Kriesler; Karen Sanders; Peter Sheldon (minutes).	Michael Quinlan; Michael O'Donnell; Michael Hess.
11 December	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	