



INDUSTRIAL RELATIONS
RESEARCH CENTRE

Annual Report 2018

IRRC Annual Report 2018

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Industrial Relations Research Centre Annual Report 2018

Director's Overview

The Industrial Relations Research Centre (IRRC), founded in 1980, brings together research associates from inside and outside UNSW. We collaborate in conducting and diffusing research that contributes to policy and practice in fields such as the regulation of labour standards, workplace health and safety, workforce development, labour markets and in/equality and labour market policy implications of climate change.

The UNSW Business School (Sydney) hosts the IRRC, provides it with office accommodation (Quadrangle 1039) and with its office and CIT infrastructure, for which we are grateful. The IRRC also continued to benefit from substantial support from the Business School at UNSW Canberra. We warmly thank its Head (our Deputy Director), Professor Michael O'Donnell.

For 2018, however, the Business School (Sydney) discontinued its scheme funding buyouts of half the teaching loads of faculty-based Research Centre Directors. Without this teaching relief, it was impossible for this Director to find, when compared to 2017, sufficient time to seek IRRC funding, research and industry engagement opportunities and engage in event organising on behalf of the IRRC.

The IRRC functions to fulfil the Objectives it has adopted to fulfil its Mission (below) and the Key Performance Indicators (KPIs) set for it through periodic, formal reviews (normally triennial). The Business School conducted the most recent review, in late November 2017. For that review, the Director developed a three-year strategic business case, subsequently ratified by the IRRC Steering Committee at its 13 November 2017 meeting. It included additional IRRC Objectives together with revised, expanded and more ambitious KPIs that reflected an expectation of continuing Business School financial support for teaching relief for the Director.

Nonetheless, despite this unanticipated change, during 2018, the IRRC continued to meet almost all of its KPIs — and all its Objectives — adopted for 2018–20. The only area of under-achievement was KPI 1 (seeking major competitive research grants). For KPI 2 (seeking industry-funded research projects), we met the KPI, again through Hon. Associate Professor Anne Junor's efforts. However, we need continuing attention to do more because this is our main source of operational funding.

As so many of the KPIs relate to 'lumpy' activities or outputs, the IRRC met all its other KPIs, in some cases, abundantly. The same is true of non-KPI activity that nevertheless addresses IRRC Objectives.

A major activity of the IRRC, featured as its Objective 4 and KPI 4, is to produce four issues per year of *The Economic and Labour Relations Review (ELRR)*. An international journal, it includes and bridges economic, social and labour market policy research. In 2018, *ELRR* was in its 29th year. Sage Publishing Ltd published the journal on behalf of, and with funding support from the UNSW Business School. Over the last few years, the journal's editorial team, led by Associate Prof. Anne Junor, has made substantial progress in elevating its quality, status, reach and impacts. They deserve warm congratulations.

At the end of 2018, we were very pleased to welcome, as Patron of the Centre, one of the IRRC's founders and former UNSW Vice-Chancellor, Professor Emeritus John Niland AC.

Peter Sheldon

Our mission

The aim of the IRRC is to promote research on work, labour markets and industrial relations that will contribute to productive, satisfying 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 2018 and beyond

The IRRC Steering Committee, at its 13 November 2017 meeting, re-confirmed its existing Objectives – numbered 1 to 7 (below) – from the 2013–2016 triennium. At that meeting, the Steering Committee also adopted another three objectives for 2018-2020 – numbered 8 to 10 (below):

- *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.
- *Objective 8:* To further UNSW Strategy 2025, particularly the pillars of Engagement and Impact.
- *Objective 9:* To address UNSW Grand Challenges, particularly Inequality and Climate Change
- *Objective 10:* To collaborate with and bring together, in shared projects, colleagues and academic units across the UNSW in pursuit of the other objectives, reflecting the UNSW 2025 Strategy's emphasis on *interdisciplinary research and collaborations*.

In summary, during 2018 the IRRC pursued these objectives 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 research results 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 and staffing for publishing *The Economic and Labour Relations Review*.

IRRC Governance in 2018

Presiding faculty: UNSW Business School

Chair: Professor Elizabeth Carson

Director: Professor Peter Sheldon, School of Management, UNSW

Deputy Director: Professor Michael O'Donnell, Head of School of Business, UNSW Canberra

Steering committee

Chair, Director and Deputy Director, plus:

Professor Karin Sanders, Head of School of Management, UNSW

Professor Michael Quinlan, School of Management, UNSW (Professor Emeritus from July 2018)

(Honorary) Associate Professor Anne Junor, IRRC

Associate Professor Peter Kriesler, School of Economics, UNSW

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

Dr Sharron O'Neill, School of Business, UNSW Canberra

Dr Sue Williamson, School of Business, UNSW Canberra

IRRC Associates 2018

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

- 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, UNSW Business School, and appointments at Level D and E require additional approval of the Director, Human Resources, UNSW.

Honorary and Visiting Associates located in the IRRC office

Adjunct Professor P.N. (Raja) Junankar, (renewed 30/6/2018 until 20 May 2021 via UNSW Canberra) Emeritus Professor, Western Sydney University, Research Fellow, IZA

Honorary Associate Professor Anne Junor (renewed during 2018 to 31 December 2020)

Dr Neil Hart (Honorary Senior Lecturer, appointment renewed for two years, 2017)

Associates located in UNSW Business School, UNSW

Professor Peter Sheldon, School of Management, Director

Professor Michael Quinlan, School of Management

Professor Nick Wailes, Deputy Dean, Director AGSM

Associate Professor Ian Hampson, School of Management

Associate Professor Sunghoon Kim, School of Management

Associate Professor Hugh Bainbridge, School of Management

Associate Professor Peter Kriesler, School of Economics

Dr Louise Fitzgerald, Management/Education Development Unit

Dr Sarah Gregson, School of Management

Dr David Morgan, School of Management

Dr Janis Wardrop, School of Management

Dr Tracy Wilcox, School of Management/Academic Director, Postgraduate Programs

Located in School of Business, UNSW Canberra

Professor Michael O'Donnell, Head, School of Business, UNSW Canberra; IRRC Deputy Director

Dr Sharron O'Neill, School of Business, UNSW Canberra

Dr Sue Williamson, School of Business, UNSW Canberra

Located in the Faculty of Arts and Social Sciences

Professor Antony Zwi, School of Social Sciences

Located in the Faculty of Medicine

Dr Maria Agalotis, School of Public Health

External Appointees and Visitors during 2018

Professor Alistair Rainnie (to 28/2/2018)

Professor Mark Harcourt, Waikato Management School (to 31/7/2017)

Honorary Professor John Lodewijks (to 31/12/2017)

Professor Elisabetta Magnani, Head, Department of Economics, Macquarie University

Associate Professor Jocelyn Pixley, Macquarie University

Professor David Walters, Cardiff University, Wales

Professor Charles Woolfson, Linköping University, Sweden

Associate Professor In Jun, Head, School of Management, Yeungnam University, Republic of Korea

Dr Elsa Underhill, Deakin University, Australia

Research Assistants (casually employed)

Dr Tanya Carney

Ms Noa Sheer

Mr Anthony de Rosa Pontello

Professional and Technical Staff

Ms Margaret Wallace. Casual Project Officer: *ELRR* development, editorial and marketing

Mr Jason Antony. Part-time Administrative Assistant and *ELRR* Editorial Administration

Dr Michael Peters, Part-time *ELRR* Editorial Administration

IRRC KPIs for the 2018–2020 triennium

- KPI 1: Apply for/secure one major competitive research grant *each year* (eg ARC Linkage) relevant to IRRC research goals/expertise. KPI partly met (see below)
- KPI 2: Apply for/secure one industry-funded research project *each year* (including from eg NGOs, unions, employer associations) relevant to IRRC research goals/expertise. KPI fully met
- KPI 3: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project relevant to IRRC research goals/expertise. KPI fully met
- KPI 4: Publish four issues of the journal, *Economic and Labour Relations Review*, per year (12 over the planning cycle). KPI fully met
- KPI 5: Publish three (by-lined) books (research monographs) with a reputable international publisher (one in next 12 months). KPI fully met
- KPI 6: Publish 15 (by-lined) articles in scientific journals, ranked A and above (5 in next 12 months). KPI fully met
- KPI 7: Deliver at least 18 (by-lined) presentations at conferences/public forums (5 in next 12 months). KPI fully met
- KPI 8: Run at least one event/conference *per year* relevant to IRRC research goals/expertise. KPI fully met
- KPI 9: Provide submissions to or serve on at least two government advisory bodies relevant to IRRC. KPI fully met
- KPI 10: Network with overseas researchers in terms of collaborative projects, arranging at least two presentations/visits at the centre (1 in next 12 months). KPI fully met
- KPI 11: Maintain an active presence through expert comment and discussion in media Outlets. KPI fully met

The IRRC's 2018 performance relative to KPIs (and Objectives) for 2018–2020

KPI 1: Apply for/secure one major competitive research grant each year (eg ARC linkage) relevant to IRRC research goals/expertise

* **LP170101029** December 2017, Australian Research Council Linkage Project application: 'Aircraft maintenance in Australia: harmonisation and workforce renewal'.

Chief Investigators were: Ian Hampson (School of Management), **Anne Junor** (IRRC), Jason Middleton (School of Aviation), and **Sarah Gregson** (School of Management and IRRC).

Partner Investigators, Ken Cannane (Aviation Maintenance Repair and Overhaul Business Association) and Stephen Re, Australian Licensed Aircraft Engineers Association).

Partner Organisations: Regional Aviation Association of Australia, Regional Development Australia Sydney, the Transport and Logistics Centre, and Svensk Flygteknikerförening (the Swedish Flight Engineers' Association).

The team provided its rejoinder to the ARC during 2018 but were unsuccessful.

KPI 1: partly met

This activity contributed to all IRRC Objectives except no. 4 (ELRR).

KPI 2: Apply for/secure one industry-funded research project each year (including from eg NGOs, unions, employer associations) relevant to IRRC research goals/expertise

Two projects, signed in 2017, continued and were completed during 2018. Both expanded in scope during 2018 due to the wishes of the clients.

* **RG172371** Research Contract, **Peter Sheldon** (Lead investigator) and **Raja Junankar**, Mining and Energy Division, Construction, Forestry, Mining & Energy Union (2017), 'The Coal Power regions of Australia: What would a Just Transition look like? Identifying a best practice approach for structural adjustment in coal power regions, with priority on workforce and community impacts.' Research Consultancy. \$53,700 + GST. 7 August 2017.

On request from the IRRC, during 2018, the client paid the Centre an additional \$2,000 for an extension of this project's scope. Total funding: \$55,700 + GST

* **J090597** Research Consultancy, **Anne Junor** for McNally Jones Staff on behalf of the Public Service Association of NSW, 'Crown Employees (School Administrative and Support Staff) Award Application for an Award variation', \$33,346.40 + GST. 30 June 2017.

On completion of the project (December 2018), the client asked A/Prof Junor regarding her availability for a second stage of the project.

After discussions, they agreed to a new project to start in 2019.

KPI 2: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 10 (networking within).

KPI 3: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project

* **SP16-5285 (\$277,000)**, Office of Learning and Teaching Strategic Priority Commissioned Grant: 'Scholarly teaching fellows as a new category of employment in Australian universities: impacts and prospects for teaching and learning'.

During 2018 **Anne Junor (CI)** was engaged in the second year of this two-year research project. She contributed to the conducting of over 80 interviews with university managers and scholarly teaching fellows, as well as to numerical data analysis, and to writing both the resultant report and related publications.

Lead institution: University of Technology, Sydney. Partner institutions: Griffith University, **UNSW**, and the University of Canberra.

Project Leader: James Goodman. Other team members: Keiko Yasukawa, **Anne Junor**, Dr Kaye Broadbent, Glenda Strachan, Tony Brown and Nour Dados. This project culminated in a conference held at the end of 2018. The project is generating publications.

* **LE170100099 (\$450,000)**, Australian Research Council Linkage Infrastructure Equipment and Facilities (LIEF) Grant: 'Comprehensive legal research resources for Australian Industrial and Workplace Relations Law', announced November 2016, started early 2017.

It was completed and launched in October 2018.

CIs from 8 universities – including, UNSW: from the Law School, IRRC and UNSW Canberra.

Principal CI: Andrew Mowbray UTS (Austlii)

Research Team: Andrew Mowbray; Philip Chung, Andrew Stewart; Graeme Orr; Anna-Louise Chapman; Associate Shae McCrystal; Mark Bray; **Peter Sheldon**; **Michael O'Donnell**; Jillian Murray; Michael Rawling; Anthony O'Donnell

Peter Sheldon's involvement was explicitly on behalf of the IRRC and the IRRC contributed \$5,000 to the project as part of a UNSW contribution of \$240,000.

Peter Sheldon was involved in team discussions regarding priorities and phasing of the project.

KPI 3: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars).

KPI 4: Publish four issues of the journal *The Economic and Labour Relations Review (ELRR)* per year

During 2018, *ELRR* continued to be published quarterly (and in a timely way) by Sage Publishing Ltd. (UK).

ELRR brings together research in economics and labour relations through 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.

In 2018, the IRRC continued to carry administrative responsibility for the journal. The IRRC also provided academic leadership and administrative support via the honorary appointments of editor-in-chief, Anne Junor, executive editor, Raja Junankar, and book review editor, Neil Hart. *ELRR* is also the journal of the Australian Society of Heterodox Economists, whose Director is IRRC Associate and Steering Committee member, Peter Kriesler.

The School of Business UNSW Canberra also contributed academic leadership and administrative support via the honorary appointments of co-editor in chief Anne Holmes and executive editor Anis Chowdhury.

As *ELRR* Executive Editors or members of its Editorial Committee, other IRRC Associates — P Sheldon, M Quinlan, P Kriesler, J Lodewijks, T Wilcox, E Magnani, M O'Donnell and I Hampson — collaborated with colleagues from several UNSW schools, faculties and centres: M Johnson (FASS); P Saunders (Social Policy Research Centre), GC Harcourt, J Nevile and T Harcourt (Economics).

The journal had (and has) a growing pipeline of articles published ahead of print on the Sage Online First website. In addition, Sage published (on-line) past articles, grouped under topical themes, as 'Editor's Choice' collections.

The following new members joined the *ELRR* Advisory Board during 2018:

- Professor Peter Saunders, UNSW Sydney, Australia
- Professor Bob Gregory, Australian National University, Australia

The following new members joined to the *ELRR* Editorial Committee:

- Dr Terri Mylett, Western Sydney University, Australia
- Professor George Lafferty, Western Sydney University, Australia

The following sub-committees continued to operate to support to the Editorial Committee:

- Methodology screening (Bruce Bradbury and Raja Junankar UNSW, Dr Antonio Rodriguez Andres, Technical University of Ostrava, Czech Republic, Dr Astghik Mavisakalyan, Curtin Business School)
- Finance and operations (Peter Sheldon)
- Publicity and social media (Michael Johnson, Michael Peters, Tracy Wilcox UNSW)
- Special Issues (GC Harcourt, Raja Junankar, Michael Quinlan, UNSW)
- Book reviews and obituaries (GC Harcourt, N Hart UNSW, N Ebert Macquarie)

Challenges accepted by the journal included compliance with Sage's espoused policy of inclusiveness, and our own social justice goals mean not rejecting a deserving MS just on language grounds. This nevertheless entails a heavy editorial workload. This breadth of submissions generated not only considerable editorial work in supporting emerging scholars, for example from Eastern Europe and the Global South, but carry a risk of limited citations.

ELRR publication highlights of 2018

The four issues for 2018 included the following:

- **Volume 29(1) March** — Symposium on inequality in honour of AB (Tony) Atkinson: Wage theft, labour standards, inequality — Part 1

- Tributes from various eminent scholars regarding Tony Atkinson (GC Harcourt, JE Stiglitz, T Piketty, Lord N Stern et al.)
- Wage theft, underpayment and unpaid work in marketised social care — Fiona Macdonald, Eleanor Bentham, Jenny Malone
- Why do long distance truck drivers work extremely long hours? — Michael H Belzer, Stanley A Sedo

- **Volume 29(2) June** – Symposium: Wage Theft and Minimum Labour Standards Enforcement Part 2

- Creating value and mitigating harm: Assessing institutional objectives in Australian industrial relations (Joel E Cutcher-Gershenfeld, Joe Isaac)
- Regulatory avoidance in the temporary work agency industry: Evidence from Australia (Angela Knox)
- Employer theft of temporary migrant workers' wages in Australia: Why has the state failed to act? (Stephen Clibborn, Chris F Wright)
- Using tickets in employment standards inspections: Deterrence as effective enforcement in Ontario, Canada? (Rebecca Casey, Eric Tucker, Leah F Vosko, Andrea M Noack)

- **Volume 29(3) September** – Work and well-being: Setting and upholding standards

- New minimum healthy living budget standards for low-paid and unemployed Australians (Peter Saunders, Megan Bedford)
- Work-stress factors associated with truck crashes: An exploratory analysis (Michael H Belzer)
- Singapore's restructuring of low-wage work: Have cleaning job conditions improved? (Irene YH Ng, Yi Ying Ng, Poh Choo Lee)

- **Volume 29(4) December** — Global Financial Crisis 10 Years On

- From crisis to crisis: Capitalism, chaos and constant unpredictability (Anis Chowdhury, Piotr Żuk)
- Paved with good intentions: Misdirected idealism in the lead-up to 2008's GFC (Anthony M Gould, Milène R Lokrou)
- A decade of speculation (CP Chandrasekhar, Jayati Ghosh)
- Inequality, financialisation and stagnation (Yılmaz Akyüz)

During 2018, the *ELRR's* performance continued to improve strongly on all indicators, quantitative, qualitative and in terms of the relevance of the work published to academia, policy makers and practitioners. There is also increasing interest among researchers to publish in the journal. Tables 1 and 2 display some of these improvements.

Table 1: Comparative trends — ELRR submissions and decisions by year

	2013	2014	2015	2016	2017	2018
Original submissions	89	76	134	103	109	116
Finally accepted	32	23	32	20	28	25
Rejected – desk- and final	36	42	60	80	81	91
Acceptance rate	49%	35%	35%	20%	25%	22%

Note: Not all final decisions occurred in the year of original submission

Source: Publisher's Report, May 2019

Trends in brief

Circulation

Total hard-copy circulation in 2019 is 9,962 (7,819 in 2018). The journal achieved this growth despite not having ongoing support from a discipline-based scholarly or professional society.

Quality/Impact factor metrics

Table 2 provides the trajectories, for *ELRR*, of various journal quality measures from 2012, when SAGE took over *ELRR*'s publication up to and including 2018. These data indicate substantial improvements. In mid-June 2019, the new JCR figures (for 2018) arrived which showed a notable improvement in the journal's 2-year Impact Factor. This complemented the May 2019 announcement of similar improvements in Scopus metrics (e.g. SNIP and SJR). (Due to time constraints for submission of this Report, we were unable to fully analyse the implications of these new SJR and JCR figures. We therefore use the 2017 figures for Table 3). Table 2 shows these rates of improvement have escalated in the last three years.

Table 2. Trajectory of ELRR Impact measures since commercial publication (2012)

Metric	2012	2013	2014	2015	2016	2017	2018*	% Increase 2016–18
JCR Impact Factor	0.130	0.481	0.328	0.582	0.456	0.887	1.254	175
5-year JCR IF				0.458	0.612	0.899	1.094	79
Citescore	0.17	0.4	0.42	0.51	0.51	0.75	1.13	122
Citation count	10	24	36	50	56	79	111	98
Scholarly output	59	60	85	99	110	105	98	(-) 11
SNIP	0.427	0.803	0.646	0.606	0.571	0.631	0.850	49
SJR	0.135	0.356	0.263	0.227	0.389	0.393	0.518	33

* <https://journals.sagepub.com/home/ELR> and <https://www.scopus.com/sourceid/12300154710>

The JCR 2-year IF improvement means *ELRR* has moved to 174/363 (from 228/353 in 2017) in ‘Economics’, and to 16/27 (from 19/27) in ‘Industrial Relations & Labor’. For 2018 SJR scores, *ELRR* moved into the 2nd quartile of journals under both ‘Economics and Econometrics’ (266/595) and ‘Organizational Behavior and Human Resource Management’ (106/189).

Table 3 provides more evidence of improvements. There are 52 A-ranked journals on the current ABDC journal list with a lower SJR (2017) score than *ELRR*. For more meaningful comparison, we compared *ELRR*’s impact metrics with A-ranked journals in its 1402 FOR category, including both SJR and JCR IF scores. For SJR we list 2017 and 2018 scores; for JCR, only 2017 scores. We have focused on journals sharing relevant characteristics with *ELRR*, for example: more applied, more policy-focused, multi- or interdisciplinary, with a focus on Australia or on industry-level phenomena.

- As Table 3 shows clearly, ***ELRR*’s 2017 SJR score sat within this group, but its 2018 SJR score brought it very comfortably into third place (out of 8).**
- Moreover *ELRR*’s (2017) 2-year Impact Factor exceeds all but one of the other journals’ IFs, despite *ELRR* being B-ranked and the others all A-ranked.

Table 3: Comparing *ELRR* to ABDC A-ranked FOR 1402 (Economics) comparators

Journal name	ABDC ranking	SJR 2017	SJR 2018	2-year IF 2017*
Southern Economic Journal	A	0.544	0.713	0.798
Review of Industrial Organization	A	0.547	0.634	0.767
Economics of Transition	A	0.499	0.352	0.679
Journal of the Japanese and International Economies	A	0.472	0.443	0.885
Applied Economics	A	0.445	0.499	0.750
Economics and Labour Relations Review	B	0.393	0.518	0.887 (1.254 for 2018)
Economic Record	A	0.278	0.348	0.875
Scottish Journal of Political Economy	A	0.275	0.252	0.904

Online Usage

Downloads are one metric indicating knowledge diffusion and impact; another is Altmetric scores.

- In 2018, there were 50,400 full-text downloads of *ELRR* articles.
- Furthermore, *ELRR* has 7,837 followers to date on the SAGE Management Twitter channel and a further 488 followers on a local Twitter channel.

Engagement as measured by high Altmetric scores

Altmetric scores track outreach and engagement by reader type (eg) member of public, policy-maker, science communicator and by country. Altmetric scores measures online mentions of an individual academic journal article across social media, news outlets, blog sites and reference sites. The score is derived from an automated algorithm, and represents a weighted count of research outputs reflecting the relative reach of each type of source.

The highest Altmetric scores for *ELRR* articles published in 2018 were:

- **90:** 'Wage theft, underpayment and unpaid work in marketised social care' (F Macdonald, E Bentham and J Malone) 29(1)
- **38:** 'Why do long distance truck drivers work extremely long hours?' (MH Belzer, SA Sedo) 29(1)
- **31:** 'A contested terrain: Re/conceptualising the well-being of homeworkers' (F Naz, D Bogenhold) 29(3)

Engagement through other scholarly contribution

ELRR is privileged to have the guidance of senior scholars in both economics and labour relations.

In recent years Emeritus Professor GC Harcourt has recruited contributions from eminent scholars including Lord Robert Skidelsky, Lord Nicholas Stern and Nobel Laureates Professor Amartya Sen and Professor Joseph Stiglitz.

- GC Harcourt and PN Junankar worked to build a March 2018 symposium with contributions from eminent scholars, including J Stiglitz, T Piketty and N Stern, and articles from P Saunders and J Ghosh, to mark the first anniversary of the death of Professor AB (Tony) Atkinson
- During 2018 GC Harcourt contributed to the role of ELRR as a journal of record, himself writing obituaries for Pat Troy and Jim Mirrlees
- P Žuk and A. Chowdhury issued a call for papers for a 2018 special issue on the Global Financial Crisis Ten Years On. This came to fruition with the Dec 2018 issue of *ELRR*
- M Quinlan recruited a series of articles, from eminent international and Australian scholars, on minimum labour standards enforcement and on the emerging theme of Wage Theft, that appeared in a two-part symposium in 2018.
- Book reviews continued to play an important role for the ELRR, overseen by Neil Hart and Norbert Ebert
- In 2018, P Kriesler continued to support the relationship between the *ELRR* and the Australian Society of Heterodox Economists, for which we thank him.

KPI 4: fully met.

This activity substantially contributed to all IRRC Objectives.

KPI 5: Publish three (by-lined) books (research monographs) with a reputable international publisher (one in next 12 months)

M. Quinlan (2018) *The Origins of Worker Mobilisation in Australia 1788–1850*, Routledge.

KPI 5: fully met.

This activity contributed to IRRC Objectives 1 and 2.

KPI 6: Publish 15 (by-lined) articles in scientific journals, ranked A and above (5 in next 12 months)

We list all refereed journal articles published indicating those ranked A or above (ABDC or ERA) as ~.

1. ~**Bainbridge HT J**; Fujimoto Y, 2018, 'Job Seekers with Musculoskeletal or Sensory Disabilities: Barriers and Facilitators of Job Search', *British Journal of Management*, vol. 29, pp. 82 - 98, <http://dx.doi.org/10.1111/1467-8551.12266>

2. **Bainbridge HT J**; Perry EL; Kulik CT, 2018, 'Sexual harassment training: explaining differences in Australian and US approaches', *Asia Pacific Journal of Human Resources*, vol. 56, pp. 124 - 147, <http://dx.doi.org/10.1111/1744-7941.12169>
3. ~Benson J; Brown M; Glennie M; **O'Donnell M**; O'Keefe P, 2018, 'The generational "exchange" rate: How generations convert career development satisfaction into organisational commitment or neglect of work', *Human Resource Management Journal*, vol. 28, pp. 524 - 539, <http://dx.doi.org/10.1111/1748-8583.12198>
4. ~Foley M; **Williamson S**, 2018, 'Managerial Perspectives on Implicit Bias, Affirmative Action, and Merit', *Public Administration Review*, <http://dx.doi.org/10.1111/puar.12955>
5. ~**Kim S**; Su ZX; Wright PM, 2018, 'The "HR-line-connecting HRM system" and its effects on employee turnover', *Human Resource Management*, vol. 57, pp. 1219- 1231, <http://dx.doi.org/10.1002/hrm.21905>
6. **Kriesler P**; Neville J, 2018, 'Keynesianism in Australia', *History of Economics Review*, vol. 69, pp. 44 - 61, <http://dx.doi.org/10.1080/10370196.1540079>
7. Long JC; Debono D; Williams R; Salisbury E; **O'Neill S**; et al., 2018, 'Using behaviour change and implementation science to address low referral rates in oncology 11 Medical and Health Sciences 1117 Public Health and Health Services', *BMC Health Services Research*, vol. 18, <http://dx.doi.org/10.1186/s12913-018-3653-1>
8. Turner M; Kwon SH; **O'Donnell M**, 2018, 'Making integrity institutions work in South Korea: The role of people power in the impeachment of President Park in 2016', *Asian Survey*, vol. 58, pp. 898 - 919, <http://dx.doi.org/10.1525/as.2018.58.5.898>
9. ~Salignac F, **Wilcox T**; Marjolin A; Adams S, 2018, 'Understanding Collective Impact in Australia: A new approach to interorganizational collaboration', *Australian Journal of Management*, vol. 43, pp. 91 - 110, <http://dx.doi.org/10.1177/0312896217705178>
10. ~Thornthwaite L; **O'Neill S**, 2018, 'Mobilising evidence in public policy: The contribution of the evidence provider', *Australian Journal of Public Administration*, <http://dx.doi.org/10.1111/1467-8500.12346>
11. ~**Williamson S**; Colley L, 2018, 'Gender in the Australian Public Service: Doing, Undoing, Redoing or Done?', *Australian Journal of Public Administration*, vol. 77, pp. 583–596, <http://dx.doi.org/10.1111/1467-8500.12267>
12. ~**Williamson S**; Foley M, 2018, 'Unconscious Bias Training: The 'Silver Bullet' for Gender Equity?', *Australian Journal of Public Administration*, vol. 00, pp. 1 - 5, <http://dx.doi.org/10.1111/1467-8500.12313>

KPI 6: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR).

KPI 7: Deliver at least 18 (by-lined) presentations at conferences/public forums (5 in next 12 months)

1. **Neil Hart**, Thanh Su Dinh and Nguyen Phuc Canh (2018) Public spending, public governance and economic growth at the Vietnamese provincial level: A disaggregate analysis, Vietnam International Economics Research Symposium, RMIT Vietnam, August.
2. **Neil Hart** gave a number of presentations in Vietnam during 2018, with Vo Xuan Vinh (University of Economics, Ho Chi Minh City, Vietnam on 'NAFOSTED Grant Application and Getting your paper published': at School of Law and Economics, Tra Vinh University (28 Jan); University of Economics, Ho Chi Minh City (31 Jan); Banking University, Ho Chi Minh City (1 Feb); Binh Duong University (2 Feb).
3. **Anne Junor** and Alison Barnes. (2018) Low-paid professionalism: Costs of accommodating/countering New Public Management in the Early Childhood sector. Paper presented at *Gender, Work and Organisation* Conference, Sydney, 13-16 June.
4. James Goodman, Keiko Yasukawa, **Anne Junor**, Tony Brown, Glenda Strachan, Kay Broadbent and Nour Dados (2018) Scholarly Teaching: The Changing Composition of Work

and Identity in Higher Education. Paper presented at Precarity, Rights and Resistance, Conference of The Australian Sociological Association, Deakin University, November 11-22.

5. **Peter Sheldon**, Featured speaker at Public Launch of Sheldon et al., *The Ruhr or Appalachia? Deciding the future of Australia's coal power workers and communities*. Sydney, 30 October 2018.
6. **Peter Sheldon** Featured speaker at community forum: *100% renewable: How NSW can quit coal*, hosted by Climate Change Balmain-Rozelle, Three Weeds Hotel, 11 December 2018. For report: <http://www.climatechangebr.org/page2.htm>
7. Cuifen Weng, **David E Morgan** and **Peter Sheldon** (2018), 'Ideological Imprints: Sources of Varying Corporate Political Activity across Chinese Cities', Divisional Paper Session, Academy of Management Meeting, Chicago, Illinois, August 10-14.
8. Cuifen Weng, **Peter Sheldon** and **David Morgan**, (2018), 'Institutional Legacies: Explaining the Uneven Landscape of Corporate Political Activity across Chinese Cities', Refereed Paper, International Association for Chinese Management Research (IACMR) 8th Biennial Conference, Wuhan, China, 13-18 June.

KPI 7: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR).

KPI 8: Run at least one event/conference per year relevant to IRRC research goals/expertise

- Conference celebrating **Prof. Michael Quinlan's lifetime academic contributions**, UNSW (7 September 2018). Co-organised with the School of Management and with financial and other support from the Business School. The Director was a lead organiser of the academic program, recruiting and liaising with speakers. The focus of the event were the main areas of Prof. Quinlan's contributions: Australian labour history and worker organisation; and the regulation and management of workplace health and safety. Presenters included IRRC associates, **Sarah Gregson** and **David Walters** (Cardiff). A book based on the conference presentations, co-edited by Peter Sheldon and Sarah Gregson (et al.), will appear in 2020 (Routledge).
- Goodman, J., Yasukawa, K., Dados, N., **Junor, A.**, Brown, T., Strachan, G., Broadbent (2018) *The Future of Academic Work: A Deliberative Conference*, 9am-5pm, 5 December. (Attended by over 100 participants; **A Junor** contributed to overall organisation, ran a workshop and feedback session and contributed to compilation of results of the day's deliberations for including in the OLT project final report completed in March 2019.

KPI 8: fully met

This activity contributed to all IRRC Objectives except no. 4 (ELRR)

KPI 9: Provide submissions to or serve on at least one government advisory body relevant to the centre's research expertise

A Junor (2018) Expert Witness Statement, Re Crown Employees (School Administrative and Support Staff) Award. Case No 2017/00092883. Public Service Association and Professional Officers' Association Amalgamated Union of NSW and Secretary, Department of Education and Industrial Relations Secretary. Filed by McNally Jones Staff. 27 September. (468 pages; based on use of Spotlight tool).

D Walters, E Wadsworth, R Johnstone, K Lippel, **M Quinlan**, S Bhattacharya and P James (2018) *The Role and Effects of Representing Miners in Arrangements for Safety and Health in Coal Mining: A global study. Vol. 1: A comparative analysis of findings from five countries*, Institution of Occupational Safety and Health (IOSH) (UK), 158 pp.

D Walters, E Wadsworth, R Johnstone, K Lippel, **M Quinlan**, S Bhattacharya and P James (2018) *The Role and Effects of Representing Miners in Arrangements for Safety and Health in Coal Mining: A global study. Vol. 2: Case studies in five countries*, Institution of Occupational Safety and Health (IOSH) (UK), 181 pp.

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

M Quinlan, Director on the Board of the Transport Education Audit Compliance Health Organisation (TEACHO) since 2010.

M Quinlan, Director, Mates in Construction, NSW Branch/Division since 2013.

M Quinlan, Patron, Workplace Tragedy Support Group, since 2008.

KPI 9: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars)

KPI 10: Network with overseas researchers in terms of collaborative projects and arrange at least two presentations/visits at the Centre

A number of IRRC Associates based at UNSW are involved in ongoing international research networks.

Neil Hart is a Senior Research Fellow, Institute of Business Research, University of Economics, Ho Chi Minh City, Vietnam, and works with a number of Vietnamese scholars, such as its Vo Xuan Vinh.

Peter **Sheldon** works with colleagues in Italy (Nacamulli and Della Torre), South Korea (**In Jun**) and China.

Some of our Associates are also overseas-based academics, like **David Walters**, who works closely with Michael Quinlan.

Michael Quinlan held a Visiting Professorship at Middlesex University and has continued to work with networks of scholars in Europe and North America, including Michael Belzer (USA) and Katherine Lippel (Canada).

Raja Junankar collaborated with Professor Piotr Zuk, University of Wroclaw and Centre for Civil Rights and Democracy Research, Poland in applying for Polish Government research funding on labour migration under globalisation. The IRRC formally supported this application. He is also a fellow of IZA, Germany.

KPI 10: fully met

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 10 (networking within UNSW)

KPI 11: Maintain an active presence through expert comment and discussion in media outlets

- **Peter Sheldon**: Substantial number of radio and newspaper interviews related to the 30 October 2018 launch of: *The Ruhr or Appalachia? Deciding the future of Australia's coal power workers and communities*. More than 150 citations in major articles/programs in the media, including large stories in *SMH*, *AFR*, *The Australian*, *Newcastle Herald* (front page plus editorial), *Guardian on-line*, *PM* (ABS Radio), regional Queensland radio and massive diffusion to local and regional newspapers via AAP syndication

Other coverage includes:

<https://www.energycouncil.com.au/analysis/power-plant-shutdowns-how-do-you-prepare-for-the-transition/>

<https://newsroom.unsw.edu.au/news/business-law/danger-workers-energy-transition-says-report>

- **Raja Junankar** maintained his high profile for expert media commentary, particularly on immigration and labour markets eg:
<https://newsroom.unsw.edu.au/news/general/australia-could-have-900000-more-migrants-if-we-no-longer-let-tourists>

KPI 11: fully met

This activity contributed to IRRC 5, 8 and 9.

Contributions towards the new IRRC Objectives for 2018–2020 triennium, not otherwise listed (*Objectives 1–3, 5–6, 8–9*)

Chapters in edited books and research papers

- **PN Raja Junankar** (2018) Meghnad Desai (1940-), in Cord R. (eds) *The Palgrave Companion to LSE Economics*. Palgrave Macmillan, London.
- Dados, N., **Junor, A.** & Yasukawa, K. (2018). Scholarly Teaching: The Changing Composition of Work and Identity in Higher Education. In D. Wache and D. Houston (Eds.), *Research and Development in Higher Education: (Re)Valuing Higher Education*, 41 (pp 49 - 59). Adelaide, Australia, 2-5 July 2018.
- **In Jun, Peter Sheldon** and Kang-Sung Lee (2018), 'The Korea Employers' Federation and the development of Korean industrial relations', ch.3 In Young-Myon Lee and Bruce E. Kaufman (eds), *The Evolution of Korean Employment and Industrial Relations*, Edward Elgar,
- **Peter Sheldon** (2018), 'Employers, Managers and Employment Relations', ch. 13 in A. Wilkinson, T. Dundon, J. Donaghey and A. Colvin (eds), *The Routledge Companion to Employment Relations*, Routledge, London, 199-215.
- **Peter Kriesler**; Geoff Harcourt & John Nevile (2018), 'The attacks on The General Theory: How Keynes's theory was lost', in Dow S; Jespersen J; Tily G (eds), *The General Theory and Keynes for the 21st Century*, Edward Elgar Publishing, Cheltenham, pp. 44-56 <http://dx.doi.org/10.4337/9781786439888>

All Objectives except 4 (ELRR)

Research Reports to Government, Industry and NGOs

Peter Sheldon, Raja Junankar and Anthony de Rosa Pontello (2018) *The Ruhr or Appalachia? Deciding the future of Australia's coal power workers and communities*, IRRC/UNSW Business School, Sydney, October. <http://apo.org.au/node/199916>

Additional scholarly contributions from and recognition of IRRC honorary and visiting appointments

Neil Hart

- Associate editor, *Journal of Asian Business and Economic Studies*
- Editorial board, *History of Economics Review*
- Editorial board, *International Journal of Economics & Business Research*
- Referee for: *Singapore Economic Review*, *European Journal for the History of Economic Thought*, *Journal of Asian Business and Economic Studies*, *Journal of Australian Political Economy*, *Journal for the History of Economic Thought*, *Emerging Markets, Finance and Trade*

PN Junankar

- Member, Editorial Advisory Board, *International Review of Applied Economics*,
- Member, Editorial Board of *Australian Journal of Labour Economics*, and

- Member, Editorial Board of *International Journal of Development Issues*.
- Referee for: *Cambridge Journal of Economics*; *International Migration Review*; *Journal of Population Research*; *Economic and Labour Relations Review*; *Australian Bulletin of Labour*
- Second PhD Supervisor for David Saliba, Faculty of Arts, UNSW Sydney.
- Examiner, HDR theses: Masters (Macquarie University); PhD (University of Waikato)
- Research Consultancy, 2017-2018, “Monetary Policy, Growth and Employment in Developing Areas” International Monetary Fund, Washington DC.
- Elected Fellow, Global Labor Organization (2017) GLO is now online at <http://glabor.org>
- Continually listed in the top 10% of Authors on SSRN by all-time downloads (eg 10th December 2018)

A Junor

- Worked with Philippa Hall and the Business and Labour History Group at the University of Sydney in archiving the records of the National Pay Equity Coalition
- Worked with M O'Donnell to complete a grant-funded research collaboration with A Barnes and N Balnave from Macquarie, using the IRRC's Spotlight skills identification methodology in the early childhood education and care sector

Dates of, and attendance at, meetings of the Centre's Steering Committee 2018

Date	Attendance	Apologies
15 May	Elizabeth Carson, Anne Junor, Daryll Hull, Karin Sanders, Peter Sheldon (Director), Sharron O'Neill, Jason Antony (minutes)	Michael Quinlan, Peter Kriesler, Sue Williamson
21 November	Anne Junor, Daryll Hull, Elizabeth Carson, Karin Sanders, Michael Quinlan, Peter Kriesler, Peter Sheldon, Jason Antony (minutes)	Michael O'Donnell, Sharron O'Neill, Sue Williamson

Statement of financial performance certified by the presiding faculty finance manager

Industrial Relations Research Ctr



UNSW
SYDNEY

Statement of Financial Performance

For the Year Ended December 2018

	Note	2018	2017	Difference	
		\$'000	\$'000	\$'000	%
REVENUE					
<i>Research Revenue:</i>	1	29	27	2	7%
<i>Donations & Bequest - Draw downs</i>		-	32	(32)	-100%
<i>UNSW Contributions</i>		-	-	-	-
<i>Faculty Contributions</i>	2	(3)	(0)	(3)	5428%
<i>Other Restricted Revenue</i>	3	-	-	-	-
<i>Commercial Activity - Fees for Service</i>		-	-	-	-
<i>Sundry Other Revenue</i>		5	5	(0)	-2%
Total Revenue		30	64	(33)	-52%
EXPENSE					
Salaries, Oncosts and other staff costs		44	40	4	11%
Scholarship Stipends		-	-	-	-
Contract & Consulting Services		-	-	-	-
Repairs and Maintenance		-	-	-	-
Consumables		0	3	(3)	-97%
Travel		1	0	1	7119%
Equipment Non Capitalised		-	-	-	-
Entertainment		-	-	-	-
Marketing		-	-	-	-
Miscellaneous Expenses		(36)	5	(41)	-769%
Total Non-People Costs		(34)	8	(42)	-511%
Total Expenses		10	48	(38)	-79%
TOTAL CONTRIBUTION - SURPLUS/(DEFICIT)		\$ 20	\$ 15	5	33%
<i>Depreciation</i>		-	-	-	-
SURPLUS / (DEFICIT) after Depreciation		\$ 20	\$ 15	5	33%
Cashflow Funded Capital Expenditure (CAPEX)		-	-	-	-

NOTES:

1 Revenue in Advance will be noted in Creditors & Other Liabilities.

Research Revenue generated (cash basis).

Category 1 Research Revenue therein

\$ 29	\$ 27	2
-	-	-

2 UNSW Budget model includes other revenue items

Teaching Revenue

Block Grants

Indirect Cost Recoveries

-	-	-	
-	-	-	
-	\$ 8	(8)	-100%

3 Other Research Revenue includes internal fund transfers.

4 Restricted Funds - Cash at year end

\$ 36	\$ 15	20
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5 Funds available in Division of Advancement

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Industrial Relations Research Ctr



UNSW
SYDNEY

Statement of Financial Position

As at December 2018

		2018	2017
		\$000	\$000
	Note		
UNSW Australia Internal Cash	6	40	15
Accounts Receivable	7	-	-
Sundry Assets		-	-
Investments		-	-
Property Plant & Equipment	8	-	-
Creditors and Other Liabilities	1	(0)	(0)
NET ASSETS		\$ 40	\$ 15

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>	2013–2018	£ 8,000 pa in 2013–2018 as part of contract with SAGE	Production, strategic planning and marketing <i>ELRR</i>
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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, CFMEU, ELRR	Retired
Associate Professor Jocelyn Pixley	Part-time, ELRR	Retired
Professor John Lodewijks	Editor, ELRR	Retired
Dr Neil Hart	Book review editor, ELRR	\$22,500
Associate Professor Anne Junor	Full-time, Editor-in-Chief ELRR, Aviation, STEM, PSA, ARC Linkage	Retired
Total in kind		\$32,500

Donation of Royalties

In 2018, P Sheldon continued to direct to the IRRC the royalties from: Sheldon, Kim, Li and Warner (eds) (2011), *China's Changing Workplace: Dynamism, Diversity and Disparity*, Routledge, London.

Infrastructure and other resources provided to the Centre

During 2018, the IRRC occupied office space and a meeting room in the Quadrangle Building (Quad 1039) it shared with CAER. It also shared with CAER: a printer/photocopier provided by the UNSW School of Business.

During 2018, the UNSW Business School ADR funded the replacement of half of the IRRC Director's teaching time through a payment to the School of Management.

Salaries — Imputed time spent on IRRC work by Associates located in Schools or at other Institutions, 2018

Staff Members	Work and Time Donated	Value of Contribution
<i>UNSW Business School</i>		
Professor Elizabeth Carson	Steering Committee and advisory work	\$16,000
Tim Harcourt	<i>ELRR</i> editorial work	
Faculty administrative support	Research advice, HR support, Accounting assistance	
<i>School of Management</i>		
Professor Karin Sanders	Steering Committee work	\$120,000
Professor Michael Quinlan, Director	<i>ELRR</i> editorial work, Aviation	
Professor Peter Sheldon, Centre Director	Centre steering committee and <i>ELRR</i> editorial committee work; CFMEU Project, media engagement, management	
Dr David Morgan	Aviation	
Associate Professor Ian Hampson	<i>ELRR</i> Editorial Committee, Aviation, 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	\$10,000
<i>School of Business UNSW Canberra</i>		
Professor Michael O'Donnell	Work related to:	\$17,000
Dr Sharron O'Neill	Steering Committee, <i>ELRR</i> editorial work	
Dr Sue Williamson	and administration of RG142653 and	
Ms Vicki King	RG151974	
Total in kind		\$163,000

Details of consultancies, research projects, project outputs

Consultancies

Contractor	Date	Amount	Comment
CFMEU Just Transition	5 November 2015	\$21,000	Finalised in 2018
PSA	30 June 2017	\$33,346.40 + GST	Finalised in 2018

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