The Centre for Work + Life is a national research centre that investigates work and its intersection with household, family, community and social life in Australia. Its aim is to identify long-term change and to fashion responses to the significant challenges around work and life.
Contents

From the Director..................................................................................................................... 4

About Our Centre..................................................................................................................... 5
  Background......................................................................................................................... 5
  Partners............................................................................................................................... 5
  Centre Resources............................................................................................................... 5
  Advisory Committee.......................................................................................................... 5
  Centre Staff and Students.................................................................................................. 6
  Awards & Recognition....................................................................................................... 8

Research Activities................................................................................................................ 9
  Major Projects.................................................................................................................... 9
    Work, Housing, Services and Community Project......................................................... 9
    Work/Life Balance, Well-Being and Health.................................................................... 9
    AWALI............................................................................................................................. 10
    Increasing VET participation amongst lower paid workers over the life-cycle............... 11
  Other Research and Consultancies.................................................................................... 11
  PH.D Projects................................................................................................................... 12
  Publications....................................................................................................................... 13

Community Impact and other Centre outcomes............................................................. 14
  Centre Conferences and Seminars.................................................................................... 14
  Collaborations/Networks................................................................................................... 14
  Conferences and Public Presentations............................................................................. 15
  Expert commentary.......................................................................................................... 15
  Appendix......................................................................................................................... 17
From the Director

2008 was another busy research year at the Centre – the third year of our life. While the global economic downturn has changed the climate in which our work occurs, many of the long term challenges facing a changing labour market, and its impact on household and larger life, remain.

The year witnessed the culmination of our major research project about low paid workers and commencement of new related research, plus significant data gathering for two major ARC projects including the national work and life index (AWALI).

In 2008, the Centre completed the Low Paid Services Employment in Australia project (2004-2007) which examined the effects of low pay on Australian workers, households, and the national social and economic fabric. This project resulted in the book *Living low paid: the Dark Side of Prosperous Australia* published by Allen & Unwin in November 2008, and provided the background and impetus for a new project in the area of work, low pay and citizenship in relation to vocational education. The National Centre for Vocational Education Research (NCVER) funded the Centre to undertake a major project *Low paid workers and VET: Increasing VET participation amongst lower paid workers over the life-cycle* for 3 years from January 2008.

2008 involved major data collection for the Work, Home and Community project with focus groups and interviews with residents, workers, businesses and community organisations and for the Work, Life and Health project through focus groups and interviews with WA health workers. The second report from the Centre’s national work and life index (AWALI) was released and offered insights into the impact of line managers and organisational culture on work-life outcomes for Australian workers.

Engagement with government occurred through participation in the 20:20 Summit and submissions to government inquiries. The Centre also undertook a research project for the Premier’s Council for Women (PCW) on Women’s Employment in South Australia, potentially contributing to the shaping of initiatives for women in South Australia to capitalise on emerging employment opportunities when the global financial crisis recedes.

The Centre began initial exploration of research around work, life and sustainability joining the Institute for Sustainable Systems and Technology at the University of South Australia as the social sciences research partner in the project “The Intelligent Grid in a new housing development – Lochiel Park”.

The Centre continues to benefit from the contribution of our research and professional staff, as well as the support we receive from our partners and the University: thanks to all. We look forward to continuing our research, and linking it to public discussion and policy effect.

Barbara Pocock
June 2009

---

The Centre for Work + Life aims to:

- generate innovative thinking about work and life in Australia,
- making sense of experience in order to improve the well-being of Australians.
About Our Centre

BACKGROUND

The Centre for Work and Life (CW+L) is a national research centre that investigates work and its intersection with households, community and social life in Australia. The Centre aims to make a national and international contribution to understanding work and life in the 21st Century. The Centre’s Charter is available on the website.

The Centre for Work + Life aims to generate innovative thinking about work and life in Australia, making sense of experience in order to improve the well being of Australians. It does this by:

- doing research
- linking research to practice: informing workers, employers, government, community organisations, unions and individuals
- publicly disseminating ideas, research results and policy ideas

The Centre was established in 2006 and is located within the Hawke Research institute at the University of South Australia.

PARTNERS

The Centre exists amidst mounting national and international interest in the tension between work and life. A significant expansion in research is underway, both in Australia and internationally. The CWL builds on this evidence and aims to expand it, link it to public effect, and create new research partnerships around significant issues.

In 2008 our partners were:

Brotherhood of St Laurence
Department of Innovation, Industry and Regional Development (Victoria)
Innovation and Economic Opportunities Group
Lend Lease Communities
Liquor Hospitality and Miscellaneous Workers Union

SA Unions, Unions NSW, Victorian Trades Hall Council
SafeWork SA
Western Australian Department of Health
Premier’s Council for Women
National Centre for Vocational Education Research (NCVER)

CENTRE RESOURCES

In 2008, the Centre drew resources from the University of South Australia, the Australian Research Council and some of the industry partners listed above. A new partner was National Centre for Vocation Education Research (NCVER) (NCVER) with whom the Centre commenced a three-year partnership. In 2008, income secured by the Centre was around $1.1 million.

ADVISORY BOARD

The Centre’s Advisory Board includes representatives of the Centre’s partners and of the international and national research community, community organisations, unions, business and government. The Committee meets bi-annually to advise on the strategic directions and activities of the CW+L.
2008 Advisory Board Members

Ms Elizabeth Broderick  
Sex Discrimination Commissioner and Commissioner responsible for Age Discrimination, Australian Human Rights Commission

Mr Mark Cully  
General Manager, National Centre for Vocational Education Research (NCVER)

(Emeritus) Professor Ian Davey  
Chair, Innovation & Economic Opportunities Group, and Adjunct Professor, Hawke Research Institute, University of South Australia

Ms Janet Giles  
Secretary, SA Unions, South Australia

Professor Margaret Hallock  
Director, Wayne Morse Center for Law and Politics, University of Oregon, USA

Ms Michelle Hogan  
Manager, Work Life Balance Strategy, SafeworkSA, Department of the Premier and Cabinet, South Australia

Ms Julie McMahon  
Community Development Worker/Financial Counsellor, UnitingCare Wesley Adelaide

Professor Paul Smyth  
General Manager, Brotherhood of St Laurence, and Professorial Fellow, School of Social & Political Sciences, University of Melbourne

Mr Kelvin Trimper  
General Manager, Sustainability Initiatives, Lend Lease Communities

Ms Sharon Winocur  
Director, Private Sector – Policy and Strategy, Industrial Relations Victoria (Proxy Leonie Morgan)

(Ex Officio)

Professor Barbara Pocock  
Director, Centre for Work and Life, Hawke Research Institute, University of South Australia

Ms Annie Campbell  
Senior Business Development Manager, Education Arts and Social Sciences Divisional Office, University of South Australia

Ms Catherine McMahon  
Centre Manager, Centre for Work + Life, Hawke Research Institute, University of South Australia

CENTRE STAFF AND STUDENTS

Australia faces critical work and life questions: What arrangements help strengthen community fabric?

Staff

Director: Professor Barbara Pocock,

Barbara Pocock has been researching work, employment and industrial relations in Australia for over twenty years, and has published widely. Barbara was initially trained as an economist, completed her doctorate in gender studies, and taught and researched labour studies and social science since the mid-1980s. Her research has included work, industrial relations, trade unionism, pay and pay equity, vocational education, inequality in the labour market. She was awarded a Queen Elizabeth II Fellowship (2003-2007) to study the intersections between work, family and community.
Dr Natalie Skinner, Research Fellow
Natalie Skinner is interested in health and wellbeing in the workplace and has conducted research on stress and burnout, job satisfaction, work overload and the interaction between work and life. She is currently responsible for managing the Australian Work and Life Index and the Work, Life and Health project.

Dr Pip Williams, Research Fellow
Pip Williams with her background in psychology and public health has studied a range of social, psychological and health phenomena over many years. She is now managing the Work Home and Community project, a large multi-method study exploring how people fit work, home and community together in urban Australia.

Ms Catherine McMahon, Centre Manager
Catherine McMahon’s background is primarily in policy and management in government and university sectors. She has been involved with refugee advocacy and not-for-profit organisations on the status of women and human rights. Apart from her management role in 2008, she worked on the Low Paid Workers and VET Project.

Dr Kathy Edwards
Kathy has explored young people’s political participation and citizenship, and has explored notions of ideal citizenship in the context of social inclusion initiatives. In 2008 she worked for 6 months as research leader on the Low Paid Workers and VET Project.

Dr Jude Elton, Researcher
Jude Elton has engaged in research, policy development and advocacy on issues of importance to working people for 30 years. Her union, community and university sector employment focused on industrial relations, equity and discrimination. She worked on the Work, Life and Health project and also the Low Paid Workers and VET Project in 2008.

Dr Jane Edwards, Researcher
Jane Edwards joined the Centre in 2008 and her background is in the sociology of health and illness. Her research has focused on mental health in rural settings, sexuality and its relationship to health and health service access and service delivery. She is currently engaged on the Work Home and Community project.

Dr Reina Ichii, Researcher
Reina Ichii joined the Centre in 2008, with expertise in development economics and public finance management. Her interests include the gender impacts of fiscal policy and time use analysis of domestic care activities. She worked on quantitative analysis for projects, including the Australian Work and Life Index.

Ms Jocelyn Auer, Researcher (to December 2008)
Jocelyn Auer’s research interests are work, life and ageing; and social policy. She had 25 years experience in the health sector in management and governance roles and in program review and evaluation. She worked on the Work, Life and Health study in 2008.

Mr Ken Bridge, Adjunct Associate
Ken Bridge has a long career in teacher education, community action and labour studies and has researched health and workplace issues, with a focus on health professionals, workplace training and the impact of work on family life. Since 2007 he has assisted with the Work, Home and Community Project.

Jen Manning, Administrator
Jen Manning joined the Centre in 2008, as administrator and personal assistant to the Centre Director. She has had considerable and varied experience in office management roles in the private sector particularly in the medical area, and in government administration prior to working at the university.

Australia faces critical work and life questions:
What housing, transport and urban and rural infrastructure configurations will assist the easy reconciliation of work, care and life – as well as contribute to sustainable growth and minimal ecological damage?
Suzanne Pritchard, Project Officer, Research
Suzanne Pritchard joined the Centre in 2008 having worked in government and national agencies and the university sector for many years in the education field, with a focus on targeted initiatives in the multicultural and language areas and on tertiary education policy.

Postgraduate Students
Catherine Earl, PhD Scholar
Catherine Earl’s research focuses on young workers in South Australia and the impact of the changing industrial relations climate on their engagement, experience and power in the workforce.

Sigrid Christiansen, PhD Scholar
Sigrid Christiansen is examining how changes to education, housing, relationships and the workplace are influencing young adult lives. This project forms part of the centre’s 'Work, Housing, and Community Study'

Ali Elder, PhD Scholar
Ali Elder, recipient of the Andrew Knox Memorial Scholarship is investigating the working lives of cleaners in the commercial cleaning industry paying particular attention to dignity at work and the impact of cleaning work on the body.

Paul van Dijk, PhD Scholar
Paul van Dijk commenced his PhD as part of the ARC Linkage Work–Life Balance, Well-Being and Health project and his research focuses on organisational justice and work-life interaction in the health care workforce.

Other Students
The Centre had two Summer Research Scholarship placements from the end of 2008 to early 2009.

Natalija Vujinovic analysed data collected from community service providers for the Work, Home and Community Project and her work will be included in the project reporting.

Stephanie Kempson worked with the Centre identifying significant literature for the new Lochiel Park study.

AWARDS & RECOGNITION
Professor Pocock participated in the Strengthening Communities and Supporting Working Families stream of the 20:20 Summit at Parliament House, 19-20th April 2008. A copy of her submission and her commentary on the Summit are available on the Centre’s website.

Professor Pocock was presented with the Healthy Development Adelaide Award 2008 in June 2008 for excellence in research contributing to healthy development.

She participated as a judge for the 2008 Equal Opportunity for Women in the Workplace Agency (EOWA) Business Achievement Awards in Sydney in October 2008.

RESEARCH ACTIVITIES

In 2008, the Centre’s core activities continued around the three major research streams: Work, Home and Community; Work, Skills & Citizenship; and Work, Life & Health.

Research included the continuation of several major ARC research projects and the commencement of a new major project funded by NCVER. A number of research activities were undertaken with partner organisations which extended the Centre’s activities and the Centre was contracted by external agencies to undertake research projects.

The Centre continues to be part of a number of research networks including the Work and Family Roundtable and the Canadian research network, The Inter-University Research Centre on Globalization and Work (CRIMT).

MAJOR PROJECTS

Work, Housing, Services and Community Project

This project, an ARC Linkage grant with Lend Lease and the Innovation and Economic Opportunities Group, was in its third year in 2008. This national study analyses how changes at work and in households are reconfiguring relationships between work, home, services and community. The project has been undertaken in 10 communities across 4 States, representing high and low socio-economic status, including men, women and teenagers. It is a multiple methods and multiple perspective study involving a survey of residents and interviews and focus groups with residents, workers, teenagers, business and community groups.

The data collection was completed and all sub-study reports were underway in 2008. Reports for two sub-studies have been finalised with ‘Fitting it all together’ the report on initial focus groups with residents and workers having been completed in 2006, and ‘Mobility, mothers and malls’ the report on focus groups with teenagers being completed in 2008. Findings from both these sub-studies have also been accepted for publication in journals.

Centre staff made a submission to the inquiry by the NSW Committee on Children and Young People into children and young people 9-14 years.

Centre staff made several workshop presentations outlining the findings from focus groups and interviews with teenagers, residents, workers and businesses to industry partners Lend Lease and the Land Management Corporation in late 2008.

Further data was collected from workers, employers and community representatives at all sites during 2008. Reports on the findings of residents and children’s experience of work, home and community were well advanced in 2008, and reports will be published in 2009.

Work/Life Balance, Well-Being and Health

The Work/Life Balance, Well-Being and Health project is an ARC Linkage grant in partnership with SafeWork SA and the Western Australian Health Department.

This project addresses well-being and work–life issues within the health sector and the larger Australian workforce and has two major components:

- a national work–life survey, the Australian Work and Life Index (AWALI)
- an in-depth study of work–life challenges, policies and practices in the health workforce.

Australia faces critical work and life questions:

How is time being deployed in different households by individuals, in workplaces, and with what outcomes for employers, workers, children and the aged, and our larger communities?
It is a multi-methodology study involving qualitative interviews and focus groups, and quantitative data collection via an organisational survey in WA Health. The study investigates barriers to a healthy work–life relationship and actions that assist it, to inform theory, practice and policy over the working life and through key work–life transitions.

The health study takes a life-cycle approach by investigating three key transitions of working life and their implications for the work–life relationship:

- entering the workforce
- work to parenthood and other forms of care, family formation
- work into pre-retirement and retirement.

**AWALI**

AWALI is an annual national survey of work life conducted by the Centre. It measures work-life interaction amongst working Australians and serves as a benchmarking tool to compare and contrast work–life outcomes across various groups defined by geographic location, employment characteristics and social demographics. The Australian Work and Life Index (AWALI) survey commenced in 2007, when the Centre established the index and its inaugural collection.

The National AWALI survey was conducted again in 2008 involving around 2800 respondents (given it was possible to increase the sample size with the addition of extra funding from Industrial Relations Victoria).

The report *Work, Life and Workplace Culture 2008* was launched by the SA Minister for the Status of Women, Hon Gail Gago MLC, as part of the CEDA Workshop Series. There was considerable media interest in the report.

A State specific AWALI report was completed for IRV in June 2008 comparing Victorian and national outcomes.

Findings from the AWALI study have also been disseminated through inclusion in the educational resource (for high school students) ‘Work-Life Balance’ vol 280 of the Issues in Society published by Spinney Press; an article in the ‘Corporate Wellness’ magazine; an article in the SA Dept. of Public Health Bulletin and in RMIT course materials.

**Qualitative Study**

For the qualitative study, 102 health sector workers and managers from across occupations and city, regional and rural/remote locations have participated in focus groups and individual interviews and/or submitted written comments. The data was collected primarily from May to July 2008. An interim report based on the analysis of the first round of focus groups and interview transcripts was submitted to the industry partner (WA Health) in October 2008, and the Director made two presentations on the findings on ‘Work, life and workplace culture’ to the WA Health Conference 2008.

The interim report will also form the basis for discussion and development of recommendations at the roundtable of key stakeholders including researchers and WA Health representatives in March 2009. A further 18 interviews and two focus groups were conducted subsequent to the analysis of transcripts for the report. This data will be included in the final report to be completed following the roundtable. The final report will include roundtable recommendations and situate the findings from this study in the Western Australian health context, utilising departmental and other available data.

---

**Australia faces critical work and life questions:**

What is the role of work in a good life, and a healthy society?
Increasing VET participation amongst lower paid workers over the life-cycle

The Centre is conducting this research for the National Centre for Vocation Education Research (NCVER) National Vocational Education and Training Research and Evaluation Program.

The project is examining ways in which lower paid and lower educated individuals on the lower rungs of occupational ladders can be encouraged to increase their participation in vocational education and training (VET) in the context of changing patterns of work, home and community life in Australia. It focuses on the characteristics, impacts and strategic responses concerning the VET (and consequently the labour market) participation of these groups. The broad research question is how do changing work, home and community structures impact on the participation of lower educated and low paid groups in VET and what responses are appropriate?

The Centre has undertaken a literature review, quantitative analysis of ABS, HILDA and NCVER data sets and stakeholder conversations. An Issues Paper has been prepared that formed the basis for discussion with stakeholders at a Roundtable in November 2008. The Reference Group for the project, including a number of participants at the Roundtable, also met in November.

The first public paper Investigating the low paid workforce: employment characteristics, training and work–life balance by Natalie Skinner and Peter King was published in 2008, and based on the quantitative analysis of ABS, HILDA and NCVER data sets. The analysis was designed to identify the VET and labour market characteristics of low paid and lower educated groups, and identify the factors that are likely to support or undermine the capacity of these groups to engage in VET.

OTHER RESEARCH AND CONSULTANCIES

Women’s Employment Strategy
The Centre was contracted to undertake a research project for the Premier’s Council for Women (PCW) on Women’s Employment in South Australia: Towards a new Strategy for Women’s work in South Australia.

This project involved development of a research report addressing a range of questions arising from the framing questions: What is the current situation of working women, and women who want employment in South Australia at present? How does this situation affect their well-being, health and economic status? Looking ahead, what steps can Government take, and encourage others to take, to improve the situation of women in employment in the State?

The draft research report was presented to a roundtable discussion in November 2008 with the final report to be finalised in early 2009.

Industrial Relations Research
The Centre completed its third report under a three year agreement with Industrial Relations Victoria to provide reports concerning industrial and work/life issues. The 2008 report reviewed current initiatives by governments internationally to encourage workplace practices to improve the balance between family and work.

The Work and Family Policy Roundtable (W+FPR)
The Work and Family Policy Roundtable is co-convened by Professor Barbara Pocock and Dr Elizabeth Hill at the University of Sydney. The Roundtable brings together ten academics from eight universities.

Australia faces critical work and life questions: What kinds of social policies and workplace practices create sustainable jobs and workplaces with skilled, productive workers – who can also sustain their households and communities?
In 2008 the Roundtable made two major submissions to government inquiries. In May 2008, W+FPR made a submission to the Inquiry into *Paid Maternity, Paternity and Parental Leave* by the Productivity Commission and in November a submission was made to the *Inquiry into pay equity and associated issues related to increasing female participation in the workforce* by the Standing Committee on Employment and Workplace Relations of the House of Representatives.

**Collaborations within the University**

The Centre agreed to be a partner from 2009 in the project ‘The Intelligent Grid in a new housing development – Lochiel Park’ led by the university’s Institute for Sustainable Systems and Technology.

The Centre and the School of Management entered into a program of shared research activities for 2009 which includes international visitors, public events and publications.

**International collaboration**

Professor Barbara Pocock, from the Centre for Work + Life is part of an international team led by the *Interuniversity Research Centre on Globalization and Work (CRIMT)* that will conduct a vast study of work and employment in a global context. This team will receive one of the four C$2.5 million dollar grants awarded in late 2007 by the Social Sciences and Humanities Research Council of Canada (SSHRC) through its 2007 Major Collaborative Research Initiatives program (MCRI).

---

**Heritage projects**

The Centre’s Ph.D students are undertaking the following studies:

- **Work, Housing, Family and Community: The Experiences and Aspirations of 20-29 year olds living in Adelaide**, Sigrid Christiansen, Year 3
- **Reconceptualising Citizenship and the Commodification of Labour: Young workers in the South Australian labour market**, Catherine Earl, Year 3
- **Cleaning, Dignity, and the Embodied Worker: An investigation of dignity at work for cleaners in the Australian commercial cleaning industry**, Ali Elder, Andrew Knox Memorial Scholarship holder Year 2,
- **Work–Life Balance, Well-Being and Health: Theory, Practice and Policy Project. Organisational Justice and Work-life interaction** – Paul van Dijk Year 1
A selection of publications follows, and a full list of publications is provided in the Appendix.

Publications – Highlights


The book was launched by the Hon Tanya Plibersek, Minister for Housing and Minister for Status of Women at Imprints Booksellers on Tuesday 28 October. The launch was attended by over 50 people, including the Hon Mark Butler MP, a number of LHMU organisers and cleaners in addition to community, government and union representatives and academics.

**Work, life and health study interim report**
Jocelyn Auer and Jude Elton, Centre for Work + Life, October 2008. [Executive summary](#)

**Work, life and workplace culture: the Australian work and life index 2008**
Natalie Skinner and Barbara Pocock, Centre for Work + Life, 2008

**Investigating the low paid workforce: employment characteristics, training and work–life balance**
Natalie Skinner and Peter King, NCVER working paper, October 2008.

**Submission to the 2020 Summit: Strengthening communities and supporting working families**

Also see [Barbara Pocock’s commentary on the 2020 Summit](#)

**Work, family and the proposed National Employment Standards: a submission to the Australian government**
Barbara Pocock and Jude Elton, Centre for Work + Life, HRISS, 2008.

**Barbara Pocock, ’Work-life balance in Australia?’**
COMMUNITY IMPACT AND OTHER CENTRE OUTCOMES

CENTRE CONFERENCES AND SEMINARS

The Centre ran the following 8 seminars in 2008:

15 Feb 2008  *Theorising migration and home-based care in western welfare states*, Prof Fiona Williams, Professor of Social Policy, and co-director of the Centre for International Research on Care, Labour and Equalities (CIRCLE), University of Leeds.

4 April 2008  *Work–life harmony: productivity and peace*, Jeff Hill, Associate Professor, School of Family Life, Brigham Young University, Utah.

2 May 2008  *Occupational citizenship in the global transformation*, Prof Guy Standing, Professor of Economic Security, University of Bath, and Professor of Labour Economics, Monash University and Associate Director of Monash’s Work and Employment Rights Research Centre

23 May 2008  *Work well or marry well: gender regime under Chinese market reform*, Xu Jie (Cindy), Associate Professor in Economics at the Northeast Forestry University (NEFU), China and visiting scholar with the Research Centre for Gender Studies. Presented in conjunction with the Research Centre for Gender Studies.

25 Jul 2008  Women in Zimbabwe and the work–life interface: western concept, African women – a marriage of (in) convenience? Dr Virginia Mapedzahama, Research Centre for Gender Studies

22 Aug 2008  *Bittersweet: being young in an older person’s world*, Mark Cully, General Manager, National Centre for Vocational Education Research

21 Oct 2008  *Factors impacting the labour supply of mothers of children with disabilities*, Dr Zeng-Hua Lu, University of South Australia

22 Dec 2008  *Social dimensions in urban planning*, A/Prof Hideaki Shimura, Shibaura Institute of Technology, Tokyo, Japan

COLLABORATIONS/NETWORKS

The Centre Director was a Member of the Association of Industrial Relations Academics of Australian and New Zealand Executive in 2007 and is a Director of The Australia Institute and a member of the Board of the Festival of Ideas.

Professor Pocock was appointed to the Public Sector Performance Commission Advisory Board in July 2008 and was a member of the South Australian State Government’s Population Advisory Committee. In late 2008 she joined the International Advisory Board of the British Sociological Association journal, *Work, Employment and Society* (WES) and became a Member of the Strategic Council, Climate Institute (Australia).
CONFERENCES AND PUBLIC PRESENTATIONS

Staff of the Centre for Work + Life contributed to a number of conferences, workshops and speaking engagements in 2008. Particular highlights included:


**Work-life in Australia: the situation, the solutions**, Keynote address to the first Australian Positive Psychology and Well-being Conference, 5 - 6 April 2008, University of Sydney, Sydney,


EXPERT COMMENTARY

The Centre Director and other staff provided considerable expert commentary to media, including in-depth interviews and panel discussions on a range of areas, including paid maternity leave, work and life pressures and Australia’s working poor. A selection follows:

Media releases

**27 October 2008**: True stories of Australia's working poor: new book uncovers the dark side of the lucky country

**28 July 2008**: Work–life pressure crunches families and singles

**26 June 2008**: UniSA helps to build the global picture on work and life

**28 May 2008**: Time to act on paid maternity leave: pay mothers the same as reservists

**29 February 2008**: Research opens the door to skills education for low earners

Interviews


Barbara Pocock on video '9 am with David and Kim', discussing the 2020 summit, April 2008, including the PM’s proposal for combined services for children and parents.

Barbara Pocock, *International Women's Day panel discussion* with Marian Baird, Sharan Burrow, Geraldine Doogue, Dale Spender and Tanya Plibersek, topic: ‘Working women 100 years on: where have we been; where are we now; and, where are we going?’, 11 March 2008, organised by the Australian Government Office for Women.
Media reports

**New law fails young families**, *The Sydney Morning Herald*, 27 December 2008
Barbara Pocock said legal rights were meaningful only if they were backed up by sanctions for non-compliance.

**Overload worse than long hours**, *Business Sense*, News.com.au, 11 December 2008. Barbara Pocock found that overloading forced people to work faster or longer, or both.

**NSW first to suffer jobless increase**, *Sydney Morning Herald*, 7 November 2008. It is quite possible that the expansion in part-time employment is second earners seeking to boost household incomes, said Barbara Pocock.

**No guarantee on ABC centres**, *The Canberra Times*, 1 November 2008. Barbara Pocock said the case provided a good argument for taking child care out of the private sector and giving it to not-for-profit groups.

**What teens want: respect, mobility and a place to go**, *The Age*, 12 July 2008. Teenagers can feel left out of a world designed largely for grown-ups and young children, says Pip Williams.


**Dads find ways to work around long hours**, *Sydney Morning Herald*, 31 January 2008. Long work hours are not the main reason many fathers spend little time with their children.
APPENDIX

2008 PUBLICATIONS

Books

Book Chapters


Refereed journal articles


Skinner, N. and Pocock, B. 2008 'Work-Life Conflict: Is work time or work overload more important?', *Asia Pacific Journal of Human Resources*, vol. 46, no. 3, pp. 303-315.

Refereed conference papers


Non-Refereed Conference Papers/Presentations


Reports


Work, life and workplace culture: the Australian work and life index 2008 Natalie Skinner and Barbara Pocock, Centre for Work + Life, 2008

Submission to the 2020 Summit: Strengthening communities and supporting working families Barbara Pocock, submission to 2020 Summit, Australian Parliament House, 19-20 April 2008. Also see Barbara Pocock’s commentary on the 2020 Summit


Australia faces critical work and life questions: What is the role of work in a good life, and a healthy society?