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2011 was the sixth year of the Centre’s existence. It was another busy year on both our established terrains of research – work, life, home, family and community – and new areas of research and public contribution.

For the first time in five years we did not conduct the Australian Work and Life Index (AWALI) survey, and instead concentrated on publications and conference and public events. We are looking forward to collecting AWALI again in 2012 and 2014, with particular focus on flexibility at work, older workers and carers broadly defined, as well as some new themes.

Associate Professor Sara Charlesworth joined us in March, bringing with her a wealth of experience and new research interests. Sara’s arrival resulted in the establishment of new projects, involving the employment of new staff, analysing gender equality and employment regulation in international comparison, as well as sexual harassment and a number of other projects.

We have spent considerable time over the year turning our past five years of research into a book that summarises our findings and their implications for public policy and action. It is to be launched in early 2012, with the title *Time Bomb: Work, Rest and Play in Australia* (published by New South Press), with authors Barbara Pocock, Natalie Skinner and Philippa Williams. It is very rewarding to bring together an overview of our recent work in this way, and cap a long-term partnership as authors and researchers.

New collaborations in 2011 have included work with staff in the School of Management in the University, as well as ongoing and new collaborations with our ever-supportive industry partners.

It has been rewarding to see our PhD, honours and masters students making progress in their work. Three students completed their honours projects and one her Masters. We were also joined by International visitor Bernard Fusulier, Professor of Sociology at the University of Louvain in Belgium. We continued our work hosting the *Work + Family Policy Roundtable*, which translates research findings into public policy effect, coordinating and collaborating with a range of researchers from over a dozen other universities.

As detailed in this Annual Report, our staff and students have published and presented research findings at a wide range of locations both nationally and internationally over the year.

As usual, our achievements owe a great deal to the work of both researchers and professional staff who have worked so consistently all year. We also continue to benefit from the enthusiastic and practical support of our industry partners and supporters and our Advisory Board members - all of whom actively engage with our research and enlarge our efforts.

Once again, I thank all of the above for their contributions and for their efforts to create a positive and productive research environment and outcomes – and a growing body of research on how working life is changing and how it affects Australian citizens in all their diversity.

Barbara Pocock
ABOUT THE CENTRE FOR WORK + LIFE

BACKGROUND

The Centre for Work and Life (CW+L) is a national research centre located within the Hawke Research Institute at the University of South Australia. It was established in 2006.

The Centre for Work + Life’s mission is to be the place to go for reliable research about the changing nature of work and its intersection with household, family, community and social life in Australia. The Centre’s Charter is available on the Centre’s website.

PARTNERS

In 2011 the Centre has continued to work closely with existing partners and to create new research partnerships around significant issues. In 2011 our partners were:

- SafeWork SA
- ZeroWaste SA
- National Centre for Vocational Education Research (NCVER)
- Brotherhood of St Laurence
- Department of Innovation, Industry and Regional Development (Victoria)
- Land Management Corporation of South Australia
- Lend Lease Communities
- Liquor Hospitality and Miscellaneous Workers Union (now United Voice)
- SA Unions
- Western Australian State Health Advisory Committee on Work–Life Balance
- Department of Education, Employment and Training (DEEWR)
- Fair Work Australia

CENTRE RESOURCES

The Centre draws resources from the University of South Australia, the Australian Research Council and some of the industry partners listed above. In 2011, the Centre’s budget was around $1.2 million.
ADVISORY BOARD

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

Chair
Mr Kelvin Trimper  
Director, Education & Community Development, Delfin Lend Lease

Members
Ms Francesca Beddie  
General Manager (Research) National Centre for Vocational Education Research (NCVER)

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

The Hon Dr Cheryl Davenport  
Former Chair of the WA State Health Advisory Council on Work Life Balance, Former Member WA State Parliament

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

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 Ged Kearney  
President, ACTU, Melbourne

Mr Vaughan Levitzke  
Chief Executive, Zero Waste SA

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

Ex Officio Members
Professor Pal Ahluwalia  
Pro Vice Chancellor, Division of Education, Arts and Social Sciences, University of South Australia

Ms Annie Campbell  
Senior Business Development & Marketing Manager, Division of Education, Arts and Social Sciences, University of South Australia

Professor Barbara Pocock  
Director, Centre for Work + Life, University of South Australia

Ms Suzanne Pritchard  
Centre Co-ordinator (A/g), Centre for Work + Life University of South Australia
CENTRE STAFF

Professor Barbara Pocock AM, FASSA, PhD, Director
Barbara has been researching work, employment and industrial relations in Australia for over twenty years and has published widely. Initially trained as an economist, she completed her doctorate in gender studies. Her research has included work, industrial relations, trade unionism, pay and pay equity, vocational education, and inequality in the labour market.

Associate Professor Sara Charlesworth, Principal Research Fellow
Sara joined the Centre for Work + Life in 2011. She has a background in social work, political science, government law and legal studies and has worked in community development, in unions, in the public service, as an English teacher for adults, and as a tribunal member. Her research interest is gender equality in paid work and, in particular, the impact of employment and anti-discrimination regulation. Her research has focused on job quality, part-time work, work/life balance, sex and pregnancy discrimination and sexual harassment

Elizabeth Oram, Centre Coordinator
Elizabeth is the Centre Coordinator and the most recent addition to the team. Elizabeth coordinates the full range of academic and research administration activities and processes that support the Centre’s research and the delivery of its projects and specialist programs. She is also the Centre’s key reference point for academic administration and is a conduit between the Centre, Division Services and University.

Dr Natalie Skinner, Senior Research Fellow
Natalie’s primary research interests are around health and well-being in the workplace. She has conducted research on a range of issues including stress and burnout, job satisfaction, work overload and more recently the interaction between work and life. Much of her research has focused on the health workforce. Natalie is the project manager for the Australian Work and Life Index (AWALI) and the Work, Life and Health Project. She also has an interest in strategies to bridge the gap between research and practice to support evidence-based policy making and organisational interventions.

Dr Janine Chapman, Research Fellow
Janine joined the Centre for Work + Life in 2011. Her academic background is in psychology, with a focus on psychosocial models of behaviour change. Her PhD involved designing and implementing interventions to change dietary behaviour and she worked in UK primary care, developing community-based projects. Since moving to Adelaide, she has conducted research on the impact of changes to workers’ compensation law, and the working practices of effective supervisors. She is currently the project manager for the ARC-funded project: Work, Life and Sustainable living project.

Dr Angelique Bletsas, Research Fellow
Angelique’s academic background is in political studies and was awarded her PhD from the University of Adelaide in 2010 and has taught in the Discipline of Politics and the Discipline of Gender, Work, and Social Inquiry at the University of Adelaide. Her research focus is in the fields of work and welfare, as informed by an enduring pre-occupation with analytic developments in cultural studies and feminist theory. Joining the Centre in 2011 Angelique is working on the ARC funded project: From Margins to Mainstream: Gender Equality and Employment Regulation.

Anthea Worley, Research Assistant
Anthea joined the Centre in 2011 and is working on an ARC Discovery. She has previously worked as a research assistant for the International Centre for Allied Health Evidence (UniSA) and was involved in systematic reviews and developing guidelines across a range of allied health related fields. Anthea has studied Industrial Relations and Human Resource Management and has post graduate qualifications in International and Community Development studies. Anthea has worked in government, non-government and the private sector.
Jen Manning, Administrator
Jen is Centre Administrator and Personal Assistant to the Centre Director. She provides efficient and continuous support to Centre staff. Prior to working at the university, she worked for many years in various administrative and office management roles in the private sector particularly in the medical field, as well as in government administration. She is also kept busy as the mother of two teenage children.

Suzanne Pritchard, Project Officer
Suzanne held several positions within the Centre during 2011 including the roles of Centre Coordinator and Project Officer during the year. Suzanne’s research administration experience is broadly based having undertaken several other roles in the university sector, including the management of student scholarships and policy projects. This followed her earlier work over many years in Commonwealth government and national agencies primarily in the school and higher education areas.

Dr Pip Williams, Research Fellow
Pip has studied a range of social, psychological and health phenomena over the past seventeen years and has worked on a large multi-method study exploring how people fit, work, home and community together in urban Australia. Her background is in psychology and public health. Pip was on leave from the Centre for much of 2011.

Dr Jane Edwards, Adjunct Research Fellow
Jane's academic background is in the sociology of health and illness and has a PhD from the University of Adelaide. Her research has focused on mental health in rural settings, sexuality and its relationship to health and service access and delivery in rural settings. More recently, Jane has focused on community-based research and worked on a collaborative project which focused on evaluating and monitoring energy use in a state-of-the-art sustainable housing development.

Dr Damian Oliver, Adjunct Research Fellow
Damian Oliver is a research fellow at the National Centre for Vocational Education Research (NCVER). He completed his PhD in industrial relations at Griffith University in 2006. Damian is working on a joint project between the Centre and NCVER to examine young people's participation in vocational education and training, focusing on which young people undertake further studies in VET and using data from the Longitudinal Surveys of Australian Youth (LSAY).

Dr Catherine Earl, Adjunct Research Fellow
Catherine is a Senior Policy, Advocacy and Community Engagement Officer at the South Australian Council of Social Service (SACOSS). Catherine completed her PhD thesis 'Dependence at Work: A study of ninety young South Australian workers in an individualized and precarious labour market' at the Centre for Work + Life in 2010. Her current research interests include young workers and youth transitions, insecure and low paid work, and workforce issues for the health and community services sector.

STUDENTS
In 2011, the Centre supervised and hosted 7 PhD students, 1 Masters Student, 4 Honours Students and a Summer Research Student. The students are as follows;

PhD Students: Ali Elder, Paul van Dijk, Claire Hutchinson, Natalija Vujinovic, Helen Walton, Moira Walsh, Rebecca Law.

Masters Student: Violeta Pizzorno

Honours Students: Sharni Searl, Alex Stretton, Michelle Morris, Inara Ulbekova

Summer Research Student: David Duong
RESEARCH ACTIVITIES

In 2011, the Centre contributed to work on existing ARC research projects and secured a number of new projects. In addition, a number of research activities were undertaken with partner organisations which extended the Centre’s activities through external contracts to undertake research.

NEW PROJECTS

A study of flexibilities that enable workforce participation and skill development and use, and their implications for work-life outcomes in Australia (2011–2015)

This ARC Linkage project is examining how improved flexibility, at a time of historic change in the regulation of work in Australia, can assist the reconciliation of work and caring responsibilities, higher levels of employment participation and increasing skill development and utilisation and thus improve the well-being of Australian workers and their families. The study will provide nationally representative measures of work-life outcomes in 2012 and 2014, extending analysis of the Australian Work and Life Index (AWALI) over an 8 year period (2006-2014). Applying multiple methods and creating new research capacity, it will analyse diverse forms of flexibility that suit different kinds of care responsibilities (children, aged, disabled) over the life-cycle, assessing how these different forms of flexibility affect work/life outcomes, thus contributing to policy, theory and action.

This study will explore how higher labour force participation, better skill development and utilisation, and improved reconciliation of work and other activities, including care, are facilitated by improved flexibility through two types of ‘flexibility’:

- ‘cross-workforce’ flexibility enablers, such as new national legal rights to request flexibility and new national leave entitlements;
- ‘within-workplace’ flexibility enablers such as supportive workplace supervision and cultures, the opportunity to work from home, flexible start and finish times and so on.

A complementary research project is being funded by Fair Work Australia (2011-2014) which includes qualitative interviews with employees and employers on employers' and employees' experiences of flexibility requests, the impact of flexibility on labour force participation, retention, productivity and work-life outcomes.


This five-year ARC Discovery project critically examines regulatory strategies dealing with gender inequality in employment by drawing on the Decent Work Agenda first proposed by the International Labour Organisation. The project has three major aims:

- to investigate how gender inequality might be recast as a mainstream industrial issue;
- to contribute to improved theoretical understandings of gender inequality and the role of employment regulation in addressing it through a micro-analysis of the Australian case in cross-national comparison;
- to identify the main policy paths shaping regulatory responses to gender inequality in employment in the Australian and international contexts and provide practical policy alternatives for employment and human rights bodies.

The main empirical work of the project is focused on an analysis of the ways decent work and gender equality are framed in employment regulation and by key policy actors in Australia. Cross-national comparative analyses of framings and experiences in Canada, the Netherlands and the UK will also be undertaken. In addition, case studies of pay inequity, sexual harassment and pregnancy discrimination will be carried out in order to locate these common expressions of gender inequality within a decent work framework.
Sexual Harassment in Australia Causes, Outcomes and Prevention (2010–2012)

This ARC Discovery project (being undertaken with QUT) is examining how to most effectively prevent sexual harassment and to reduce the impact of sexual harassment for individuals and organizations where it occurs. The project draws on a multi-method approach to investigate sexual harassment across a range of workplace contexts. It also examines organisational and institutional understandings and responses to workplace sexual harassment and the longer term impacts for individual ‘targets’. Specifically, the project aims to:

- Better understand the contexts and the factors that shape individual and organisational understandings of sexual harassment as a workplace issue.
- Assess the impact of the legal prohibition of workplace sexual harassment on the patterns of conduct which occur and the range of organisational responses to the problem.
- Identify the impact of sexual harassment on those exposed to it, including their experiences and responses and longer term employment and wellbeing outcomes.
- Contribute to improved policy and practice to prevent and respond to sexual harassment, by workplaces and human rights and other organisations.

A comprehensive analysis is currently being undertaken of a range of data sources. These include interviews with ‘targets’ of sexual harassment, interviews with advocates for sexual harassment complainants and/or respondents, formal complaints made to equal opportunity / anti-discrimination commissions across Australia, media reports of sexual harassment and legal cases.


The Centre has partnered with the Barbara Hardy Institute since 2008 and a new project was developed with the institute this year and submitted under the Climate Change Adaptation Research Grants Program.

To date seven interviews with key informants have been conducted, with an additional nine interviews scheduled throughout 2012. A report describing current behavioural characteristics of population groups in response to heat waves and associated policy factors will be identified, which can complement low energy building design and achieve optimal outcomes for the community when responding to heat waves.

Juggling Work + Care: experiences of parents caring for children with disabilities (2011- 2012)

This project is a collaboration with Dr Angela Crettenden from Novita and aims to identify patterns of paid employment reported by mothers and fathers of children with disabilities, and relationships with work-care outcomes and parent mental health & well-being. Areas of focus include situations for sole parents, division of caring responsibilities between couples, impacts of different characteristics of the child (age and severity of disability), and availability of social supports or alternative care arrangements. Parents will be asked to identify factors which help or hinder their workforce participation, or contribute to positive work-care balance.

ONGOING PROJECTS

The meaning of work, well-being and the changing terms, times and spaces of service sector jobs (2011–2013)

This Australian Research Council (ARC) Discovery project is investigating how work and its terms, timing, technologies and location are changing, and how these affect well-being. It will analyse the
meaning that service sector workers draw from work, and how workers at the top (like professionals and consultants) compare with those at the lower end (like carers and cleaners).

At a time when Australian men and women are giving more time to work over the life-cycle, and service sector work is rapidly expanding, this study will investigate the changing contractual terms, times, technology and spaces of service work and its effects on workers, setting this analysis within household and social contexts. The study will also analyse the meaning that service workers at both high and lower level - draw from their jobs, how this meaning is shaped by the terms of work, and how it affects workers well-being, drawing out implications for theory and policy.

In 2011, interviews were conducted with various professionals including surgeons and service sector workers. The review of transcripts from earlier completed projects carried out by the Centre has identified relevant 'meaning of work' issues and commentary for further analysis. The review of national and international literature on the changing nature and meaning of work has also been completed.

The Australian Work and Life Index (AWALI)

The Australian Work and Life Index (AWALI) is a national survey of work-life outcomes amongst working Australians. AWALI commenced in 2007 and has been repeated annually until 2010, and now bi-annually (see Flexibility Project) by the Centre for Work + Life at the University of South Australia in partnership with the SA and WA governments.

AWALI serves as a benchmarking tool to compare and contrast work-life outcomes across various groups defined by geographic location, employment characteristics (e.g. occupation, work hours, industry, job quality) and social demographics (e.g. gender, age, parenthood, income). It also serves as a powerful analysis tool to examine the protective and risk factors related to work-life conflict, and the social, community and health outcomes affected by the state of the work-life relationship.

AWALI makes a new and useful contribution to existing knowledge and policy in four ways:

- It includes a random sample drawn from all working Australians, permitting analysis of work and family issues but extending more broadly to work–life issues as they affect all Australian workers across the life cycle.
- It is annual in nature, allowing for the analysis of change over time, based on a cross-section of surveyed working Australians.
- It includes work-to-community interactions.
- It analyses a wide range of life issues (including care responsibilities, relationships and health outcomes) with a wide range of work effects (including hours of work, job quality, forms of employment, industry, occupation and unionisation). This analysis is set in the context of geographic, personal and household factors (including gender, age, education, location and commuting time).

Work, life and sustainable living: how work, household and community life interact to affect environmental behaviours and outcomes (2010 – 2013)

This ARC Linkage grant is for three years and aims to investigate: how changing patterns of 'work-life' affect Australians' capacity to respond to environmental changes; the differences in this adaptive capacity between women and men, and across socio-economic groups; and the policy responses and actions - by the state, employers, households and individuals - that

can expand adaptive capacity in workplaces, households and the community.

Australian workers are household, transport and workplace citizens whose 'work-life' contexts are increasingly time poor, spatially complex, and characterised by change at work and home over the life-course. This study investigates how such 'socio-ecological' work-life contexts, and the demands/resources they create, affect scope for reducing water, waste, energy, transport and carbon emissions, at home at work and in travel between, helping improve the mobilisation of workers' multiple identities to inform better environmental outcomes.

A partner advisory board roundtable took place in June 2011. The first study of the project was completed in Nov 2011, which involved analysis of a national ABS household dataset to examine the relationship between work-life variables and good environmental outcomes. The final report is entitled: “Who does what? The pro-environmental behaviours of Australian workers”

Convergence and Particularity: International Comparisons of the Non-Profit Social Services (2010–2011)

This research funded by the Canadian Social Sciences & Humanities Research Council International Opportunities Fund is being carried out with McMaster University & Strathclyde University and will extend a highly successful Canadian study of the Non-Profit Social Services (NPSS) into the comparative international arena. The research involves comparative, intensive case studies in three distinct countries with liberal welfare states, namely New Zealand, Australia and the UK. The research objectives are to: (1) investigate the local impacts of globalized models of restructuring across four liberal welfare states; (2) clarify the local and national-level structural and policy changes behind the convergence and particularities in NPSS provision and working conditions in four liberal welfare state regimes; (3) investigate the links between emerging aspects of NPSS work under restructuring and growing problems within the NPSS across our sample; and (4) advance theoretical understandings of the NPSS, in particular with regard to labour process theories, focusing on processes of gendering and racialization.


This ARC Linkage grant with Workforce Victoria and Regional Development Victoria is being undertaken with RMIT University and researchers from the University of Sydney. It will generate new knowledge about the ways in which employment regulation directly and indirectly impacts on employee work/family balance outcomes within different regional and industry contexts. This project will generate new knowledge about the ways in which employment regulation directly and indirectly impacts on employee work/family balance outcomes within different regional and industry contexts. A growing body of research recognises the linkages between employment regulation and effects on child and parent well-being and health, labour force supply and economic outcomes. However, little is known about how geographical location shapes work/family balance. The research will contribute to improved understandings and to better social policy at the local, state and federal levels.

Children of the Recession: The social consequences of an economic downturn (2010–2012)

This ARC Linkage Learned Academies Special Project is being led by Michael Bittman (UNE) in collaboration with a number of researchers from other universities. The project aims to exploit an opportunity provided by the global financial crisis to assess the impact of economic downturn. It has assembled an interdisciplinary team to study the effects of the severity of the downturn on family income and employment, non-market production, family functioning and child well-being in Australia, the U.S. and the U.K, using existing major data sets. The project's findings will improve the evidence base for
formulation of policy, provide important evidence about different policy settings in aiding recovery, and allow for better targeting of welfare expenditure. It will also demonstrate the practical value of advances in social science knowledge and provide valuable training and opportunities for early and mid career scholars.

Work/life Outcomes in SME Construction Companies (2010–2011)

Until recently, work-family research has taken place almost exclusively in stable organizational environments with repetitive processes and regular work patterns. Consequently little is known about work-family experiences in the type of project-based work that characterises work in construction. This project funded by Workforce Victoria and being carried out with RMIT University will focus on the experiences of construction industry employees. The scoping study addresses two key questions:

• How do working hours, working time conditions and access to flexible work differ for construction industry employees in comparison to other employees in small, medium and large enterprises?
• How does the dynamic nature of work within the construction industry impact on the work/life experiences of construction industry employees in SMEs and how do these experiences differ from those employed by larger construction companies and in SMEs in other industries?

The project was completed and findings published in a report in August 2011.

STUDENT PROJECTS

Working in the Shadows: Labouring Bodies in the Commercial Cleaning Industry (Ali Elder)

This project is funded from the Andrew Knox Memorial Scholarship and explores the impacts of commercial cleaning on the bodies of the cleaners. Key findings include increased levels of work intensification, difficulty accessing appropriate occupational health and safety training and management and inadequate injury management. Ali worked towards final drafting of chapters in 2011 and will complete in 2012.


This project is funded as part of the ARC Linkage Work-Life Balance, Well-Being and Health project and is working in collaboration with the Australian Nursing and Midwifery Federation (ANMF). This study consists of two parts, and the report for study two (quantitative section) was completed in July 2010. Paul then undertook statistical analysis of the Study 2 survey results. Paul will complete his study in 2012.

Flexible working Arrangements: Theory, Practice and Policy (Claire Hutchinson)

Claire is the second recipient of the Andrew Knox Memorial Scholarship. Her research focuses on what personal and organisational factors best enable successful flexible working arrangements. Claire has analysed interview data from the first study and found that organisational culture and management support for flexibility were emerging as key themes.

Adjustment to motherhood, feeling ready to return to paid work and work experiences upon return: implications for parental leave policy (Natalija Vujinovic)

This project explores optimal duration of paid maternity leave from the perspective of when do first-time mothers start feeling ready to return to work and whether there is a link between feeling ready to return to work and having adjusted to motherhood. The project also
explores whether there are any differences in experiences upon return to work for women returning at different time points. The project goes beyond just leave duration to investigate individual and contextual factors that may also influence readiness to return to work, adjustment to motherhood and return-to-work experiences.

**Work-life-community experiences of Australian sole mothers (Helen Walton)**
Helen’s research examines how Australian sole mothers from both high and low socio-economic status communities experience their everyday lives in the context of putting together their work, family and community domains. It will also examine the impact of changing welfare policies and look at policy measures that will assist them to achieve more positive outcomes.

**Environmental sustainability in the workplace: A work-life perspective (Rebecca Law)**
Rebecca Law commenced her PhD at the Centre for Work + Life in May 2011, under an APAI scholarship as part of the Work, Life and Sustainable Living project. Her project looks at the influence paid work has on environmental behaviours at work, home and within the community. She has completed her research proposal and is in the process of recruiting organisations for case studies.

**Sharing work and care-giving responsibilities amongst dual-earner couples with dependent children (Moira Walsh)**
Moira’s project explores the lived experiences of egalitarian parents with dependent children. Of particular interest is the way these couples negotiate work and care with one another and how they construct a positive sense of self, and family, in their accounts. To date, Moira has interviewed eight couples and is concentrating on acquiring another 7-10 couples, writing a literature review, and undertaking the preliminary analysis of the first round of data.

**Masters Student**

**Violeta Pizzorno** is undertaking a qualitative study of the uptake & experience of flexible work arrangements in a SA government department. She will submit her thesis in December 2011.

**Honours Students**
In 2011 the following students completed honours with Centre staff:

**Sharni Searl**: Case study of an eco-friendly workplace. How workplace cultures & practices on environmental sustainability affect behaviours outside of work (i.e. in the home etc). Sharni successfully conducted a case study of Jurlique, a case study that will contribute to the larger ARC Work, Life & Environmental Sustainability project.

**Alex Stretton**: Communication strategies to alter risk perceptions, intentions & behaviours to engage in pro-environmental behaviour.

**Michelle Morris**: Combining VET and Work: Exploring the implications on work, life and study for full-time VET students in hospitality.

**Inara Ulbekova**: Investigating the work-home gender regimes experienced by Russian-speaking women from the old Soviet Union after immigration to Australia.

**Summer Research Student 2010/2011**
David Duong was a UniSA undergraduate research vacation scholarship holder this year and he completed a literature review on immigrants and work-life balance supervised by Dr. Natalie Skinner.
RESEARCH COLLABORATIONS

Work and Family Policy Roundtable

The Work and Family Policy Roundtable is co-convened by Barbara Pocock, Sara Charlesworth and Elizabeth Hill. The roundtable is made up of 26 academic researchers from 12 universities and holds an annual symposium to discuss and publish current policy direction in the area of work and family.

Collaboration with the School of Management

The Centre continues collaboration with the School of Management in the form of joint appointment of Sara Charlesworth.

Centre for Human Resource Management

Barbara has joined the Advisory Board of the Centre for Human Resource Management led by Professor Carol Kulik.

Community Work and Family International Conference 2013

The fifth international Community, Work and Family Conference 'Challenges and Changes in a Globalising World' will take place on 15-17 July 2013 in Sydney, Australia. This is being co-hosted by the Centre for Work + Life, the Australian Institute of Family Studies, and the Women and Work Research Group, University of Sydney.

FUTURE PUBLICATIONS AND FUNDING APPLICATIONS

Time Bomb: Work Rest and Play in Australia Today

Barbara Pocock, Natalie Skinner and Philippa Williams are co-authoring a book which draws on the Centre’s first five years of research. The book examines the intersection between work and other life domains/activities such as care, community life, education and training, the needs and aspirations of young people and environmental citizenship. The SA Premier Jay Weatherill will launch the book on 13th February 2012 at Imprints Bookshop, Hindley Street.

ARC Future Fellowship – Sara Charlesworth

Sara submitted a Future Fellowship application in November 2011, provisionally titled ‘Caring on the frontline: prospects for decent work and gender equality’. This application was successful.

ARC Discovery Grant – Professor Barbara Pocock, Dr Lyndall Strazdins, Dr Liana Leach.

An application for ARC Discovery Grant was prepared and titled, ‘Generating the work-family future: How parents’ work shapes children’s wellbeing.’ The project was unsuccessful in October 2011 and will be resubmitted in March 2012.
OTHER ACTIVITIES AND UPCOMING EVENTS

Our Work, Our Lives Conference (Sept 2011)

Sara Charlesworth and Paula McDonald QUT, were the academic partners for the ‘Our Work Our Lives’, the 4th Conference on Women & Industrial Relations in Dili, Timor Leste. Ali Elder provided valuable assistance in triaging papers and programming the sessions with a mix of practitioner and academic contributions.

ACTU Insecure Work Campaign Launch (Oct 2011)

Sara Charlesworth was asked to present on the erosion of job quality in part-time work at the launch of the Australian Council of Trade Unions’ Insecure Work Campaign in Sydney in October 2011. She has just been invited to be on the four member panel overseeing the 2011-2012 ACTU Inquiry into Insecure Work in Australia chaired by former Deputy Prime Minister, Brian Howe.

Work & Family Policy Roundtable

The Work and Family Policy Roundtable met in Sydney on 17th & 18th November 2011 to discuss the current status of work and family policy in Australia since the 2010 election. Papers presented from the symposium will be published in the Australian Bulletin of Labour in September 2012.

Work and Family Researchers Network

Work and Family Researchers Network Meeting is being held in June 14-16 2012 in New York. The Centre will be well represented at this international conference in 2012 by Barbara Pocock, Sara Charlesworth and Claire Hutchinson expected to attend. The conference will feature cutting-edge research and synthetic overviews of various topic areas.
**PUBLICATIONS 2011**

**REPORTS**

**Work Quality, not just Quantity: Work-Related Predictors of Psychological Distress, Work-Family Interaction and Alcohol Consumption.**

Jill Dorrian, Natalie Skinner & Sandra Pisaniello, Centre for Work + Life, August 2011

This report is part of a larger project 'Developing an Australian evidence-base for policies and interventions on work hours, fatigue and work-family strain', funded by SafeWork SA and carried out by the Centre for Work +Life and the Centre for Sleep Research.

**Comfort, convenience and cost: the calculus of sustainable living at Lochiel Park**

Jane Edwards and Barbara Pocock, Centre for Work + Life, May 2011

This report presents results of a primarily qualitative investigation of the social influences on 'green' attitudes and household practices of residents, (intending residents) in Lochiel Park and reports on a project within the CSIRO Intelligent Grid Cluster, The Intelligent Grid in a New Housing Development.

**Doing things differently: case studies of work–life innovation in six Australian workplaces**

Barbara Pocock, Catherine McMahon, Centre for Work + Life, March 2011

The case studies in this report provide some practical examples of strategies that are being used by diverse organisations in Australia to develop better work and life arrangements. This publication was funded by the Equal Opportunity for Women in the Workplace Agency (EOWA).

**BOOKS AND BOOK CHAPTERS**


Oliver, Damian. 'University student employment and expectations of the graduate labour market' in Young People & Work (eds) Price, R., McDonald, P., Bailey, J., & Pini, B. Ashgate pp: 243-262.
JOURNAL ARTICLES


Pocock B (2011) 'Rethinking unionism in a changing world of work, family and community life' Relations Industrielles/Industrial Relations (RI/IR), 66-4: 562-584


Charlesworth, S., Marshall, M. 'Sacrificing Workers? The curious case of salary sacrificing in community services' International Journal of Public Sector Management: 24(7): 673-683


COMMUNITY IMPACT AND OTHER CENTRE OUTCOMES

International Visitor

Professor Bernard Fusulier, Professor of Sociology, University of Louvain, Belgium ‘Combining work & family: contemporary social changes, public policy and organisational/occupational influences’ Tuesday 13 December 2011

Professor Carol Kulik, Research Professor in Human Resource Management, School of Management, Division of Business, University of South Australia, ‘Effectively managing a diverse workforce: is good diversity management just good management? Wednesday 7 September 2011

National Seminars

March 2011

Josh Fear, Deputy Director, The Australia Institute, ‘The politics of achieving better work–life balance?’ Tues 15 March 2011.

April 2011

Dr Jill Dorrian, Program Director, School of Psychology, Social Work and Social Policy, University of South Australia, Working hours, sleep loss, performance, health and safety, Wed 20 April 2011.
May 2011

Dr Damian Oliver is a Research Fellow at the National Centre for Vocational Education Research (NCVER), Adjunct Research Fellow, Centre for Work + life, University of South Australia, ‘What work-life factors inhibit VET graduates from further study?’ Wed 11 May 2011.

July 2011

Dr. Elizabeth Hill, Department of Political Economy, University of Sydney, ‘Are gender relations changing? Work and care dynamics in the Indian IT sector’ Wed 13 July 2011.

August 2011

Dr John Rolls, Division of Information, Technology, Engineering and the Environment, University of South Australia, The social science of climate change Tues 23 Aug 2011.

Professor Maureen Dollard, Director of the Centre for Applied Psychological Research University of South Australia, ‘Australian Workplace Barometer and Psychosocial Safety Climate’, Wed 17 Aug 2011

October 2011

Dr Michael Rafferty, Senior Research Analyst, Workplace Research Centre, University of Sydney, 'Shifting Risk: Work and Working Life in Australia' Tuesday 11 October 2011.

STAFF CONFERENCES AND PRESENTATIONS

Charlesworth, S., Baines, D. 'The Impact of Government Funding Models on Work Organisation and Employee Conditions' in Non-Profit Community Services’ 25th Conference of AIRAANZ, New Zealand, 2-4 February 2011


Williams, P., Edwards, J., 'Nowhere to go and nothing to do: how libraries mitigate the impacts of parental work and urban planning on young people’, APLIS: Australasian Public Libraries and Information Services Oxford 24(4) 142-152

Van Dijk, P. (2011) 'What effect does organisational justice have on work-life spillover? A study of nurses, midwives and personal care workers in South Australia'. Community, Work and Family IV International Conference, University of Tampere, Tampere, Finland, 19-21 May 2011


Michelle Morris, 'Study Life & Work: The work life situation of full time VET students who combine study and work', presentation to National Centre for Vocational Education Research (NCVER) 11 Nov 2011.
Pocock B, 'Leadership in the world of 21st Century (union) work: what we've got, what we need, what needs to shift', guest speaker, Australian Education Union (AEU) Women in Leadership, Adelaide, 16 May 2011

Charlesworth S, Heron A, 'New Australian Labour Standards: Reproducing the Same Old Gendered Architecture?' at the Women Work and Collectivism Symposium at University of Sydney on 11 May 2011. Sara also chaired the session on Pay and Earnings at that Symposium.


Pocock B, guest speaker, Committee for Economic Development of Australia (CEDA) Intercontinental Hotel Adelaide, 4 Apr 2011

Pocock B, 'The meaning of work in the making of a good life', Guest speaker, Academy of Social Sciences Workshop, Work and Employment Relations in Australia: An Era of Change, University of Sydney Campus, Women’s College 31 March 2011 to 1 Apr 2011

Pocock B, 'Employment regulation and Work-life-community: Taking a place, space perspective', keynote speaker, RMIT University, 24 March 2011

Pocock B, 'Work, Life and Sustainable Living' keynote speaker, Zero Waste SA Board Meeting-City West, 3 March 2011

EXPERT COMMENTARY

I wrote this article while juggling kids and an Apple, The Daily Telegraph, 28 Dec 2011

Interview on the trial of a nine-day working fortnight by Albury City Council, ABC 612 Brisbane Dec 2011

Women more likely to feel torn over roles, The Age, 17 Dec 2011

Make every second weekend a long weekend ABC Mornings, Melbourne 14 Dec 2011

The Conversation Hour with Professor Barbara Pocock, Director, Centre for Work And Life on research into happiness at work and in life, ABC 612 Brisbane,

interview with Dr Natalie Skinner, Researcher, Centre for Work and Life, about her SafeWork SA-funded report 'Work quality, not just quantity' ABC North and West SA (Port Pirie) North and West Mornings, 18 November 2011.

Flexible work boosts health, productivity ABC News, 17 Nov 2011

All work and no play for Aussies, The West Australian, 27 Oct 2011

Generations unite in wish for fewer hours The West Australian, 27 Oct 2011

One in two would work 10 hours a day for a three-day weekend - survey The Advertiser, 10 Oct 2011

Interview with Barbara Pocock, Director, Centre for Work and Life, on an Australia SCAN projection of changing Australian families 5AA (Adelaide) Breakfast, 10 Oct 2011

Training must be tailored when money and time are short, Barbara Pocock, Campus Review, 12 Sep 2011

Childcare revolution in push to keep staff, Adelaide Advertiser, 08-Sep-2011

Share the mother load Sydney Morning Herald, 27 Aug 2011

The only way is up: Progress has stalled in achieving equality in the workplace Sydney Morning Herald, 27 Aug 2011

An equal footing still step too far The Saturday Age, 27 Aug 2011
Enough is Enough: choice of break or breakdown, Sunday Mail Adelaide, 21 Aug 2011
Women on farms have as much need as city women to find the right balance between employment, home and family duties and personal needs. The Eyre Tribune, 18 Aug 2011
Mums give birth to new companies The Advertiser, 13 Aug 2011
When leisure becomes work, it's time to switch off and get a life The Age, 13 Aug 2011
'Women do twice as much housework than men' ABC 612 Brisbane (Brisbane) Drive, 2 August 2011
'Seven out of ten working mothers are always rushed and pressed for time' 6PR (Perth) Afternoons, 2 August 2011
Why Housework is a dirty Word, Sydney Morning Herald, 31 July 2011
Working mothers most stressed Times of India, 21 July 2011
Rural Women in Agriculture and Business SA conference, 19 July 2011, ABC North and West SA (Port Pirie) SA Country Hour
Counting cost of returning to work The Advertiser, 19 Jul 2011
'Still a significant gap with women doing twice as much domestic work as men' 2UE Sydney (Weekend) 1 July 2011
Bank forks out to set super lead on parental leave Sydney Morning Herald, 30 June 2011
The mumpreneur myth, Herald Sun, Sun 26 June 2011
Flexible work hours benefit businesses: study ABC Lateline 26 June 2011
Workaholics now in pursuit of leisure, Sydney Morning Herald, 25 June 2011,
Study may not always pay off, The Advertiser, 25 Jun 2011
iPlod: Australia now a wired nation addicted to work, Sydney Morning Herald, 23 June 2011
Casual employees have their work cut out for them, Ballarat Courier, 18 June 2011
Paid leave for volunteers a win-win for all, Sydney Morning Herald, 4 June 2011
Call for all employees to enjoy flexible workplace benefits, The Advertiser, 26 May 2011
All Hands on Flex - Prof Barbara Pocock The 7pm project (Channel 10), 27 May 2011
SBS Ethnic Radio (Melbourne) 1, 27 May 2011
Australians Believe they don't have enough Free Time, ABC 891 Adelaide, interview with Barbara Pocock, 24 May 2011
Talkback: Is there ever a right time to have a baby? Panel included Prof Barbara Pocock ABC Radio National, Life Matters, 20 May 2011
Pay ruling a 'milestone' for women, The Age, 17 May 2011
The workaholic nation, Sydney Morning Herald, 7 May 2011
Joys of parenthood ruined by pressure, Adelaide Now, 5 May 2011
Casual workforce...a worrying trend?, ABC Radio, 'Mornings' Sydney, 5 May 2011
Over Work Common, Not just Politicians, ABC 891 Adelaide, 4 May 2011
Interview with Sara Charlesworth, on the government's announcement of measures to support families dealing with the costs of raising teenagers ABC NewsRadio Mornings (Sydney) 4 May 2011
Casuals have work cut out, Brisbane Times, 1 May 2011
Big residential developments kill off community, experts say, The Advertiser, March 23, 2011
Australian working mums doing it tough, The Advertiser, 19 Mar 2011
In the majority already, it's a case of merit over matter, Sydney Morning Herald, 9 Mar 2011
Hired help eases the work strain, The Advertiser, 21 January 2011
Paid parental leave the icing on the cake for new mothers, The Age, 2 Jan 2011

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