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FROM THE DIRECTOR

We have had another busy year – the seventh since the Centre was launched in 2006. 2012 started with a bang with the February launch of *Time Bomb: Work, Rest and Play in Australia Today* by South Australian Premier Jay Weatherill. *Time Bomb* brings together much of the CWL’s work over the last five years and not surprisingly there was a lot of media interest in the book.

The Centre was ably led by Associate Prof Sara Charlesworth for the first part of the year while I spent five months on leave in the United States, hosted by Professor Margaret Hallock at the Wayne Morse Centre for Law and Politics at the University of Oregon. This was a wonderful opportunity which I greatly enjoyed. I wrote a number of papers and gave seven presentations (in Oregon, New York, Philadelphia and Montreal). Sara’s leadership kept the Centre on track while she also undertook a large research workload of her own reflecting her successes with a range of research applications. Sara’s national and international contribution was recognised with her success in being awarded an ARC Future Fellowship in 2012. This is a really significant achievement that will result in major new research activities over the coming four years. Sara was also a panel member on the ACTU Independent Inquiry into Insecure Work during 2012.

The year also saw the launch of a major report, *The Big Squeeze: Work, home and care in 2012: the Australian Work Life Index (AWALI) 2012* by the Federal Minister for Mental Health and Ageing, the Hon Mark Butler MP, at a large Committee for Economic Development in Australia. This report represents the fifth national survey of work life outcomes in Australia, and reflects Dr Natalie Skinner’s continuing leadership of this important element of the Centre’s work.

During the year we put considerable effort into two new ARC linkage applications (one on environmental interventions in workplaces led by Dr Janine Chapman, continuing her work on this theme, and the other on work and the (in)equity of superannuation). The latter application arose out of a national lecture tour I undertook in seven cities talking about women, work and superannuation, hosted by the national Women in Superannuation Organisation.

In November we hosted a two day meeting of the Work and Family Policy Roundtable (which has expanded to 30 academics from 18 institutions), which received Academy of Social Science funding and will produce ‘work and family benchmarks’ as the 2013 election unfolds.

We were delighted that Ali Elder successfully completed her PhD in 2012. Our other PhD students continue to make good progress and have also been involved in research projects at the Centre, usually taking some time out of their thesis period to enlarge their experience. Together, they have made a great contribution to our work, as well as progressing their PhD research.

We have continued to ensure that our work has public impact, and have contributed regular opinion pieces in the *Sydney Morning Herald* and *The Age*, as well as providing a great deal of other media commentary. My recent appointments to the Economic Development Board and the Australian Institute of Family Studies Board have created useful connections to both state and national policy makers and expand the policy impact of our research.

The Centre has again hosted wonderful international visitors in 2012 including Ariane Hegewisch, Study Director at Institute for Women’s Policy Research, Washington DC; AssociateProf Karina Nilsson, Umea University, Sweden; and Professor Hideki Nakazato, Konan University, Kobe, Japan.

A particular thanks to the wonderful professional staff at the Centre including Elizabeth Oram (Centre Coordinator), Jen Manning (Centre Administrator) and Suzanne Pritchard (Project Officer), who make what we do possible – ensuring that all our cogs turn productively, and with great good humour and sense of perspective.

Barbara Pocock
ABOUT THE CENTRE FOR WORK + LIFE

BACKGROUND

The Centre for Work + 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 2012 the Centre has continued to work closely with existing partners and to create new research partnerships around significant issues. Our partners include:

- SafeWork SA
- ZeroWaste SA
- National Centre for Vocational Education Research (NCVER)
- Brotherhood of St Laurence
- Department of Innovation, Industry and Regional Development (Victoria)
- Urban Renewal Authority (formerly Land Management Corporation of South Australia)
- Lend Lease Communities
- United Voice (formerly Liquor Hospitality and Miscellaneous Workers Union)
- SA Unions
- CPSU
- Western Australian Health Department
- Department of Education, Employment and Training (DEEWR)
- Fair Work Commission (formerly 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 2012, the Centre’s budget was around $1.6 million.
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. Membership in 2012 was as follows:

**Chair**

Mr Kelvin Trimper
Principal Kelvin Trimper Consulting (former Director, Education & Community Development, Delfin Lend Lease)

**Members**

Ms Francesca Beddie
Director Francesca Beddie & Associates (former General Manager (Research) National Centre for Vocational Education Research (NCVER))

Ms Elizabeth Broderick
Sex Discrimination Commissioner, Australian Human Rights Commission

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

Emeritus Prof. Meredith Edwards
ANZSOG Institute for Governance, University of Canberra

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

Ms Michelle Hogan
Director, Employment & Training Unit, Catherine House

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

Assoc Prof Sara Charlesworth
Principal Research Fellow, Centre for Work + Life, University of South Australia

Ms Elizabeth Oram
Centre Co-ordinator, Centre for Work + Life University of South Australia
Professor Barbara Pocock AM, FASSA, B. Ec. (Hons), PhD, Director
Barbara has been researching work, employment and industrial relations in Australia for over thirty 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 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 coordinates the full range of academic and research administration activities and processes that support the Centre’s research and the development and 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. Natalie is project manager for the Australian Work and Life Index (AWALI) and has an interest in strategies to bridge the gap between research and practice to support evidence-based policy making and organisational interventions. In 2012, she co-authored Time Bomb: Work, rest and play in Australia today.

Dr Janine Chapman, Research Fellow
Janine’s 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. She has a broad interest in all aspects of health and wellbeing and has worked in UK primary care, developing community-based programs targeting at-risk populations. She has since conducted research on a number of projects investigating the working lives and wellbeing of Australians, and is currently the project manager for the ARC Work, Life and Sustainable living project.

Dr Angelique Bletsas, Research Fellow
Angelique’s academic background is in political studies and she has lectured 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. She worked on the project ‘From Margins to Mainstream: Gender Equality and Employment Regulation’ from 2011-2012.

Dr Fiona McDonald, Research Fellow
Fiona has 20 years’ experience as a researcher and policy analyst in the community sector and has also worked as an independent consultant and university-based researcher. Her research interests are the role of work in people’s lives and the changing nature of employment and its impacts on well-being and social inclusion. Fiona has recently completed a PhD in political science at the University of Queensland. Fiona is working on the From Margins to Mainstream: Gender Equality and Employment Regulation Project.

Anthea Worley, Research Assistant
Anthea is working on the Sexual Harassment ARC Discovery project. She has previously worked as a research assistant for the International Centre for Allied Health Evidence (UniSA) She 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.

**Ali Elder, Research Assistant**

Ali Elder completed her PhD with the Centre in 2012, investigating the working lives of cleaners in the Australian commercial cleaning industry. She worked as a research assistant on a part time basis, co-ordinating activities associated with the Work and Family Policy Roundtable. Ali has a Bachelor of Justice and Society and a Bachelor of Arts (Honours) and worked for ten years in the film and television industry producing documentaries and training films.

**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, and in government administration.

**Suzanne Pritchard, Project Officer**

Suzanne provides research and project support within the Centre. Her 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 work over many years in government and national agencies primarily in the school and higher education areas.

Additional research support has been provided for short periods by the following PhD students during the year: Claire Hutchinson, Helen Walton, Natalija Vujinovic and Moira Walsh. Their contribution has been invaluable throughout the year.

**ADJUNCT STAFF**

**Dr Pip Williams, Adjunct Research Fellow**

Pip has studied a range of social, psychological and health phenomena 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. In 2012, she co-authored *Time Bomb: Work, rest and play in Australia today.*

**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. At the Centre Jane focused on community-based research and worked on a collaborative project evaluating and monitoring energy use in a state-of-the-art sustainable housing development.

**Dr Damian Oliver, Adjunct Research Fellow**

Damian Oliver was 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 worked on a joint project between the Centre and NCVER to examine young people’s participation in vocational education and training, 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). She 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 2012, the Centre supervised and hosted 7 PhD student and a Masters Student:
Masters Student: Cassandra Devine.

RESEARCH ACTIVITIES
In 2012, 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.

PROJECTS
The Flexibility Project (2011-2015)
This ARC Linkage project ‘A study of flexibilities that enable workforce participation and skill development and use, and their implications for work-life outcomes in Australia’ 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 (2007-2014). 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 project explores 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.

The 2012 Australian Work Life Index (AWALI) The Big Squeeze: Work, Home and Care in 2012 was launched on 28 September 2012 by the Federal Minister for Mental Health and Ageing, the Hon Mark Butler MP, at an event hosted by CEDA (Committee for Economic Development of Australia), together with the Centre for Work + Life and SafeWorkSA.

The South Australian AWALI report was also completed and published.

In addition to completing the 2012 AWALI report, this year the project has involved a collaboration with Queensland University of Technology to undertake two collaborative qualitative studies with participants identified through the AWALI survey. The first study commenced in October and looked at 40 participants who are ‘discontent non-requesters’ that is, who would prefer to have flexibility but have not made a request to date. The second study will commence in early 2013 and will look at flexibility requests by participants in four occupational categories.
The most significant increase in Centre website downloads occurred following the release of the AWALI reports in September, when the number of downloads more than doubled the monthly average. AWALI 2010 and earlier AWALI reports continued to be amongst the most popular downloaded reports.

**Fair Work Australia research project**

This research project is being funded by the Fair Work Commission (formerly 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 study is complementary to the Flexibility Project.

This project will inform the General Manager’s reporting obligations under the Fair Work Act (2009). The project involves qualitative interviews with 30 workers and 30 employers. The worker interviews are with workers who either used the Right to Request (RTR) provision or requested an extension to unpaid parental leave beyond 52 weeks under the National Employment Standards (NES). The employer interviews will be with employers who had received such requests under the NES. Interviews have been conducted with workers who requested flexibility under the RTR. These interviewees were sourced through the 2012 AWALI survey and an external research company. Employer interviews are being conducted in 2013.

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

Working with industry partners Zero Waste SA, CPSU, SPSF and the Urban Renewal Authority (previously Land Management Corporation) this study 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.

In 2012, the project interim report was published, entitled: ‘Encouraging pro-environmental action: lessons for Australian workplaces and households’. This report includes the first five studies of the project. The first study involved quantitative analysis of a national ABS household dataset to examine the relationship between work-life variables and good environmental outcomes.

The second study involved analysis of items from the CPSU’s annual women’s survey alongside fifteen purpose-designed environmental questions seeking to explore how working women manage sustainable living at work and at home. The final three studies were workplace case studies taking a closer look at experiences of working in an exemplar eco-organisation, the prevalence of work-life spillover of pro-environmental behaviours, and the factors that influence pro-environmental action at work. Research reports ‘Who does what: the pro-environmental behaviours of Australian workers’, ‘What women do: exploring the link between pro-environmental actions, work, travel and home’, and the Interim Report are available on the Centre website and have been circulated to project partners.

Further activities planned include analysis of an international dataset ISSP Environment Module 2010-2011. 30 telephone interviews have also been conducted to explore in greater depth how Australians are managing environmental sustainability alongside their work and family lives. The findings from the international dataset and the 30 interviews of workers will be available in the second half of 2013. An expert roundtable to disseminate the findings of the project is planned for late 2013 / early 2014.

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.

Ethics approval for all of the empirical work to be undertaken was obtained and a ‘discourse analysis’ of key government and other stakeholder policy documents tracing the use of ‘decent work’ completed. Interviews with key representatives of Australian government and non-government agencies on the subject of policy paths to gender equality in the labour market and how policies associated with ‘decent work’ may or may not intersect with them were conducted.

An initial co-authored publication ‘introducing’ the project and grounding its conceptual framework is currently in the planning stage. Work commenced late in 2011 on a pregnancy discrimination case study and work will begin later in 2012 on a pay inequity case study, taking as its starting point the 2012 Fair Work Australia Equal Pay Case in the community services sector. Two earlier project publications are forthcoming in 2012.

Some 47 interviews for this project have been undertaken since July in Australia, the United Kingdom and the Netherlands. The interviews, with key employer, union, government, and civil society bodies and gender equality advocates, focused on perceptions of the major gender inequality issues in each national context, the capacity of the national regulatory framework to address these issues and the potential of the ILO’s decent work agenda to mainstream gender equality as a central employment issue. The Canadian interviews will be undertaken in the first part of 2013. Four papers drawing on the project have been published in refereed journals in 2012 and a fifth paper has been accepted for publication in early 2013. There has been a change of personnel on the project with the resignation of Angelique Bletsas. Dr Fiona Macdonald has started work on a pay equity case study for the project, taking as its starting point the 2012 community services equal pay case in the sector.

Sexual Harassment in Australia Causes, Outcomes and Prevention (2010–2012)

This three year ARC Discovery Project was hosted at Queensland University of Technology and undertaken by Prof. Paula McDonald from the School of Business with Assoc Prof. Sara Charlesworth.

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 project’s main data collection was completed in 2012, including the analysis of sexual harassment complaints made to federal state and territory human rights bodies. The report ‘Formal Complaints of Workplace Sexual Harassment Lodged with Australian Human Rights and Equal Opportunity Commissions 1 July 2009 - 31 December 2009’ was launched at 'Workplace Sexual Harassment: Just 'Bad Apples' or a Symptom of Gender Inequality' Symposium held in Brisbane on 17 April 2012. A new project website was established to disseminate project findings and has received very positive feedback and is being well-used by journalists and interested community members.

Seventy interviews with internal and external grievance handlers were undertaken and interviews with individuals who have experienced sexual harassment were concluded by the end of 2012. During 2012 the project focused on the analysis of the wide range of empirical and interview data collected and its dissemination to relevant stakeholders and in refereed publications. Prof McDonald and Assoc Prof Charlesworth presented selected project findings to the Australian Council of Human Rights Commissioners and to the Victorian Legal Aid Conference in late November. By the end of 2012 three scholarly papers on the project findings were under review in international journals with a fourth accepted for publication.


The Centre partnered with the Barbara Hardy Institute at the University of South Australia on a project 'A Framework for Adaptation of Australian Households to Heat Waves' that was funded under the Climate Change Adaptation Research Grants Program. The Centre contributed a social science perspective to this multi-disciplinary project, using telephone interviews and an online survey to investigate psycho-social factors that impact on Australian's adaptive responses to heatwaves, and the implications for policy in this area. Low income and elderly individuals were a particular focus, as these groups are amongst the most vulnerable with regard to the potential health risks of heatwaves. A report on the Centre's three studies for this project was included as part of a major report provided to NCAARF in April 2013. This project has been completed.

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 and 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 were asked to identify factors which help or hinder their workforce participation, or contribute to positive work-care balance.
The project is ongoing, with CWL researchers continued to work with Novita researchers to advise on data analysis and interpretation on the original survey project over 2012.

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 was completed.

In 2012 Prof Barbara Pocock conducted interviews and writing whilst visiting to the US and UK, and incorporated findings into a range of lectures including the CEDA launch on November 7th, and the women in superannuation lecture given in September and October in 7 cities.

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 completed her PhD in 2012 and her PhD was conferred in 2013.


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). His research has examined the effects of organisational justice on employees’ work-life interaction. Paul has completed three studies involving qualitative and quantitative data collection, and is scheduled to submit his thesis for examination in mid 2013.
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 and has been conducted within two state government agencies in South Australia. Claire has now completed her data gathering and she has presented papers on flexible work arrangements at the Association of Industrial Relations Academics of Australian and New Zealand (AIRAANZ) national conferences and at the inaugural Work-Family Researchers Network Conference in New York.

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. Her findings from these interviews have been presented in journal articles.

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.

She has presented her findings at both the Australian Institute for Family Studies and the Australian Sociological Association conferences in 2012. Helen also provided a submission to the Parliament of South Australia Economic and Finance Committee Inquiry into Workforce and Education Participation and appeared before the committee in early November 2012.

Sharing work and care-giving responsibilities amongst dual-earner couples with dependent children (Moira Walsh)

Moira Walsh’s project is an exploration of 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. The narratives of the couples are being viewed in relation to an Australian context (cultural and historic) which mandates women’s participation in the paid workforce whilst simultaneously holding them to conventional mothering practices. Moira’s project aims to explore the arrangements and accounts of couples who aspire to transcend the ‘stalled revolution’. In 2012 Moira interviewed eight couples and concentrated on acquiring another 7-10 couples, writing a literature review, and undertaking the preliminary analysis of the first round of data.

Fashioning self and a working life in precarious times: Understanding the intersection of work, gender, lifestyle and imagined career through the experience of young women (Belinda Johnson)
Belinda’s research is looking at the experience of women employed casually in fashion retail work. She is exploring the intersection of various dimensions of this experience including the precarious industrial conditions of employment, the social and cultural purpose of the work (for workers) as well as the individual gender experience of performing very specific and highly polished femininities. The aim of the research is to learn more about how precarious service work is being experienced in a growing area of employment, and how this relates to broader social discourse around individualism and careers. Having produced some substantial preliminary documents on relevant literature and theory, Belinda is now progressing with her field work and has completed approximately a quarter of her data collection. Belinda’s PhD studies were on hold during 2012 as she was on maternity leave.
**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 has expanded to 30 academic researchers from 18 universities and research institutions by the end of 2012. The Roundtable holds an annual symposium to discuss and publish current policy direction in the area of work and family.

In 2012 members of the roundtable contributed to a special edition of the *Australian Bulletin of Labour* 38 (3) with the following papers:

- Guest Editors’ Introduction to the Special Issue
- Paid Parental Leave: First Birthday Policy Review
- Maternal Employment and Childcare in Australia: Achievements and Barriers to Satisfying Employment
- Working Time and Managing Care under Labor: Whose Flexibility?
- Private Retirement Savings in Australia: Current Policy Initiatives and Gender Equity Implications
- Gender Pay Equity in Australia: Where Are We Now and Where Are We Heading?

In November the W+FPR conducted its second annual workshop over two days supported by funds from the Academy of the Social Sciences’ Workshop Program 2012 – 2103. The workshop was entitled ‘Work, Care and Family in Australia: Linking new research to policy effect in Australia’ and will lead to the preparation of the election Benchmarks for 2013.

**Collaboration with the School of Management (SOM)**

The Centre continues collaboration with the School of Management. Natalie Skinner is co-authoring a paper with Erich Fein, a lecturer at the SOM and Sara Charlesworth gave a SOM seminar in May 2012. Barbara Pocock has joined the Advisory Board of the Centre for Human Resource Management led by Prof. Carol Kulik and Sara Charlesworth joined the CHRM as a member.

**SSHRC: Gender, Migration and the Work of Care**

Sara Charlesworth and Barbara Pocock were invited to contribute to a Canadian project Gender, Migration and Care led by Prof Ito Peng from the University of Toronto. Barbara and Sara will participate in an advisory capacity to the Oceania part of the project through our complementary research projects. The team members of the *Gender, Migration and the Work of Care* project will gain from this collaboration and involvement with the larger project and have early access to research findings as they emerge.

**SSHRC: Closing the enforcement gap: improving employment standards protections for people in precarious jobs.**

Sara Charlesworth has been invited to be one of the international collaborators on a Canadian project that has just funded. This project, led by Prof Leah Vosko, the Canadian Research Chair in the Political Economy of Gender & Work, York University is focused on precarious workers and minimum labour standards in Ontario. It aims to map the nature and scope of employment standards violations;
document enforcement practices across occupational and industrial sectors; and develop alternative models of enforcement. Sara will participate in team meetings with other international scholars and provide support to the Gender and Employment Standards database developed as part of the project. The project has distinct synergies with the Margins to Mainstream project being led by Sara.

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 at UniSA, the Australian Institute of Family Studies, and the Women and Work Research Group at the University of Sydney. The 2013 CWF conference is being held for the first time in the southern hemisphere and aims to encourage an international view of work and family that includes - but reaches beyond - industrialised countries, to the global ‘south’. Planning and organisation of other conference aspects including both academic and social programs was well advanced in 2012.
FUNDING APPLICATIONS

ARC Future Fellowship – Sara Charlesworth
Sara submitted an application for a Future Fellowship in late 2011, titled ‘Caring on the frontline: prospects for decent work and gender equality’. This application was successful and will commence in 2013.

ARC Linkage – Janine Chapman
Janine developed a linkage proposal ‘Greening Australian workers: A new approach to changing pro-environmental behaviour in the workplace’, which was submitted in December 2012. The proposed project will build upon the Centre’s research from the Centre’s current ARC Linkage grant on work, life and sustainable living in collaboration with Zero Waste SA. The outcome of this proposal will be known in 2013.

ARC Linkage – Barbara Pocock, Sara Charlesworth, Carol Kulik and Lyndall Strazdins: Women In Super
As a result of Barbara’s very successful speaking tour, undertaken for Women in Super during July and August this year, an opportunity to create a partnership between the Centre and Women in Super to submit an ARC Linkage Proposal. The proposal ‘Work, care, retirement and health: Aging agenders’ was developed and submitted in late 2012. The project proposal addresses Australia’s aging population (the key demographic transformation of current decades), and the rising rate of female participation in paid work (the key labour market transformation). The outcome of this proposal will be known in 2013.

ARC Discovery – Dr Lyndall Strazdins, Dr Liana Leach, Barbara Pocock.
The Centre collaborated with ANU researchers on a proposal ‘Generating the work-family future: How parents’ work shapes children’s wellbeing’ which would utilise analysis of the Longitudinal Study of Australian Children (LSAC) and qualitative data to study how the quality of parent’s jobs affects children mental and social wellbeing, including examining children’s perceptions of mothers’ and fathers’ jobs, and their own future work preferences. This grant application was submitted in March 2012 but was unfortunately not successful.

ARC Discovery – Dr Susan Luckman, Dr Natalie Skinner
This project proposal was a collaboration with the UniSA research in the School of Communication, International Relations and Languages to answer the research question: ‘What forms do career trajectories in the creative industries actually take and how do individual workers negotiate their personal lives and career trajectories?’ It will examine the usefulness of existing models of work/life balance in a sector of the economy famous for its desirable, self-actualising work. This grant application was submitted in March 2012 but was not successful.
Safework SA and case studies of best practice workplace consultation about health and safety consultation at work

Funding has been sought from SafeworkSA as part of its usual round of competitive funding to conduct case studies on best practice health and safety consultation. This application was successful and the project will commence in 2013
OTHER ACTIVITIES

ILO Comparative country study on promoting decent work through providing maternity protection and supporting workers with family responsibilities (2012)

Sara Charlesworth was asked by the International Labour Organisation [ILO] to provide a case study of Australia’s ratification and Implementation of ILO Convention 156 on workers with family responsibilities. She undertook this work with Alison Elder and the final case study was published in a report of developments in eight countries by the ILO in November 2012.


Sara Charlesworth was asked by the Shop Distributive and Allied Employees Association (SDA) to provide expert evidence to be used in the Review being undertaken by Fair Work Australia of the terms of various modern awards as they relate to the payment of penalty rates, particularly on weekends. In her expert report to the SDA Sara used data from AWALI 2008 and VicWAL 2009 to highlight the poorer work/life outcomes for retail employees as well as employees generally who work on weekends. Along with Lyndall Strazdins and Lyn Craig, who also provided expert reports to the SDA, Sara gave oral evidence before Fair Work Australia on 15 November 2012.

Expert Evidence for Fair Work Australia Review – Casual Conversion

Barbara Pocock was asked by the Shop Distributive and Allied Employees Association (SDA) to provide expert evidence to be used in the Review being undertaken by Fair Work Australia to provide for casual conversion in terms similar to the variation made to the Shop Employees (State) Award following the NSW Secure Employment Test Case in 2004. This variation is attempting to win the right for retail workers who are casual for more than 12 months to permanent employees. Barbara has developed the witness statement summarising the picture of casual work in the retail sector; discussion of the effects of casualisation on workers’ lives and discussion of the relationship between casual terms, flexibility and work-life balance for workers, based on AWALI findings. She will be required to present oral evidence later this year.

Committee for economic development of Australia (CEDA) event: Why and how should we work

CEDA, together with the Centre for Work + Life and SafeWorkSA, welcomed Federal Minister for Employment and Workplace Relations, Bill Shorten to lead discussion around the future of work with Prof Pocock in November 2012.

The ACTU Independent Inquiry into Insecure Work (2012)

Chaired by former Deputy Prime Minister, Brian Howard, the ACTU established an Independent Inquiry into Insecure Work early in 2012. Sara Charlesworth was one of the three other panel members. The Inquiry, which is investigating the nature and extent of insecure work in Australia, held hearings at 23 locations across Australia and received well over 600 written submissions. A report of the key findings of the Inquiry and recommendations for change was presented to the ACTU Congress in May 2012.

Work and Family Researchers Network

The Work and Family Researchers Network Meeting was held in June 2012 in New York. The Centre was well represented at this international conference by Barbara Pocock, Sara Charlesworth and Claire Hutchinson.
PUBLICATIONS 2012
BOOKS AND BOOK CHAPTERS

Barbara Pocock, Natalie Skinner and Philippa Williams co-authored 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 launched the book in February 2012.

Time Bomb: Work, rest and play in Australia today


REPORTS

Natalie Skinner, Claire Hutchinson and Barbara Pocock

Work-Life balance in South Australia AWALI 2012 Report
Natalie Skinner

S. Charlesworth, P. McDonald, A. Worley, T. Graham and A. Lykhina

Sexual harassment reported to JobWatch in 2009.
Sara Charlesworth, Paula McDonald, Anthea Worley

What women do: Exploring the link between pro-environmental actions, work, travel and home
Janine Chapman

Who does what? The pro-environmental behaviours of Australian workers
Janine Chapman
Encouraging pro-environmental action: Lessons for Australian workplaces and households
Janine Chapman & Helen Walton

JOURNAL ARTICLES


COMMUNITY IMPACT AND OTHER CENTRE OUTCOMES

International Visitors

The following international visitors attended the Centre for periods during 2012:

- Ariane Hegewisch, Study Director at Institute for Women’s Policy Research, Washington DC
- Associate Prof. Karina Nilsson, Associate Prof. in Sociology, Umea University, Sweden
- Prof. Hideki Nakazato, Konan University, Kobe, Japan

In addition Prof. Diane Elson, Emeritus Prof. of Sociology, University of Essex, UK, and John de Graaf, documentary film maker & producer and author, USA presented seminars co-supported by the Centre in conjunction with other organisations as detailed further below.

Centre Seminars


'Workplace Sexual Harassment: Just 'Bad Apples' or a Symptom of Gender Inequality', Symposium held in Brisbane 17 April 2012, jointly hosted by the School of Business QUT and the Centre for Work + Life.


Dr Samantha Crompvoets, Sociologist and Research Fellow ANU Medical School, ‘Effects of interviewer intervention on research participants: Qualitative methods and ethical issues’ 10 Jul 2012.

Prof. Diane Elson, Emeritus Prof. of Sociology, University of Essex, UK, ‘Financial crisis, austerity and gender equity in the UK’, jointly with the Research Centre for Gender Studies and Hawke Research Institute, 22 Aug 2012.

‘Public Governance Regimes in Welfare and Work: Interpretations, Intersections, and Interchanges’ keynote by Prof. Mitchell Dean, Prof. of Sociology, University of Newcastle (Aus) and panel Dr Amanda Howard, Dr Debra King, Sally Cowling and Assoc. Prof. Sara Charlesworth. This was supported by the Hawke Research Institute and was part of the Early Career Research programme, 23 Aug 2012.

Assoc. Prof. Sara Charlesworth ‘Home Care in a Changing Terrain’, Flinders University, City Campus, jointly by the Centre and National Institute of Labour Studies NILS, Flinders University, 29 Aug 2012.


Prof. Hideki Nakazato, Konan University, Kobe, Japan ‘Research on Children's Centres for Early Childhood Development and Parenting as an integrated service to support young children and their parents,’ 4 Sept 2012.

Dr Megan Moskos, Research Fellow, National Institute of Labour Studies, Flinders University 'Low skill men's access to 'women's' work in Australia: The importance of gender essentialism.'17 Oct 2012

Associate Prof. Karina Nilsson, Associate Professor in Sociology, Umea University, Sweden presented 'Work and family in Sweden', 14th Novr 2012

Prof Barbara Pocock was the keynote speaker for the 2012 Women in Super National Road Show and presented 'The ticking time bomb - putting together jobs and larger life' across Australia in August and September 2012.


Assoc Prof Sara Charlesworth, was a panel member for seminar Public Governance Regimes in Welfare and Work: Interpretations, Intersections, and Interchanges seminar by Prof Mitchell Dean, University of Newcastle, hosted by the Centre for Work + Life and Hawke Research Institute.

Assoc Prof Sara Charlesworth co-organised workshop (with Flinders University) on Home Care in a Changing Terrain, on 29 August 2012.

Natalija Vujinovic, PhD scholar, presented a paper entitled 'Does adjustment to early motherhood equal readiness to return to work for first-time mothers on maternity leave?' Vujinovic, N. & Boyd, C. at the 12th Australian Institute of Family Studies Conference, Melbourne, 25-27 July 2012.

Prof. Barbara Pocock presented a paper entitled 'Union strategy in a time of crisis', at the International Labour and Employment Relations Conference, Philadelphia 3 July 2012.

Prof. Barbara Pocock presented a paper entitled 'Gender Equity And Work/Family Policy Reform In Australia' by Barbara Pocock, B., Skinner, N. and Charlesworth, S., Work and Family Research Network Conference, New York, June 3-6 2012. She also presented in debate on work family terminology at the same conference 'In defence of work-life: a theoretical idea whose time is right'

Prof. Barbara Pocock gave the keynote address entitled 'Work and Life in Australia' at the 11th annual Family Business Hall of Fame Dinner, Wed 25th July 2012.


Prof. Barbara Pocock addressed the Social Sciences and Humanities Research Council of Canada funded Interuniversity Research Centre on Globalization and Work International Conference, in Montreal, 11 May 2012.

Charlesworth, S and McDonald,P. 'Seeking Redress: Sexual harassment complaints made to Australian Human Rights & Equal Opportunity Commissions'; Charlesworth, S., McDonald, P. and Worley, A. 'Workplace Sexual Harassment: Policing the Gender Borders'. Presentations at the 'Workplace Sexual Harassment: Just 'Bad Apples' or a Symptom of Gender Inequality', Symposium held in Brisbane on 17 April 2012, jointly hosted by the School of Business QUT and the Centre for Work + Life, UniSA.

Pocock B, Gender & Leadership, keynote speaker, Wayne Morse Center for law and Politics-'Gender Equality and Capitalism symposium', Gerlinger Lounge and Knight Law Center, University of Oregon, 8-9 March 2012.

Pocock, B. 'Prospects for restoring worker power' panel discussion at the Wayne Morse Center for Law and Politics, University of Oregon, 24 February 2012.

Pocock, B. 'Australian politics and policy', presented at Graduate Student Luncheon in the Law School at University of Oregon, 21 February 2012.

Charlesworth, S., McDonald, P. and Worley, A. (2012) 'Sexual Harassment as Policing the Gender Borders' presented to the 26th Conference of AIRAANZ, Surfers Paradise, 8-10 February 2012.

Charlesworth, S. (2012) 'Intersections of regulation, gender and space in home care work' presented to the 26th Conference of AIRAANZ, Surfers Paradise, 8-10 February 2012.

Pocock, B. & Skinner, N. 'Adding insult to injury-Training in low paid jobs' presented to 26th Conference of AIRAANZ, Surfers Paradise, 8-10 February 2012.

Skinner, N. & Dorrian, J. 'A work-life perspective on sleep and fatigue - it's not just the shift workers who are at risk', presented to 26th Conference of AIRAANZ Surfers Paradise, 8-10 February 2012

Hutchinson C, 'The impact of insecurity of flexible work arrangements on workers work-life outcomes: A study of Public Sector workers in South Australia', presented to 26th Conference of AIRAANZ, Surfers Paradise, 8-10 February 2012.

EXPERT COMMENTARY

Media reports, interviews and discussions

Channel 7 (Adelaide) Today Tonight, 13 Dec 2012 on research showing mothers who return to work within six months of the birth of their child are happier. Interviewees included Prof Barbara Pocock.

Mine workers and their families suffer the toll of shift work, The Conversation theConversation.edu.au, 21 November 2012

Radio National, Canberra,’ Life Matters’, 21 November 2012 Should retailers pay penalties interview with Assoc Prof Sara Charlesworth on an increase in people working on weekends and evenings, in relation to a news item on the retail industry

Small business gets flexible to retain quality workers The Conversation theConversation.edu.au, 15 November 2012

Work-life pressures put squeeze on Aussie workers UniSA News, October 2012

Julia Gillard’s attack on sexism hailed as turning point for Australian women The Guardian, 12 October 2012

Mother’s little helpers Sydney Morning Herald, 7 Oct 2012 (also in Sun Herald)- www.smh.com.au

Flexibility works out both ways The Australian, 6 Oct 2012

ABC1 Midday Report, 2 Oct 2012, interview with Prof Barbara Pocock on use of smart phones, laptops and the spillover of work into home.

Caltex oils path to lure new parents back, Australian Financial Review, 26 Sept 2012,

Mining jobs blamed for poor work-life balance, Australian Mining, 26 Sept 2012

Mining takes toll on well-being, Gladstone Observer, 26 Sept 2012

ABC 612 Brisbane (Brisbane) Afternoons interview with Prof Pocock on Australian Work and Life Index findings, 26 Sept 2012

The Big Squeeze: work life imbalance, ABC Radio National 'Life Matters', 24 Sept 2012

Work-life balance still a big squeeze for Aussie workers, 24 Sept 2012

ABC 666 Canberra Afternoons, Prof Pocock, co-author of The Big Squeeze, discusses work life balance and people doing 'spillover tasks' at home, 24 Sept 2012.

ABC North Coast NSW (Lismore) Mornings, interview with Prof Pocock on 'The Big Squeeze' report tracking the experience of workers over the past five years - technology has proved a mixed blessing, 24 Sept 2012

Majority of workers unaware of right to request flexibility benefits, new study reveals smartcompany, 24 Sept 2012

'Instant response society': work-life balance a growing struggle, Sydney Morning Herald, 22 Sept 2012
Government wants to open access to flexible hours, The Australian, 22 Sept 2012
Employees missing out on flexible working hours Sydney Morning Herald, 22 Sept 2012
Working mum’s life a balancing act, The Australian, 22 Sept 2012
Flexible work bid stalls The Age, 22 Sept 2012
Perpetual motion: sandwich carers find life’s no picnic as they try to balance work and home The Age, 22 Sept 2012
Flexibility leading to unpaid work The Age, Technology, 22 Sept 2012
Balancing act: time-poor women struggle to switch off Sydney Morning Herald, 22 Sept 2012
‘Tendrils of work squeeze our lives’, Saturday Age editorial, 22 Sept 2012
Managing the managers: Hard-pressed bosses need to find time to make productive changes writes Barbara Pocock Saturday Age, 22 Sept 2012
Flexible working arrangements make it easier to balance family commitments and full-time work The Advertiser, 22 Sept 2012
Full-time employees feel work-life balance is out of kilter and want to work 8 fewer hours each week, The Advertiser, 22 Sept 2012
Future Fellow tackles gender inequality in frontline care, 19 Sept 2012
House husbands still a TV fantasy The Age, 15 Sept 2012
A worthwhile investment The Australian, Higher Education, 15 Sept 2012
Benefits of softening up - Flexibility is a win-win for employees and employers, Claire Hutchinson, The Saturday Age, My Career, 25 Aug 2012.
Radio Adelaide, The Wire, 21 Aug 2012, Discussion on topic the working poor are those most requiring food relief services - participants included Prof Barbara Pocock.
ABC TV The Drum/The Conversation Workable solutions Prof Barbara Pocock highlights some of the imperfect freedoms of independent contract work, 17 August 2012
Branded Scarlet Women - a report on sexual harassment in our workforce, Madison, August 2012
The power is yours, The Saturday Age and the Sydney Morning Herald, 28 July 2012
ABC News 24 Weekend Breakfast show, Sydney, 28 July 2012, interview with Prof. Pocock discussing health problems associated with people not taking holidays.
The imperfect freedoms of the freelancer in the changing world of work, The Conversation 24 July 2012
Time poverty problem growing for family business, Adelaide Advertiser, 10 July 2012
Fresh views on board, Adelaide Advertiser, 7 Jul 2012, [Prof Barbara Pocock's appointment to South Australian Economic Development Board.]
Work really does sicken us, Adelaide Advertiser, 6 Jul 2012.
A Balancing Act, Business Review Australia June 2012 magazine p. 60 - 69
Make or break time', The Saturday Age, 30 June 2012 , Careers, Page 3 & Sydney Morning Herald, 30 June 2012, Careers, Page 23
Got Global Work and Family Research? The Huffington Post, USA, 19 June 2012
'Ease the time tug of war', Barbara Pocock, Sydney Morning Herald, Careers, 26 May 2012 also in The Saturday Age
Who moved my weekend The Global Mail, 24 May 2012
5AA (Adelaide) Breakfast, 23 May 2012, interview with Assoc Prof. Sara Charlesworth on sex discrimination at work
ACTU out to reverse work 'casualisation', improve bargaining power The Australian, 16 May 2012
Casual workers need annual leave - ACTU, The Telegraph, 16 May 2012
ABC South West WA (Bunbury) South West Mornings 9 May 2012, interview with Assoc Prof. Sara Charlesworth on Australian mothers spending more time in the workforce

'Boomers leave big shoes to fill', The Saturday Age, 5 May 2012

'Ageing boomers leave industry facing bust', Sydney Morning Herald, 5 May 2012

Job blues put our minds to work The Brisbane Times 5 May 2012, also reported in The Age

Top of worry list: work, work, work Sydney Morning Herald 5 May 2012

Balancing act at the top Sydney Morning Herald, 30 Apr 2012

Sex harassment: many victims quit rather than speak out The Age, 29 Apr 2012

Panel discussion on whether Australian society takes sexual harassment seriously enough or takes it too far, ABC Radio National (Canberra) 'Drive', 24 Apr 2012 Panel includes Assoc.Prof. Sara Charlesworth

Employees who make sexual harassment complaints are first to leave, Human Capital Magazine, 17 Apr 2012

Sexual harassment still a persistent workplace issue, Health Canal, 17 Apr 2012

Sexual harassment concern, Cairns Post QLD, 17 Apr 2012

Report looks at sexual harassment, AAP Newswire, Australia 16 Apr 2012

Work sexual harassment still a worry, Northern Territory News, Darwin 17 Apr 2012

'Balancing act a cause of tension', The Age, 19 Apr 2012, Supplements, Page 5 - also in the Sydney Morning Herald

Payouts in sexual harassment settlements hardly worth the trouble Brisbane Times 16 Apr 2012, also reported in Sydney Morning Herald, Ararat Advertiser

Paltry payouts for sexual harassment: report ABC world today interview (co-author Paula McDonald) Channel 10 'The Project' interview with Sara Charlesworth on sexual harassment report, 16 April

Sexual harassment victims seek more than just money, Campus Daily 16 April 2012 (co-author Paula McDonald QUT) Canberra Times, 16 Apr 2012

Report looks at sexual harassment Channel 9 News, 16 Apr 2012

The Gillard Government faces class war in Federal Budget The Advertiser, 13 Apr 2012

Easter a precious break from work, work, work Sunday Age/ WA Today, 8 Apr 2012

Mature type seeks romance, deserves dignity and respect Canberra Times, 7 Apr 2012

Business groups unhappy with detail of proposed equal opportunity legislation SmartCompany, 4 Apr 2012

New laws force taxpayer-funded companies to promote women, Herald Sun 4 Apr 2012

Promote women or miss government deals, The Advertiser, 3 Apr 2012

Graduate pay rides the boom The Weekend Australian, 31 Mar 2012

Rethinking theories of time and space Canberra Times, 28 Mar 2012

Insecure workers tell their stories, The Wire, 22 Mar 2012

Casuals feel 'second class' Bendigo Advertiser 15 Mar 2012

Genders aren't equal, according to capitalism, Oregon Daily Emerald (US), 6 Mar 2012

Canberra Times, 5 Mar 2012

Interview with Dr Natalie Skinner on new book: Time Bomb: Work, Rest and Play in Australia Today, ABC Goldfields WA (Perth), Mornings, 29 Feb 2012

Interview with Dr Natalie Skinner, SA, on new book 'Time Bomb', 2UE (Sydney), Afternoon 25 Feb 2012

Workplace Time Bomb Radio Adelaide Breakfast, 22 Feb 2012

Inquiry told workers lose job benefits The West Australian 21 Feb 2012

Time of your life 89.9 LightFM Melbourne 20 feb 2012

Fathers trapped at work The West Australian, 16 Feb 2012

Grappling with the time bomb of Australia's work, rest and play The Conversation, 14 Feb 2012

New book: Time Bomb, Interview with Barbara Pocock ABC 'The Drum' 14 Feb 2012
New book chronicles the time troubles of Australians, UniSA News February 2012
New book: Time Bomb, Interview with Barbara Pocock, 5AA Adelaide 'Mornings' 12 Feb 2012
Get a life? Sorry, no time BrisbaneTimes, 12 Feb 2012
Work rest and play in Australia today ABC Radio National Saturday Extra, 11 Feb 2012 (audio)
Call to help women caring for parents The Australian, 11 Feb 2012
Having the time of your life? The Australian, 11 Feb 2012
Fathers juggling work-life time bomb struggling to nurture parent-child bond The Age, 11 Feb 2012
Long hours putting strain on families The Advertiser, 10 Feb 2012
Greens to push for flexible working hours The Age, 10 Feb 2012
Time Bomb; Work, rest & play in Australia today, Books and Beyond, Australian Financial Review, 10 Feb 2012
The Australian Work Culture Radio National Panel Discussion, 2 February 2012, Guests including Prof Barbara Pocock
Fair Work Australia decision to increase pay for community workers, 2MCE (Orange), Prof Barbara Pocock, News, 2 February 2012
Point Break: Tired, stressed, burnt out? It's time to boost your productivity and book a holiday. Management today, MT, February 2012
Women's earnings in sport, Prof Barbara Pocock, Radio 5AA Adelaide, 31 January 2012
Australians working longer hours, Channel 10 (Melbourne) The Project 20 Jan 2012
Interviewees: Barbara Pocock, Director of the Centre for Work and Life, University of South Australia; Bill Shorten, Acting Treasurer on
All work and no time to play The Australian, 14 Jan 2012