



University of
South Australia

Centre for Work + Life

Annual Report 2013



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FROM THE DIRECTOR



The Centre for Work + Life enjoyed another eventful and productive year in 2013 – our eighth year of life. We celebrated many achievements, including several major grant successes, significant publications and continuing public discussion and impact.

Our past research on work in its social context has extended into the ageing arena with our two most recent grants.

We were successful in winning an ARC Linkage Grant to study the ways in which men and women approaching retirement put together their resources and demands – including their superannuation, pensions and housing – with their work and care responsibilities, and with what impact upon their health. The research leaders of the project are myself, Associate Professor Sara Charlesworth, Professor Carol Kulik and Associate Professor Lyndall Strazdins (ANU). Our industry partners are Catherine Wood from Women in Super (also representing several superannuation funds), and Dr Carla Harris from the Workplace Gender Equality Agency. The total cash funds for the project are \$524,958 and we hope that this multi-method study will help inform policy changes to reduce gender inequality in Australia's retirement system, with positive impacts upon, work, care and health amongst older Australians.

Also on the ageing theme, the Centre was successful in winning a grant of over \$1 million from the then Department of Health and Ageing to study the ways in which improvements in both quality care and quality jobs can be achieved in the aged care sector. This three year project is led by Associate Professor Sara Charlesworth, Professor Debra King (Flinders University) and myself, in partnership with leading aged care providers Helping Hand (SA), Brightwater Care (WA) and Hammond Care (NSW).

The Centre co-hosted the *Fifth International Community, Work and Family Conference 'Challenges and Changes in a Globalising World'* (17-19 July) with the Australian Institute of Family Studies and the 'Women and Work Research Group', University of Sydney Business School. This major conference – held outside Europe for the first time – was very well attended and successful, drawing participants from many countries throughout Asia, Europe, USA and South America who presented a great variety of interesting papers including keynotes about work-care changes in China and India. Most of our research staff and students presented papers at the Conference.

The Centre is part of several international research teams examining work and care systems in international comparison.

We are very pleased to continue to co-convene and provide a base for the *Work and Family Policy Roundtable*, which brings together researchers from around Australia, to connect the latest academic research findings to public impact by commenting upon policy proposals, parliamentary committee inquiries and party-political platforms.

The Centre is one of the university partners in a new Centre for Workplace Leadership to be established and run by the University of Melbourne and funded by a \$12 million grant from the Federal Government together with \$6 million from other partners.

The Centre continues with a range of other research including studies of gender equality and decent work, the regulation of flexibility at work, the impact of working in unsocial hours, gender and care systems, sexual harassment, the effects of new technologies like smart phones on workers and their households, and work-life interaction.

Our PhD students make a very valuable contribution to the Centre's research while creating new national research capacity for the longer term on the terrain of work and life. We were thrilled that two of our higher degree students, Ali Elder and Paul van Dijk, had their PhDs conferred during the

year. This is an outstanding accomplishment and we wish them both well in their future careers. We also welcomed a new PhD student, Tamika Sharrad.

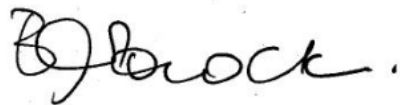
We had a strong media presence during 2013, demonstrating our research continues to have impact and is relevant to the wider community. Our researchers contributed regular monthly opinion pieces in *The Age* and *Sydney Morning Herald*, and were interviewed on many occasions during the year, contributing expert commentary on a range of issues across all media.

We also welcomed several new staff members including Dr Valerie O’Keeffe, Research Fellow, and Dr Somayeh Parvazian, Research Assistant, who joined the Centre to work on our recently funded projects.

I would like to thank all the researchers and professional staff whose passion, skills, expertise and good humour make the Centre the vibrant research hub and supportive workplace that it is.

I would also like to thank the many professional staff in the University who continue to support our work – providing media, cleaning, IT, financial, catering, security, business development, human resources and others services that are essential to our work.

Finally, we are very grateful to all members of our Advisory Board who generously provide invaluable practical, financial and strategic support and advice for our research.

A handwritten signature in black ink that reads "B Pocock". The signature is written in a cursive style with a period at the end.

Professor Barbara Pocock AM
Director, Centre for Work + Life

ABOUT THE CENTRE FOR WORK + LIFE

BACKGROUND

The Centre for Work + Life (CWL) is a national research centre located within the Hawke Research Institute at the University of South Australia. It has continued to expand its research capacity, research income, partnerships, public influence, and community outreach since being established in 2006.

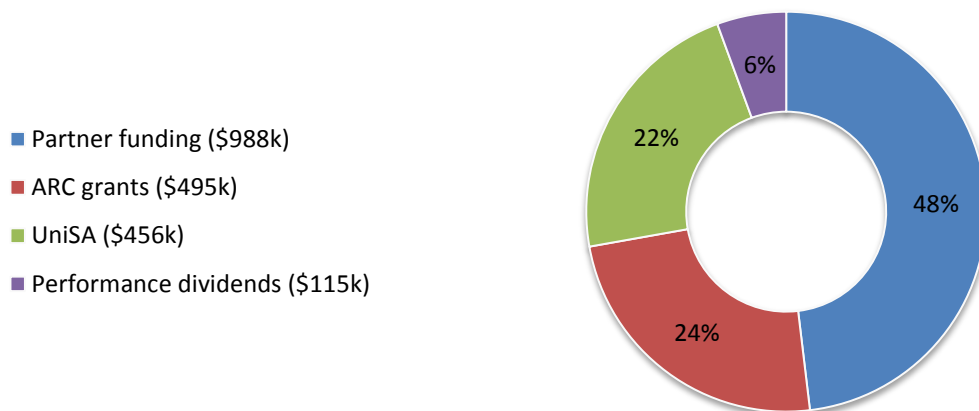
The Centre aims to generate innovative thinking and debate about the changing nature of work and its intersection with household, family, community and social life, with a view to influencing policy and improving the wellbeing of Australians. It does this by conducting research, advising governments, unions, business and community groups, hosting seminars, roundtables and conferences, and providing expert media commentary.



CENTRE RESOURCES

As illustrated below, the Centre is jointly funded by industry partners, the Australian Research Council (ARC) through the National Competitive Grants Program, and the University of South Australia. In 2013, the Centre's budget was over \$2 million.

SOURCES OF FUNDING



THE CENTRE AT A GLANCE

\$2 million = the CWL budget for 2013

\$9 million = income generated since 2006

12 = researchers and professional staff

65 = times CWL researchers provided expert media commentary in 2013

149 = books, book chapters, journal articles, conference papers & reports published since 2006

200 = conferences CWL staff have contributed keynotes and presentations to since 2006

PARTNERSHIPS



In 2013 the Centre has continued to work closely with our existing partners and to create new research collaborations around issues of national significance. These partnerships provide valuable research income support and the opportunity for the Centre to directly engage with relevant industry, community and government stakeholders.

Our partners to date have included:

- Australian Manufacturing Workers Union (AMWU)
- Brotherhood of St Laurence
- Brightwater Care Group (WA)
- Community and Public Sector Union (CPSU)
- Department of Employment
- Department of Innovation, Industry and Regional Development (Victoria)
- Department of Social Services (DSS)(Formerly Department of Health and Ageing)
- Fair Work Commission (formerly Fair Work Australia)
- HammondCare (NSW)
- Helping Hand (SA)
- Industrial Relations Victoria
- Innovation and Economic Opportunities Group (SA)
- Lend Lease Communities
- National Centre for Vocational Education Research (NCVER)
- Novita Children's Services
- NSW, Vic & SA Labour Councils
- Public Service Association (PSA) of South Australia
- SA Unions
- SafeWork SA
- Shop, Distributive & Allied Employees Association (SDA)
- State Public Services Federation (SPSF)
- United Voice (formerly Liquor Hospitality and Miscellaneous Workers Union)
- Urban Renewal Authority (formerly Land Management Corporation of South Australia)
- Western Australian Health Department
- Women in Superannuation
- Workplace Gender Equality Agency (formerly Equal Opportunity for Women in the Workplace Agency)
- ZeroWaste SA

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. Membership in 2013 comprised:

Chair

Mr Kelvin Trimper

Principal, Kelvin Trimper Consulting



Members

Ms Francesca Beddie

Director, Francesca Beddie & Associates

Ms Alison Aggarwal

Principal Advisor, Sex Discrimination Team, Australian Human Rights Commission

Emeritus Prof. Ian Davey

Adjunct Professor, Hawke Research Institute, University of South Australia; Chair, Innovation & Economic Opportunities Group of the Mawson Lakes Joint Venture

Emeritus Prof. Meredith Edwards

Principal Investigator, Corporate Governance ARC Project Team, University of Canberra

Professor Margaret Hallock

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

Ms Ged Kearney

President, ACTU, Melbourne

Mr Vaughan Levitzke

Chief Executive, Zero Waste SA

Mr Tony MacHarper

Chief Officer Policy & Legislation, SafeWork SA

Professor Paul Smyth

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

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

Assoc. Prof. Sara Charlesworth

Principal Research Fellow, Centre for Work + Life, University of South Australia

Ms Elizabeth Oram

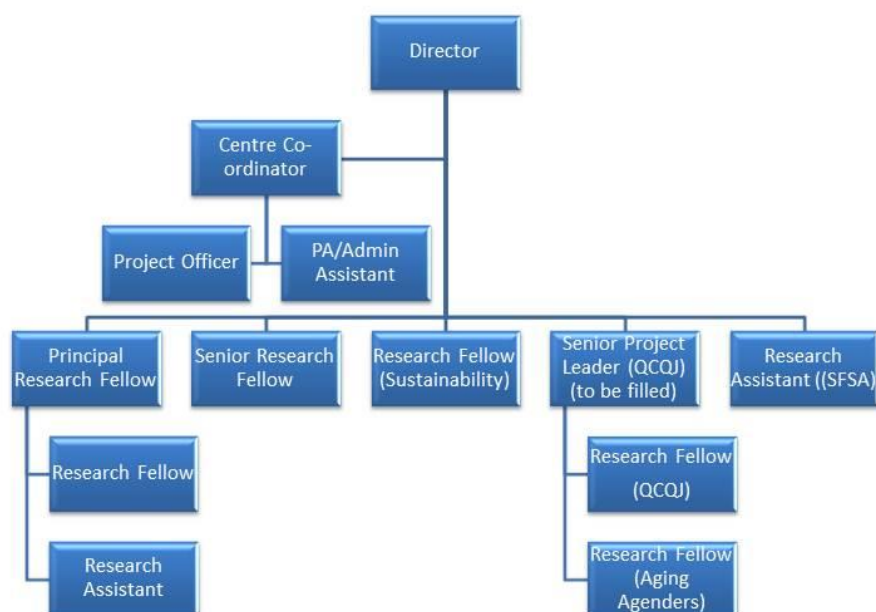
Centre Co-ordinator, Centre for Work + Life, University of South Australia

Professor Barbara Pocock

Director, Centre for Work + Life, University of South Australia

CENTRE STAFF

Centre for Work + Life Organisation Chart 2013



RESEARCHERS

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. 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. She has published widely on these topics and is regularly called upon by the media for her expert commentary. She joined the University of South Australia and established the Centre for Work + Life in 2006.

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, unions, the public service, as an English teacher for adults, and as a tribunal member. Her research interest is primarily gender equality in paid work, with a focus on job quality, part-time work, work/life balance, sex and pregnancy discrimination and sexual harassment. Sara joined the Centre in 2011 and is currently working on the ARC Future Fellowship funded project 'Prospects for decent work and gender equality in frontline care'.

Dr Natalie Skinner, Senior Research Fellow

Natalie's primary research interests are around health and wellbeing 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.

Dr Janine Chapman, Research Fellow

Janine's academic background is in psychology, with a focus on psychosocial models of behaviour change. She has a broad interest in health and wellbeing and has worked in UK primary care, developing community-based programs targeting at-risk populations. She has conducted research on a number of projects investigating the working lives and wellbeing of Australians, and was the project manager for the ARC funded 'Work, life and sustainable living' project until December 2013.

Dr Fiona Macdonald, 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 wellbeing and social inclusion. Fiona has published broadly in the areas of employment and labour market change. She is working on the project 'From margins to mainstream: Gender equality and employment regulation'.

Dr Valerie O'Keeffe, Research Fellow

Valerie joined the Centre in December 2013. Her background is in applied health sciences, specialising in human factors and ergonomics and work health and safety, and she has 20 years' experience working in the areas of policy development, compliance and enforcement, consulting, education and training. She is leading the project 'Quality care and quality jobs: Improving work practices to deliver quality aged care jobs and aged care services for older Australians'.

Dr Somayeh Parvazian, Research Assistant

Somayeh has a background in socio economic statistics with a particular interest in gender related issues. Her PhD from the University of South Australia involved a longitudinal study of globalisation in higher education. She previously worked as a statistician in the Centre for Women and Family Affairs (Iran). She commenced in her current role with the Centre in 2013 and is working on the Future Fellowship project 'Prospects for decent work and gender equality in frontline care'.

Anthea Worley, Research Assistant

Anthea worked on the 'Sexual Harassment' ARC Discovery Project until July 2013. This followed her work as a research assistant for the International Centre for Allied Health Evidence (UniSA), and her previous experience working in various positions in government, non-government and the private sectors. Her academic background is in industrial relations and human resource management and she has postgraduate qualifications in international and community development studies.

PROFESSIONAL TEAM

Elizabeth Oram, Centre Coordinator

Elizabeth manages 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.

Jen Manning, Administrator and Personal Assistant to the Centre Director

Jen provides comprehensive and efficient administrative support to the Centre Director, as well as the Centre's researchers and team of professional staff. Prior to joining 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.

Suzanne Pritchard, Project Officer

Suzanne provided research and project support across the Centre from 2008 until her retirement in December 2013 and was a valued member of the professional team. Prior to joining the Centre her research administration experience included 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.

ADJUNCT STAFF

Dr Angela Crettenden, Adjunct Research Fellow

Angela is Acting Manager of Research and Innovation at Novita Children's Services. Her grant funded research in collaboration with the Centre for Work + Life will examine consequences for parents of balancing care of a child with a disability with paid employment. In addition to her research positions, Angela has an extensive background working as a Clinical Psychologist in a range of settings across Australia, specializing in children's problems and childhood disability.

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 has an academic background in social work, gender and labour studies and completed her PhD 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.

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. She completed her PhD in public health at the University of Adelaide, exploring the meaning of social support to new mothers and grandmothers. Pip is a Senior Community Planner with Adelaide City Council.

STUDENTS

Research training and developing early career researchers is an important part of the work of the Centre. In 2013, the Centre supervised and hosted eight PhD students and one Masters student:

PhD Students: Claire Hutchinson, Belinda Johnson, Nick Sageman, Tamika Sharrad, Paul van Dijk, Natalija Vujinovic, Moira Walsh, Helen Walton. The Centre celebrated the achievements of Ali Elder and Paul van Dijk, whose PhDs were conferred in 2013.

Masters Student: Cassandra Devine

RESEARCH ACTIVITIES

MAJOR PROJECTS

Work, care, retirement and health: ageing "agenders"



This three-year ARC Linkage Project brings together CWL, UniSA and ANU researchers with new partners Women in Super and the Workplace Gender Equality Agency. It will address 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).

A key issue it will examine is how Australian men and women across the socio-economic spectrum organise work, superannuation, pensions, and other assets in the context of their responsibilities for care and labour market participation, and the implications this has for health and wellbeing. It will also look at policy and action in these areas that enhances Australia's capacity to reconcile an aging population with higher and increasingly feminised labour market participation, while improving gender and socio-economic equality, health and wellbeing.

Quality care and quality jobs: Improving work practices to deliver quality aged care jobs and aged care services for older Australians

This project will be funded by the Department of Social Services (formerly the Department of Health and Aging) over three years works in collaboration with four major industry partners: three large aged care agencies who provide both residential and community based aged care – Helping Hand (SA), HammondCare (NSW) and Brightwater Care (WA), and United Voice, which is one of the key unions covering aged care workers in Australia.

The project is workplace-based and practical, focusing on job quality and workforce planning for aged care workers at the agency level, building on the 'Prospects for decent work and gender equality in frontline care work' project. Working with the partner agencies, the project aims to develop innovative workplace tools and models that will inform practical, evidence-based implementation of changes to work practices and assist aged care providers to simultaneously improve the job quality for workers and the quality of services experienced by older Australians.



Prospects for decent work and gender equality in frontline care work

This four-year research program, funded through an ARC Future Fellowship grant, critically examines regulatory strategies to improve the quality of jobs held by frontline care workers. It focuses on work undertaken in non-professional care occupations such as disability support, personal care and home care workers both in institutions and in clients' homes.

The project will investigate how employment regulation and national context influence the working conditions and working lives of disability support and home care/personal services workers; identify the main policy paths shaping regulatory responses to gender inequality in frontline care work and provide practical policy alternatives that link decent work to improved quality of care services; and contribute to improved



understanding of the problem of gender inequality in paid care work and the role of employment regulation in addressing this.

Associate Professor Sara Charlesworth presented the first paper based on this project at the Regulating for Decent Work Conference in Geneva, to the 4th National Conference of the Australian Association of Gerontology in Sydney, and to the Melbourne University Centre for Employment and Labour Relations Law during 2013. The Centre received support from AIRAANZ towards the cost of running a 'research to practice' symposium in September, which focused on the consequences for employees of the shift in Australia to consumer-directed disability and aged care funding.

Working together well: Successful practice in work health and safety



This year-long project, funded under the SafeWork SA WHS Commissioned Research Grant program, identified and analysed the type of workplace environments, practices, actions and cultures that enable effective consultative practices for WHS and contribute to the reduction of workplace illness and injury in South Australia.

The project examined WHS consultative processes in three of the SafeWork SA priority industries (building and construction, hospitality and residential aged care), including the role of union representatives, different forms of employment, organisational culture and employee demographics. This study resulted in an in-depth understanding of the complex process of WHS consultation and key factors that contribute to organisational best practice.

This project offered a unique opportunity to make connections between the broader regulatory framework and policy, and specific industry and organisational practice. The research findings will inform policy and practice at both government and industry levels through a number of key recommendations to government, union and industry stakeholders. The final project report was completed in December and will be presented in early 2014.

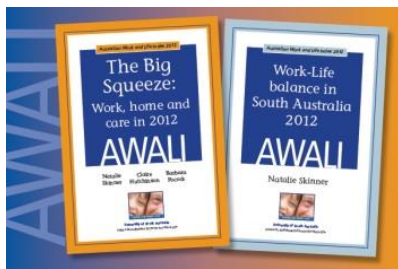
Work, life and flexibility project

This Australian Research Council Linkage Project investigates how improved flexibility can assist in the reconciliation of work and caring responsibilities, foster higher levels of employment participation, and increase skill development and utilisation to improve the wellbeing of Australian workers and their families.

The study will provide nationally representative measures of work-life outcomes in 2012 and 2014, extending the Australian Work and Life Index (AWALI) project over an eight-year period (2007-2014). It will contribute to theory, policy and action by analysing the forms of flexibility that suit different care responsibilities (children, aged, and disabled) over the life-cycle and the effects on work/life outcomes. It 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 both 'cross-workforce' flexibility enablers, such as new national leave entitlements and legal rights to request flexibility; and 'within-workplace' arrangements such as supportive workplace supervision and cultures, the opportunity to work from home and flexible start and finish times.



Australian Work and Life Index (AWALI) survey



The Australian Work and Life Index (AWALI) is a national survey of work-life outcomes amongst working Australians undertaken by the Centre for Work + Life. AWALI commenced in 2007 and was conducted annually until 2010 in partnership with SafeWork SA and the Western Australian Department of Health. It was undertaken in 2012 as part of the ‘Work, life and flexibility’ project outlined above. Partners on this ARC Linkage grant are SafeWork SA and the Department of Employment. The final survey funded under this grant will take place in 2014 and

the Centre is pursuing further funding opportunities in order to continue AWALI beyond 2014.

The 2014 survey will include both national and South Australian samples. Measures will be based on the work of Professor Martin Seligman, Adelaide Thinker in Residence and expert advisor to the South Australian Government. One of the special themes of the 2014 data collection will be ‘wellbeing’ and it will enable an assessment of Australians’ wellbeing against European benchmarks. Other special themes currently under discussion for future surveys include older workers, technology and the erosion of work-life boundaries, and childcare. AWALI 2014 will also include a follow-up with 400 workers surveyed in 2012.

Several publications, including a book chapter and journal articles, based on or containing AWALI data were published in 2013. The AWALI survey has also led to collaboration with Queensland University of Technology on separate studies looking at employees’ preferences and requests for flexibility at work in different occupational categories and will result in a further publication.

Fair Work Australia

This project is complementary to the ‘Work, life and flexibility’ project. It investigates employees’ and employers’ views and experiences of requests for flexibility and extensions of unpaid parental leave beyond 12 months. The study will inform the Fair Work Australia General Manager’s reporting obligations under the Fair Work Act (2009). Qualitative data collection involved telephone interviews with 25 employee and 15 employer participants, with interviewees sourced through the 2012 AWALI survey and an external research company. A draft report was submitted for FWA’s consideration and feedback in November 2012, with a final report due in May 2014.



From margins to mainstream: Gender equality and employment regulation



This five-year 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. It will investigate how gender inequality might be reconsidered as a mainstream industrial issue; look at the role of employment regulation in addressing the issue; identify the key policy paths shaping regulatory responses; and provide practical policy alternatives for employment and human rights bodies.

The project is focused on the ways decent work and gender equality are framed in employment regulation and by key policy actors in Australia, however cross-national comparative studies of 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.

Associate Professor Sara Charlesworth and Dr Fiona Macdonald presented a paper on the decent work agenda in developing economies at the International Labour and Employment Relations Association (ILERA) conference in April; and a paper based on this project has been accepted for the Association of Industrial Relations Academics of Australia and NZ (AIRAANZ) 2014 conference.

Closing the enforcement gap: Improving employment standards protections for people in precarious jobs



This newly funded project, led by Professor Leah Vosko from 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. The project has been awarded funding from the Social Sciences and Humanities Research Council in Canada and will run for six years.

Associate Professor Sara Charlesworth has been invited to be one of the international collaborators on this project. She 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 Associate Professor Charlesworth.

Gender, migration and the work of care: Comparative perspectives

Professor Barbara Pocock and Associate Professor Sara Charlesworth were invited to contribute to this project led by Professor Ito Peng (University of Toronto). This five-year project, funded by the Social Sciences and Humanities Research Council in Canada, investigates paid and unpaid care, migration and the inequalities that pervade systems of care at the global, national and local levels. This project has strong synergies with the 'Quality care, quality jobs' and the 'Decent work and gender equality in frontline care work' projects and will assist the Centre for Work + Life in establishing stronger linkages with other partner organisations in South East Asia. The Centre is also working towards an ARC Discovery Project grant application in early 2014 led by Professor Deb Brennan (UNSW) with Dr Liz Hill (Sydney), which will leverage of this Canadian grant.

It has a number of sub-projects and Professor Pocock and Associate Professor Charlesworth are directly involved in research led by Professor Brennan (UNSW) which is focused on demography and policy in Oceania. This sub-project will map the employment of migrant care workers in aged care, childcare and disability services in Australasia and will examine the political debates calling for the employment of more migrant workers in each of these policy areas. The first meeting was held in October and activities planned out for the next year, including the establishment of an advisory committee, mapping of relevant data from the 2011 Census, and separate workshops sponsored by the Academy of Social Sciences in Australia (ASSA) and the Work + Family Policy Roundtable.

The meaning of work, wellbeing and the changing terms, times and spaces of service sector jobs

This ARC Discovery Project investigates how work and its terms, timing, technologies and location are changing, and how these affect wellbeing. It will analyse the meaning that service sector workers draw from their jobs, 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

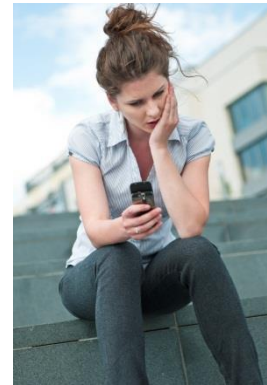


time to work over the life-cycle, and service sector work is rapidly expanding, this study will investigate the changing contractual terms, times, technology and spaces of service work and its effects on workers, setting this analysis within household and social contexts. Professor Barbara Pocock is currently writing up the findings of this research and presented the initial findings as part of public talks during 2013.

Sexual harassment in Australia: Causes, outcomes and prevention

Despite legal prohibition, sexual harassment is a persistent workplace issue with considerable costs for individuals and organisations. Yet there remain significant gaps in knowledge about effective prevention and responses to the problem. This research project investigated the various manifestations of sexual harassment across a range of workplaces. It examined organisational and institutional understandings and responses to workplace sexual harassment and the longer term impacts for individual 'targets'.

The project involved analysis of a range of data sources, including interviews with 'targets' of sexual harassment, interviews with professionals who advocate for complainants and/or respondents, formal complaints made to equal opportunity/anti-discrimination commissions across Australia, and media reports of sexual harassment and legal cases. While funding for this ARC Discovery Project came to an end in July 2013, data from the interviews will continue to be used in future publications. The Centre for Work + Life developed the project website which continues to be well-used and is now managed by Queensland University of Technology.



Work, life and sustainable living



This project involves working in partnership with Zero Waste SA, CPSU, SPSF and the Urban Renewal Authority. It 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 policy responses and actions that can expand adaptive capacity in workplaces, households and the community.

Australian workers are workplace, household and transport 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 the home and workplace, helping improve the mobilisation of workers' multiple identities to inform better environmental outcomes.

Seven separate studies were undertaken as part of this project. The first study analysed ABS household data to examine the relationship between work-life variables and environmental outcomes. The second study analysed the CPSU's annual women's survey alongside questions on how working women manage sustainable living at work and at home. There were three case studies looking at experiences of working in eco-friendly organisations, the prevalence of work-life spill over of pro-environmental behaviours, and the factors that influence pro-environmental action at work. The sixth study analysed an international dataset to compare Australia and the UK, US, Norway and Japan. The final study investigated workers' experiences of undertaking environmental behaviours alongside their work and family responsibilities. Several research reports have been published and an industry roundtable is planned for 2014, marking completion of the three-year project.

STUDENT PROJECTS

Flexible working arrangements: Theory, practice and policy (Claire Hutchinson)

Claire Hutchinson has a background in human resources and organisational psychology and is the second recipient of the Andrew Knox Memorial Scholarship. Her research investigates the individual and organisational outcomes of formal and informal flexibility arrangements in two state government agencies.



Claire presented a paper from her PhD work at the Community, Work and Family Conference in July 2013. She also co-convoked and chaired an international symposium on flexible work arrangements which attracted papers from Australia, the EU and the US. Claire expects to submit her thesis for examination in 2014.

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 Johnson's PhD project is looking at the experience of women employed casually in designer fashion boutique retail work. She is exploring issues such as how gender identity shapes and is shaped by employment choices, how an ethos of flexibility shapes the negotiation of precarious employment and achieving everyday industrial justice, and the purpose of this work in a broader imagined career. The aim of the research is to learn more about how precarious service work is experienced in a growing area of employment, and how this relates to broader social discourse around gender, individualism and careers. Belinda has completed the majority of field work for her research, has developed the early chapters of her thesis and is working on a conference paper.

A gendered analysis of work organisation and culture in Australian fire services (Tamika Sharrad)

Tamika Sharrad commenced her PhD at the Centre in 2013. She completed her Bachelor of Behavioural Science (Honours) degree at Flinders University, having also tutored first year Sociology students after the completion of her degree. Her PhD will provide a gendered analysis of work organisation and culture in Australian fire services as revealed through qualitative interviews and surveys. Examining the experience of paid fire fighters will contribute to knowledge about the impact of work organisation and culture in Australian fire services. She also aims to develop a range of policy options to address psychosocial risk factors through better support for employee work-life balance and to improve the attraction, retention and development of women in the fire services.

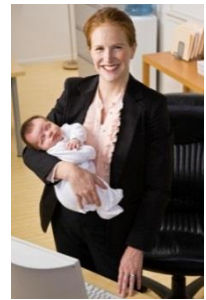
Work-life balance, well-being and health: Theory, practice and policy project: Organisational justice and work-life interaction (Paul van Dijk)

This project was funded as part of the ARC Linkage Project 'Work-life balance, well-being and health' in collaboration with the Australian Nursing and Midwifery Federation (ANMF). Paul's research examined the effects of organisational justice on employees' work-life interaction. The Centre congratulates Paul on successfully completing his PhD in 2013.

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

Natalija Vujinović's PhD research project explores the optimal duration of paid maternity leave from the perspective of first-time mothers' readiness to return to paid work and their experiences upon return to paid work. The longitudinal project has involved interviewing a group of women during their pregnancy, maternity leave and upon their return to paid work.

Natalija has completed the final stage of data analysis and is expecting to complete her thesis in 2014. She presented her initial findings at the Community, Work and Family Conference in Sydney in 2013.



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



Moira Walsh's project is an exploration of the 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. The narratives of the couples are being viewed in a cultural and historic Australian context which mandates women's participation in the paid workforce whilst simultaneously holding them to conventional mothering practices.

Moira presented the paper 'Egalitarian parenting and childcare: Exploring gender and responsibility in relation to formal and unpaid childcare' at the Community, Work and Family Conference in Sydney in 2013. The Centre congratulates Moira on being awarded a prestigious Clare Burton Memorial Scholarship in 2013.

Work-life-community experiences of Australian sole mothers (Helen Walton)

Helen Walton'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.

Helen presented the paper 'Entrenched gendered parenting roles: The impact of Australian father's limited post-separation roles as caregivers and providers on sole mothers' employment and economic wellbeing' at the Community, Work and Family Conference in Sydney in 2013.

RESEARCH COLLABORATIONS

Work and Family Policy Roundtable



The Work and Family Policy Roundtable (W+FPR) has expanded to include 30 academic researchers from 18 universities and research institutions with expertise on work, care and family policy. Its goal is to propose, comment upon, collect and disseminate research to inform good evidence-based public policy in Australia. The W+FPR holds an annual symposium to discuss and publish current policy direction in the area of work and family. It is co-convened by Professor Barbara Pocock and

Associate Professor Sara Charlesworth (CWL) together with Dr Elizabeth Hill (University of Sydney).

In March the W+FPR released the report 'Work, Care and Family Policies: Election Benchmarks 2013' followed up in August with an assessment of how the major political parties rated against the Benchmarks in 'Work + Family Policy Roundtable Election Evaluation, August 2013'. It is proposed to organise a Roundtable event in early 2014 which focuses on childcare, given the Productivity Inquiry into childcare issues that is expected to report in late 2014.

Collaboration with the School of Management (SOM)

The Centre continues to collaborate on research with the School of Management. Dr Natalie Skinner is co-authoring a paper with Dr Erich Fein, from the Centre for Human Resource Management (CHRM). Professor Barbara Pocock is on the Advisory Board of the CHRM led by Professor Carol Kulik, and Associate Professor Sara Charlesworth is a member. Professor Kulik is one of the Chief Investigators on the ARC Linkage Project 'Work, care, retirement and health: ageing "agenders"'.

FUNDING APPLICATIONS

ARC Linkage Project – Work, care, retirement and health: Ageing “agenders”

Professor Barbara Pocock, Associate Professor Sara Charlesworth (CWL) and Professor Carol Kulik (SOM), together with Partner Investigators from Women in Super and the Workplace Gender Equality Agency, have been awarded an ARC Linkage grant for the project 'Work, care, retirement and health: Ageing “agenders”'. The Centre will receive \$239,980 from the ARC and \$150,000 from industry partners over three years commencing in 2013. This collaborative research project will look at how Australians can retire well, taking into account their key resources such as income, superannuation, the aged pension, and other assets; and key demands such as the need to work longer and to care for others in the context of an ageing population and an increasingly feminised workforce.

Aged Care Service Improvement and Healthy Ageing Grants Fund – Quality care and quality jobs project

Professor Barbara Pocock, Associate Professor Sara Charlesworth (CWL) and Associate Professor Deb King (Flinders) will lead a new three-year project awarded \$1,030,079 from the Department of Social Services (formerly the Department of Health and Ageing), commencing in 2013. Dr Valerie O’Keeffe joined the Centre in 2013 as a Research Fellow on this project. The 'Quality care and quality Jobs: Improving work practices to deliver quality aged care jobs and aged care services for older Australians' project will develop innovative workplace tools and models to inform the practical, evidence-based implementation of the Aged Care Workplace Compact (ACWC), thereby assisting services to simultaneously improve job quality and the quality of services for older Australians.

Centre for Workplace Leadership

The Centre for Work + Life is one of four University partners in the successful tender group for the new Centre for Workplace Leadership led by University of Melbourne. Funded by a grant of \$12 million from the Federal Government and \$6 million from other partners, the new Centre will undertake research to improve leadership and productivity in Australian workplaces.

Australian Workforce and Productivity Agency Research Panel Tender

The Centre for Work+ Life in collaboration with the Education, Equity and Work Research Group from UniSA successfully tendered for inclusion in the Australian Workforce and Productivity Agency Research Panel Tender.

ARC Centre of Excellence: The International Centre for Work and Care

In May 2013 the Centre submitted an Expression of Interest for ARC Centre of Excellence funding which was subsequently unsuccessful. The EOI, which asked for \$20 million over seven years, built significantly on work and relationships already established through the Work + Family Policy Roundtable. It brought together four universities as collaborators and a total of sixteen industry partners from the State Government, government agencies, NGO's, international universities and research centres.

The International Centre for Work and Care aimed to produce research which would transform current knowledge and practice about the combination of work and care (including care of children, the aged and those with disability) in Australia and Asia, to inform improved arrangements in cross-national comparison. It was to assist the achievement of both higher rates of workforce participation over the life-course and higher levels of social and economic wellbeing. Through strong international networks and powerful partner support, the Centre hoped to inform better workplace and care arrangements through an internationally transformative program of research.

ARC Linkage Project – Greening Australian workers

Dr Janine Chapman developed a Linkage Project proposal 'Greening Australian workers: A new approach to changing pro-environmental behaviour in the workplace', which was submitted in December 2012. The proposed project aimed to build upon the Centre's research from the existing ARC Linkage grant on 'Work, life and sustainable living' in collaboration with Zero Waste SA. Unfortunately this application was not successful.

PUBLICATIONS

BOOKS AND BOOK CHAPTERS

Chapman, J, Skinner, N & Searle, S 2013, 'Working towards sustainability: Exploring the workplace as a site for pro-environmental behavioural change', in R Crocker & S Lehmann (eds), *Motivating change: Sustainable design and behaviour in the built environment*, Routledge, Abingdon, Oxon, pp. 56-70.

REPORTS



Pocock, B. & Skinner, N. 2013, 'Morning, noon and night: The infiltration of work email into personal and family life', Centre for Work + Life, University of South Australia, Adelaide.

Smartphones, laptops, broadband and wi-fi provide 24/7 access to data, information and each other that is unprecedented in human history. The way in which we interact with friends, family, clients, customers, co-workers and others is also radically altered. In this study we focus on the implications of this technological revolution for the way in which we work.

The Centre partnered with the Barbara Hardy Institute at the University of South Australia on a project that was funded under the Climate Change Adaptation Research Grants Program. The Centre contributed a social science perspective to this multi-disciplinary project and the Centre's research is included as part of a major report to the National Climate Change Adaptation Research Facility (NCAARF):

Saman, W, Boland, J, Pullen, S, de Dear, R, Soebarto, V, Miller, W, Pocock, B, Belusko, M, Bruno, F, Whaley, D, Pockett, J, Bennetts, H, Ridley, B, Palmer, J, Zuo, J, Ma, T, Chileshe, N, Skinner, N, Chapman, J, Vujinovic, N, Walsh, M, Candido, C & Deuble, M 2013, 'A framework for adaptation of Australian households to heat waves', National Climate Change Adaptation Research Facility, Gold Coast, 242 pp.

JOURNAL ARTICLES

Bletsas, A & Charlesworth, S 2013, 'Gender equality and decent work in Australia', *Australian Journal of Political Science*, vol. 48, no. 1, 44-56.

Chapman, J, Qureshi, N, & Kai, J 2013, 'Effectiveness of physical activity and dietary interventions in South Asian populations: A systematic review', *British Journal of General Practice*, vol. 63, no. 607, pp. e104-e114.

Charlesworth, S, 2013, 'Women, work and industrial relations in Australia in 2012', *Journal of Industrial Relations*, vol. 55, pp. 371-385.

McDonald, P & Charlesworth, S 2013, 'Settlement outcomes in sexual harassment complaints', *Australasian Dispute Resolution Journal*, vol. 24, no. 4, pp. 259-269.

Macdonald, F & Charlesworth, S 2013, 'Equal pay under the Fair Work Act 2009: Mainstreamed or marginalised?', *UNSW Law Journal*, vol. 36, no. 2, pp. 563-586.

McDonald, P & Charlesworth, S 2013, 'Framing sexual harassment through media representations', *Women's Studies International Forum*, vol. 37, pp. 95-103.

Morris, M 2013 'Trying to keep up: 'the experience of combining full time VET with work', *Australian Journal of Adult Learning*, vol. 53, no. 1, pp. 44-71.

Pocock, B, Charlesworth, S & Chapman, J 2013, 'Work-family & work-life pressures in Australia: Advancing gender equality in 'good times'?', *International Journal of Sociology and Social Policy*, vol. 33, no. 9/10, pp. 594-612.

Skinner, N & Pocock, B 2013, 'Paid annual leave in Australia: Who gets it, who takes it and implications for work-life interference', *Journal of Industrial Relations*, vol. 55, no. 5, pp. 681-698.

Vujinovic, N, Williams, P, & Boyd, C 2013, 'Mothers' integration of work, home and community in master planned communities: What's different?', *Community, Work and Family*, vol. 16, no. 1, pp. 68-87.

Worley A, Charlesworth S & McDonald P 2013, 'Sexual harassment and conciliation: Which complaints settle, and which don't?', *Alternative Law Journal*, vol. 38, no. 2, pp. 96-102.

COMMUNITY ENGAGEMENT

CONFERENCES AND SEMINARS HOSTED BY CENTRE FOR WORK + LIFE

The Centre for Work + Life, the University of Sydney and the Australian Institute of Family Studies successfully co-convoked the fifth international Community, Work and Family Conference 'Challenges and Changes in a Globalising World' in July 2013 in Sydney.



It was held for the first time in the southern hemisphere and aimed to encourage an international view of work and family. Keynote Speakers included Professor Raewyn Connell, University Chair in the University of Sydney, Professor Rajni Palriwala, Professor of Sociology at the University of Delhi, Ms Jane Hodges, Director of the Bureau for Gender Equality at the ILO and Professor Cindy Fan, Professor in the Department of Geography at UCLA and Mr Jason Glanville, CEO, National Centre of Indigenous Excellence. CWL researchers and PhD students presented the following papers:

- Associate Professor Sara Charlesworth presented 'Decent working time: what would it look like in Australia?' and a paper co-authored with Alex Heron entitled 'Regulatory responses to less favourable treatment during pregnancy'.
- Dr Fiona Macdonald presented 'Blurred boundaries between work in formal, informal and family domains and the 'informalisation' of women's employment in small firms'.
- Dr Angela Crettenden (Adjunct) presented 'Mothers caring for children and young people with disabilities: Intent to work, patterns of participation in paid employment and the experience of workplace flexibility'.
- Natalija Vujinovic (PhD student) presented 'Does longer maternity leave lead to more engaged and better performing employees?'.
- Dr Natalie Skinner presented 'Handle with care – working from home as a potential work-life demand or resource', co-authored with Barbara Pocock.
- Claire Hutchinson (PhD student) presented 'Integrating flexible work arrangements into workplace practice: A case study of two agencies in the South Australian public sector'.
- Helen Walton (PhD student) presented 'Entrenched gendered parenting roles: The impact of Australian father's limited post-separation roles as caregivers and providers on sole mothers' employment and economic wellbeing'.
- Moira Walsh (PhD student) presented 'Egalitarian parenting and childcare: Exploring gender and responsibility in relation to formal and unpaid childcare'.

Dr Natalie Skinner presented the seminar 'Show me the evidence! Identifying and developing evidence-based work-life policies and practices from a systematic review of Australian and international research', at the Centre for Work + Life on 21 November 2013.

Associate Professor Sara Charlesworth (CWL) and Associate Professor Deb King (Flinders) jointly led a 'research to practice' symposium on consumer-directed funding models: 'Will increased choice deliver quality jobs and quality care?' at the Hawke Centre on 5 September 2013. Professor Gabrielle Meagher (Sydney University) gave the keynote entitled: 'Squaring the care circle? Increasing the quality of jobs and the quantity of services in community care'.

Professor Andrew Stewart presented the seminar 'The Federal Coalition's IR Agenda: What will it (really) be?', at the Centre for Work + Life on 23 July 2013.

Professor Tim Olds presented the seminar 'In search of lost time', at the Centre for Work + Life on 11 June 2013.



INVITED CONFERENCE PAPERS AND PRESENTATIONS

Professor Barbara Pocock presented 'Why workers don't ask: Arguments for stronger rights to request flexibility in Australian workplaces' at Newcastle Business School, 15 Nov 2013.

Associate Professor Sara Charlesworth presented 'The contribution of cross-national case study research: Understanding the impact of government funding on negotiating paid and unpaid care work in community services', Qualitative Research Workshop on Work Family & Policy, University of Queensland, 11 November 2013.

Professor Barbara Pocock was a panel member at the Australian Government Leadership Network New South Wales annual conference, Sydney, 10-11 October 2013.

Associate Professor Sara Charlesworth presented 'Partial protection? The regulation of home care workers' working conditions', at the 4th National Conference of the Australian Association of Gerontology, Sydney, 29 November 2013; and at the Centre of Employment and Labour Relations, Law School, University of Melbourne, 24 September 2013.

Professor Barbara Pocock gave the keynote address entitled 'The Unfinished Revolution' at the 8th Australasian Women and Policing Conference, Adelaide, 25-28 August 2013.

Professor Barbara Pocock was an invited Panel member at ACOLA : The Role of Science Research & Technology in Lifting Australia's Productivity Workshop, Science Exchange, Adelaide, 14 Aug 2013.

Professor Barbara Pocock was an invited Panel member at an Age Matters Event, Science Exchange, Adelaide, 6 August 2013.

Professor Barbara Pocock presented 'Reconciling Work, working hours and family life' as the invited keynote speaker to the WRC Annual Labour Law Conference, Sydney, July 2013.

Associate Professor Sara Charlesworth presented 'Partial protection? The regulation of home care workers' working conditions' at the 3rd Conference on Regulating for Decent Work: Regulating for Equitable and Job-Rich Growth ILO, Geneva, 3-5 July 2013.

Jane Clarke was keynote speaker presenting 'Work Health and Safety Consultation - Why it is important and how to make it more effective' at SA Unions Stand up for Health and Safety Conference, Adelaide, 21 June 2013.

Professor Barbara Pocock was keynote speaker at the Public Service Association Annual Women's 'Decent Work, Decent Lives' Conference, Adelaide, 4 June 2013.

Professor Barbara Pocock was a panel member for the Australian Labor Party National Policy Forum Workshop entitled 'Modern Agendas for Work and Society' at Australian National University, Canberra, 4 May 2013.

Associate Professor Sara Charlesworth gave a keynote presentation to the SA Unions Women's Conference entitled: 'How the issue of insecure work plays out for women workers', 31 May 2013.

Professor Barbara Pocock gave a keynote presentation for the Australian Institute of Urban Studies entitled 'Work life and community making in Australia today: how can we improve well-being for citizens, workers, families and communities?', Adelaide, 31 May 2013.

Dr Natalie Skinner presented a keynote address at the Independent Education Union of Australia's national conference titled 'Work-Life in the Modern Era', Wollongong, 30 May 2013.

Professor Barbara Pocock was an invited speaker at the Committee for Economic Development of Australia event, Age Matters: Building diversity into the workplace, Adelaide, 30 April 2013.

Assoc. Prof. Sara Charlesworth presented 'Minimum employment standards and their enforcement in Australia' to the Enforcement of Minimum Standards for Precarious Workers Research group hosted by the Feminist Political Economy program at York University, Toronto, 22 April 2013.

Assoc. Prof. Sara Charlesworth and Dr Fiona Macdonald presented 'The Decent Work Agenda and the advancement of gender equality: For emerging economies only?', 8th Asian Regional Congress of the International Labour and Employment Relations Association, Melbourne, 9-12 April 2013.

Dr Fiona Macdonald presented 'The regulation of personal work relations and "the problem of dependent contracting": Do we need to re-frame the problem?', to the 8th Asian Regional Congress of ILERA, Melbourne, 9-12 April 2013.

Associate Professor Sara Charlesworth presented 'Lean social care and worker identity: The role of outcomes, supervision and mission', to the 8th Asian Regional Congress of ILERA, Melbourne, 9-12 April 2013.

Associate Professor Sara Charlesworth presented 'Decent Working Time: How do we get it?' at the ACTU Community Summit on Insecure Work, Canberra, 13-14 March 2013.

Professor Barbara Pocock presented 'Flexibility for who? Insecurity and work/life balance' at the ACTU Community Summit on Insecure Work, Canberra, 13-14 March 2013.

Professor Barbara Pocock was a panel member discussing 'Women's experiences of poverty' at the ACOSS National Conference, Adelaide 25-26 Mar 2013.

Dr Natalie Skinner was the keynote speaker at the South Australian Independent Education Union Conference and presented 'Work-life in the modern era – examining the central place of work intensity', Adelaide, 4 Mar 2013.

Centre for Work + Life staff presented a number of papers at the 27th Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference, Work, employment and employment relations in an uneven patchwork world, Fremantle, 6-8 February 2013:

- Chapman, J, & van Barneveld, K 2013, 'Exploring the link between work arrangements and pro-environmental action at work and at home'.
- Charlesworth, S Welsh, J, Strazdins, L, Baird, M & Campbell, I 2013, 'Measuring employee job quality: The workload question'.
- Hutchinson, C 2013, 'Requesting and taking: Access and use of informal flexibility in the South Australian public sector'.
- Macdonald, F 2013, 'The dynamics of exploitation and the role of work relations in constructing precarious employment: inconspicuous small jobs in small firms'.

- Macdonald, F, Charlesworth, S 2013, 'Equal remuneration in the Fair Work Act: marginalised or mainstreamed?'.
- McDonald, P, Charlesworth, S, Graham, T 2013, 'To act or not to act: bystander intervention in workplace sexual harassment'.
- Pocock, B, Hutchinson, C, & Skinner, N 2013, 'Work-family-community in Australia: changing gendered outcomes and the impact of work intensification and working from home'.
- Skinner, N, Hutchinson, C, & Pocock, B 2013, 'Flexibility request-making in the post-Right to Request (RTR) environment'.

CENTRE WEBSITE

The Centre's website is an important community outreach tool – it had more than 25,000 page views over the 12 months to November 2013. Our research and publications pages were the most visited, accounting for over half of the page views, with the Australian Work and Life Index (AWALI) project page accounting for a quarter of these visits. Our publications were downloaded almost 1400 times with AWALI reports accounting for around 70% of these. The release of the report 'Morning, noon and night: The infiltration of work email into personal and family life' in May saw a spike in visits to our website, and the report was downloaded almost 100 times in the period to November 2013. Visit our website at www.unisa.edu.au/cwl.

MEDIA COMMENTARY

The Centre's research was highlighted across various media during 2013. Our researchers frequently appeared as expert commentators in newspaper articles and interviews for radio programs, and also featured as guest contributors to the news media with regular opinion pieces in major newspapers.

Newspapers (including digital editions)

'Why do you work so hard?', *Sydney Morning Herald*, 16 Dec 2013.

'School holiday finishing times places extra stress on parents', *The Advertiser*, 9 Dec 2013.

'The Parent Trap', *Sunday Age*, 8 Dec 2013.

'Pay gap same after 20 years - the tools for gender pay equality are there, but need employer commitment' writes Fiona Macdonald, *Saturday Age*, 23 Nov 2013.

'All about me', Professor Barbara Pocock defines 'me time' as time set aside to look after yourself, *Sunday Mail*, 17 Nov 2013.

'ABS data shows Australians healthy, wealthy and Tasmanians also wiser', *The Mercury*, 14 Nov 2013.

'Women meet the mother of all challenges - It's still women balancing family and work demands' *Sydney Morning Herald*, 3 Nov 2013.

'Disabilities have big costs: Earnings are often curtailed', write Angela Crettenden and Annemarie Wright, *The Saturday Age* and *Sydney Morning Herald*, 26 Oct 2013.

'Telecommuting has missed the bus', *Sun Herald*, Sydney, 13 Oct 2013.

'Work, life, repeat ... capital women walk fine line', *Canberra Times*, 4 Oct 2013.

'Flexible policy the key: A range of measures is needed to help families', writes Professor Barbara Pocock, *The Saturday Age* and *Sydney Morning Herald*, 28 Sept 2013.

'Fewer than 20 men a month take paid parental leave', *Sun Herald*, Sydney, 1 Sep 2013.



'Dads have evolved, workplaces need to do the same thing', *Sun Herald*, Sydney, 1 Sep 2013.

'An indecent legacy: Sexual harassment still haunts workplaces', writes Sara Charlesworth, *The Saturday Age*, 31 Aug 2013.

'Woeful waste or welcome change: leave scheme divides critics', *The Saturday Age*, 24 Aug 2013.

'Paternal instinct', *The Australian*, 19 Aug 2013.

'Academics say Coalition parental leave plan is superior', *Australian Financial Review*, 28 Aug 2013.

'Paid parental leave is just a start', *The Guardian*, 18 Aug 2013.

'Pushed for time and solutions: In rapidly industrialising places, out-of-hours stress is dangerously high', writes Professor Barbara Pocock, *The Saturday Age*, 17 Aug 2013.

'Weathering the storm. The art of being resilient, 'bouncing back', is key to workplace success', writes Janine Chapman, *Sydney Morning Herald*, 29-30 June 2013. Also appeared in *The Age*.

'New mother claims unfair dismissal', *The Age*, 28 Jun 2013.

'More women leaders, but the gulf in wages widens', *The Age*, 13 June 2013.

'Dark side of the digital revolution keeps work front and centre all day, all night', *The Saturday Age*, 1 Jun 2013.

'Addicted to work emails – even on holidays, weekends', *Sydney Morning Herald*, 1 Jun 2013.

'We're always wired up – Weighty workloads take toll', *The Advertiser*, 1 June 2013.

'Fewer workers doing the long grind – but still far too many', *The Age*, 30 May 2013.

'Work Experience at a cost', opinion piece by Dr Fiona Macdonald, *The Age* and *The Sydney Morning Herald*, 25 May 2013.

'Petition call to re-instate ABS survey on women', *Canberra Times*, 17 May 2013.

'Work and care tsunami building', *The Australian*, 22 April 2013.

'Political parties only starting to get the message', *Sydney Morning Herald*, 22 April 2013.

'Unions to push for flexible working hours', *The Advertiser*, 14 April 2013.

'Time of your life: Stay-at-home or working mum?', *The Australian*, 8 Apr 2013.

'Revealed: What truly makes women happy', *The Advertiser*, 6 Apr 2013.

'Sentenced to hard labour: Pregnant women should know their rights in the workplace', article by Sara Charlesworth, *Sydney Morning Herald* and *The Age*, 23 Mar 2013.

'Why a get-together on the weekend is good for wellbeing', *Sydney Morning Herald*, 24 Feb 2013.

'The Loaded Dog: Would you rather work from home?', *Sydney Morning Herald*, 24 Feb 2013.

'Work is where the home is - Staying under your roof has its perks - and its dangers', article by Dr Natalie Skinner, *Sydney Morning Herald* and *The Age*, 23 Feb 2013.

'Modern families' the campaign mantra', *The Advertiser*, Adelaide, 15 Feb 2013.

'Family-friendly rules not as simple as ABC', *Australian Financial Review*, 12 Feb 2013.

'Labor wants to make work more flexible', *The Age*, 11 Feb 2013.

'Retired baby boomers climb back into driver's seat', *Sydney morning Herald*, 3 Feb 2013.

'Love of Labour has its risks', *Sydney Morning Herald*, Careers, 26 Jan 2013. Opinion piece by Professor Barbara Pocock.

'The typical Aussie is laid-back and loving: poll', *The Sunday Times*, 19 Jan 2013.

Radio

Interview with Professor Barbara Pocock and the Australia Institute's David Baker, discussing work and life balance on National Go Home on Time Day, *Afternoons*, 891 ABC Adelaide, 20 Nov 2013.

'Women still paid less than men', Professor Barbara Pocock, *3AW Breakfast Blog*, 20 Nov 2013.

Interview with Associate Professor Sara Charlesworth, on the impact of pregnancy discrimination, 702 ABC Sydney, 8 Nov 2013.

Interview with Professor Barbara Pocock, *Breakfast ABC NewsRadio*, Sydney, 28 Aug 2013.

Interview with Professor Barbara Pocock, on child care and paid parental leave election policies, *Drive*, ABC NewsRadio, Sydney, 27 Aug 2013. Also broadcast on other capital city ABC NewsRadio.

Associate Professor Sara Charlesworth interviewed on the issue of underemployment, *Life Matters*, Radio National, 16 July 2013.

Interview with Professor Barbara Pocock, discussing the Community Work and Family Conference, *Afternoons*, 891 ABC Adelaide, July 2013.

Discussion of Productivity Commission report on why children from wealthier families do better than those from low-income families with Professor Barbara Pocock, *Breakfast*, 891 ABC Adelaide, 11 July 2013.

Interview with Professor Barbara Pocock on ABS data indicating that one in four employees working extra hours are not compensated. ABC Melbourne, 3 May 2013.

Interview with Professor Barbara Pocock on recommendations in the Benchmarks, *Afternoons*, ABC Radio, Canberra, 22 April 2013.

Interview with guests including Kate Ellis, Minister for Early Childhood and Child Care, and Assoc. Prof. Sara Charlesworth, about childcare affordability, *Mornings*, 891 ABC Adelaide, March 2013.

Interview with Associate Professor Sara Charlesworth to discuss the challenges faced by women who have returned to work after having children, *Mornings*, 891 ABC Adelaide, 25 Feb 2013.

Professor Barbara Pocock talked about the Federal Government's intention to increase the number of employees who can ask for flexible working arrangements on national and local ABC radio including 666 ABC Radio Canberra, 891 ABC Adelaide, 774 ABC Melbourne, 612 ABC Brisbane, ABC Darwin, Feb 2013.

Television

'A recent survey has shown that people are consistently unhappy with the hours they work', *SBS World News Australia*, 6 January 2012. Interviewees included Professor Barbara Pocock.

Websites and blogs

'Clock off, switch off: tips to stress less outside work hours', *The Conversation*, 12 Dec 2013, also reported in *Business IT*.

'Can a woman's postcode determine how much she earns?', *Daily Life*, 28 Nov 2013.

'It's much more than maternity leave in the real world of working families', *Phys.Org*, 28 Aug 2013.

'Teach and encourage leadership earlier in women's careers, experts say', *Adelaide Now*, 13 Aug 2013.

'Work is killing the weekend and it's hitting our kids the hardest', *news.com*, 3 Aug 2013.

'Gender equality at work: the Labor legacy', by Sara Charlesworth, *The Conversation*, 18 June 2013.

'Mobiles keeping us on call, says report', *PSnews*, 7 June 2013.

'You've got mail, 24-7: a work-life blessing or curse?', *The Conversation*, 3 June 2013.

'"Workaholic" Aussies addicted to checking emails through phones on holidays: Study', *Asian News International (ANI)*, 2 Jun 2013.

'Big retail finds that oldies are gold', *Indaily's Blog*, 2 May 2013.

'Aged Care Workforce Compact causes health sector stir', *Transforming the Nation's Healthcare*, 3 March 2013.

University of South Australia media releases

'International conference examines policy challenges to social cohesion', UniSA media release, 12 July 2013.

'Experts warn: We are holding back a social tsunami', UniSA media release, 22 April 2013.

Other media sources

The Centre for Work + Life is one of the university partners in the new Centre for Workplace Leadership. The new Centre is to be established and run by the University of Melbourne in conjunction with business, university and business partners, with funding from the Federal Government. This was announced by The Hon Bill Shorten on 21 June 2013.