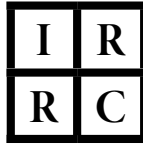


Australia's  
Global  
University



INDUSTRIAL RELATIONS  
RESEARCH CENTRE

Annual Report 2017



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# IRRC Annual Report 2017

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|--|-----------|
| Director's Overview  | <b>1</b>  |
| The Centre's performance relative to its KPIs (and its Objectives) for 2017                    | <b>5</b>  |
| Contributions towards IRRC KPIs for 2018–2020 triennium, not otherwise listed                  | <b>12</b> |
| Contributions towards the new IRRC Objectives for 2018-2020 triennium,<br>not otherwise listed | <b>13</b> |
| Dates of, and attendance at, meetings of the Centre's Steering Committee 2017                  | <b>15</b> |





**Our mission**

**Our values**



**Located in UNSW Business School, UNSW**

Professor Peter Sheldon, School of Management, Director  
Professor Michael Quinlan, School of Management, Director IRRC  
Professor Nick Wailes, Associate Dean Digital & Innovation  
Associate Professor Ian Hampson, School of Management  
Associate Professor Peter Kriesler, School of Economics  
Dr Louise Fitzgerald, Management/Education Development Unit  
Dr Sarah Gregson, School of Management  
Dr David Morgan, School of Management  
Dr Tracy Wilcox, School of Management

**Located in School of Business, UNSW Canberra**

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

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

Dr Sue Williamson, School of Business, UNSW Canberra

**External Appointees and Visitors during 2017**

Professor Alistair Rainnie (to 28/2/2018)

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

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

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

Associate Professor Jocelyn Pixley, Macquarie University

Professor Charles Woolfson, Linkoping University, Sweden

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

Dr Elsa Underhill, Deakin University, Australia

**Research Assistants (casually employed)**

Ms Noa Sheer

Mr Anthony de Rosa Pontello

**Professional and Technical Staff**

Ms Margaret Wallace. Casual Project Officer: *ELRR*

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

**IRRC KPIs for 2017**

During 2017, the IRRC continued to be guided by those (legacy) KPIs for the 2013-16 triennium:

- KPI 1: Apply for/secure one major competitive research grant (eg ARC linkage)
- KPI 2: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project
- KPI 3: Publish four issues of the journal *ELRR* per year (16 over the planning cycle)
- KPI 4: Publish one book (research monograph) with a reputable international publisher
- KPI 5: Publish 16 by-lined articles in refereed journals





## **KPI 2: Complete/make substantial progress towards completing at least one existing large competitive grant-funded project**

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

**Anne Junor (CI)** was engaged in the first year of this two-year research project.

teaching fellows, as well as to numerical data analysis. The first academic article from the project was drafted and submitted to the *Journal of Industrial Relations*

Lead institution: University of Technology, Sydney. Partner institutions: Griffith University,

Project Leader is Associate Professor James Goodman. Other team members are Dr Keiko Yasukawa, Associate Professor Anne Junor, Dr Kaye Broadbent, Professor Glenda Strachan, Associate Professor Tony Brown.

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

**Michael O'Donnell** and **Peter Sheldon** are CIs among a team from 8 universities – including, from UNSW: the Law School, IRRC and UNSW Canberra.

- Principal CI: Andrew Mowbray UTS (Austlii)
- Research Team: Professor Andrew Mowbray; Dr Philip Chung; Professor Andrew Stewart; Professor Graeme Orr; Associate Professor Anna-Louise Chapman; Associate Professor Shae McCrystal; Professor Mark Bray; Professor Peter Sheldon; Professor Michael O'Donnell; Dr Jillian Murray; Dr Michael Rawling; Mr Anthony O'Donnell

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

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

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

## **KPI 3: Publish four issues of the journal *The Economic and Labour Relations Review (ELRR)* per year**

*The Economic and Labour Relations Review (ELRR)* quarterly (and in a timely way) by Sage Publishing Ltd.

ELRR brings together research in economics and labour relations through a multi-disciplinary

orthodoxies, as well as alternative models, thereby facilitating informed debate. The journal

Keynesian (heterodox) approach to economics, or that explore rights-, equality- or justice-based

In 2017, the IRRC continued to carry administrative responsibility for the journal. The IRRC also

editor-in-chief, Anne Junor, executive editor, Raja Junankar, and book review editor, Neil Hart. *ELRR* is also the journal of the Australian Society of Heterodox Economists, whose Director is IRRC Associate, Peter Kriesler.

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

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

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

Changes to the journal's operations included:

- The following new members were welcomed to the ELRR Advisory Board:
  - o Professor Jill Rubery, Alliance Manchester Business School, UK
  - o Professor Piotr uk, University of Wroc aw, Poland
- The following new members were added to the ELRR Editorial Committee:
  - o Professor Michelle Baddeley, UNISA
  - o Dr Elsa Underhill, Deakin University
  - o Dr Michael Peters, UNSW

The following sub-committees were formed through further additions to the ELRR Editorial

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

Compliance with Sage's espoused policy of inclusiveness, and our own social justice goals mean not rejecting a deserving MS just on language grounds. This nevertheless entails a heavy

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- Sustainable development – arresting natural resource depletion (D Lindenmayer); national plan for transition to a low-carbon future (P Troy, Australia)
- Neoliberalism and employment – fiscal consolidation and unemployment in

*Impact Factor*

2016 5-year Impact Factor 0.612;  
2015 2-year Impact Factor 0.582;  
2016 2-year Impact Factor 0.456;  
2017 5-year Impact Factor 0.899;

*Marketing*

6,286 followers by October 2017 on SAGE Management Twitter channel; 251 followers on @TheELRR.

**Engagement as measured by high Altmetric scores:**

Altmetric scores track outreach and engagement by reader type (eg) member of public, policy-maker, science communicator and by country. Altmetric scores measures online mentions of an individual academic journal article across social media, news outlets, blog sites and reference

research outputs reflecting the relative reach of each type of source.

The highest Altmetric scores for articles published in 2017 were:

- 138 (Top 5%): ‘Regulating work in the gig economy: What are the options?’ (A Stewart and J Stanford, Vol 28(3), Sept) (4,986 downloads to May 2018)
- 32 (Top 5%) ‘Halting natural resource depletion: Engaging with economic and political power’ (D. Lindenmayer Vol 28(1), March)
- 26 (Top 5%) ‘Why do economists study happiness?’ (M Pieka kiewicz Vol 28(3), Sept (1411 downloads to May 2018)

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DQDEPPZMIPDAP000~~

**KPI 4: Publish one book (research monograph) with a reputable international publisher**

**Quinlan, M.**

**Harcourt, G.C Kriesler, P.** and Nevile, J.W. (2017) 'Alfred Marshall's Intellectual Tragedy', 'History of Economic Thought Society of Australia Conference' ANU, Canberra 25-26

\* Nevile, J.W. and **Kriesler, P.** (2017) 'The Coming of Keynesianism to Australia'; at 'History of Economic Thought Society of Australia Conference' ANU, Canberra 25-26 September.

**Kriesler, P.** (2017) 'The role of expectations in the economy' seminar presented at the New School for Social Research, New York, 14 November.

\* Nevile, J.W. and **Kriesler, P.** (2017) 'Expectations and the economy' 'The Coming of Keynesianism to Australia'; at 16th Society of Heterodox Economists Conference University of NSW 5-6 December.

\* **Lodewijks, J.** (2017) 'The Evolving Nature of Economics and Business Education', UTS Business School 22nd Australasian Teaching Economics Conference, July 7.

\* **Lodewijks, J.**

profession, at Australian Conference of Economists, 21 July. Also, discussant at a book launch

**Morgan D., Sheldon, P.** and Flores, R. (2017), 'Support or Escape: How home-country subnational institutions shape Chinese firms' outward FDI', Competitive Section, Academy of International Business Dubai Conference, 1-5 July.

\* Della Torre, E., Nacamulli, R. and **Sheldon, P.** (2017), 'Meta-organizations and upper echelons: Exploring strategic and organizational change in employer associations', (refereed stream) EURAM Conference, Glasgow (Scotland, UK) 21-24 June.

\* Della Torre, E., Nacamulli, R. and **Sheldon, P.** (2017), 'Exploring strategic organizational change in meta-organizations: the case of an employer association', Divisional Paper session, Academy of Management Meeting, August 4-8 in Atlanta, Georgia.

\* **Wolfson, C.** (2017) 'The Politics of Brexit: What Future for European Free Movement and Labour Standards', Department of Law, University of Glasgow, 27 November.

\* **Wolfson, C.** (2017) 'Brexit and Free Movement of Labour: exploring the contradictions', Department of Law, University of Strathclyde, 7 November.

\* **Wolfson, C.** (2017) 'Brexit and implications for the newer EU member states', University of Vilnius, 30 October.

\* **Wolfson, C.** (2017) 'The Contradictory Implications of Brexit for the Future of European Integration', Department of International Relations, Ritsumeikan University, Kyoto, Japan, 4 October.

\* **Wolfson, C.** (2017) 'Progressive Nationalism in an Age of Neoliberal Globalization: the Brexit Paradox', Global Innovation Research Centre, Ritsumeikan University, Kyoto, Japan, 3 October.

\* **Wolfson, C.** (2017) 'Brexit and the Asian dimension', Chung-Ang University, Seoul, South Korea, October.

\* **Wolfson, C.** (2017) 'The Politics of Brexit: European free movement of labour and labour standards', Nanyang Technological University, Singapore, 6 September.

\* **Wolfson, C.** (2017) Plenary contribution on 'Brexit challenges and implications for work and industrial relations'. British Universities Industrial Relations Association, Annual Conference, Portsmouth, 23-27 June.

\* **Wolfson, C.** (2017) 'Brexit – What next for labour standards in the UK?' University of Karlstad, 11 April.

\* **Wolfson, C.** (2017) 'Brexit and Free Movement of Labour in the EU', University of the Balearics, Mallorca, 22 March.

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

**KPI 7: Provide submissions to or serve on at least one government advisory body relevant to the centre's research expertise**

**A Junor** (2017) Submission regarding Migration Amendment (Prohibited Items in Immigration Detention Facilities) Bill 2017. Senate Legal and Constitutional Affairs Committee, 11 October.

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

**M Quinlan**, Member, Extractives Industry Advisory Group of Worksafe NZ Board, 2014

**M Quinlan**



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*All Objectives except 4 (ELRR)*

**Research Reports to Government, Industry and NGOs**

\* **Sheldon, P., Junankar, R. de Rosa Pontello, A.** (2017) Just Transitions for Australia's coal-fired power stations and attached mines, Draft Report to the CFMEU Mining and Energy

\* Jarvis, M., Reinhold, K., **Woolfson, C.**

*Occupational safety and health*

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- *Cambridge Journal of Economics; International Migration Review; Journal of Population Research; Economic and Labour Relations Review; Australian Bulletin of Labour*
- Second PhD Supervisor for David Saliba, Faculty of Arts, UNSW Sydney.
- Examiner, HDR theses: Masters (Macquarie University); PhD (University of Waikato)
- Research Consultancy, 2017-2018, “Monetary Policy, Growth and Employment in Developing Areas” International Monetary Fund, Washington DC.
- Elected Fellow, Global Labor Organization (2017) GLO is now online at \_\_\_\_\_
- \_\_\_\_\_ in the top 10% of Authors on SSRN by all-time downloads (eg 13

### **A Junor**

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

## **Dates of, and attendance at, meetings of the Centre's Steering Committee 2017**

| <b>Date</b> | <b>Attendance</b>  | <b>Apologies</b>                                  |
|-------------|--|---|
| 27 April    | James Morley (Associate Dean Research) Chair; Peter Sheldon (Director); Karin Sanders; Anne Junor; Daryll Hull; Peter Kriesler; Sharron O'Neill; Jason Antony (minutes). | Sue Williamson; Michael                           |
| 13 November | Anne Junor, Peter Sheldon, Liz Carson, Karin Sanders, Michael Quinlan, Daryll Hull, Sharron O'Neill, Jason Antony (minutes)  | Peter Kriesler, Michael O'Donnell, Sue Williamson |



Comments on the Statement of Financial Performance by the Centre:

recommended by CMO



**Funding sources**

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## Salaries — Imputed time spent on IRRC work by Associates located in Schools or at other Institutions, 2017

| Staff Members                           | Work and Time Donated  | Value of Contribution |
|---|--|-----------------------|
| <i>UNSW Business School</i>             |  |                       |
| Professor James Morley (Jan–Aug)        |  | \$16,000              |
| Professor Elizabeth Carson (Aug–Dec)    | <i>ELRR</i><br>Research advice, HR support, Accounting                     |                       |
| <i>School of Management</i>             |  |                       |
| Professor Karin Sanders                 |  |                       |
| Professor Michael Quinlan, Director     | <i>ELRR</i> editorial work, Aviation                                       |                       |
|   | <i>ELRR</i><br>editorial committee work, Aviation,<br>STEMM, CFMEU Project |                       |
| Dr David Morgan                         | <i>ELRR</i> , Aviation   |                       |
| Associate Professor Ian Hampson         | <i>ELRR</i> Editorial Committee, Aviation,<br>Linkage project finalisation |                       |
|   | <i>ELRR</i> Editorial Committee work, Aviation                             |                       |
| Dr Tracy Wilcox                         | Work on NGO project, <i>ELRR</i> Editorial                                 |                       |
| <i>School of Economics</i>              |  |                       |
| Associate Professor Peter Kriesler      | <i>ELRR</i> Executive Editor   |                       |
| <i>School of Business UNSW Canberra</i> |  |                       |
| Professor Michael O'Donnell             |  | \$30,000              |
| Dr Sharron O'Neill                      | <i>ELRR</i><br>and administration of RG142653 and<br>RG151974              |                       |
| Ms Vicki King                           |  |                       |
| <b>Total in kind</b>                    |  | <b>\$17,000</b>       |

## Details of consultancies, research projects, project outputs

### Consultancies

| Contractor                        | Date         | Amount            | Comment                 |
|-----------------------------------|--------------|-------------------|-------------------------|
| CFMEU Just Transition<br>RG172371 |              |                   | To be finalised in 2018 |
| PSA                               | 30 June 2017 | \$33,346.40 + GST | To be finalised in 2018 |

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