

Resume

Barbara Pocock

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Born: 22 March 1955

Nationality and country of residence: Australia

1. EMPLOYMENT AND APPOINTMENTS

- 2006- Professor, Director Centre for Work + Life, Hawke Research Institute for Sustainable Societies, University of South Australia
- 2005 Visiting Fellow, International Institute for Labour Studies, International Labour Organisation, Geneva, May 2005.
- 2005 Visiting Fellow, Ruskin College, Oxford, May-June 2005.
- 2005 Don Dunstan Fellow, Don Dunstan Foundation, South Australia, Australia
- 2003-2007 Queen Elizabeth II, Research Fellow, University of Adelaide
- 2001-2002 Senior Policy Advisor, Leader, Australian Democrats, Commonwealth Parliament, June 2001-August 2002. (Leave without pay from University of Adelaide)
- 2002 Promoted to Associate Professor (from 1/1/02)
- 1998 Leave without pay for family reasons for 6 months from 1/1/98 to 30/6/98
- 1997 Promoted to Senior Lecturer (from 1/1/97)
- 1996 Half-time employment for one year for family reasons: 1/1/96-31/12/96
- 1992-93 One year's fulltime maternity leave (2nd child) (July 1993-July 1994)
- 1990 Four months maternity leave (1st child) (June-September 1990)
- 1989 Lecturer, Labour Studies, South Australian College of Advanced Education, then University of Adelaide, when merged into University of Adelaide.
- 1988-89 Researcher Officer: investigating work reorganisation in manufacturing. Resulted in the publication of *Challenging Work: Work organisation in the Textiles, Clothing and Footwear Industries*.
- 1988 Published *Demanding Skill: Women and Technical Education in Australia*, Allen & Unwin 1988
- 1987 Awarded grant to travel to Europe for four months to research and evaluate technical education arrangements in Sweden, England, and West Germany.
- 1986-88 Project Officer, United Trades and Labor Council of South Australia, working with unions on industry policy development, union responses to the introduction of new technology and work methods, including implications for education and training.
- 1985-86 Research Director: 'Women's Access to Work through TAFE' Project. Carried out research, writing and extensive regional consultations in each Australian state and territory.
- 1983-84 Project Officer: NSW Ministry of Employment, developing and administering employment programs. Developed the 'Technical Jobs for Women' Program.
- 1981-84 Member Newcastle Trades and Labour Council, including the establishment of women's committee.
- 1981-83 Equal Employment Opportunity Officer, NSW Department of Industrial Relations, Hunter Region. Established and conducted employment program to increase women's participation in a wide range of employment, including apprenticeship and technical work.
- 1979-1981 Research Officer, Reserve Bank of Australia. Researched and monitored international economic developments in international financial markets, trade matters and related issues.
- 1978 Research officer, Centre for Resource and Economic Studies (CRES), Australian National University (three month vacation job).
- 1985 Completed Economics degree with First Class honours (University of Adelaide). Various casual jobs in South Australian rural areas, and the Northern Territory.
- 1973/74 Employed as rouseabout in shearing teams, factory hand and casual worker in New Zealand.
- 1972 Matriculated from Norwood High School (1971); previous schooling at Wilderness Girls School (1969-70), Lameroo Area School (1961-1968).

Since 1990 I have taken over three years (40 months) leave from university employment in relation to my leave without pay working for the Leader of the Australian Democrats in 2001-2002, and for the birth of my first child

in 1990 and my second child in 1993 (I worked half-time in 1996, took 16 months maternity leave (1990 and 1993/4), and six months family leave in 1998).

2. **KEY ACTIVITIES of Queen Elizabeth II Fellowship, 2003-2006**

1. Two sole-authored books,
 - *The labour market at my babies! Work, children and a sustainable future*, Federation Press, September 2006 (positively reviewed in *The Australian*, 3 March 2007, *The Adelaide Review*, 8 March 2007, *Workers Online*, No 334, 24 November 2006. Listed in the top 50 Management Books for 2006 in the *Australian Financial Review BOSS magazine*, January 2007, Volume 8, and nominated as the Leader of the Opposition's holiday reading in the *Australian* December 2006).
 - *The Work/Life Collision*, 2003. Positively reviewed (*Journal of Industrial Relations* 2004, European *Industrial Relations Journal*, 2006; *Labour History*, No 91, November 2006; *The Age*, 11 December 2004; *Traffic*, Vol 5, 2005; by Pru Goward, Federal Sex Discrimination Commissioner, 2003; *Hobart Mercury*, Saturday 21 June 2003; *Industrial Relations Society of South Australia Newsletter*, November 2003).
2. Seven book chapters; seven refereed articles; eight papers in refereed conference proceedings; six other significant reports to government or other public agencies;
3. Established *Centre for Work + Life* at the Hawke Research Institute for Sustainable Societies, University of South Australia, from January 2006; Manage Centre staff of eight with annual budget of approximately \$600k;
4. Three Linkage successes (\$1.172k) (Chief Investigator);
5. Seven minor grants (\$66k);
6. 154 significant keynote addresses to international and national conferences and other events (see list below)
7. Three invited international and funded visits (Canada (2004, 2007) and New Zealand) (2004);
8. Host-subsidised invitations and presentations at Ruskin College Oxford and the ILO (2005);
9. Organisation and conduct of
 1. Academy of Social Sciences Workshop on Early Childhood in Australia (with Elizabeth Hill) resulting in edited volume to be published by ACER in 2007;
 2. Gender Research Roundtable, resulting in special issue *Australian Feminist Studies*, Vol 20, No, 46, March 2005;
10. Convened 151 industrial relations researchers in Australia (with Prof David Peetz) to make a joint submission to the *Senate Inquiry into the Workplace Relations Amendment (Work Choices) Bill 2005*, November 2005;
11. Parliamentary and court witness appearances:
 1. Appeared with Prof Peetz and Prof Stewart (Flinders University) and Ms Robyn May (RMIT) before the Senate Committee to discuss the submission, 17th November 2005;
 2. Appeared before the House of Representatives Inquiry into Work and Family, April 2006;
 3. Prepared submission for, and appeared as main expert witness (1.5 days) before full bench of IRC of SA that established a new state industrial standard for paid maternity leave in SA public sector. Described as 'impressive witness' by Full Bench (IRC of SA Decision p. 5);
12. Member of:
 1. ABS labour statistics advisory committee (2005-)
 2. Festival of Ideas Board (2005-)
 3. Director, The Australia Institute (2002-).
13. Established web site (www.barbarapocock.com.au) which received 78,240 requests during 2006, and sent 14,857 pages in response.
14. Invited contributions to five Academy of Social Science meetings;
15. Founded a national network of academics 'Work+Family Policy Roundtable' involving researchers from eight universities. (See web site www.familypolicyroundtable.com.au).

16. Formally and informally advised corporations, leadership foundations, governments and political parties about employment, labour, and work and family issues;
17. Vice President of Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) 2003, 2004, conference coordinator in 2005, and President in 2006;
18. Lead editor of two volumes of AIRAANZ 2006 conference papers (refereed, unrefereed);
19. 195 media appearances or commentaries, 2004-2006 (see list below)
20. Front page newspaper coverage of research results (eg *Sydney Morning Herald*) and sale of book extract to *SMH* when *The Work/Life Collision* was published in 2003 and extract to *The Age* when *The Labour market ate my babies* was published in 2006;
21. Seven published opinion pieces in national dailies (see web site).

3. ACADEMIC QUALIFICATIONS

Phd, University of Adelaide, 1997: *Challenging Male Advantage in Australian Unions*

Bachelor of Economics (Honours): First class honours in Economics, University of Adelaide, 1978

4. AWARDS AND SIGNIFICANT GRANTS AND APPOINTMENTS

- 1977 Shell Prize in Economic Theory, Economics Department, University of Adelaide.
- 1986 Research project: National 'Women's access to work through TAFE' project, Commonwealth Tertiary Education Commission (\$130k)
- 1986 Research grant: TAFE National Centre, Research grant to analyse vocational education in Europe for four months.
- 1989 Research grant (\$120k) from the National Textiles, Clothing and Footwear Industry Training Committee to investigate work reorganisation in manufacturing.
- 1992 URG Grant \$60K for research on gender in unions
- 1993 Grant from Affirmative Action Agency for Case study research on Affirmative Action in unions \$20k.
- 1998 ARC Large Grant 'A National Study of Gender and Labour Market Reform' (\$76.6k)
- 1999 ARC Large Grant 'A National Study of Union Effectiveness' (50% with Dr David Peetz) (\$76k)
- 1998 Awarded Research Fellowship, Australian National University 'Reshaping Australian Institutions'.
- 1998 Appointed Visiting Research Fellow, ANU, Sociology Program, 1999-2000.
- 2000 ARC SPIRT Grant with ACTU 'Workplace activism and representation' (\$59K plus industry contribution of \$75k)
- 2000 Director, Centre for Labour Research, University of Adelaide
- 2000 Consultancy for Office for the Status of Women (SA) (\$20k) 'Work, fairness and family'
- 2000 Consultancy for the Local Government Development Fund 'Workplace change in local government' (\$82k)
- 2000 Small ARC 'Analysis of Precarious employment' (\$7k)
- 2001 Consultancy with Australian Council of Trade Unions on 'Unreasonable hours' (\$45k)
- 2002 'Future of Work' Project with ACIRRT and RMIT, funded by ACTU
- 2002 Appointed, Director Australia Institute, ANU, Canberra
- 2003-2007: Australian Research Fellow, University of Adelaide (ARC Discovery Grant): 'Work/Life in Australia. (\$257k)
- 2003 Gender Roundtable: research initiative at University of Adelaide, faculty of Humanities and Social Sciences (\$7k)
- 2004-07 'Low pay in the services sector' ARC Linkage project with LHMU, Brotherhood of St Lawrence, labour councils in NSW, Victoria, and South Australia and RMIT and University of Sydney. (\$500k)
- 2004 Women and casual employment in South Australia, South Australian Council for Women, \$20k
- 2004 Work and Family in ATSILS, Consultancy for ATSILS, \$23k
- 2004 Small ARC Grant; Casual Work in Australia \$9k. (Plus industry contribution of \$5k)
- 2005 Special Studies Grant: Comparative Work/Life regimes in Europe and Australia, \$5k
- 2005 Small Grant \$3k Precarious employment cross-faculty roundtable with law school
- 2005 Small Grant \$3k Work, community and households literature review.
- 2005 ARC Linkage Grant 'Re-conceptualising citizenship and the commodification of labour: The experiences of young casual workers in South Australia' (with Sue Oakley) \$72k
- 2005 ARC Linkage The Work, Home and Community Study (2006-2008) *Investigators:* A/Prof Barbara Pocock, Mr Kelvin Trimper, Dr Susan Oakley. (2006-2008) With Lend Lease Communities. \$600k.

5. RESEARCH

Over the last decade I have developed four particular areas of research expertise, which are now reflected in the research terrain of the *Centre for Work + Life* at the University of South Australia.

Work and Life

This research has involved extensive analysis of ABS data and collection and analysis of new qualitative data about work and its complex intersections with households, families and social life. This work has resulted in many publications and extensive involvement in public policy development, expert witness testimony, media analysis and commentary, and public speaking on a regular basis, both nationally in each Australian state and internationally. Most of this publication, policy, media and speaking is on an invited basis. Books include *The Work/Life Collision* (2003) and *The Labour Market Ate My Babies: Work, Children and a Sustainable Future* (2006). My current Fellowship is titled *Work/life in Australia: The changing work and life patterns and preferences of Australian workers, communities and households*. This project is undertaking new research on work/family/life issues in Australia. I am examining changing patterns of work (broadly defined) in Australia, and the dynamic relationship of these changes with the nature of Australian communities, workplaces and families. In 2005 I have developed a new line of analysis in collaboration with a large multinational developer with a view to expanding this analysis to a range of Australian communities across a range of income groups.

Industrial Relations

I have examined the nature of industrial relations changes in Australia with a particular focus upon inequality and their gendered character. Several larger research projects have enabled this work. I have published many times on these issues and addressed national forums, Senate Committees of Inquiry, given expert testimony, and presented at many conferences in relation to research and analysis of the impact of actual and proposed change. My academic work has been supplemented by direct experience as a policy advisor to politicians, and I have overseen the drafting of legislation, and participated in many forms of parliamentary activity.

Gender and work

I have taken a broad definition of 'work' and undertaken detailed analysis of workplace change internationally and in Australia, including in my analysis both the paid and unpaid spheres. I have closely examined the nature and effect of union interventions in the labour market with detailed analysis of their gendered politics.

Unionism

I have been researching unions in Australia since 1990. My work has been widely used by leaders in Australian unions, university teachers and students. My 1998 study of US unions (leading to the monograph *Organising Our Future* (co-authored with John Wishart) resulted in an extended national round of public speaking at industry and academic conferences. It has also been widely circulated amongst union educators in the US, and has been distributed to union leadership course participants at the Harvard Trade Union Education program. I have published widely in relation to unionism, and have undertaken two ARC grants along with several consultancies in relation to unionism. I have conducted national management reviews for specific unions. I supervise Phd students in the above areas of research. I have been awarded seven ARC research projects since 1997 since the award of my Phd (3 Discoveries and 4 Linkages). Currently I hold a Discovery grant and three Linkage grants and have undertaken many consultancies. I regularly convene teams of researchers.

6. TEACHING

I have devised, coordinated, lectured, tutored, designed assessment and assessed work in courses within the B. Arts, B. Arts (Labour Studies), B. Labour Studies and Bachelor of Economics. I have also taught and supervised at Honours, Graduate Diploma, Masters and Phd levels.

Phd/Masters Research Supervision Completions

Lareen Newman	(Phd graduated 2006)
Chen Yen Ku	(Phd graduated 2006; supervised 2003-5)
Eileen Willis	(Phd graduated 2004)

Simon Stratton (Phd graduated 2004)
Dr Verna Blewett: (Phd graduated 2000)
Glen Giles: (Masters graduated 1997)

7. PROFESSIONAL CONTRIBUTIONS

Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ)

Vice President 2004, 2005, Secretary 2008, Conference convenor 2005/6, President 2006

Board Membership

Strategic Council of The Climate Institute (2008-)

Festival of Ideas Board, (2005-)

Director, Australia Institute (2002-) (Currently Deputy Chair)

National Centre for Vocational Education Research (NCVER) Board, 1991

Membership of Editorial Boards:

Work, Employment and Society

Journal of Industrial Relations

Labour & Industry

International Employment Relations Review

Policy Organisation and Society

Referee for the following journals:

Australian Journal of Social Issues

Journal of Gender Studies

Remote and Rural Health

Social Science and Medicine

Industrial Relations Journal

Relations Industrielles/Industrial Relations

International Employment Relations Review

British Journal of Industrial Relations

Australian Journal of Social Policy

Journal of Industrial Relations

Australian Feminist Studies

Higher Education Review

Labour & Industry

Labour Studies Journal

Journal of Interdisciplinary Gender Studies

Policy Organisation and Society

Economic and Industrial Relations Review

Australian Journal of Labour Economics

Australian Bulletin of Labour

Australian Journal of Social Issues

Member of:

Australian Industrial Relations Society

The Association of Industrial Relations Academics of Australia and New Zealand

Work + Family Policy Roundtable (W+FPR) (co-convenor and initiator)

8. COMMUNITY AND SERVICE CONTRIBUTIONS

I regularly speak at state, national and international conferences. I have been a member of the principle advisory mechanisms to both the state and federal governments in Australia in the areas of women's employment and training. I endeavour to ensure that my academic research reaches a wide audience and influences public events. In addition to public speaking and media work, I have been an active participant in a wide variety of government, community and private organisations throughout my working life.

9. PUBLICATIONS

2009

- 'Gender politics at a time of union defence: Australian unions in the Howard years' Chapter in Equity: The path to union renewal Patricia Janice Foley, Patricia Baker (Eds), UBU Press (Submitted July 2007)
- Pocock, B, Peetz, D., 2009 'An analysis of workplace representatives, union power and democracy in Australia', British Journal of Industrial Relations (accepted December 2008)
- Skinner, N., Pocock, B 2009, 'Work, life and workplace culture in Australia in 2008', 23rd Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference, Labour, Capital and Change, 4-6 February 2009, Newcastle, Australia.
- Williams, P., Bridge, K. & Pocock, B. 2009, 'Kids lives in adult space and time: how home, community, school and adult work affect opportunities for teenagers in suburban Australia', Health Sociology Review (Accepted 27 October 2008)

Williams, P. & Pocock, B. 2009, 'Building community for different stages of life: physical and social infrastructure in master planned communities', Community, Work and Family (Accepted 10 September 2008).

Low-paid workers, changing patterns of work and life, and participation in vocational education and training: a discussion starter, NCVET occasional paper, 2009.

2008

- Living low paid: the dark side of prosperous Australia*. Allen & Unwin, Sydney. (with Helen Masterman-Smith)
- 'Work-life intersections in Australia over the life course: concepts, outcomes and prospects (with Natalie Skinner, Philippa Williams) Chris Warhurst (ed) 'Work life boundaries' *Work, life and workplace culture: the Australian work and life index 2008* Centre for Work + Life. With Skinner
- 'Community activists, coalitions and unionism' in D. Buttigieg, S Cockfield, R Cooney, M Gerrard, A Rainnie, (eds) *Trade unions in the community. Values, issues, shared interests and alliances*, Heidelberg Press, Melbourne, p 127-140. (with David Peetz)
- 'Equality at Work' Chapter in edited book *The Handbook of Industrial and Employment Relations*, edited by Ed Heery et al. Sage, London, pp
- 'Clawing back time: expansive working time and implications for work-life outcomes in Australian workers', *Work, Employment and Society*, vol. 22, no.4, pp. 719-730. With Williams, P., Skinner.
- 'Measuring Work-Life Interaction: The Australian Work and Life Index (AWALI) 2007', *Labour & Industry*, vol. 18, no. 3, pp. 19-43. With Williams, P., Skinner.
- 'The Effects of WorkChoices on Vulnerable South Australian Workers and Their Households', *Labour & Industry*, vol. 18, no. 3, pp. 93-113. With Elton.
- 'The Impact of Work Choices on Women in Low Paid Employment in Australia: A Qualitative Analysis', *Journal of Industrial Relations*, vol. 50, no. 3, pp. 475-488. With Elton, J., Present, A., Charlesworth, S., MacDonald, F., Baird, M., Cooper, R., Ellem, B., 2008,
- 'Work-Life Conflict: Is work time or work overload more important?', *Asia Pacific Journal of Human Resources*, vol. 46, no. 3, pp. 303-315. With Skinner.

2007

- Peetz, D, B Pocock, C Houghton (2007) Organizers' Roles Transformed? Australian Union Organizers and Changing Union Strategy *Journal of Industrial Relations*, Vol. 49, No. 2, p 151-166
- 'Porous Boundaries around Working Time in Two Master Planned Communities', with Dr Philippa Williams, refereed Conference Paper, 2007 AIRAANZ conference, February 3-5 2007, Auckland, New Zealand.
- Elton J and B Pocock (2007) 'Not fair, no choice: the impact of WorkChoices on twenty South Australian workers and their households', Centre for Work + Life, University of South Australia, Adelaide.

2006

- Pocock, B and H Masterman-Smith and R May (2006) 'Low Paid Services Employment In Australia: Dimensions, Causes, Effects And Responses' refereed Conference Paper, 2006 AIRAANZ conference, February 1-3 2006, Glenelg South Australia
- The Labour Market Ate My Babies: Work, Children and a Sustainable Future*, Federation Press, Sydney
- 'Low Paid Services Employment In Australia: Dimensions, Causes, Effects And Responses' (with Helen Masterman-Smith and Robyn May), refereed Conference Paper, 2006 AIRAANZ conference, February 1-3 2006, Glenelg South Australia
- 'Organisers' Roles Transformed? Australian Union Organisers and the Shift To an Organising Approach', refereed Conference Paper, 2006 AIRAANZ conference, February 1-3 2006, Glenelg South Australia (accepted December 2005)(with David Peetz and Chris Houghton)
- 'WorkChoices and Women Workers' *Journal of Australian Political Economy*, January 2006, (with Helen Masterman-Smith)
- 'The Community in Unionism: The Role of Community Activists and Engagement in Union Renewal' (with David Peetz), Paper to XVI ISA World Congress of Sociology, Durban, South Africa. RC44, Tuesday, 25 July 2006

2005

- Pocock, B. and Masterman-Smith, H. (2005), *WorkChoices and Women Workers*, in *Journal of Australian Political Economy*, Vol 56. p 126-144
- 'The Impact of "WorkChoices" on Australian Working Families' Research Paper Prepared for *Industrial Relations Victoria*, October 2005.
- 'Work, Family and The Shy Social Scientist' chapter in book edited by Peter Saunders and James Walter (2005) *Ideas and Influence. Social Science and Public Policy in Australia*, UNSW Press, Sydney, p 123-140.
- 'Labour Market 'Deregulation' and Australia's Work/Care Regime' chapter in book edited by Jo Issac and Russell Lansbury (2005) *Essays in honour of Professor Keith Hancock*, Federation Press, p 44-61.
- 'Work-Life 'Balance' in Australia: Limited Progress, Dim Prospects' *Asia Pacific Journal of Human Resources*, No 2, Vol 43, 2005, p 198-209.
- 'Work/Care Regimes: Institutions, culture and behaviour and the Australian Case', *Gender, Work and Organisation*, Vol 12, No 1, January 2005 pp 32-49.
- 'Organising and Delegates: An Overview' with David Peetz, in Baird, M., Cooper, R. and Westcott M. (eds) (2005) *Reworking work: Proceedings of the association of industrial relations academics of Australia and New Zealand - Refereed papers*, 19th AIRAANZ Conference, Sydney, University of Sydney, Sydney February 9-11, 2005.
- 'The Return of 'Labour-as-commodity? The Experience of Casual Work in Australia', in Baird, M., Cooper, R. and Westcott M. (eds) (2005) *Reworking work: Proceedings of the association of industrial relations academics of Australia and New Zealand - Refereed papers*, 19th AIRAANZ Conference, Sydney, University of Sydney, Sydney February 9-11, 2005, (with R. Prosser, and K. Bridge).
- 'Time, Money and Job Spillover: How parents' jobs affect young Australians', *Journal of Industrial Relations*, Vol 47, No 1, March 2005, pp 62-76 (with Jane Clarke)
- 'Youthful Aspirations meet unbending cultures; How young Australians plan to organise their jobs, care and housework', *Australian Feminist Studies*, Vol 20, No 46, March 2005, pp. 93-110.
- 'Australian Mothers in 2004: Awaiting a Decent Work/Care Regime' (2005) Chapter 1 in *Double Shift. Working Mothers and Social Change*, eds Patricia Grimshaw, John Murphy and Belinda Probert, Circa, Melbourne Publishing Group, Melbourne, p 8-23.

2004

- 'Mothers in Australia: The More Things Change, the More they Remain the Same' chapter in edited book *The sociology of the family*' (2004) edited by Marilyn Poole, Allen & Unwin, Sydney. p. 113-134. .
- Only a Casual... How casual Work Affects Employees, Households and Communities in Australia*. Labour Studies, School of Social Sciences, University of Adelaide, Adelaide 5005. (With Rosslyn Prosser and Ken Bridge)
- Work and Family Futures. How Young Australians Plan to Work and Care* (2004), The Australia Institute, Canberra, Discussion Paper 66.

- 'A Modest Intervention: The Implications and Context of the Industrial Law Reform (Fair Work) Bill 2004 South Australia', United Trades and Labour Council, Adelaide.
- 'Meeting the Challenge of Casual Work in Australia: Evidence, Past Treatment and Future Policy' with John Buchanan and Iain Campbell *Australian Bulletin of Labour*, March 2004, Vol 30, No , p 16-32.
- Can't buy me love? Young Australians' view on parental work, time, built and their own consumption*, The Australia Institute, Canberra, Discussion Paper No. 61
- 'Securing quality employment: Policy options for casual and part-time workers in Australia' Canberra, Chifley Research Centre.
- 'Organisers Roles Transformed' Refereed Paper to 2004 AIRAANZ Conference, Noosa, February 2004 (with David Peetz and Chris Houghton)
- '"New" Industrial Relations: Meeting the challenge of casual work in Australia' Barbara Pocock, John Buchanan, and Iain Campbell, Unrefereed Paper to annual Conference of Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ), 3-6 February, 2004, Noosa Queensland, Volume 2, pp 208-216.

2003

- The Work/Life Collision: What Work is Doing to Australians and What to do About It?* Federation Press, Sydney.
- 'Social exclusion and the Australian labour market: Reconfiguring inequality in work and care' (2003) chapter in 'Social Exclusion and the Battle for Integration: An Approach to the Australian Case'. Peter Land Publishing House, Vienna, Austria. Editor: Dorothy Weiss. (70% authorship with John Buchanan) p. 267-298.
- 'Women, 'choice', work and family: Some Australian evidence' (2003) chapter in *Future Imaginings: Sexualities and genders in the New Millennium*, Delys Bird, Wendy Were, and Terri-Ann White (editors), Published by Institute of Advanced Studies, University of Western Australia.,pp. 133-156.
- 'The Processes of Political-Industrial change in Australia: The Case of Paid Maternity Leave' Refereed Paper. AIRAANZ Melbourne 4-7 February 2003.
- 'Work and Care: The Australian Response' Paper at IIRA 13th World Congress. 'Beyond Traditional Employment. Industrial Relations in the Network Economy'. September 8-12 2003, Freie Universität, Berlin, Germany; Special seminar: From Margins to Centre? Researching Gender in Industrial Relations. (<http://www.fu-berlin.de/iira2003/>)

2002 (on study leave from June 2002)

- 'Responding to inequality today. Eleven theses concerning the redesign of policies and agents for reform' *Journal of Industrial Relations*, March 2002, vol. 44, no. 1, pp. 108-135(28)

(Leave without pay June 2001-August 2002)

2001

- 'Having a life: work, family, fairness and community in 2000', Adelaide, Centre for Labour Research, Adelaide, 132 pages
- 'Fifty Families: what unreasonable hours of work are doing to Australians, their families and communities', Melbourne: ACTU, 2001, 212 pages. (Main author, with Stefani Strazzari, Brigid Van Won Rooy, Ken Bridge).
- 'The effect long hours on family and community life. A Survey of existing literature', Report to the Queensland Government, 30 pp.
- 'What makes an effective union in Australia now? A progress report on the Union Effectiveness Project' paper presented at the UALE National Conference in Boston, United States, April 2001 (with Dr David Peetz; 30% authorship).
- 'Responding to inequality today. Nine theses concerning the redesign of policies and agents for reform' Paper presented at the Symposium on the Changing Nature of Inequality, at Sydney University, May 2001 (with Dr John Buchanan, 30% authorship).
- 'Workplace change in local government: doing more with less' Annual Social Policy Research Conference, Sydney 2001. (chapter in Conference proceedings).(with Dr Lou Wilson and Margaret Sexton).

2000

- 'Analysing work: further arguments for a more productive exchange between labour relations and gender studies' *Journal of Interdisciplinary Gender Studies*, Vol 5, No 2, December 2000, pp. 10-26.
- 'Union power: the significance of culture and competence to the theory and practice of union renewal in Australia' Refereed Paper presented at TASA, Flinders University, December 2000.
- 'Union Renewal; A Theoretical and Empirical Analysis of Union Power', Centre for Labour Research, Research Paper Series, No. 12, December 2000.

1999

- 'A nice place to visit, but can you afford to work there? Working life and industrial relations in South Australia' in Spoehr (1999) *Beyond the contract state*, Wakefield Press, Adelaide, 1999, p 265-285.
- 'Gender and Australian trade unions' in Caine, Barbara, Moira Gatens, Emma Grahame, Jan Larbalestrier, Sophie Watson and Elizabeth Webb (1999) *Oxford Companion to Australian feminism*, OUP, 1999, p. 325-330.
- 'Introduction: What action now for pay equity?' *Labour & Industry*, December 1999, Vol 10, No 2, pp 1-9, 1999.
- 'The gender pay gap in Australia: An overview of literature and new evidence' *Labour & Industry*, Vol 10, No 2, pp 75-100. (50% authorship with Michael Alexander.).
- 'Success in defence: union strategy in the 1998 maritime dispute', *International Employment Relations Review*, Vol 5, No 2, pp. 17-38, 1999.
- 'Equal pay thirty years on: the policy and practice' *Australian Economic Review*, December, 1999, p. 279-285.
- 'A tale of two unions: Union strategy in Australia in 1999' Paper presented at 'The future of solidarity' Conference, Centre for Applied Philosophy, Flinders University, February 8th 1999
- 'The union strategy in the 1998 Maritime dispute' presentation at Association of Industrial Relations Society of Australia and New Zealand', February 4-7, 1999, Adelaide.
- 'No time to waste: the struggle of US labour and its lessons for Australia' Paper at Association of Industrial Relations Society of Australia and New Zealand', February 4-7, 1999, Adelaide.

1998

- 'All change, Still Gendered; The Australian labour Market in the 1990s', *Journal of Industrial Relations*, Vol. 40, No. 4, p. 580-604.
- 'Institutional Sclerosis, Prospects for Trade Union Transformation' *Labour & Industry*, Vol 9, No. 1, August 1998, p. 17-36.
- 'Trade Unionism in 1997', *Journal of Industrial Relations*, Vol. 40, No. 1, p. 139-156.
- 'Learning from Australian union strategy in the 1990s' Seminar paper, at Simon Fraser University, Vancouver Canada, November, 1998.
- 'The state of US and Australian unions' Seminar paper, Labor Education and Research Centre, LERC, University of Oregon, Oregon, September 1998

1997

- 'Trade Unionism in 1996', *Journal of Industrial Relations*, Vol. 39, No. 1, p. 120-136.
- 'Gender and Industrial Relations Theory and Practice' *Labour & Industry*, Vol 8, No 1, August 1997, p. 1-20.
- Strife; Sex and Politics in Labour Unions*, Allen & Unwin, Sydney. (edited book)
- 'Moving on from Masculinity: Australian Unions Industrial Agenda' in Pocock (ed) (1007) *Strife; Sex and Politics in Labour Unions*, Allen & Unwin, Sydney, p. 67-91.
- 'Gender, Strife and Unions' Pocock (ed) (1007) *Strife; Sex and Politics in Labour Unions*, Allen & Unwin, Sydney, p. 9-25..
- 'Introduction' Pocock (ed) (1007) *Strife; Sex and Politics in Labour Unions*, Allen & Unwin, Sydney, p. 1-9.

1996

- 'Trade Unionism in 1995', *Journal of Industrial Relations*, Vol. 38, No. 1, p. 131-146.

1995

- 'Women in South Australian Unions: What Progress in South Australia?' *Journal of Industrial Relations*, Vol. 17 No. 1, p. 3-24.
- 'Gender and Activism in Australian Unions' *Journal of Industrial Relations*, Vol. 38, No. 3, p. 377-400.
- 'Women's Work and Wages' Chapter in Susan Magarey and Anne Edwards (eds) *Women in a Restructuring Australia*, Allen & Unwin, Sydney, p. 95-120.
- 'Prospects for Women Under Labor and Coalition Industrial Relations Policies'. *Economic and Labour Relations Review*. Vol. 6. No. 2. p. 234-51.

10. PUBLIC PRESENTATIONS 2003-2006

Summary:	2006: 39 presentations
	2005: 24 presentations
	2004: 49 presentations
	2003: 42 presentations (total = 154)