



University of
South Australia

Centre for
Work + Life

Investigating work and its intersection with households,
community and social life in Australia



Centre for Work + Life

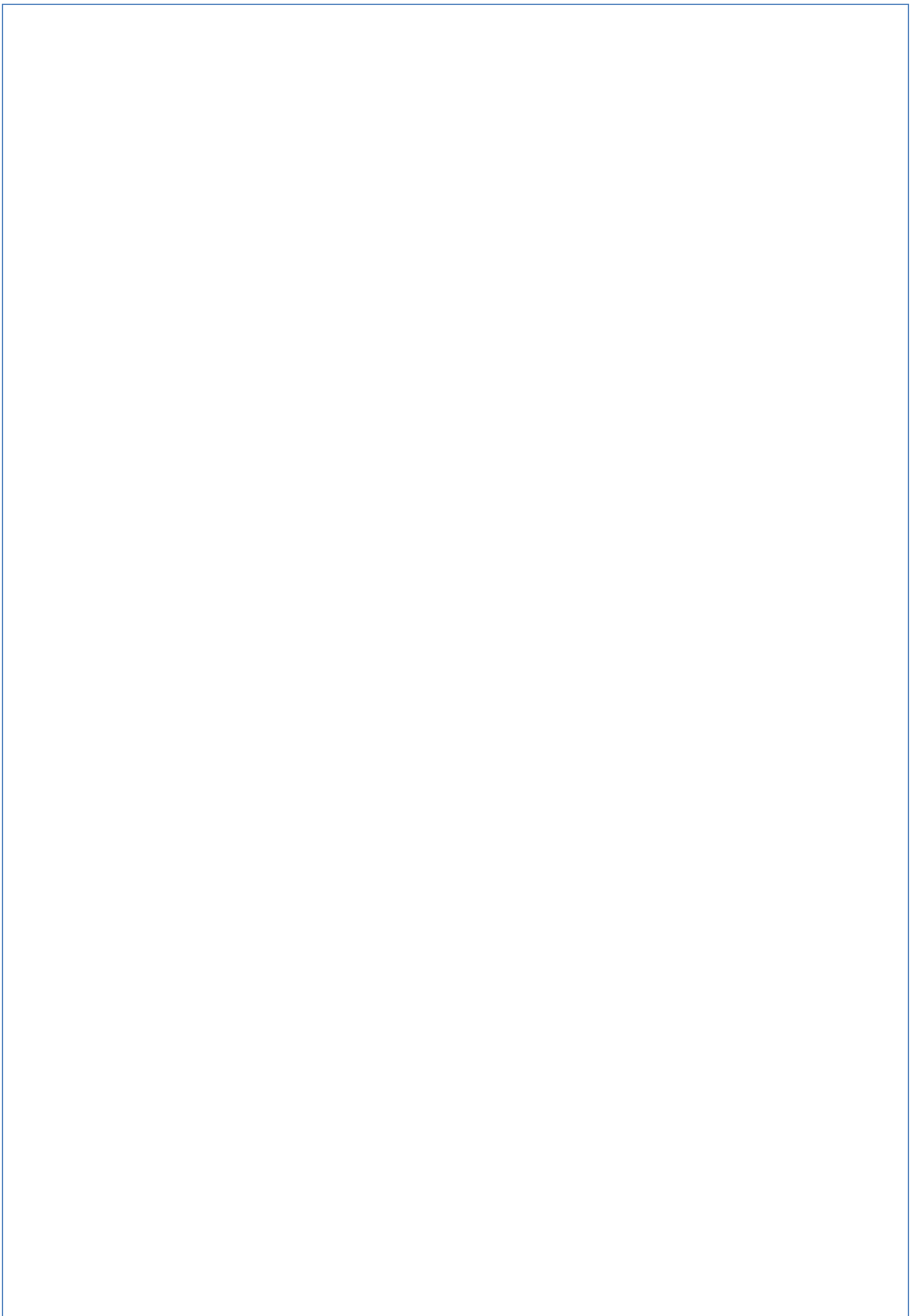
ANNUAL REPORT 2010

Centre for Work + Life
University of South Australia
July 2010

THE CENTRE FOR WORK+LIFE IS A NATIONAL
RESEARCH CENTRE THAT INVESTIGATES WORK
AND ITS INTERSECTION WITH HOUSEHOLD, FAMILY,
COMMUNITY AND SOCIAL LIFE IN AUSTRALIA.
ITS AIM IS TO IDENTIFY LONG-TERM CHANGE
AND TO INFORM RESPONSES TO THE SIGNIFICANT
CHALLENGES AROUND WORK AND LIFE.

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FROM THE DIRECTOR



2010 has been another busy year at the Centre. It is our fifth year of life, and a time of consolidation. We spent 2010 concluding some large projects, preparing publications out of them and beginning new projects.

We have also welcomed some wonderful students through summer scholarships, honours and postgraduate studies. 2010 saw publication of our fourth annual review of work-life outcomes across Australia through the Australian Work and Life Index. National and international interest in this index, and its implications for workers, their households and workplaces has been widespread, and our reports are downloaded in large numbers each month and attract a high level of media and public attention.

We concluded a major piece of research, the Work, Home and Community project, in partnership with Lend Lease Communities, and the reports and findings out of this research have been widely disseminated.

Our study of work, life and the participation of low paid workers in vocational education also continued throughout 2010, with interviews and focus groups with low paid workers in a range of occupations about how their skill development is enhanced or impeded by their work-life circumstances. We are looking forward to publishing our findings in 2011.

We have also undertaken some smaller projects, for example, investigating the lived experience of residents in a new environmentally friendly suburb at Lochiel Park, and preparing a set of case studies about good work-life practice in a number of Australian workplaces, funded by the Equal Opportunity for Women in the Workplace Agency.

We were lucky to enjoy the visits of three international scholars during the year: Professor Ruth Lister, Professor Ellen Kossek and Dr Dave Broad. Each of these presented in our seminar series and we thank them for their efforts in coming to Australia and sharing their research.

Our partnerships with members of the Work and Family Policy Roundtable as well as other researchers within the University of South Australia (at the School of Management, the Sleep Research Centre and the Institute for Sustainable Systems and Technologies) have also enriched our year.

We are looking forward to new research projects in 2011 around work-life and sustainable living, working hours and fatigue, and study of the meaning of work for diverse Australians.

As usual, our work would not be possible without the enthusiastic and practical support of our industry partners and supporters - not least our Advisory Board members - all of whom actively engage with our research and enlarge our efforts. Our students, especially our growing group of full-time PhD students, are also advancing research around the changing nature of work and life in Australia. Finally, none of our work would be possible without the consistent, quality contributions of all of the Centre's staff who are behind all of the activities and outcomes of the year. My thanks to everyone who was part of it.

A handwritten signature in black ink that reads "B Pocock". The signature is written in a cursive, flowing style.

Barbara Pocock.

ABOUT THE CENTRE FOR WORK + LIFE



BACKGROUND

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

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

The Centre's [Charter](#) is available on the Centre's website.

PARTNERS

In 2010 the Centre has continued to work closely with existing partners and create new research partnerships around significant issues. In 2010 our partners were:

- SafeWork SA
 - Western Australian Department of Health
 - Brotherhood of St Laurence
 - Lend Lease Communities
 - SA Unions
 - Premier's Council for Women SA
 - National Centre for Vocational Education Research (NCVER)
 - Zero Waste SA
 - Innovation and Economic Opportunities Group
 - Institute for Sustainable Systems and Technologies
-

CENTRE RESOURCES

The Centre draws resources from the University of South Australia, the Australian Research Council and some of the industry partners listed above. In 2010, the Centre's budget was around \$950K.

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 CW+L.

2010 Advisory Board Members were:

Chair (to December 2010)
Ms Ann Sherry AO
Chief Executive Officer
Carnival Australia



Board Members:**Ms Elizabeth Broderick**

Sex Discrimination Commissioner & Commissioner for Age Discrimination

Mr Mark Cully

Chief Economist, Department of Immigration and Citizenship

Professor Paul Smyth

General Manager, Brotherhood of St Laurence & Professorial Fellow, University of Melbourne

Ms Michelle Hogan,

Manager, Work Life Balance Strategy, SafeWork SA, Department of the Premier and Cabinet, SA

Emeritus Professor Ian Davey,

University of South Australia & Chair, Innovation & Economic Opportunities Group

Mr Kelvin Trimper

Director of Education & Community Development Manager, Delfin Lend Lease

The Hon Dr Cheryl Davenport

Former Chair of the WA State Health Advisory Council, (Work Life Balance), Former member of WA State Parliament

Professor Margaret Hallock,

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

Ms Janet Giles

Secretary SA Unions, South Australia

Ex-officio:**Professor Pal Ahuwalia,**

Pro-Vice Chancellor, Division of Education, Arts and Social Sciences, University of SA

Professor Barbara Pocock,

Director, Centre for Work and Life, Hawke Research Institute, University of SA

Ms Annie Campbell,

Senior Business Development, Division of Education, Arts and Social Sciences, University of SA

Ms Catherine McMahon,

Centre Manager, Centre for Work + Life , Hawke Research Institute, University of SA

RECOGNITION

In the Queen's Birthday Honours, Barbara Pocock was awarded a Member of the Order of Australia for service to industrial relations as an academic and researcher, particularly in the areas of employment, gender relations and vocational education, and as an advocate for social justice.





CENTRE STAFF

Director: Professor Barbara Pocock,

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

Dr Natalie Skinner, Research Fellow

Natalie Skinner is interested in health and wellbeing in the workplace and has conducted research on stress and burnout, job satisfaction, work overload and the interaction between work and life. She manages the Australian Work and Life Index and the Work, Life and Health project.

Dr Pip Williams, Research Fellow

Pip Williams with her background in psychology and public health has studied a range of social, psychological and health phenomena over many years. She managed the Work Home and Community project, exploring how people fit work, home and community together in urban Australia.

Dr Jane Edwards, Researcher

Jane Edwards' background is in the sociology of health and illness. Her research has focused on mental health in rural settings, sexuality and its relationship to health and health service access and service delivery. She is currently engaged on the Work Home and Community and Lochiel Park projects.

Dr Sandra Pisaniello, Research Assistant

Sandra's academic background is in psychology, public health and law. Sandra is also a provisional psychologist working in the areas of forensic, clinical and organisational psychology, is a Relief Counselling Supervisor for Lifeline/Domestic Violence Helpline, and is in her final year of a Bachelor of Laws. Sandra is currently working on the Australian Work and Life Index (AWALI) and Fatigue, Life and Work Strain project.

Deborah Green, Research Assistant

Deborah has a background in Education and Educational Psychology. Deborah is currently working on the project, Low Paid Workers and VET: Increasing VET participation amongst lower paid workers over the life-cycle. A project funded by the National Centre for Vocational Education and Research (NCVER).

Catherine McMahon, Centre Manager

Catherine McMahon's background is in policy and management in government and university sectors. She has been involved with refugee advocacy and not-for-profit organisations on the status of women and human rights. Apart from her management role, she worked on the Low Paid Workers and VET Project.

Jen Manning, Administrator

Jen Manning is the Centre's administrator and personal assistant to the Centre Director. She has had considerable and varied experience in office management roles in the private sector particularly in the medical area, and in government administration prior to working at the university.

Suzanne Pritchard, Project Officer, Research

Suzanne Pritchard joined the Centre in 2008 having worked in government and national agencies and the university sector for many years in the education field, with a focus on targeted initiatives in the multicultural and language areas and on tertiary education policy. Suzanne provided research support to staff throughout 2010.

Ken Bridge, Adjunct Associate

Ken Bridge has a long career in teacher education, community action and labour studies and has researched health and workplace issues, with a focus on health professionals, workplace training and the impact of work on family life. He has assisted with the Work, Home and Community Project.

Dr Damian Oliver: Adjunct Research Fellow

Damian Oliver is a Research Fellow at the National Centre for Vocational Education Research (NCVER) based in Adelaide. Damian is working on a joint project involving the Centre for Work + Life and NCVER. The project examines young people's participation in vocational education and training, focusing on which young people undertake further studies in VET. The project will use data from the Longitudinal Surveys of Australian Youth (LSAY)

STUDENTS

In 2009/2010, the centre hosted six summer scholarship students, working on a variety of projects (see research activities) and supervised by various members of staff. In addition, a further three PhD scholars joined the centre taking our total full time PhD student cohort to six.

Catherine Earl, PhD Scholar: Catherine's research focuses on young workers in South Australia and the impact of the changing industrial relations climate on their engagement, experience and power in the workforce.

Ali Elder, PhD Scholar: Ali is the first recipient of the Andrew Knox Memorial Scholarship and is investigating the impact of commercial cleaning on the bodies of the workers.

Paul van Dijk, PhD Scholar: Paul's PhD is part of the ARC Linkage Work–Life Balance, Well-Being and Health project and his research focuses on organisational justice and work-life interaction in the health care workforce.

Claire Hutchinson-Pyke, PhD Scholar: Claire is the second recipient of the Andrew Knox Memorial Scholarship. Claire has a Bachelors degree, Honours, a Graduate Diploma in Psychology and a Masters in Organisational Psychology. Claire worked for nine years as a consultant organisational psychologist in both the public and private sector. She has also worked in Human Resources and is a registered psychologist.

Natalija Vujinovic, PhD Scholar: Natalija commenced her PhD at the Centre for Work + Life in 2010. Her academic areas of interest include social psychology, health psychology and developmental psychology. As part of her Honours project, Natalija explored the work/life integration experiences of working mothers residing in a master-planned community.

Helen Walton, PhD Scholar: Helen has a Bachelor of Arts majoring in Sociology and Work and Labour Relations and a Bachelor of Arts (Honours) in Sociology from Flinders University. Helen has held a variety of part time research assistant positions at Flinders University working on projects including labour studies, mentoring and housing and well being. Prior to 2000 she worked in the Australian public service in the welfare sector.

Violeta Pizzorno (Masters student) is undertaking a qualitative study of the uptake & experience of flexible work arrangements in a SA government department.

Summer Scholarships 09/10

The Centre had six summer research students over summer 09/10. Three were recipients of UniSA/ANU Vice Chancellors' Summer Research Scholarships: **Chanelle Carr-Janif** an undergraduate Arts (Political Science/International Relations)/ Laws student; **Megan Clement-Couzner** Honours in Political Science; **Steven Myer**, Bachelor of Arts. Three summer scholars were UniSA Education, Arts and Social Science (EASS) Undergraduate Research Vacation Scholarship holders: **Justin Swalling**, a Bachelor of Psychology (Honours) undergraduate with a Sociology sub major; **Natalija Vujinovic**, a Bachelor of Psychology (Honours) graduate of the University of South Australia; **Nina White**, Bachelor of Adult, Vocational & Workplace Learning Program, (Honours in 2010). Their projects are detailed below.

Summer Scholarship 10/11

David Duong was a UniSA undergraduate research vacation scholarship holder in 2010. David is a Bachelor of Psychology (Honours) student with a Counselling and Interpersonal Skills sub major at UniSA. He completed a literature review on immigrants and work-life.

RESEARCH ACTIVITIES

In 2010, the Centre continued to work on existing ARC research projects, and also secured a number of new projects. In addition, a number of research activities were undertaken with partner organisations which extended the Centre's activities through external contracts to undertake research.

NEW PROJECTS

Work, Life and Sustainable Living (2011 – 2013)



The Centre was successful with a three year grant for the project Work, life and Sustainable living: how work, household and community life interact to affect environmental behaviours and outcomes. The grant was made under round two of the 2010 Australian Research Council (ARC) Linkage program. Partner organisations are Zero Waste SA, the Community and Public Sector Union, SA Land Management Corporation and the State Public Services Federation. The chief investigators for the project are Professor Barbara Pocock and Dr. Natalie Skinner.

This study aims to analyse and improve the ways in which the domains of work, home and community, separately and together, construct environmental effects and citizens' positive adaptive capacity. 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, helping improve the mobilisation of workers' multiple identities to inform better environmental outcomes.

The project will involve both quantitative and qualitative research and also provides a PhD scholarship.

Work Hours, Fatigue and Work-Family Strain (2010)



This project is funded under the SafeWork SA commissioned research grants fund and involves Dr Natalie Skinner (project manager) and Professor Barbara Pocock in collaboration with Dr Jill Dorrian, School of Psychology, Dr Sally Ferguson and Associate Professor Verna Blewett from the Centre for Sleep Research at the University of South Australia.

The project was designed to inform evidence-based policy related to work hours, fatigue, work-related psychological distress/mental health and work-life balance, with the longer term goal of contributing to a reduction in workplace illness/injury claims related to mental disorders. This multidisciplinary project involved longitudinal data analysis of the HILDA (Household, Labour and Income Dynamics in Australia) survey and analysis of new SA data on fatigue from AWALI 2010 (Australian Work and Life Index).

This project provided new insight into the links between fatigue, sleep issues and work life interference. Key findings from the study were published in November 2010, [FLAWS in our Lives: Fatigue Life and Work Strain \(2010\)](#). Findings were disseminated in industry forums (Business SA Conference; SafeWork SA WorkLife Balance Masterclass) and international conferences, and journal articles are being drafted for publication.

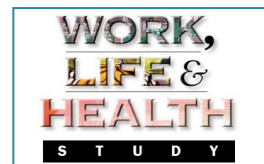
The meaning of work, well-being and the changing terms, times and spaces of service sector jobs (2011 - 2013)

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

CONTINUING AND COMPLETED PROJECTS

Work/Life Balance, Well-Being and Health (2007 – 2010)

The Work/Life Balance, Well-Being and Health project, an ARC Linkage grant in partnership with SafeWork SA and the Western Australian Department of Health had two major components:



- a national work–life survey, the Australian Work and Life Index (AWALI)
- an in-depth study of work–life challenges, policies and practices in the health workforce.

The study of the health workforce, conducted in Western Australia public health units, was a multi-methodology study involving qualitative interviews and focus groups, and quantitative data collection via an organisational survey. The study investigated barriers to a healthy work–life relationship and actions that assist it, to inform theory, practice and policy over the working life and through key work–life transitions.

The health study takes a life-cycle approach by investigating key transitions of working life and their implications for the work–life relationship:

- entering the workforce
- work to parenthood and other forms of care, family formation
- work into pre-retirement and retirement.

All the major components of the project have been completed with the final report published in February 2010 [Work, Life and Health Study Report](#). A paper summarising key results from the qualitative study component of WA Health study has been accepted to a Special Issue of the Australia Pacific Journal of Human Resources (May 2010). The paper includes results from Study 1 of Paul van Dijk's PhD (APAI holder for this project) who is due to complete towards the end of 2011.

Australian Work and Life Index (AWALI)



The Australian Work and Life Index (AWALI) is a national survey of work–life outcomes amongst working Australians. AWALI commenced in 2007 and has been repeated annually by the Centre in partnership with the SA and WA governments.

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

Each AWALI survey takes a particular focus: in 2007 it was on working time, in 2008, workplace culture, and in 2009, it focused on requests for flexibility and their outcomes. AWALI 2009 also included some international comparisons and examined how work-life pressures affect participation in education and training. In 2010, the fourth AWALI survey focused on working time, work-life interaction across the generations and the uptake of paid holiday leave.

The AWALI 2010 'How much should we work? Working hours, holidays and working life: the participation challenge' was launched in August 2010 and received a large amount of media interest (see media releases for details). Academic papers and conference presentations continue to be produced from the four years of AWALI data. AWALI will also be a significant component of the upcoming Centre book: *Time Bomb: Where is our working life taking us?* to be published by UNSW Press in February 2012.

AWALI is the formal measurement tool of the South Australian State Strategic Plan (SASP) work –life balance target. In 2010, SafeWork SA provided funding for the AWALI 2010 data collection to be extended in SA to produce a representative sample of 987 SA employed persons. Key findings from this SA survey are summarised in the report: [Juggling Work Life Balance in South Australia. The Australian Work and Life Index 2010.](#)

Future plans for AWALI

An ARC Linkage proposal for funding AWALI from 2011 to 2014 was successful with industry partners including federal and state governments. SafeWork SA has renewed its commitment to funding AWALI in 2011, including the additional SA data collection to measure the SASP work-life balance target. AWALI will also be conducted in 2014, focusing on flexibility, evaluating the impact of the flexibility provisions in the *Fair Work Australia Act* and addressing how the labour market participation, skill development and utilisation of older workers and carers in particular can be enhanced by the nature of flexibility available to them.

Work, Home, Services and Community Project (2006–2010)

This project examined how Australians are 'putting together' their jobs, homes and communities, and was jointly funded by the Australia Research Council, Lend Lease Communities and the Innovation and Economic Opportunities Group. Final project reports were released in December 2009.

Continued dissemination of the Work, Home, Services and Community project throughout 2010 has been made possible through additional funding from the Innovation and Economic Opportunities Group (IEOG). This funding has enabled the organisation of a half day workshop with community stakeholders in the Northern Adelaide region on 25 October 2010. This workshop was designed to identify local issues and explore an alternative ideal; create cooperative relationships among stakeholders with this ideal as a common goal; and, identify a possible process or first steps toward realisation of this ideal.

Other dissemination events include:

- Grace Vaughan Memorial Lecture, Perth, May 24th.
- A presentation to the Australian Institute of Family Studies Conference, Melbourne, July 7th.
- A presentation to Public Libraries SA, Adelaide, August 30th.
- A series of meetings and presentations in Victoria, including Victorian Dept of Premier and Cabinet, and Victorian Growth Growth Areas Authority, Melbourne, October 13th.

Low Paid Workers and VET (2008 – 2010)



The Centre is conducting this research as part of NCVER's National Vocational Education and Training Research and Evaluation Program. The project was initially subtitled *Increasing VET participation amongst lower paid workers over the life-cycle*, examining ways in which lower paid and lower educated individuals on the lower rungs of occupational ladders might increase their participation in vocational education and training (VET) in the context of changing patterns of work, home and community life in Australia.

The qualitative research component of this study included conducting focus groups and/or interviews with workers participating in and not participating in VET in non-residential aged care, retail and food processing in Western Australia (retail), South Australia (aged care and retail), Victoria (food processing) and Queensland (aged care), plus interviews with VET educators and industry representatives in the sectors.

Following the initial focus groups and interviews, a series of interviews were conducted from senior personnel from government, industry skills councils, businesses and unions and with academics, VET educators and equity, social inclusion and research experts. Two reports have been prepared and will be published by NCVER in June 2011: a qualitative report and a project overview report which is the culmination of the three-year research program.

Lower-level VET Qualifications and Further Study (2010 – 2011)

The project *Are Certificates a stepping stone to future study? For whom?* An analysis using LSAY data is being undertaken by Damian Oliver who is examining young people's participation in vocational education and training, focusing on which young people undertake further studies in VET. The project will use data from the Longitudinal Surveys of Australian Youth (LSAY).



As part of its 'lifelong learning' agenda, the federal and state governments have set an array of complementary and competing targets to increase the proportion of the population with tertiary qualifications. In the VET sector, although graduates of higher level qualifications (Certificate III-Advanced Diploma) enjoy better labour market outcomes, the value of completing a lower-level qualification (Certificate I-II) is less clear. The objective of this project is to identify, given the negligible labour market returns accruing to lower-level Certificate qualifications, if and under what conditions lower-level Certificate qualifications are a stepping stone to future study. The project will use data from the Y95 and Y98 waves of the Longitudinal Surveys of Australian Youth (LSAY).

The findings from the study will contribute to the debate about the future of lower-level qualifications as well as inform what incentives and supports may be necessary to increase the number of young people undertaking higher level VET qualifications.

OTHER RESEARCH AND CONSULTANCY

Lochiel Park (2009 – 2010)

The Centre is the social sciences research partner in the project *The Intelligent Grid in a new housing development – Lochiel Park* led by Professor Wasim Saman of the Institute for Sustainable Systems and Technology (ISST) at the University of South Australia. A key focus of the project is evaluating and monitoring energy use in a state-of-the-art sustainable housing development, Lochiel Park Green Village.



The Centre has conducted research using qualitative and quantitative methods with residents in 2009 and 2010 to understand factors that facilitate and inhibit their behaviour around environmentally friendly energy use. This will include an investigation of the way factors such as working and travel patterns; household configuration; stage of life; the domestic division of labour and engagement with the local community shape the way households interact with the technology being trialled.

The findings from this project will be of interest to several stakeholder groups, including designers, developers, councils, as well as local and state government. The project report is due for publication mid 2011.

Libraries Project (2010)



This small project, funded by the University, builds on previous work from the Work, Home, Services and Community project that revealed that libraries provide adolescents with access to various developmentally appropriate activities including extra-curricular education, social interaction and independence. Libraries mediate the key institutions of work, home and community for young people.

This project will use data already collected by the CWL and collect more data in two case study sites to:

- Understand the role libraries play in creating and facilitating opportunities for adolescents
- Understand how libraries mediate work-life issues for adolescents and their care-giver(s)
- Understand how work-life issues in different socio-economic settings shape libraries capacity to create opportunities for adolescents
- Gain insight into the ways libraries respond to changing client needs and their role in generating and sustaining local social capital in different SES settings.

Findings were presented at conference proceedings in June 2010 and a refereed conference paper was published.

Equal Opportunity for Women in the Workplace Agency (2009 – 2010)

EOWA is sponsoring publication of case studies that present findings of models of good practice in a series of Australian companies, governments and community organisations. These will present practical strategies that affect work and life that are being applied in workplaces and the implications for better future practices. The case studies will be published on the EOWA website in 2011.

PHD PROJECTS

The Centre's PhD students are undertaking the following studies:

Reconceptualising Citizenship and the Commodification of Labour: Young workers in the South Australian labour market (Catherine Earl)

This project is an ARC Linkage project with SA Unions as the partner. Catherine has submitted her thesis entitled *Dependence at work: A study of ninety young South Australian workers in an individualised and precarious labour market* in June. Catherine successfully gained her Doctorate of Philosophy (PhD) and will formally graduate in April 2011. She is currently employed fulltime at SACOSS as a senior research officer.

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

This project is funded from the Andrew Knox Memorial Scholarship and explores the impacts of commercial cleaning on the bodies of the cleaners. Key findings include difficulty accessing appropriate occupational health and safety training and management and shifting responsibility for OHS and inadequate injury management. Ali worked towards final drafting of chapters in 2010 and will complete in 2011.

Work-Life Balance, Well-Being and Health: Theory, Practice and Policy Project: Organisational Justice and Work-Life Interaction (Paul van Dijk)

This project is funded as part of the ARC Linkage Work-Life Balance, Well-Being and Health project and is working in collaboration with the Australian Nursing and Midwifery Federation (ANMF). This study consists of two parts, and the report for study two (quantitative section) was completed in July 2010. Paul then undertook statistical analysis of the Study 2 survey results. Paul will complete his study at the end of 2011.

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

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



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

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

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

Helen's research will examine 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's research proposal was approved in 2010.

Summer Scholarship Projects 09/10

The summer scholarship projects covered the following areas:

- The *Fair Work Act* and its implications for young workers;
- Pay Equity;
- Indigenous Australians at Work: Successful Initiatives in Indigenous Employment;
- How public libraries can provide resources for adolescent development;
- The work/life integration experiences of working mothers in a master-planned community;
- The relationships between work, life and sustainability, and the factors inhibiting or supporting environmental citizenship.

RESEARCH COLLABORATIONS

The Work and Family Policy Roundtable

The Work and Family Policy Roundtable is co-convened by Professor Barbara Pocock and Dr Elizabeth Hill from the University of Sydney. The Roundtable brings together nineteen academics from twelve universities. In July 2010, the Roundtable published its second 'Benchmarks' policy document titled: *Benchmarks: Work and Family Policies in Election 2010*. In an election context, this report highlights seven policy areas of particular importance making suggestions for positive policy change.

Collaboration with the School of Management

The Centre is continuing to collaborate with the School of Management in 2010 and activities supported included the visit by Professor Ellen Kossek, attendance by School staff at Centre events and visiting lectures by CWL staff in School programs.

Collaboration with the Centre for Sleep Research

Developing an Australian evidence-base for policies and interventions on work hours, fatigue and work-family strain is a Safe Work SA funded project being conducted in collaboration with researchers from the Centre for Sleep Research.

Institute for Sustainable Systems and Technologies (ISST)

The Centre has partnered with ISST since 2008 in the development and conduct of the Lochiel Park project. A new project was developed with ISST *A Framework for Adaptation of Australian Households to Heat Waves* and submitted under the Climate Change Adaptation Research Grants Program.

FUTURE ACTIVITIES

Adolescents as environmental citizens: how home, school, community and work affect the development of environmental citizenship in adolescents

Zero Waste SA and the NSW Commission for Children and Young People both made significant commitments to cash and in-kind support of this project which, unfortunately was unsuccessful in obtaining an Australian Research Council linkage in 2009.

Proposed Books

Time Bomb: Where is our working life taking us?

The structure and chapter outlines have been developed for a CWL book about the Centre's first five years' work. UNSW Press will publish it in 2012 (Authors: Barbara Pocock, Natalie Skinner and Philippa Williams).

PUBLICATIONS IN 2010

Staff at the centre produced two journal articles, three book chapters, five refereed conference papers and four significant reports in 2010.

Where available, links to downloadable reports, papers and presentations are available on the Centre's website at <http://www.unisa.edu.au/hawkeinstitute/cwl/publications.asp>

BOOK CHAPTERS

Pocock B (2010) 'Gender Issues in Early Childhood Education and Care', in International Encyclopaedia of Education Penelope Peterson, Eva Baker, Barry McGaw (eds), Volume 2, Elsevier, Oxford. pp. 11-16.

Pocock, B (2010) 'The great risk shift at work in Australia?' in *Risk, Responsibility and the Welfare State*, G. Marston, J. Moss and J. Quiggan (eds), Melbourne University Press, Melbourne.

Pocock, B (2010) (forthcoming) *Work, Life and Women in Australia* in *Women at Work in Australia*, Peter Murray (ed) Pearsons, Sydney.

Hill, E, & Pocock, B and the Work + Family Policy Roundtable (2010) 'The slow road to a stronger Australian work and care regime' in *More Than Luck: Ideas Australia needs now is less* <http://morethanluck.cpd.org.au>. Mark Davis & Miriam Lyons (eds).

REPORTS

FLAWS in our Lives: Fatigue, Life and Work Strain (2010)

As part of the Australian Work and Life Index (AWALI) survey, in March 2010, a sample of 854 South Australian employees were surveyed on their work arrangements, work-life interference, sleep issues and fatigue.

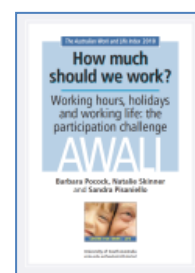


[FLAWS in our Lives](#) *Fatigue Life and Work Strain* (2010) Natalie Skinner, Someyah Parvazian and Jill Dorrian

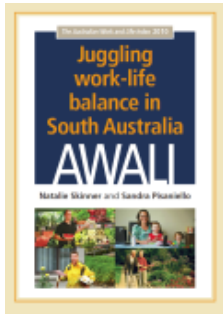
How much should we work? Working hours, holidays and working life: the participation challenge (AWAL I) 2010 In March 2010, the Australian Work and Life Index (AWALI) was conducted pursuing issues such as future employment participation, generational differences and holiday leave. This report was published in July 2010.

[How much should we work? Working hours, holidays and working life: the participation challenge. The Australian Work and Life Index 2010.](#)

Barbara Pocock, Natalie Skinner & Sandra Pisaniello, Centre for Work + Life,



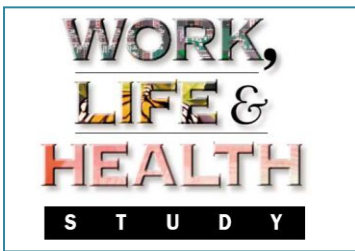
Juggling Work Life Balance in South Australia (AWALI) 2010



In 2010, in addition to the main national AWALI data collection, SafeWork SA funded a survey of 987 South Australian (SA) workers (854 employees; 115 self-employed workers; 18 undetermined status). This SA survey contained the five work-life items that comprise the work-life index plus key social and employment demographics. The SA data collection is designed to assess work-life outcomes in South Australia and to identify the social-demographic and employment groups with the best and worst work-life outcomes.

[Juggling Work Life Balance in South Australia. The Australian Work and Life Index 2010.](#)
Natalie Skinner and Sandra Pisaniello Centre for Work + Life, July 2010

Work Life and Health Study



This report published in February 2010, presents the qualitative findings of from the Work, Life and Health Study. Research partners for the study are the WA Department of Health and SafeWork SA. The study is part of an Australian Research Council Linkage research project. It is based on an analysis of focus groups, interviews and the written comments of 105 health sector workers and managers from across occupations and both city, regional and rural/remote locations.

[Work, Life and Health Study Report](#) Jocelyn Auer and Jude Elton, Centre for Work + Life, February 2010.

REFEREED CONFERENCE PAPERS

Edwards, J. & Williams, P (2010) 'The role of libraries in helping adolescents and their families juggle the demands of work and life' Proceedings: 12 to 24s@your public library in Australia and New Zealand Conference, Beenleigh Qld 11-12 June 2010. Alan Bundy (ed), AusLib Press: Adelaide

Skinner, N & Pocock, B (2010) 'Good jobs, bad jobs and workplace flexibility in Australia in 2009' presented at the 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity 3-5 February 2010, Association of Industrial Relations Academics of Australia and New Zealand, Sydney.

Pocock, B (2010) 'Meaningful work in the 21st century: terms, conditions and contexts' presented at the 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity 3-5 February 2010, Association of Industrial Relations Academics of Australia and New Zealand, Sydney.

Oliver, D (2010) 'The role of social partners in vocational education and training: A comparison between Australia and Germany' presented at the 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity 3-5 February 2010, Association of Industrial Relations Academics of Australia and New Zealand, Sydney.

Oliver, D (2010) 'What could modern awards mean for skill formation?' presented at the 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity 3-5 February 2010, Association of Industrial Relations Academics of Australia and New Zealand, Sydney.

JOURNAL ARTICLES

Williams, P (2010) 'Building 'community' for different stages of life: physical and social infrastructure in master planned communities' *Community, Work & Family*, Vol. 13 Issue 1, pp 71-87.

Oliver, D (2010) 'Union membership among young graduate workers in Australia: using the experience good model to explain the role of student employment' *Industrial Relations Journal*, Vol 41 Issue 5, pp: 505 – 519.

COMMUNITY IMPACT AND OTHER CENTRE OUTCOMES

INTERNATIONAL NETWORKS AND SEMINARS

The Centre continues to be part of the Canadian research network, The Inter-University Research Centre on Globalization and Work (CRIMT).

CWL is listed as one of six organisations outside the USA on the Sloan Work and Family Research Network (the pre-eminent global clearing house for research in work-life interaction) under University Based Work-Family on their Work and Family Links section.

Professor Dave Broad, Professor of Social Policy in the Faculty of Social Work at the University of Regina, Saskatchewan, Canada, completed his sabbatical at CWL in June. Professor Broad presented a seminar on Tuesday 13 April 2010, titled *Globalization, Part-Time Work and Labour Standards: Canadian Reflections*.



Professor Ellen Kossek, University Distinguished Professor, School of Human Resources and Labor Relations, Michigan State University, visited the Centre and presented a lecture, *Creating a life that works in the flexible job age?* The seminar was jointly presented by The Bob Hawke Prime Ministerial Centre; the School of Management and the Centre and supported by the SafeWork SA Work Life Balance Strategy on July 14th 2010.

The Centre hosted a UniSA Distinguished Researcher Award for Professor Ruth Lister, Emeritus Professor in Social Policy, Loughborough University, UK. Professor Lister is an internationally renowned scholar on citizenship, who visited the Centre for three weeks from the UK and presented a public lecture in conjunction with The Bob Hawke Prime Ministerial Centre on Wednesday 20 October 2010 titled, *Just citizenship: reflections on citizenship and social justice*.

The national launch of the 2010 Australian Work Life Index (AWALI) took place on the 3rd of August 2010, hosted by the Committee for Economic Development of Australia (CEDA), the SafeWork SA Work Life Balance Strategy and the Western Australian Department of Health.

CONFERENCE PAPERS/PRESENTATIONS BY THE CENTRE STAFF 2010

Staff of the Centre for Work + Life contributed to a number of international, national and local conferences, workshops and speaking engagements in 2010 including:

International

June 16th – 18th (2010) Barbara Pocock, *What kinds of public policy, actors, experimentation, strategies, capabilities and research, are necessary to rethink employee representation for this new world of work?* Employee Representation in the New World of Work: The Dynamics of Rights, Voice, Performance and Power 47th Annual CIRA Conference / International CRIMT - Centre de recherche interuniversitaire sur la mondialisation et le travail, Université Laval, Quebec, Canada.

Australian

February 3-5 February (2010) Natalie Skinner & Barbara Pocock, *Good jobs, bad jobs and workplace flexibility in Australia in 2009*, 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity, Association of Industrial Relations Academics of Australia and New Zealand, Sydney,



February 3 – 5 (2010) Barbara Pocock, *Meaningful work in the 21st century: terms, conditions and context*, 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity Association of Industrial Relations Academics of Australia and New Zealand, Sydney.

February 3 – 5 (2010) Damian Oliver, *The role of social partners in vocational education and training: A comparison between Australia and Germany*, 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity Association of Industrial Relations Academics of Australia and New Zealand, Sydney.

February 3 – 5 (2010) Damian Oliver, *What could modern awards mean for skill formation*, 24th AIRAANZ Conference Work in Progress: Crises, Choices and Continuity, Association of Industrial Relations Academics of Australia and New Zealand, Sydney.

March 1st (2010) Barbara Pocock, *Women in Local Government: Making a contribution and staying sane*, Australian Local Government Women's Association, Adelaide.

March 8th (2010) Barbara Pocock, *The challenges of building and balancing a career and family*, CSIRO South Australian Women in Science Group, International Women Day, Adelaide.

March 24 – 26 (2010) Barbara Pocock, *Uniting to Improve Social and Economic Participation*, National Employment Services Association (NESA) [PANEL: An effective work and family regime will promote social equity and enhance people's capacities to be both good family members and productive workers] [Working Communities International Congress](#), Melbourne, Vic.

March 25th (2010) Barbara Pocock, *Investing in Ideas: Building Policy Capacity for Government*, PSPC/ANZSOG Seminar Intercontinental, Adelaide.

March 30th (2010) Barbara Pocock, *Reality Check: Work Life Balance*. release of [Women's Forum Australia](#), Canberra Press Gallery

April 14-16th (2010) Barbara Pocock, *Skill development, decent work and work-life issues: the case of low paid workers in Australia*, keynote address at [Group Training National](#) Conference, Adelaide,

May 24th (2010) Philippa Williams, *Linked Up Lives - Putting Together Work, Home and Community in Australian Suburbs*. [2010 Grace Vaughan Memorial lecture](#), Institute of Advanced Studies, University of Western Australia.

June 11 – 12 (2010) Jane Edwards & Philippa Williams, *The role of libraries in helping adolescents and their families juggle the demands of work and life*. Proceedings: 12 to 24s@your public library in Australia and New Zealand Conference, Beenleigh Qld

June 24th (2010) Barbara Pocock, *Work, Household and community life in Australia: The need for a new approach*. Brotherhood of St Laurence Flexicurity Roundtable, Metropole, Melbourne.

July 5th (2010) Barbara Pocock, *Successful Research while living in the Work/life Collision: What's Possible? What needs to change?* Asian Studies Association of Australia (ASAA) Conference, University of Adelaide.

July 7 – 9th (2010) Ken Bridge & Philippa Williams, *Segregation in the suburbs: how the suburbs are shaping work, home and community for Australian families*, 11th Australian Institute of Family Studies Conference, Melbourne,

July 29th – 30th (2010) Barbara Pocock, *Women as Leaders — Navigating the Maze*, Women, Management and Work Conference, Sydney.

August 5th (2010) Barbara Pocock, *Work/Life interaction, skill development and utilisation in Australia*. DFEEST Workforce Policy Development Executive, DFEEST Adelaide

August 24th (2010) Barbara Pocock, [Work/Life Interaction, Skill Development & Utilisation in Australia](#). National Institute for Labour Studies, Flinders University.

September 27th (2010) Barbara Pocock, *Work Life and Health, Public Health in the 21st Century*. The Public Health Association, Adelaide.

October 13th (2010) Barbara Pocock, *Work, Home Community Project Roundtable*, Executive Roundtable, Vic Department of Planning and Community Development, Melbourne.



October 22nd (2010) Barbara Pocock, [Work/Life interaction, skill development and utilisation in Australia](#), National Centre for Vocational Education Research (NCVER) 2010 Webinar Series.

October 29th (2010) Barbara Pocock, [\(my\) Working life in university: A personal account of academic work in the larger context of work/life in Australia in 2010](#). Senior women seminar series, University of Queensland

November 27th (2010) Barbara Pocock, *Women going places*, Australian Local Government Women's Association Biennial National Conference Sydney.

EXPERT COMMENTARY

The Centre Director and staff provided considerable expert commentary to media, including in-depth interviews and panel discussions covering a range of research areas, including paid maternity leave, work and life pressures and work, home and community, and workplace relations. Further details are on the Centre's website at: <http://www.unisa.edu.au/hawkeinstitute/cwl/media.asp>

Media releases

[Leading Australian researchers urge Abbott to pass parental leave legislation](#), 11 March 2010

[Visiting expert says new technologies complicate work-life](#) 9 July 2010

[Generation X most affected by work-life pinch](#) 3 August 2010

[South Australians want to work less to juggle work + life](#) 3 August 2010

[Balancing work and life not getting any easier](#) 3 August 2010

[No leave, no life - holidays matter for Aussie workers](#) 3 August 2010

Media reports

[Study shows work fatigue hits home life](#) The Advertiser, 27 October 2010

[Love of work is losing its lustre](#), The Sydney Morning Herald, 27 September 2010

Workplace stress- massive damage to health, Brisbane Courier Mail, 26 September 2010

[Love your work? A packed lunch might do the trick](#) Brisbane Times, 18 September 2010

Striking the right weekly work balance, The Advertiser (CareerOne), 18 September 2010

Trading time for money in work, The Advertiser (CareerOne), 11 September 2010

[Hard at work](#) Sunshine Coast Daily, 25th August 2010

[Parental leave could pay off for Abbott](#) The Australian 21 August 2010

[Work-life balance upsets the scales of happiness](#) The Age, 4 August 2010

[Stop the work, I want to get off](#) Sydney Morning Herald, 4 August 2010

[Women really can have it all - just not at the same time](#) The Advertiser, 3 August 2010

[Australians working too hard: report](#), [video] ABC 7pm TV News SA, 3 August 2010

[Full-time women suffer most](#) The Courier-Mail, 3 August 2010

[Work-life balance getting worse, says ACTU](#) Daily Telegraph, 3 August 2010

[New report shows quality of workers' family life is getting worse: businesses and govt do more](#)

3 August 2010, ACTU Media Release.

[Ged Kearney: launch of 2010 Australian Work and Life Index](#) ACTU, 3 August, 2010

[Australians unhappy with work-life balance: survey](#) ABC News 3 August 2010

[Work-life balance worsening - union](#) The Advertiser, 3 August 2010

[Life balance still not working](#) The Sydney Morning Herald, 1 August 2010

[A hard-working nation that's losing its balance](#) Sydney Morning Herald, 1 August 2010

[Life balance still not working](#) The Age, 1 August 2010

[Whaddawewant? Less work. But not now, we're busy](#) The Australian, 31 July 2010

[Australian Work and Life Index shows Gen Y are not lazy workers](#) Herald Sun, 31 July 2010

[Busting the myth of our idle youth](#) The Advertiser July 30, 2010

[Laziness myth debunked as Gen Y shows it's ready to pick up the slack](#) Daily Telegraph, 30 Jul 2010

'Overdue nod to working mums' The Australian, Weekend Professional, 17-18 July 2010

[Reluctance to take paternity leave 'hostile to women'](#) The Sydney Morning Herald, 11 July 2010

[Living on the edge a hard job for women](#), The Advertiser, 8 July 2010

[Mother's little online helper](#) The Sydney Morning Herald, 5 July 2010

['Greedy work' stymies training](#) Campus Review 10 May 2010

[When office affairs take over the bedroom, the lounge ...](#) The Age, 4 April 2010

[Women still earn less, play less: report](#) Herald Sun, 10 March 2010
[Coalition's paid maternity plan raises further questions](#) ABC News 9 Feb 2010
[Balancing act](#) The Age Jan 31 2010
[Want more sex? Time to start vacuuming](#) SMH 7 Jan 2010
[Our workforce of women](#), The Advertiser 2 Jan 2010

Interviews and Discussions

[Mobility and malls](#) ABC Radio National, 'Life Matters', 24 May 2010
'What women want', Insight, SBS TV, Tuesday 13 April 2010 - [transcript](#) & [online](#)
[Paid Parental Leave](#), ABC Radio National 'Australia talks', 22 March 2010
[Business unimpressed with parental-leave plans](#) ABC News, Inside Business, 14 March 2010
Paid Parental Leave, Sky News Business Channel 602, 'Sunday Business' 14 March 2010 (no link available)
[Business levy breaks the mould](#) The Australian, 10 March 2010
[It's federal election baby blues](#) The Advertiser, 10 March 2010
[ACTU says pay gap between genders worse than it was 20 years ago](#) ABC Radio National, 'The World Today' 2
[Working hours and holidays](#) ABC Radio National, 'Life Matters', 2 August 2010
[The CEO of me](#) ABC Radio National, 'Life Matters' 9 July 2010
[Agenda 2010: the changing world of work](#), ABC Radio National, 'Life Matters', 17 February 2010
[Bidding war over paid parental leave](#) ABC Radio National 'The World Today', 9 Feb 2010