



University of
South Australia



Centre *for* Work + Life

ANNUAL REPORT

2007

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
FASHION RESPONSES TO THE SIGNIFICANT
CHALLENGES AROUND WORK AND LIFE.

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FROM THE DIRECTOR

2007 was a year of much public and private conversation about work in Australia. Australians are giving more of their time and energy to work, generating much discussion about its rewards and consequences.

2007 saw the Howard Government's 'WorkChoices' industrial relations law take effect. Its impact, and the future direction of employment regulation in Australia, were lively sites of public discussion throughout the year. This conversation culminated in the November 24th federal election of a new Labor Government, which sets a new direction for the regulation of work in Australia.

Good labour law, and good complementary policies – like a quality early childhood education and care system, effective urban planning, and equitable tax and benefits policies - are highly dependent not only upon robust public debate, but also upon good research. This includes generation of reliable data, timely analysis, and research that is internationally comparatively in perspective: work is changing around the globe, and Australian research is enriched by its placement in international context.

The Centre for Work + Life has worked hard in 2007, our second year of life, to contribute to that effort. The Centre has aimed to be both responsive to the policy context, but also to develop a research program which makes a longer term contribution to our understanding of work and its changing and complex intersection with life beyond the workplace - in our households and our communities.

As a young Centre, 2007 was a year of growth and consolidation, with an expansion in our budget, our staff and our research agenda.

We have worked to generate quality research data and analysis through our work on low pay, on the 'fit' between work, home and community, and on the consequences of *WorkChoices* for the low paid and women. We established our Centre index, the Australian Work and Life Index (AWALI) which forms an element of many of our projects. We have continued to place importance on taking our research into the public sphere through academic and general publications, a large program of public speaking and seminars, and engagement with the media.

We have also worked to educate new researchers through our PhD students, and to increase research capacity around work and life issues in Australia through participation in research networks like the *Work + Family Policy Roundtable*.

Our work has been sustained by our continuing partnerships with organisations like the Victorian, South Australian and Western Australian State Governments, the Brotherhood of St Laurence, Lend Lease Communities, and the Liquor Hospitality and Miscellaneous Workers Union, amongst others: we thank them for their support.

Our main challenge in 2007 – sustaining a program of quality research and publication, as well as a good work environment – is a challenge we share with most other research Centres. It is likely to remain a challenge until Australia's underinvestment in research is corrected. The achievements of the Centre in 2007 owe most to the commitment and insights of those who work there and I thank them all for their contributions.



Barbara Pocock

May 2008



2007 MAJOR HIGHLIGHTS

In 2007 the Centre contributed to some of the significant social policy debates underway in Australia, progressed major ARC grants, launched its national signature work-life index, secured new funding, developed its key research themes and implemented a new organisational structure as part of its progress from start up phase to more established development.



The Centre was supported by senior members of the University of SA and assisted in its deliberations by the counsel of the Advisory Committee formed in 2006. The Centre was buoyed by the affirmation from the Committee of its progress and contribution. The Committee reinforced the need for sustainable progress in focus, scale, structure and funding.

It was heartening for the Centre that in 2007 early childhood education and care came to greater policy focus in the national election. Papers from the National Roundtable on Childcare convened in 2006 by the Director and Dr Elizabeth Hill of the University of Sydney, were published in November 2007 in *Kids Count: Better early childhood education and care in Australia*.

The Director was involved in providing expert commentary on early childhood education and care matters (and other topics) and the debate continued, though is not yet resolved, about the provision of paid parental leave in Australia for working families. The Centre made a submission and presentation to the SA Parliament Select Committee on balancing work and life responsibilities.

Industry partners funded the Centre in 2006/07 to research the impact of *WorkChoices* on vulnerable workers and their households and the Centre's SA reports and contributions to national reports received wide coverage, contributing to assessments of the equity and fairness of the *WorkChoices* legislation.

The ARC Linkage project *Low Paid Services Employment in Australia* was in its third year in 2007 and the Director and Dr Helen Masterman-Smith made a number of presentations on the findings of that research and were contracted by Allen and Unwin to publish a book in 2008. In late 2007 the Centre bid for and was successful in securing an NCVET grant which builds on the Low Pay project to investigate Low Paid Workers and Vocational Education Training and Education.

The Director completed her QEII Fellowship in 2007 and in the 53 presentations that she made in 2007 she disseminated the finding of that research and of the new national work-life index AWALI. The Centre commenced *The Australian Work and Life Index (AWALI)* in 2007 and the initial report focussed on time e.g. long hours of employment, and its significance in work-life interactions.

Data collection, particularly through focus groups and interviews, was a major focus for the *Work, Home, Services and Community* project and for the Centre's PhD candidates researching young adults and young workers. The *Work, Life and Health* project began in mid 2007 with a focus on investigating well-being and work-life interactions within the WA and SA health sector and the wider Australian workforce.

The research and research staff of the Centre were consolidated into three key themes and the University provided support via three ongoing Research Fellow positions to lead those streams. A Centre Manager position was created enabling the Director to focus on research leadership, scholarship and publishing, strategic planning and interactions with stakeholders, partners and the community.

The Centre believes that further national effort is needed to research work-life and work-family issues, to disseminate research evidence, to foster national and international dialogue and to train new researchers and so the Centre instigated a proposal for an Australian Institute for Work and Life (AIWAL) building on the work of the Centre to create a new collaborative research hub with international linkages.

ABOUT OUR CENTRE



BACKGROUND

The [Centre for Work and Life](#) (CWL) is a national research centre that investigates work and its intersection with households, community and social life in Australia. The Centre aims to make a national and international contribution to understanding work and life in the 21st Century. The Centre's [Charter](#) is available on its website.

The Centre for Work + Life aims to generate innovative thinking about work and life in Australia, making sense of experience in order to improve the well being of Australians. It does this by:

- doing research
- linking research to practice: informing workers, employers, government, community organisations, unions and individuals
- publicly disseminating ideas, research results and policy ideas

The Centre was established in 2006 and is located within the [Hawke Research Institute for Sustainable Societies](#) (HRISS) at the University of South Australia.

PARTNERS

The Centre exists amidst mounting national and international interest in the tension between work and life. A significant expansion in research is underway, both in Australia and internationally. The CWL builds on this evidence and aims to expand it, link it to public effect, and create new research partnerships around significant issues.

In 2007 our partners were:

- [Brotherhood of St Laurence](#)
- [Department of Innovation, Industry and Regional Development \(Victoria\)](#)
- Innovation and Economic Opportunities Group
- [Lend Lease Communities](#)
- [Liquor Hospitality and Miscellaneous Workers Union](#)
- [SA Unions](#), [Unions NSW](#), Victorian Trades Hall Council
- [SafeWork SA](#),
- [Western Australian State Health Advisory Committee on Work–Life Balance](#)

CENTRE RESOURCES

The Centre drew resources from three main sources: the University of South Australia, the Australian Research Council, and industry partners listed above. In 2007, the Centre's income was around \$1million.

The Centre was successful in being selected as one of four leading research centres to enter a three-year partnership with the [National Centre for Vocational Education Research Ltd](#) (NCVER), commencing in 2008.

ADVISORY COMMITTEE

The CWL has an Advisory Committee which includes representatives of the Centre's partners and of the international and national research community, community organisations, unions, business and government. This committee meets bi-annually to advise on the strategic directions and activities of the CWL.

Advisory Committee members for 2006 – 2008 were:

Mr Mark Butler (Chair)

Secretary, LHMU SA Branch (resigned in late 2007, and became the Member for Port Adelaide, Commonwealth Parliament)

Mr Kelvin Trimper

General Manager, Sustainability Initiatives, Lend Lease Communities

Ms Sharon Winocur

Director, Private Sector – Policy and Strategy, Industrial Relations Victoria

Professor Paul Smyth

General Manager Social Action and Research at the Brotherhood of St Laurence, and Professorial Fellow of Social Policy at the University of Melbourne

Ms Julie McMahon

Community Development Worker/Financial Counsellor, UnitingCare Wesley Adelaide

Ms Janet Giles

Secretary, SA Unions

Ms Margaret Hallock

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

Ms Michelle Hogan

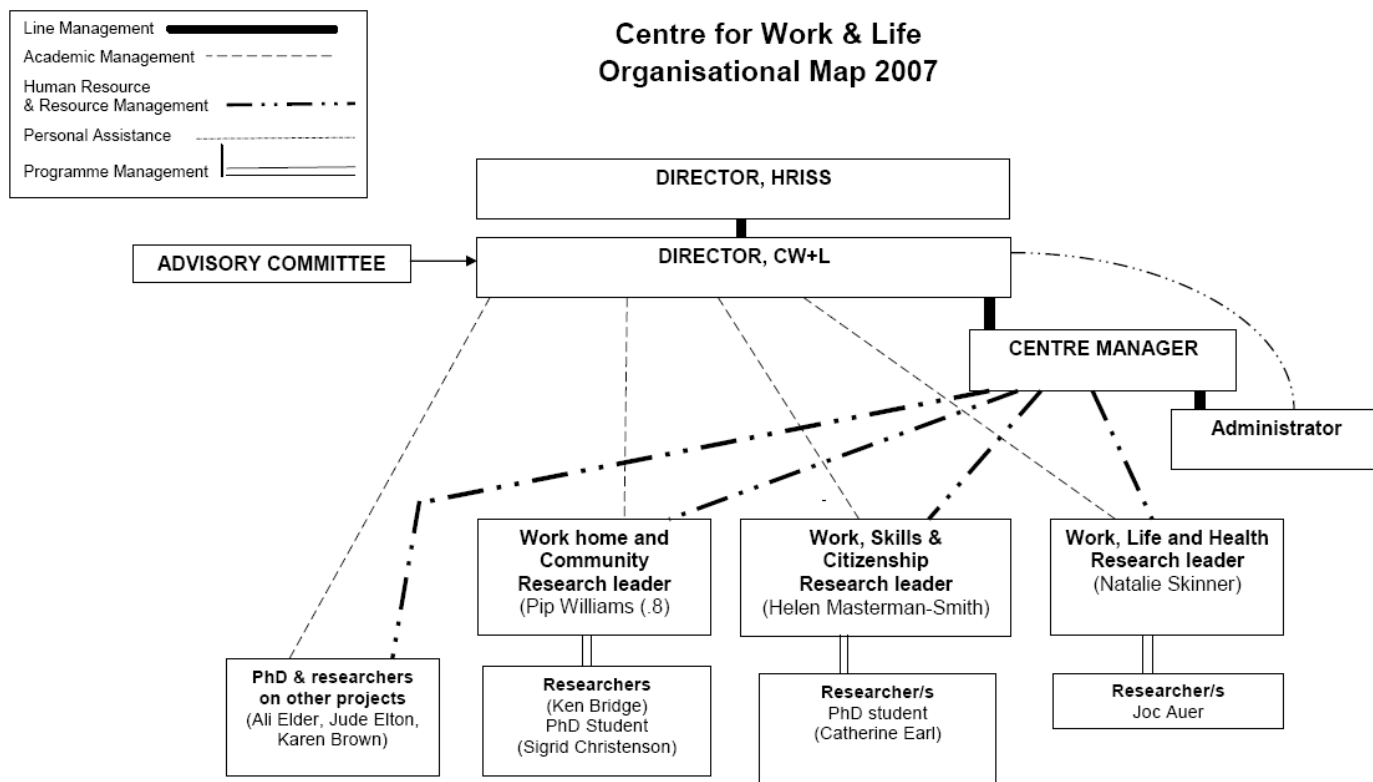
Work Life Project Officer Safework SA

Ms Annie Campbell

Senior Business Development Manager, Education Arts and Social Sciences Divisional Office, University of South Australia

ORGANISATION

2007 was the second year of the Centre’s operation and was a year with a focus on consolidation of staff and activities. The staff complement, calculated over the full year increased from 4.5 staff: to a total of 8.0 (FTE) by the end of 2007, including three research fellows appointed to continuing positions in late 2007 each with responsibility for a major research stream. A Centre Manager position was created in late 2007.



CENTRE STAFF AND STUDENTS

Staff Profiles

Prof Barbara Pocock, Director



Barbara Pocock has been researching work, employment and industrial relations in Australia for over twenty years. Her research is supported by a Queen Elizabeth II Fellowship 2003–2007. Her first degree was in economics, her PhD was in gender studies, and both were undertaken at the University of Adelaide. She has worked in many jobs: in universities, advising politicians, on farms, in unions, for governments and as a mother. She was at the University of Adelaide for 14 years prior to joining the University of South Australia in 2006.

Dr Helen Masterman-Smith, Research Fellow

Helen Masterman-Smith helped develop the NCVET-funded VET and low paid employment project, co-organised the Our Work, Our Lives: Women and Industrial Relations Conference (2007), and coordinated the ARC-funded Low Pay Project from 2005-2007. She produced numerous outputs from the low pay project, including (with Barbara Pocock) *Living Low Paid: the Dark Side of a Prosperous Land* with Allen and Unwin (in press).



Dr Natalie Skinner, Research Fellow

Natalie Skinner's primary research interests are around health and wellbeing in the workplace. She has conducted research on a range of issues including stress and burnout, job satisfaction, work overload and more recently the interaction between work and life. Much of her research has focused on the health workforce. Her background is in psychology, public health and the alcohol and other drugs field.

Dr Pip Williams, Research Fellow

Pip Williams has studied a range of social, psychological and health phenomena over the past sixteen years and is now working on a large multi-method study exploring how people fit work, home and community together in urban Australia. Her background is in psychology and public health. Pip has worked in many jobs: including as an educator, massage therapist, market research interviewer, dental nurse, stable hand, door-to-door sales person and cleaner and – not least – as a mother.



Dr Jude Elton, Researcher

Jude Elton has engaged in research, policy development and advocacy on issues of importance to working people for thirty years. Her union, community sector and university employment has focused on industrial relations, equity and discrimination at work and in unions, education and training, labour market programs and occupational health and safety.

Ms Joc Auer, Researcher

Jocelyn Auer's research interests are work, life and ageing; and social policy. She has an Honours degree in social history from the University of Birmingham (UK) and over 25 years experience in the health sector in management and governance roles and in program review and evaluation. Jocelyn is working on the Work, Life and Health study looking at the capacity of health sector professionals and other employees to obtain a better fit between work and other aspects of their lives.



Ms Catherine McMahon, Centre Manager



Catherine's background includes policy and management in state government agencies, refugee advocacy and program management in the University sector. She has an MBA and has worked in human services and economic development and is interested in the integration of social, economic and environmental concerns. Catherine has a long history of involvement with not-for-profit organisations concerning the status of women and human rights. She is an accredited mediator, an InterPlay facilitator and a Fellow of the Institute of Company Directors.

Dr Ken Bridge, Researcher



Ken is an adjunct staff member at Adelaide University's Centre for Labour Research with a long career in teacher education, community action and labour studies. With postgraduate qualifications in sociology and occupational health he has spent the last decade researching health and workplace issues, with a focus on health professionals, workplace training and the impact of work on family life. Since 2007 he has been assisting with Work, Home and Community Project at the Centre for Work & Life, conducting interviews and analysing the material; his insights are enhanced by feedback from his extended family, which includes eight children and nine grandchildren.

Administrative Support

Kath Lockett and Jenni Linney worked as Administrators at the Centre during 2007, undertaking a wide range of administrative, organisational and support activities over the year.

Postgraduate Students

Catherine Earl, PhD Scholar



Catherine Earl's PhD 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. Catherine has a Bachelor of Arts majoring in gender studies and anthropology and a Bachelor of Social Work (Honours). She has held numerous casual, temporary and part-time positions in retail and administration and worked in a pre-employment program for young people with multiple and severe barriers to employment.

Sigrid Christiansen, PhD Scholar

Sigrid Christiansen's research interests are industrial relations, youth studies, social policy and social sustainability. She has an Honours degree in history from the University of Adelaide. Her undergraduate work focused on youth at various moments in history, including working-class girls in nineteenth-century South Australia and young resistance activists in Nazi Germany. Her PhD thesis analyses how changes to education, housing, relationships and the workplace are influencing young adult lives in Adelaide. This project forms part of the centre's 'Work, Housing, and Communities Study'



Ali Elder, PhD Scholar



Ali Elder commenced her PhD in April 2007 and is the recipient of the Andrew Knox Memorial Scholarship. Her research project is an investigation of the working lives of cleaners in the Australian commercial cleaning industry paying particular attention to dignity at work and the impact of cleaning work on the body. Ali has a Bachelor of Justice and Society majoring in philosophy and gender studies and Bachelor of Arts (Honours.) Ali previously worked for ten years in the film and television industry producing documentaries and training films.

STAFF AWARDS

Professor Pocock gained public recognition of her role in social advocacy by winning the *Society* Category in The Bulletin's Smart 100 in June 2007.

Professor Pocock, Dr Skinner and Dr Williams won the University of South Australia, Division of Education, Arts and Social Sciences Best Collaborative Interdisciplinary Project and Professor Pocock the Division's award for the Distinguished Scholar in 2007.

RESEARCH ACTIVITIES

The Centre's core activities were consolidated in late 2007 into three major research streams:

- Work, Home and Community
- Work, Skills & Citizenship
- Work, Life & Health.

Research included several major ARC research projects and the Director completed her 5 year Queen Elizabeth II Fellowship at the end of 2007. In addition a number of research activities were undertaken with partner organisations which extended the Centre's activities. The Centre continues to be part of a number of research networks including the [Work and Family Roundtable](#) and the Canadian research network, The Inter-University Research Centre on Globalization and Work ([CRIMT](#)).

MAJOR PROJECTS

Low Paid Services Employment in Australia: Dimensions, Causes, Effects and Responses

The Centre has completed this study (2004-2008) which examined the effects of low pay on Australian workers, households, and the national social and economic fabric. The project analysed the lived experience of Australians working in the childcare, commercial cleaning and hotel sectors. This [project](#) was funded through an ARC Linkage grant and also by project partners.



The study included interviews and focus groups with 138 low paid workers and service providers in NSW, Victoria and SA. The research has been cited by in federal government enquiries and State wage case hearings.

The partners are the Australian Liquor, Hospitality and Miscellaneous Union (LHMU), Brotherhood of St Laurence, Unions NSW, SA Unions and Victorian Trades Hall Council and the investigators are Helen Masterman-Smith and Barbara Pocock, Susan Oakley (University of Adelaide), John Buchanan (University of Sydney), Ian Watson (independent academic) and Iain Campbell (RMIT).

A book, "Living Low Paid: the Dark Side of Prosperous Australia" written by Helen Masterman-Smith and Barbara Pocock, will be published by Allen & Unwin in November 2008.

Work, Housing, Services and Community Project

This project is in its third year and is funded by an ARC Linkage grant with support from Lend Lease and the Innovation and Economic Opportunities Group (funding via the Land Management Corporation). It is a national study exploring how men, women and children think about issues related to work, home and community. In particular, it analyses how changes at work and in households are reconfiguring relationships between work, home, services and community in ten sites across four States. Lend Lease master planned communities and adjoining suburbs are included, representing higher and lower income areas.

A national survey of working adults (AWALI – see *below*) has been conducted and the household survey, interviews with residents and focus groups with children have been conducted at 8 of the 10 study sites. Dissemination of findings has occurred through three reports, one book chapter, three refereed conference papers, nine other presentations at conferences, academic seminars and partner events and through four submitted peer review journal papers. Reports on the findings of residents and children's experience of work, home and community are due to be completed in 2008.



Changing work-life patterns of Australian women, men and children, households and communities

Professor Barbara Pocock was awarded a Queen Elizabeth II Fellowship for 2003 to 2007 to analyse and investigate the relationship of changing patterns of work in Australia, and the changing nature of Australian households, communities and workplaces. The fellowship explored the effects of work upon households, along with individual preferences and household, community and workplace structures (and their interaction), drawing out implications for social theory and policy. It analysed policy, quantitative data, and collected and analysed new qualitative data at Australian sites, within an international context. The fellowship developed and tested by means of new empirical collections, theoretical explanations of the ways in which market and non-market work, and social and public institutions, construct each other, and the ways in which personal

and household preferences are working in relation to social structures and institutions. It resulted in the publication of two sole-authored books, an edited book, numerous book chapters and referred articles and over 200 public presentations and keynote addresses, including in Canada, the US, Japan, the UK, Switzerland and China. The last two years of the fellowship led to the creation of new research capacity through the creation of the Centre for Work + Life.

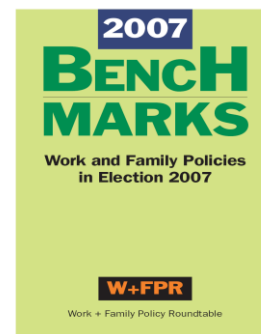
The Work and Family Policy Roundtable (W+FPR)

The Work and Family Policy Roundtable is co-convened by Professor Barbara Pocock and Dr Elizabeth Hill at the University of Sydney. The Roundtable brings together ten academics from eight universities.

Over the past three years the Roundtable has actively participated in public debate about work and family policy providing research-based submissions to relevant public inquiries, disseminating current research through publications for public commentary and through the media.

Publication of the Roundtable's [Ten Policy Principles for a National System of Early Childhood Education and Care](#) and the [Work and Family Policy Benchmarks for the 2007 Election](#) in particular generated considerable public commentary during 2007.

The Roundtable's work on Early Childhood Education and Care led to the publication of [Kids count: better early childhood education and care in Australia](#), edited by Elizabeth Hill, Barbara Pocock and Alison Elliott, Sydney University Press, Sydney.



Work/Life Balance, Well-Being and Health

The Work/Life Balance, Well-Being and Health project is an ARC Linkage grant in partnership with SafeWork SA and the Western Australian State Health Advisory Committee on Work Life Balance.

This project addresses well-being and work-life issues within the health sector and the larger Australian workforce. Its two major components are:

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

It is a multi-methodology study involving qualitative interviews and focus groups, and quantitative data collection via an organisational survey. The study investigates 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 three 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.

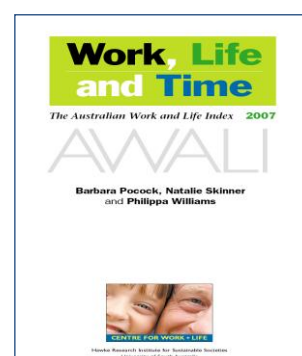
Deep study of work-life issues in the health sector will also inform recruitment, retention and well-being in the health workforce, with flow-on to the health system more broadly.

The study of the health workforce will be conducted in Western Australia and South Australia in 2008.

Australian Work and Life Index (AWALI)

AWALI is an annual national survey of work life conducted by the Centre. It measures work-life interaction amongst working Australians and serves as a benchmarking tool to compare and contrast work-life outcomes across various groups defined by geographic location, employment characteristics and social demographics. The Australian Work and Life Index (AWALI) survey commenced in 2007, when the Centre established the index and its inaugural collection. In 2008 – 2010 AWALI is funded as part of the Work, Life and Health Project, an ARC-funded study in partnership with [SafeWork SA](#) and the Western Australian [State Health Advisory Committee on Work Life Balance](#).

AWALI 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. The first report of AWALI was titled [‘Work, Life and Time: the AWALI Index’](#).



The Impact of WorkChoices on Vulnerable Workers

The Centre had a leading role in co-ordinating independent but parallel research projects in 5 states and the ACT into the national report [Women and WorkChoices: impacts on the low pay sector](#). This research project was funded by the National Council for Australian Women, YWCA and WEL.

In addition, South Australian Government funding enabled the Centre to undertake detailed interviews with 21 workers in minimum conditions sectors affected by workplace change arising from WorkChoices. This resulted in a report to SafeWork SA and the Office for Women titled: [Not fair, no choice: the impact of WorkChoices on twenty South Australian workers and their households](#).

CONTRACTED RESEARCH AND CONSULTANCIES

Review of Organising in the Australian Manufacturing Workers Union

This project undertook a review of the national organising strategy of the union by Karen Brown (past SA Secretary of the Finance Sector Union) working with the Centre Director.

Paid Maternity Leave

The Public Service Association contracted the Centre to prepare a submission to the SA Parliament Select Committee on balancing work and life responsibilities.



Industrial Relations Reports

The Centre completed the second year of a three year agreement with Industrial Relations Victoria to provide annual reports concerning industrial and work/life issues.

Other reports

The Aboriginal Legal Rights Movement (SA) contracted Dr Jude Elton of the Centre to undertake historical research in relation to the Antakirinja Matu-Yankunytjatjara Native Title Claim.

INTERNATIONAL COLLABORATION

Professor Barbara Pocock, from the Centre for Work + Life is part of an international team led by the [Interuniversity Research Centre on Globalization and Work \(CRIMT\)](#) that will conduct a vast study of work and employment in a global context. This team will receive one of the four C\$2.5 million dollar grants awarded in late 2007 by the Social Sciences and Humanities Research Council of Canada (SSHRC) through its 2007 Major Collaborative Research Initiatives program (MCRI).

PH.D STUDENTS

The Centre's Ph.D students are undertaking the following studies:

Work, Housing, Family and Community: The Experiences and Aspirations of 20-29 year olds living in Adelaide, Sigrid Christiansen, Year 2

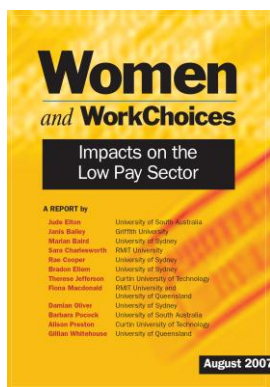
Reconceptualising Citizenship - Young Workers in SA, Catherine Earl, Year 2

Cleaning, Dignity, and the Embodied Worker: An investigation of dignity at work for cleaners in the Australian commercial cleaning industry, Ali Elder, Year 1, Andrew Knox Memorial Scholarship holder

PUBLICATIONS

Staff at the Centre produced seven refereed conference papers, five non-refereed conference papers, one refereed journal article, two book chapters and a book foreword, one edited book, five significant reports and one Centre discussion paper in 2007. A selection of publications follows, and a full list of publications is provided at Appendix A.

[Women and WorkChoices: Impacts on the Low Pay Sector \(Full Report\)](#)



Launched Parliament House Canberra, 13 August.

Jude Elton, Janis Bailey, Marian Baird, Sara Charlesworth, Rae Cooper, Bradon Ellem, Therese Jefferson, Fiona Macdonald, Damian Oliver, Barbara Pocock, Alison Preston and Gillian Whitehouse (2007), . Centre for Work + Life, University of South Australia.

‘The authors were commissioned to conduct a deep qualitative study of a set of experiences amongst workers in low pay sectors, particularly childcare, aged care, cleaning, retail, clerical and hospitality, across five states and the Australian Capital Territory...’

The focus of the study is not so much on the legislative provisions themselves, but on qualitative analysis of how *WorkChoices* has been *operationalised* by employers and *experienced* by the 121 women, in their individual workplaces, households and communities.

[A Time to Act: Paid Maternity Leave for All South Australian Women](#)

Supplementary Submission to the Select Committee on Balancing Work and Life Responsibilities, August 2007, Barbara Pocock, Centre for Work + Life

‘In the absence of national action, this paper argues for the South Australian Government to provide paid maternity leave (PML) to South Australian working women to increase labour market participation, the well-being of men, women and children and boost fertility...’

[Kids count: better early childhood education and care in Australia](#)

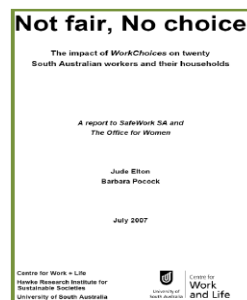
Edited by Elizabeth Hill, Barbara Pocock and Alison Elliot, Sydney University Press, 2007.



‘Demand for childcare has soared over the past decade as Australian families seek to reconcile work and care responsibilities. But the cost of care keeps rising, waiting lists in many metropolitan centres are long, and high quality services are not always available.

Australia’s system of early childhood education and care is fragmented, and the major political parties have failed to take a comprehensive approach to policy development. So what would a good system of early childhood education and care in Australia look like? ..’

‘The authors offer a comprehensive set of policy principles that would deliver a better early childhood education and care regime for Australian children and their families...’

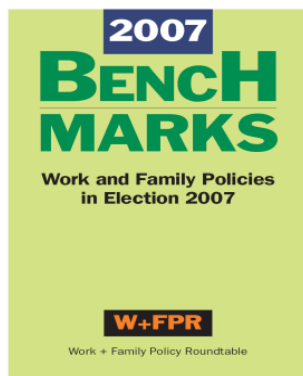


[Not fair, No choice: The impact of WorkChoices on twenty South Australian workers and their households](#)

A report to SafeWork SA and The Office for Women, Jude Elton & Barbara Pocock, July 2007

‘This report examines the experiences of twenty workers affected by changes to industrial law in Australia following the enactment of amendments to the federal *Workplace Relations Act, 1996* in March 2006, commonly referred to as the *WorkChoices* amendments.’

2007 Benchmarks: Work and Family Policies in Election 2007



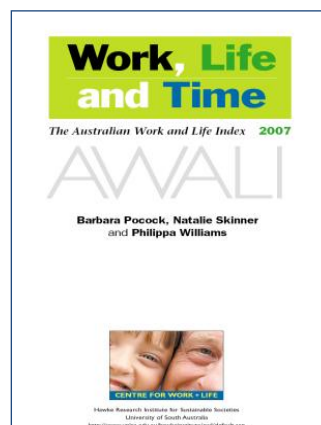
Report by the Australian Work + Family Policy Roundtable, co-convened by Professor Barbara Pocock, Centre for Work and Life and Dr Elizabeth Hill, The University of Sydney.

'..In the context of the forthcoming federal election, The Work + Family Policy Roundtable proposes a set of benchmarks against which policies for improving work and family outcomes in Australia from the various parties can be tested. These benchmarks arise from our research expertise and are in keeping with the Roundtable's goals of contributing to the development of good family policy related to work, producing clear policy guidelines and evaluating policy proposals.'

Work, life and time: the Australian Work and Life Index 2007

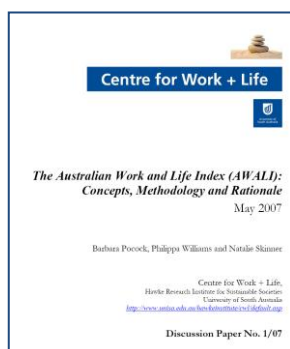
Work-Life in Australia: Outcomes from the Australian Work and Life Index (AWALI) 2007 Barbara Pocock, Natalie Skinner and Philippa Williams

'The Australian Work and Life Index (AWALI) is a national survey of work-life outcomes amongst working Australians. It will be repeated annually from 2007 in partnership with the SA and WA Governments. AWALI 2007 establishes baseline data for work-life outcomes using a range of measures. AWALI 2007 surveyed 1435 randomly selected working Australians in March 2007 by computer-assisted telephone interviews. The survey provides a fair representation of the Australian labour market at the time of the survey.'



The Australian Work and Life Index (AWALI): Concepts, Methodology and Rationale

Barbara Pocock, Philippa Williams and Natalie Skinner, May 2007



'In this paper we introduce a new work-life measure, the Australian Work and Life Index (AWALI). AWALI is designed as a tool to inform the community, individuals, employers, unions and governments about the state of work-life interaction and its effects. The Centre for Work + Life plans to collect AWALI data annually, with the assistance of its research partners. The Index is designed to meet the requirements of policy makers and researchers. ..'

'..We discuss the conceptual basis and rationale for a national Index of work-life interaction, describe the process of developing the AWALI, the methodology of its collection, and outline its current and future uses.'

COMMUNITY IMPACT AND OTHER CENTRE OUTCOMES

CENTRE CONFERENCES AND SEMINARS

The Centre ran the following nine seminars in 2007

'Building community': physical and social infrastructure in the master planned community,

Philippa Williams, 18 May

Learning not to be a nosey 'white': researching union relations with Aboriginal workers,

Jude Elton, 15 June

Work–family policy and work–family conflict in the Malaysian private sector: a preliminary study,

Zaiton Hassan, 22 June

What should the next federal government do about work and family in Australia? Policy ideas for a changing workforce,

Professor Barbara Pocock, 3 August

Researching teachers' work,

Robert Hattam, 17 August

Leading and managing university research centres: lessons learned from US experience,

Professor Margaret Hallock, University of Oregon, 19 September

Low pay in a prosperous land,

Helen Masterman-Smith, 12 October,

Coalition unionism: a comparative analysis of long-term coalitions in three countries,

Amanda Tattersall, 5 October

Whose security? Women, war and meeting needs,

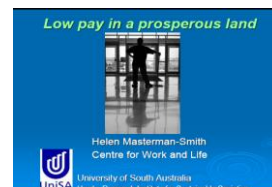
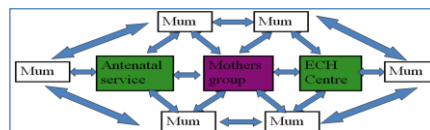
Professor Elisabeth Porter, 26 October.

In addition, the Centre convened the organising committee of the national 2007 conference [Our Work Our Lives: Women and Industrial Relations](#) held in Adelaide in September.

Five papers were presented by CWL staff and Ph.D students.



Our work, our lives and working time: how the length of working hours, their fit with preferences and self employment affect work-life outcomes in Australia
Natalie Skinner, Philippa Williams, Barbara Pocock.



COLLABORATIONS/NETWORKS

The Centre Director was a Member of the Association of Industrial Relations Academics of Australian and New Zealand Executive in 2007 and is a Director of [The Australia Institute](#) and a member of the Board of the Festival of Ideas.

Professor Pocock is also a member of the South Australian State Government's Population Advisory Committee.

CONFERENCES AND PUBLIC PRESENTATIONS

Staff of the Centre for Work and Life contributed to a number of conferences, workshops and speaking engagements. In 2007, the Centre Director undertook 53 public speaking engagements, including some keynote conference addresses, workshop and other public presentations, of which 45% were outside SA, including 3 overseas conferences/workshops. For additional details refer to Appendix B.

Keynote addresses by the Director included at The Inter-University Research Centre on Globalization and Work ([CRIMT](#)) in Canada, to the Committee for Economic Development of Australia ([CEDA](#)), [Australian Social Policy Conference](#), and speaker at [National Industrial Relations Conference 2007: Restoring the Balance](#) hosted by Australian state and territory governments.

Centre staff appeared before the SA Parliament Select Committee on balancing work and life responsibilities, and the enquiry into the impact of *WorkChoices* to the Industrial Relations Commission of South Australia, and the Director was guest speaker at the introduction of the private member's Bill "Workplace Relations (Guaranteeing Paid Maternity Leave) Amendment Bill, at Parliament House, Canberra.



Governing work life intersections in Australia over the life course: policy and prospects [Keynote](#) address given by Barbara Pocock on Thursday 12 July at Australian Social Policy Conference, 2007, University of New South Wales Sydney [Abstract and full paper](#) which was prepared by Barbara Pocock, Natalie Skinner and Pip Williams of the Centre

['The regulation of women's employment in Australia: What lessons for China?'](#) Barbara Pocock

Women's Labour Rights Workshop, Fuzhou, Fujian Province, 20-23 November 2007. A Women's Labour Rights Workshop held by the Human Rights and Equal Opportunity Commission (HREOC) in cooperation with the All-China Women's Federation (ACWF).

In addition the Centre Director presented a [paper](#) at Women's Labour Rights Workshop held by HREOC in cooperation with the All-China Women's Federation, Fuzhou, Fujian Province, China.

Research fellows at the Centre also presented at local and international conferences, including at the 21st Annual Association of Industrial Relations Academics of Australia and New Zealand ([AIRAANZ](#)) in New Zealand, International Industrial Relations Conference in Manchester, UK, and the 25th International Labour Process Conference at the University of Amsterdam.

EXPERT COMMENTARY

The Centre Director provided considerable expert commentary to media, including in-depth interviews and panel discussions on a range of areas. Interviews and direct media quotations exceeded 60 in 2007. Expert comments covered a range of topics. A selection of highlights follows, and additional information is provided at Appendix C.

Work life balance

In March, Professor Pocock participated in the ABC discussion "Difference of Opinion" [How can we bring the balance back toward 'life', and create a better workplace?](#)



In June the ABC Life Matters program replayed '[The Work Life Juggle](#)' Professor Pocock's talk recorded at the 'Happiness and Its Causes Conference' in Sydney .

The Age [Skilled jobs exact a toll on 'life'](#)

"Management jobs may have more status but they take a toll on "life", according to a national survey measuring "spillover" of work into personal time...."

[ABC Home](#) | [Radio](#) | [Television](#) | [News](#) | [More Subjects...](#) | [Shop](#)

DIFFERENCE of OPINION

How can we bring the balance back toward 'life', and create a better workplace? 05/03/2007

Summary

Can we change workplace culture? Do we need to change the long-hours culture and if so how can we re-structure our jobs to make it happen? Can workplaces become more flexible while still maintaining productivity? What are the options for childcare? Do we need a major attitude shift from men, both in the workplace and at home, to create a fairer workplace for women? Does achieving a happier work/life balance mean learning to live with less?

Transcript

...BARBARA POCKOCK: I think we need to play catch up with our institutions and our labour law and do things like deal with the fact that more women are going to be at work and, with the men alongside them, they need more flexibility. Unfortunately, WorkChoices goes in exactly the opposite direction. It actually did away with, for example, the right that the Industrial Relations Commission gave not long before WorkChoices came in, to request when you have had a child to return to work, to return part time. That is a very important thing. As any woman knows, you step out to have a baby, you would like to step back without paying a price in your pay packet and in your career.

Workplace legislation



[Workchoices hammers vulnerable workers](#) Premier and Ministers of SA news release – July 07 “The report entitled: ‘Not Fair, No Choice’ shows us the tip of the iceberg. It reveals how the most vulnerable workers in our community are losing pay, conditions, security, a rightful say in their workplace and even their jobs under this system”

AdelaideNow [Workers 'less secure' under WorkChoices](#) 25 July 2007

Low Pay

Contribution to the Australian [‘Lives on hold in a casual affair’](#) 9 June 2007

..” In researching a book on low-wage work, to be published next year, Helen Masterman-Smith and Barbara Pocock of the Centre for Working Life at the University of South Australia found many of the younger people they interviewed mentioned precarious work. “Many are struggling financially,” Masterman-Smith says. “It’s affecting things like their decisions about forming families...”

Paid Maternity Leave

The Sydney Morning Herald [Women leave work after baby](#), 8 August 2007



AdelaideNow 31 July 2007 ‘A labour studies academic says the State Government should spend \$89 million on giving 14 weeks of paid maternity leave to working mothers’. “Professor Barbara Pocock, the University of South Australia’s director of the Centre for Work and Life, told a Parliamentary Select Committee into work/life balance yesterday that more than half of SA’s working mothers do not get a “paid rest” after having a baby “

Early childhood education and quality childcare;



The Age 12 November 2007 [Quality childcare is vital: commissioner](#)

The Australian 30 January 2007 [Rudd brings learning into play](#)

“Barbara Pocock, the director of the Centre for Work and Life at the University of South Australia, said the policy was a “good start” and would particularly help those who miss out on quality early childhood education and care. “

“This package is a very important start down the road of a national approach to consistent, quality education and care for pre-schoolers,”

Flexible working conditions

ABC Lateline discussion 9 July 2007 [Experts call for more job, family flexibility](#) A new report has made calls for further flexibility for workers trying to match their jobs with family responsibilities.

The Age 9 July 2007 [Give workers more say on conditions: experts](#)

The Australian 26 October 2007 [Workers' time is just as important as money](#)

Fathers and paternity leave



9 July 2007 AdelaideNow reported on the Work and Family Policy Roundtable recommendations [NEW dads should receive two weeks' paid parental leave, a group of the nation's leading academics says.](#)

Herald Sun 12 November 2007 [Dads get professional help to spend time with kids](#)

Professor Barbara Pocock said... “More is expected of men as women work more, and a lot of men want to give more to their families,” she said. “But their jobs don’t always allow them to do this. Only a handful of men have access to paid paternity leave, which means many men are left high and dry.”

2007 Publications

Book Chapters

Hill, E. Pocock, B. Elliott, A. (2007) 'Introduction' Kids Count: Better early childhood education and care in Australia, University of Sydney Press, Sydney, p 1-14.

Pocock, B. (2007) 'The childcare policy challenge in Australia' Kids Count: Better early childhood education and care in Australia, University of Sydney Press, Sydney, p 15-37

Edited book

Hill, E., Pocock B and Elliott A. (2007) Kids count: Better early childhood education and care in Australia (edited collection) Sydney University Press.

Refereed journal articles

Peetz, Houghton and B Pocock (2007) 'Organizers' Roles Transformed? Australian Union Organizers and Changing Union Strategy' Journal of Industrial Relations, Vol. 49, No. 2, p 151-166.

Refereed conference papers

Pocock B, Williams P. 'Work, households and time in two master planned communities'. (2007). Proceedings of the 21st conference of the Association of Industrial Relations Academics of Australia and New Zealand. Auckland, New Zealand.

Skinner N, Williams P, Pocock, B. (2007). 'Our work, our lives and working time: how the length of working hours, their fit with preferences and self-employment affect work-life outcomes in Australia. Paper presented at the Our Work Our Lives Conference, Adelaide, South Australia.

Christiansen, S (2007) 'Generation Y and the fertility crisis: twenty Adelaide women discuss future parenting and work' Paper presented at the Our Work Our Lives Conference, Adelaide, South Australia.

Earl, C. (2007) 'Young women and work in the SA labour market' Paper presented at the Our Work Our Lives Conference, Adelaide, South Australia.

Masterman-Smith, H. (2007) 'More than pin money: women and low wages', Paper presented at the Our Work Our Lives Conference, Adelaide, South Australia.

Williams, P. (2007) 'Building 'community' for different stages of life: Physical and social infrastructure in Master Planned Communities' (2007). Proceedings of the *State of Australian Cities Conference*, Adelaide, Australia.

Masterman-Smith, H. (2007) 'Cheap Labour: the Australian way: diverging employment relations patterns in Australia and New Zealand?' Paper presented at the 21st conference of the Association of Industrial Relations Academics of Australia and New Zealand. Auckland, New Zealand.

Non-Refereed Conference Papers

Pocock, B. Skinner, N, Williams, P. (2007) 'Governing work life intersections in Australia over the life course: policy and prospects', Australian Social Policy Conference, 2007, University of New South Wales Sydney

Pocock, B. Skinner, N, Williams, P. (2007) 'Understanding how physical and social infrastructure at work and at home can facilitate or impede the development of healthy communities: Findings from the Work, Home and Community Study', presented to Work, Employment and Society Conference, September 2007, Aberdeen, Scotland

Williams, P. Pocock, B. Skinner, N, (2007) 'Clawing back time: Expansive working hours and implications for work-life outcomes in Australian workers' presented to International Industrial Relations Conference, September 2007, Manchester UK

Masterman-Smith, H. 'Low pay in a prosperous land: an Australian story' Paper presented at 25th International Labour Process Conference, 2-4 April 2007, University of Amsterdam.

Elton, J. They're not giving us choices, they're leaving us in the lurch: women's experience of workplace change under *WorkChoices*' Paper presented at the Our Work Our Lives Conference, Adelaide, South Australia.

Reports

Pocock, B. Hill, E. Baird, M et al (2007) Benchmarks: Work and Family Policies in Election 2007; Work + Family Policy Roundtable.

Elton J, Pocock, B, (2007) Not fair, no choice: the impact of *WorkChoices* on twenty South Australian Workers & their households Report to SafeWorkSA and the Office for Women, July 2007

Pocock: B. A time to act: Paid maternity leave for all South Australian Women: Supplementary submission to the Select Committee on Balancing Work and Life Responsibilities, August 2007

Pocock B, Skinner N, Williams P. Work, Life and Time: The Australian Work and Life Index (AWALI) 2007. June 2007.

Elton, J. Bailey, J, Baird, M. Charlesworth, S. Cooper, R. Ellem, B., Jefferson, T. Macdonald, F., Oliver, D. Pocock, B. Preston, A. and Whitehouse, G. (2007) *Women and WorkChoices: Impacts on the Minimum Wage Sector*. Centre for Work + Life, University of South Australia.

Discussion Papers

Pocock, B. Skinner, N, Williams, P. The Australian Work and Life Index (AWALI): concepts, methodology and rationale 2007

Director's Conferences and Public Presentations in 2007

1. 'Work, households and time in two master planned communities' Paper at 21st Annual Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) 2007 Conference , Auckland, 6-8th February 2007
2. Presidential Address to 21st Annual Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) 2007 Conference , Auckland, 6-8th February 2007
3. 'Work home and community' Presentation to the Land Management Corporation of South Australia, Level 8 North, Riverside Centre, North Terrace, Adelaide, 14th February 2007
4. 'Work life issues for Young Australians' Presentation to PLAG, Liquor Hospitality and Miscellaneous Workers Union, Adelaide, 19th February, 2007.
5. 'Work, life and children' Presentation with Professor Fraser Mustard, Lady Gowrie Children's Centre training room, Dew Street, Thebarton, 20th February 2007.
6. 'Work, life and welfare' Presentation to Conference, 'From Welfare to social investment', Melbourne University, Hotel Y, 22nd February 2007.
7. 'How can we bring the balance back toward 'life', and create a better workplace? Appearance on Difference of Opinion, ABC Television, 5th March, 2007.
8. 'International Women's Day Keynote address' ALP Branch meeting, Morphett Vale Function Centre Epstein Drive, Morphett Vale, March 13th 2007.
9. 'Strategic organising future of the AMWU' Australian Manufacturing Workers Union (AMWU) Sydney Office, Parramatta, 20th March 2007
10. 'Workers and equity in our response to global climate change' Conference on 'Equity in Our Responses to Climate Change' Brotherhood of St Laurence Roundtable, Melbourne, 26th March 2007
11. 'Work and family: better futures' Keynote address, Breakfast at the Botanic Gardens Restaurant, Australian Democrats Function, 4 April 2007
12. 'Work life balance in Australia' Presentation in Workplace Research Centre workshop, Sydney University, 11th April 2007.
13. '*WorkChoices* and vulnerable workers' Impact on women, Workshop, Melbourne, Victoria, 13th April 2007.
14. 'An argument for 'Research Capacity in Residence' and for national and state strategic research plans' Geoff Mulgan Lecture and Panel Discussion, 'Social Reform in Changing Times', Adelaide 19th April 2007.
15. 'Workers, families and social reproduction' Keynote address, CRIMT (le Centre de recherche interuniversitaire sur la mondialisation et le travail) Conference, Business School, HEC Montréal, 3000 Chemin Côte-Sainte-Catherine, 29th May 2007
16. 'Self preservation for ECRs' Core Session, The Human Side of Research, Early Career Researcher Development Program, University of South Australia, Hotel Richmond, 8th June, 2007
17. 'Happiness at work' International Conference on Happiness, Convention Centre, Darling Harbour, Sydney 15th June 2007.
18. Presentation at 'What's next in my research trajectory?' University of South Australia, Murray House, Magill, 21 June 2007
19. 'My research pathway' Address to Early Career Researcher Program, Division of Education, Arts and Social Sciences, University of South Australia 3rd July 2007.
20. 'Work, life and time' South Australian Premiers Council for Women, Terrace Towers, North Terrace, Adelaide 5th July 2007
21. 'Work in the 21st Century' participating Chair and speaker, Festival of Ideas, Elder Hall, 6th July 2007.
22. 'The Work and Family Benchmarks' Address at launch of the Work and family benchmarks Election Report, Sydney University, 9th July 2007
23. Low paid workers and *Workchoices*: the impact in South Australia', Expert witness at Inquiry into the Impact of *WorkChoices* in South Australia, Industrial Relations Commission of South Australia 10th July 2007.

24. 'Governing work life intersections in Australia over the life course: policy and prospects' Keynote speaker, 2007 Australian Social Policy Conference, University of New South Wales, Sydney, 12th July 2007.
25. 'Women doing research in the work life collision', UniSA Women and Leadership Seminar , North Terrace, Adelaide, 23rd July 2007
26. 'Working and leading in the work/life collision' Address to the Senior Executive Forum, Department of Education and Further Education, Adelaide, 23rd July 2007.
27. Expert Witness Appearance before the South Australian Select Committee on balancing work and life responsibilities, South Australian Parliament, 31st July 2007.
28. 'Presentation on The Labour Market Ate my Babies', Flinders University Library Seminar series, 3 August 2007.
29. 'Research Careers' Division of Education, Arts and Social Sciences Research Forum, Amy Wheaton Bldg, Magill Campus, University of South Australia, 11th August 2007
30. 'Low paid workers in Australia' Address to Liquor Hospitality and Miscellaneous Workers Union national council meeting Auditorium of the NSW Labor Council building, 13th August 2007.
31. 'Work life balance and the creative life' address to artists and students at TAFE School of Art, Light Square, Adelaide, 20th August 2007.
32. Keynote address, Launch of the Victorian Working Families Council, Melbourne, 28th August 2007.
33. 'Writing about the state of work and life in Australia', Address to *The Age* Melbourne Writers Festival 1st September 2007.
34. Speaker at launch *Australian Charter of Employment Rights*, Australian Institute of Employment Rights (AIER), Monash University, Melbourne 5th September 2007
35. 'Managing the Work/life Challenge?' Keynote address to CEDA (the Committee for Economic Development of Australia), Organisational Sustainability Series *Managing the Work / Life Balance*, Hyatt Regency, North Terrace, Adelaide, 6 September, 2007.
36. 'Not fair, no choice - impact of *WorkChoices* on workers and their households' Speaker at National Industrial Relations Conference 2007: Restoring the Balance, hosted by Australian state and territory governments, Novotel Brisbane, 11 September 2007.
37. Guest speaker, Introduction of Private Member's Bill 'Workplace Relations (Guaranteeing Paid Maternity Leave) Amendment Bill', Senate Alcove, Parliament House, Canberra 13th September 2007.
38. 'Where to now on women and work?' Address at closing Panel of Our Work, Our Lives Conference, , West Lakes, Adelaide, 20-21st September 2007..
39. 'Work, Life and Time: a fair work frame for Australians' Lecture in the University of South Australia 2007 Blue Sky Regional Public Lecture Series, UniSA Mount Gambier, 25th September 2007.
40. 'Work, Life and Time: a fair work frame for Australians', Lecture in the University of South Australia Regional Public Lecture Series, UniSA Whyalla, 2nd October 2007.
41. 'Striking Work Balance - Implications for Men's Health' Keynote Address, 7th National Men's Health Conference, Convention Centre, Adelaide, Oct 3-5, 2007.
42. 'Work life balance' Address at SA Great Showcasing South Australia Program, 16th October 2007.
43. 'Navigating the Work-life collision in a research career' Address to Career Development Event, Healthy Development Adelaide, State Library of South Australia - Institute Building Lecture Theatre, 16th October, 2007.
44. 'Low pay in a prosperous land' Address to 'Low paid work in Australia: realities and responses', Centre for Public Policy University of Melbourne Symposium - in association with the Brotherhood of St Laurence, Graduate House, University of Melbourne, Leicester Street, Carlton, Melbourne, 17th October, 2007.
45. Speaker at Labour History Book Launch and Portraits Exhibition, SA Unions, Adelaide Festival Centre, 18th October 2007.
46. Address to SafeworkSA Seminar, 'Work Life Balance - Safety & Welfare at Work', Stamford Plaza Boulevard Room 150 North Terrace Adelaide, 22nd October, 2007.
47. 'The Work-Life Juggle and *WorkChoices*' Address to the 'Fair Employment Forum', Convened by the WA Fair Employment Advocate, Department of Consumer and Employment Protection, Perth Zoo Function Centre, 20 Labouchere Road, South Perth, 30th October 2007.

48. 'Healthy Workforce' Address to Western Australian Health Conference 2007, Burswood Convention Centre, Perth, 31st October, 2007.
49. Speech at Launch of *Kids Count: Better early Childhood, Education and Care in Australia*, Women's College, Sydney University, 12th November 2007.
50. 'Changes in Work, Life and Households in Australia' Keynote Address to *Changing our Spots: Adapting to Lifestyle Trends*, Annual Conference of Women's and Children's Hospitals Australasia 2007, Stamford Grand Hotel, Glenelg South Australia, 14th November 2007.
51. 'The regulation of women's employment in Australia: what lessons for China?' Presentation to Women's Labour Rights Workshop held by the Australian Human Rights and Equal Opportunity Commission (HREOC) in cooperation with the All-China Women's Federation (ACWF), Fuzhou, Fujian Province, China, 20–23 November 2007.
52. 'Work life Balance,' Relationships Australia Workshop, Adelaide, 30th November 2007
53. 'Work life research in Australia: The Australian Work and Life Index' Australian Centre for Research in Employment and Work (ACREW) Workshop, Melbourne, 3rd December 2007.

Expert commentary

Media	Date	Item	Location	Keywords
The Australian	5 Jan 07	David McKnight: Invisible hand crushing social heart. <i>The Coalition's industrial relations laws have pushed the family barbecue to the verge of extinction</i>	http://www.theaustralian.news.com.au/story/0,25197,21011610-7583,00.html	Industrial Relations; work life balance
The Age	17 Jan 07	A different sort of homework	http://www.theage.com.au/news/parenting/a-different-sort-of-homework/2007/01/16/1169594416871.html	Telecommuting; work life balance
ABC 891	18 Jan 07	Afternoons with Carol Whitelock, radio interview		Work Life issues
The Advertiser	29 Jan 07	Rudd brings early childhood learning into play	http://www.news.com.au/adelaidenow/story/0,22606,21140384-911,00.html	Early childhood education and quality care
The Australian	30 Jan 07	Rudd brings learning into play	http://www.theaustralian.news.com.au/story/0,20867,21139596-12332,00.html	Early childhood education and quality care
ABC RN AustraliaTalks	24 Feb 07	Child labour	http://www.abc.net.au/rn/australiatalks/stories/2007/1852123.htm	Work and Australian school students
ABC TV Difference of Opinion	5 Mar 2007	How can we bring the balance back toward 'life', and create a better workplace?	http://www.abc.net.au/tv/differenceofopinion/content/2007/s1863058.htm	Work life balance
5AA Keith Conlon	6 Mar 07	Work Life issues		Work Life issues
3AW Derryn Hinch	6 Mar 07	Work Life issues		Work Life issues
ABC Alice Springs	8 Mar 07	Work Life issues		Work Life issues
The Adelaide Review	8 Mar 07	Work Life issues		Work Life issues
The Australian	27 Mar 07	A year of childcare 'disrupts'	http://www.theaustralian.news.com.au/story/0,25197,21452421-2702,00.html	Early childhood education and quality care
The Age	31 Mar 07	Suburban joy: the milkman is back	http://www.theage.com.au/news/national/suburban-joy-the-milkman-is-back/2007/03/30/1174761754795.html	shortage time, working households
The Age	14 May 07	'Punished' for having children	http://www.theage.com.au/news/national/punished-for-having-children/2007/05/13/1178994994876.html	HREOC, maternity leave
3AW John Laws	18 May 07	Work, family and working time		Work and family
SMH	18 May 2007	Wages up but women still earn less than men	http://www.smh.com.au/news/national/wages-up-but-women-still-earn-less-than-men/2007/05/17/1178995324045.html#	Pay Equity
Vive	June Issue	Women's lives		Work and family
The Advertiser	8 June 07	Economy needs older workers	http://www.news.com.au/adelaidenow/story/0,22606,21867839-2682,00.html	Older workers, work conditions
Australian	9 June 07	Lives on hold in a casual affair	http://www.theaustralian.news.com.au/story/0,20867,21873723-28737,00.html	Casual employment: underemployment

Media	Date	Item	Location	Keywords
The Advertiser	16 June 07	100 smartest people in Australia	http://www.news.com.au/adelaidenow/story/0,22606,21918107-5006301,00.html	creative and innovative people; Barbara Pocock
ABC Radio - Life matters	21 June 07	'Happiness and Its Causes Conference'	http://www.abc.net.au/rn/lifematters/stories/2007/1956810.htm	work/life balance
The Advertiser	23 June SA	Women 'worse off on AWAs'	http://www.news.com.au/adelaidenow/story/0,22606,21956290-2682,00.html	Workplace legislation; gender pay equity
The Bulletin	26 Jun 07 & 3 July 2007	Australian Release of AWALI		Work life index
Radio Adelaide	26 Jun 07	Australian Release of AWALI		Work life index
4BC Brisbane	26 Jun 07	Australian Release of AWALI		Work life index
5AA	26 Jun 07	Australian Release of AWALI		Work life index
ABC Radio QLD (statewide)	26 Jun 07	Australian Release of AWALI		Work life index
3AW	26 Jun 07	Australian Release of AWALI		Work life index
The Age	26 Jun 07	Skilled jobs exact a toll on 'life'	http://www.theage.com.au/news/national/skilled-jobs-exact-a-toll-on-life/2007/06/26/1182623909097.html	Work life balance
ABC Radio Adelaide	26 Jun 2007	Australian Release of AWALI		Work life index
Australian	27 Jun 07	Part-time work worst for mums	http://www.theaustralian.news.com.au/story/0,20867,21975113-2702,00.html	National survey of work-life outcomes; part time work; working mothers
Smart Company Magazine	30 Jun 2007	AWALI		National survey of work-life outcomes;
ABC Drive SA 4.00pm	30 June 2007	Work, Health & Divorce		Work life balance
2UE	1 Jul 2007	AWALI		National survey of work-life outcomes
The Messenger	3 July 2007	Work Life issues		Work Life issues
Network 10	4 July 2007	9.00am' with David Reyne and Kim Watkins live interview Work and Family Roundtable		Work Life issues
ABC State-wide Drive Victoria	9 July 2007	Paid maternity, paternity leave		Work Life issues; Maternity, paternity leave
Channel 7 News	9 July 2007	Paid maternity		Work Life issues; Maternity
Channel 10 News	9 July 2007	Paid maternity		Work Life issues; Maternity
HeraldSun	9 July 2007	Dads top policy watch list	http://www.news.com.au/heraldsun/story/0,21985,22039222-662,00.html	Working conditions; maternity and paternity leave

Media	Date	Item	Location	Keywords
SMH	9 July 2007	Paid leave for parents		Parental leave
The Advertiser	9 July 2007	Give new dads parental leave	http://www.news.com.au/adelaidenow/story/0,22606,22039435-2682,00.html	Working conditions; maternity and paternity leave
ABC Alice Springs	9 July 2007	Work and family policy		Parental leave
5AA	9 July 2007	Work and family policy		Parental leave
2UE	9 July 2007	Work and family policy		Parental leave
The Age	9 July 2007	Give workers more say on conditions: experts	http://www.theage.com.au/news/national/give-workers-more-say-on-conditions-experts/2007/07/08/1183833344700.html	Working conditions; maternity and paternity leave
Australian	9 July 2007	Call for two weeks' paternity leave	http://www.theaustralian.news.com.au/story/0,25197,22040219-2702,00.html	Working conditions; maternity and paternity leave
ABC Lateline	9 July 2007 broadcast	Experts call for more job, family flexibility	http://www.abc.net.au/lateline/content/2007/s1974189.htm	Working conditions; maternity and paternity leave
ABC Port Pirie	10 July 2007	Family flexibility		Parental leave
The Australian	14 July 07	Pressures, not just hours, infecting family life	http://www.theaustralian.news.com.au/story/0,25197,22059741-2702,00.html	Work life balance
The Age	14 July 07	A cry that can't be ignored	http://www.theage.com.au/news/in-depth/a-cry-that-cant-be-ignored/2007/07/13/1183833770693.html	Maternity leave
BIR Melbourne	17 July 2007	WorkChoices		Workplace legislation
Marcus Evans	19 th -20 th July	Parental leave		Parental leave
ABC News	24 July 2007	Family stress, financial loss under <i>WorkChoices</i> : uni research	http://www.abc.net.au/news/stories/2007/07/24/1987288.htm	Workplace legislation
Premier and Ministers of SA	24 July 07	<i>WorkChoices</i> hammers vulnerable workers	http://www.ministers.sa.gov.au/news.php?id=1912	Workplace legislation
The Advertiser	25 Jul 2007	Workers 'less secure' under <i>WorkChoices</i>	http://www.news.com.au/adelaidenow/story/0,22606,22129869-5006301,00.html	Workplace legislation
The Advertiser	31 Jul 07	Cost of extra baby leave "is worth it"	http://www.news.com.au/adelaidenow/story/0,22606,22168734-2682,00.html	Parliamentary Select Committee into work/life balance
SMH	8 Aug 07	Women leave work after baby	http://www.smh.com.au/news/national/women-leave-work-after-baby/2007/08/07/1186252708368.html#	Maternity leave
The Advertiser	12 August 2007	Work life issues		Maternity leave
The Age	13 August 2007	Work life issues		Maternity leave
ABC Australia Talks	30 August	Commuting culture	http://www.abc.net.au/rn/australiatalks/stories/2007/2018654.htm	Commuting; work life balance

<i>Media</i>	<i>Date</i>	<i>Item</i>	<i>Location</i>	<i>Keywords</i>
ABC Queensland	21 Sept 07	Conversations Brisbane	http://www.abc.net.au/local/stories/2008/03/28/2202107.htm?site=brisbane	Work life expert
HeraldSun	29Sep 07	Finding happiness is half the job done	http://www.news.com.au/heraldsun/story/0,21985,22500108-662,00.html	mothers part time work
The Australian	24 Oct 07	Hockey smear 'attack on freedom'	http://www.theaustralian.news.com.au/story/0,,22637966-12332,00.html	Workplace legislation; academic freedom;
Australian	26 Oct 07	Workers' time is just as important as money	http://www.theaustralian.news.com.au/story/0,25197,22650484-5013169,00.html	Work life balance; working conditions;
The Age	26 Oct 07	Childless women prospering	http://www.theage.com.au/cgi-bin/common/popupPrintArticle.pl?path=/articles/2007/10/25/1192941243909.html	Workforce participation; gender;
HeraldSun	10 Nov 07	Lost weekends hurt families	http://www.news.com.au/heraldsun/story/0,21985,22732312-662,00.html	unsocial working hours; work life balance
The Age	12 Nov 07	Quality childcare is vital: commissioner	http://www.theage.com.au/news/National/Quality-childcare-is-vital-commissioner/2007/11/12/1194766578841.html	Early childhood education and quality care
Herald Sun	12 Nov 07	Dads get professional help to spend time with kids	http://www.news.com.au/heraldsun/story/0,21985,22740989-2862,00.html	Paternity leave; fathers