

CASR

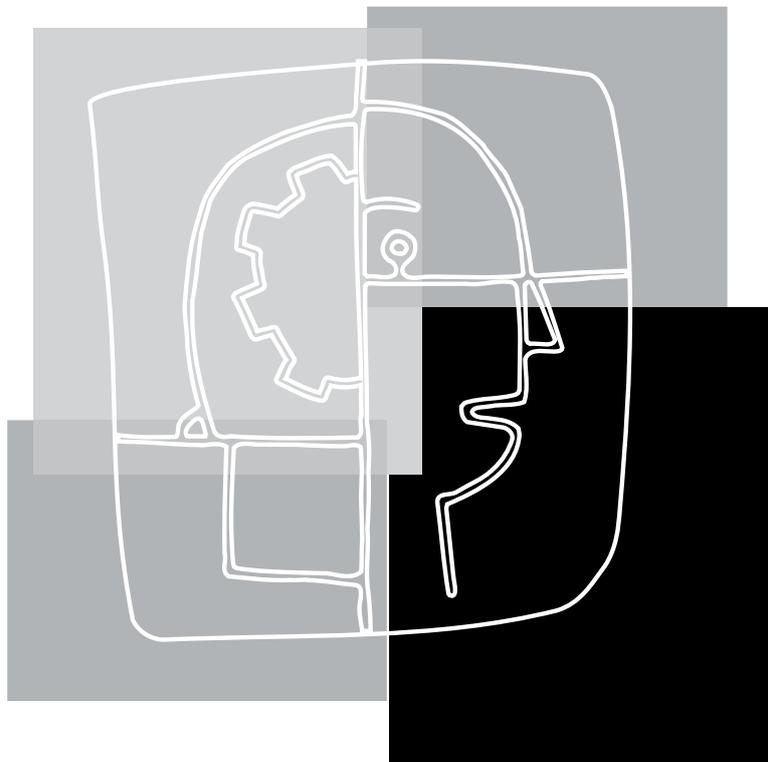
Annual Report
2008

Centre for Applied Social Research



Centre for Applied Social Research
(CASR)

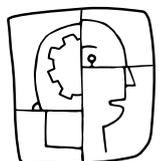
Annual Report
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Associate Professor
Chris Chamberlain

Associate Professor Chris Chamberlain is most well known for his book, *Youth Homelessness: Early Intervention and Prevention* and for his work on *Counting the Homeless 2001* with the Australian Bureau of Statistics. Chris is currently completing *Counting the Homeless 2006* and working on an ARC project, 'Pathways to and from Homelessness'.

Expertise in CASR

CASR conducts nationally significant research on key areas of social change and social policy. We are committed to the idea that effective and equitable policy choices need to be founded upon insightful public debate and that debate requires historically and theoretically informed applied social research. Research staff in CASR have a broad range of interests, but our work converges around three themes.

One group of researchers have particular expertise in the changing character of paid work and employment relations and related policy issues. The main strands of their research are the quality of part-time work; work and family balance in regional areas; gender equality in employment; casual and precarious work; the intersection of work and family; and the impact of employment regulation, including anti-discrimination law. The research conducted in these areas is also concerned with uncovering and mapping the connections that link the worlds of paid work and welfare.

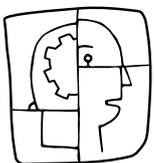
Another group of colleagues in CASR focuses on various disadvantaged groups, the changing nature of welfare provision, and related policy issues. These researchers have particular expertise in: the enumeration of the homeless population; pathways to and from homelessness; issues related to domestic violence and related policy responses; the life histories of people who grew up in institutional care; and the history of the women's refuge movement. They also carry out research focusing on issues related to illicit drugs use, illegal sex workers and related health issues.

A third group of researchers works across disciplines on practice-informed evidence-based policy and practice in health and well-being. Projects focus on both developing and applying evidence about complicated and complex interventions. Processes and methods include program theory, systems theory, action research, narrative and developmental evaluation, non-experimental impact evaluation, performance indicators, realist synthesis, knowledge translation and communities of practice. Their research is undertaken with government and non-government organisations that address public health, health promotion, occupational health and safety, international development, family and community services, community development, natural resource management and housing.

ARC Projects, Contract Research and the Future

Colleagues in CASR have a strong track record of success with ARC grant applications. In 2008 we had 10 ongoing ARC projects (seven Linkage and three Discovery). One of the ARC Linkage projects, 'A Regional Perspective on Work and Family Balance and Changes in Employment Regulations', is carried out by Dr Sara Charlesworth, Dr Iain Campbell and Kerry Haynes together with Associate Professor Marian Baird from University of Sydney. The project looks at the impact of employment regulation on employee work – family balance outcomes. ARC projects attract considerable prestige in the university because the successful applicant has been judged by his or her peers to be a leader in their research area.

CASR also has a strong record in industry-funded research. CASR had 13 of these projects in 2008. Dr Suellen Murray carried out a project on 'Violence against Women During Homelessness', funded by the Salvation Army. Associate Professor Chris Chamberlain was working on 'Counting the Homeless 2006'. This is a three-year project funded by the Commonwealth Government. The research is carried out in conjunction with the Australian Bureau of Statistics and the Australian Institute of Health and Welfare. Professor Patricia Rogers worked on the 'Navigating Social Change'



project for Changemakers Australia, funded by the Donkey Wheel Foundation, which is developing resources to help agencies evaluate the impact of social change projects.

Dr Suellen Murray and Dr Anastasia Powell wrote an issues paper on 'Domestic Violence and the Workplace' for the Australian Domestic and Family Violence Clearinghouse; and Dr James Rowe completed a project funded by the Salvation Army on 'The Hidden Cost of Pharmacotherapies for Victoria's Most Vulnerable'.

Professor Patricia Rogers and Ms Kaye Stevens were working on an economic evaluation of sustainable dairy farming families. Dr Helen Marshall carried out a scoping study of 'Sociology in Australia', funded by the Australian Learning and Teaching Council; and Dr Larissa Bamberry undertook a review of major industrial relations policy issues in partnership with the Victorian Trades Hall Council and the Uniting Church, Synod of Victoria.

CASR researchers also performed a variety of commercial projects in 2008, providing both professional development and consulting services to national and international clients. They also seek to build links with international organisations and industry partners overseas. Dr Patricia Rogers was a visiting scholar at the Research Unit in Health Behaviour and Change at the University of Edinburgh and NHS Health Scotland and presented sessions on impact evaluation. Dr Sara Charlesworth was a visiting scholar at the International Training Centre at the International Labour Organization (ILO) in Turin, Italy, doing scoping work for 'The Intersection of Gender Equality and Decent Work'.

CASR took over publishing the journal *Labour and Industry* in 2005, with Dr Iain Campbell as the Executive Editor. We have produced many high quality issues since. The journal will be transferred to Monash University from 2009.

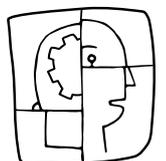
CASR is an established research centre with a track record of ARC success and substantial contract research. My colleagues produce high quality research which has community impact in a wide range of policy areas. This augurs well for the future and I look forward to a successful year in 2009.



Chris Chamberlain

Director

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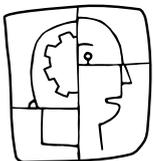


CENTRE FOR
APPLIED SOCIAL
RESEARCH

Objectives and Strategies

The objectives and strategic focus of the Centre are:

- To conduct high quality research with a focus on the restructuring of employment and social welfare
- To promote informed public discussion about these policy areas
- To provide postgraduate research students with the opportunity to be involved in CASR's interdisciplinary research activities
- To maintain the Centre's emphasis on balancing peer-reviewed competitive grant research with contract research for industry partners and community agencies
- To maintain the Centre's vibrant links with its environment. These links include relationships with the School of Global Studies, Social Science and Planning in which it is located, with other researchers in Australia and overseas, and with a range of industry partners and community agencies.



CASR Staff in 2008

Dr Larissa Bamberry

Research Fellow

Research interests: globalisation; work and family; collective bargaining; the rise of non-standard employment practices, especially part-time and casual work; the intersection of gender relations in the home and in the workplace.

Dr Iain Campbell

Senior Research Fellow

Research interests: quality of part-time work in Australia; trade unions and non-standard employment; work and family balance in regional areas; components and causes of long working hours; awards and collective bargaining.

Associate Professor Chris Chamberlain

Director

Research interests: pathways into and out of homelessness; enumeration of the homeless population; third national census of homeless school students; young people and substance abuse; evaluation of the 'Belonging in Australia' project.

Dr Sara Charlesworth

Senior Research Fellow

Research interests: workplace discourses of sex discrimination; job quality and part-time work; job quality and parental well-being; changing industrial and anti-discrimination regulation; the impact of changing employment regulation on work-family balance in Victorian regions; the reshaping of gender; care work and the community services sector.

Ms Kerry Haynes

Research Fellow

Research interests: work-life balance in regional areas; impact of work on health and community participation; workplace health promotion; maternal and child health; program evaluation.

Ms Yee Man Louie

Research Centre Coordinator

Dr Helen Marshall

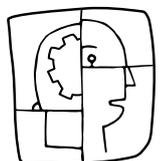
Adjunct Senior Research Associate

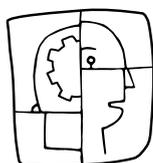
Research interests: teaching sociology; gender and care work; qualitative data analysis; rural youth and information and communication technology.

Dr Suellen Murray

Senior Research Fellow

Research interests: domestic violence social policy; history of domestic violence services; domestic violence prevention; life histories of people who grew up in institutional care; social policy regarding people who grew up in institutional care; women's peace movement.





Professor Patricia Rogers

Professor of Public Sector Evaluation

Research interests: methods for impact evaluation of complicated and complex interventions; using systems thinking and program theory for public sector monitoring and evaluation; realist synthesis; project sustainability; developing organisations' evaluation capability.

Dr James Rowe

Research Fellow/Lecturer

Research interests: contemporary Australian politics; sociology of drug use; public policy, particularly policies that affect those who are marginalised from the policy-making process; social exclusion; illicit street sex work; drug use (legal and illegal); and the politics of health.

Dr Judith Smart

Adjunct Professor

Research interests: women's organisations in 20th-century Australia; World Wars I and II – home front history; beauty contests; religious history; history of women's political activism.

Ms Kaye Stevens

Research Fellow

Research interests: the mechanisms of health-related behaviour change in different contexts; health inequities; realist synthesis; program evaluation; and homelessness.

Dr Yoland Wadsworth

Adjunct Professor

Research interests: the use of integral and transformative social research and evaluation methodologies in health, human and community services (including the use of action research), dialogic, participatory and 'whole systems' inquiry; a transdisciplinary 'correspondence' theory of inquiry as the dynamic for human services change and formation; community/consumer participation; the use of narrative, evaluation and action research in integrated community health promotion.

Research Officer

Ms Bronwen McDonald

Research interests: methods for impact evaluation of complicated and complex interventions; developing organisations' evaluation capability; evaluation of public health programs and systems.

Research Assistants

Dr Kate Connelly

Ms Bronwen McDonald

Mr Russell Stanbrough

Ms Estelle Tang

Ms Jacqui Theobald

Assistant Editor, *Labour and Industry* and Editor, GSSSP Working Paper Series

Ms Susie Elliott

Staff Movements in 2008

2008 was a year of change which saw us saying farewell to four colleagues and welcoming eight new staff and two associates.

Ms Jenny Malone (Research Assistant) left us in late January to take up a position with a community organisation. In April, Dr Liz Branigan (Postdoctoral Fellow) left CASR to join the Australian Centre for Human Rights Education (ACHRE) as the Academic Programs Coordinator. They have both been working on the ARC Linkage project, 'Life After Care – the Life-Histories of those who left Institutional and other Forms of Out-of-Home Care, 1945–1989'. Dr Kate Connelly (Research Assistant) joined us in March to work on this project.

In February we appointed Larissa Bamberly as a Research Fellow. Larissa has a background in public policy and industrial relations and she has been working closely with Sara Charlesworth and Iain Campbell since joining CASR.

Professor Ernest House from America joined us as Visiting Fellow from February to April. He will continue to visit RMIT each summer and provide collegial discussions around issues of evaluation and evidence.

Ms Yee Man Louie joined us in June as the Research Centre Coordinator following the departure of Ms Annette Bando who left us for 'bigger and better things' in life (early retirement).

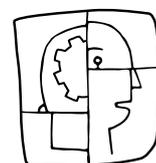
Dr Yoland Wadsworth joined us in June as an Adjunct Professor. She is one of Australia's pioneers in the use of integral and transformative social research and evaluation methodologies in human and community services.

In July, we said farewell to Dr Anastasia Powell (Research Assistant). Anastasia joined us in 2006 to work on the ARC Discovery project, 'Australian Domestic Violence Public Policy: History, Discourse and Impact, 1985–2005'. She left to take up a lectureship in Sociology at La Trobe University.

We appointed two new staff, Ms Kaye Stevens and Ms Kerry Haynes, in July. Kaye is a Research Fellow with the Evidence-Based Policy and Practice research program and is undertaking a realist synthesis of health-related behaviour change that draws on a range of programs designed to improve health and well-being amongst different population groups. Kerry is a Research Fellow with the ARC Project, 'A Regional Perspective on Work & Family Balance'. Kerry has a background in public health and the design and management of research and evaluation projects.

In July we also welcomed Ms Bronwen McDonald, who joined us as a Research Officer to work on the United Nations Development Program project to revise Outcome Evaluation Guidelines with Dr Patricia Rogers. Mr Russell Stanbrough (Research Assistant) joined us in October to work on the ILAC Scoping Study with Dr Patricia Rogers as well.

Dr Peter Robinson joined us in 2008 to work with Dr Helen Marshall on 'Sociology in Australia: A Scoping Study'. Peter is a Research Fellow with the School of Global Studies, Social Science and Planning and does teaching and other research work within the School.



Academics Associated with CASR

CASR has associations with many researchers both within and beyond RMIT. Those who were most closely associated during 2008 and were involved in CASR research projects included:

Associate Research Fellows

Emeritus Professor Lois Bryson

University of Newcastle

Dr Greg Marston

University of Queensland

Emeritus Professor Martin Mowbray

RMIT University

Associate Professor John Murphy

University of Melbourne

Professor Belinda Probert

Deputy Vice Chancellor
La Trobe University

Professor Ernest House

Visiting Professor, RMIT University

School Staff Associated with CASR

Associate Professor Tony Dalton

Associate Pro-Vice Chancellor, Design and Social Context

Dr Heather Fraser

Social Work

Associate Professor Kim Humphery

Social Science

Professor Catherine McDonald

Social Work

Professor Jock McCulloch

Social Science

Professor Pavla Miller

Social Science

Professor Gavin Wood

Australian Housing and Urban Research Institute (AHURI)

Dr Benno Engels

Social Science

Dr Russell Solomon

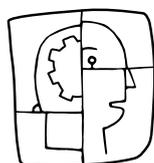
Social Science

Dr Val Colic-Peisker

Australian Housing and Urban Research Institute (AHURI)

Dr Peter Robinson

Research Fellow



Advisory Committee

RMIT Internal Appointments

Professor Daine Alcorn

Pro Vice-Chancellor
Research and Innovation

Professor Bruce Wilson

Dean
School of Global Studies, Social Science and Planning

Associate Professor Chris Chamberlain

Director
Centre for Applied Social Research

Dr Iain Campbell

Senior Research Fellow
Centre for Applied Social Research

External Appointments

Professor Michael Bittman

Professor of Behavioural, Cognitive and Social Sciences
University of New England

Professor Lois Bryson

Emeritus Professor, University of Newcastle
and Adjunct Professor, RMIT University

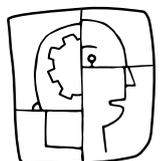
Mr David Thompson

Chief Executive Officer
Jobs Australia

Ms Cath Bowtell

Industrial Officer
Australian Council of Trade Unions

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CENTRE FOR
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Research Projects

CASR staff undertake a variety of research projects that can be divided into Australian Research Council (ARC) and other research projects.

ARC Projects

Research projects in progress during 2008 and funded by the ARC are as follows:

ARC Discovery Project. Australian Domestic Violence Public Policy: History, Discourse and Impact, 1985 to 2005

In this project, Suellen Murray and Anastasia Powell are investigating the development and impact of domestic violence policy in Australia over the past 20 years. Through a combination of textual analysis and interviews with key policy makers, the research is documenting the history of public policy responses to domestic violence in Australia and analysing the range of approaches and their implications over this time. During 2008, work focused on analysis and writing.

ARC Discovery Project. Understandings of Women's Disadvantage at Work: Discourses of Discrimination in the Workplace

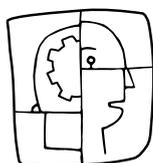
In analysing the persistence of women's disadvantage in the workplace, research has focused on the inadequacy of anti-discrimination law and both government and corporate EEO policies. Less attention has been paid to the myriad ways in which these proscriptions of discrimination are understood and implemented in the workplace. This project examines workplace discourses around sex discrimination through a range of industry case studies. It contributes to a better theoretical understanding of the ways in which women's disadvantage is constructed and negotiated within specific organisational contexts and cultures and also provides practical guidance for human rights agencies. While the main empirical work has been completed, the analysis of the findings is currently being finalised. The project is being conducted by Sara Charlesworth.

ARC Discovery Project. Job Quality and the Mental Health and Well-Being of Working Parents and their Children

Supporting the health and well-being of parents and young children is a national research and policy priority, as is the need to promote better work and family balance. The project examines how the quality of parents' jobs influences the parents', family and children's well-being. The research uses nationally representative data from two waves of the Longitudinal Study of Australian Children (Growing Up in Australia), a unique study of families with young children. The project addresses key components of Australia's Second National Mental Health Plan and policies targeting a healthy start to life. It supplies evidence for the development of family, employment and social policy that promotes and protects the well-being of Australian families. The project is being conducted through the ANU. Sara Charlesworth is part of a multi-university research team including L Strazdins (ANU), B Rodgers (ANU), M Bittman (UNE), J Nicholson (Griffith), R D'Souza (ANU), D Broom (ANU) and M Clements (ANU).

ARC Linkage Project. A Regional Perspective on Work and Family Balance and Changes in Employment Regulation

Work-family balance is a focus of significant attention at the community, national and international level. This project will generate new knowledge about the ways in which employment regulation directly and indirectly impacts on employee work-family balance outcomes within different regional and industry contexts. A growing body of research recognises the linkages between employment regulation and effects on child and parent well-being and health, labour force supply, and economic outcomes. However, little is known about how geographical location shapes work-family balance. The research will thus contribute to improved understandings and to better social policy at the local, state and federal levels. Sara Charlesworth, Iain Campbell and Associate Professor Marian Baird



from Work and Organisational Studies at the University of Sydney are the Chief Investigators. Kerry Haynes is the Research Fellow working on the Project. The research team is also being assisted by Larissa Bamberry. The Project is being undertaken over a three-year period from mid-2008 to mid-2011. Workforce Victoria and Regional Development Victoria (RDV) are the industry partner organisations supporting the research.

ARC Linkage Project. *Between State and World: A history of the National Council of Women of Australia 1931–2006*

With industry partner National Council of Women of Australia, Associate Professor Judith Smart and Emeritus Professor Marian Quartly (Monash University) are writing a 75th anniversary history of this important umbrella organisation, which until the 1970s was the major representative national women's coalition. It took the voices of Australian women to national government and, through the International Council of Women, to the League of Nations before 1939 and then to the United Nations. It was thus the principal force behind the exercise of Australian women's political citizenship across most of the 20th century. The grant was awarded in mid-2008 and extends to 2011.

ARC Linkage Project. *History of the Women's Refuge Movement 1974 to 2004*

This project traces the unique history of the women's refuge movement in Victoria, from its initiation in 1974 through to a period of significant change in 2004. The Industry Partner is Domestic Violence Victoria and the doctoral student, Jacqui Theobald, began work on the project in 2007. Jacqui is being supervised by Suellen Murray and Judith Smart.

ARC Linkage Project. *Life After Care — the life histories of those who left institutional and other forms of out-of-home care, 1945–1989*

This project, developed in close collaboration with the Industry Partner MacKillop Family Services, examines the impact of out-of-home care for the subsequent identities and life histories of successive generations of care leavers. While focused on Catholic institutions in Victoria, it provides more general insights into the role of the church-based children's homes. The project is being undertaken by Suellen Murray, John Murphy (University of Melbourne), Liz Branigan and Jenny Malone. During 2008, work on this project focused on writing a book manuscript.

ARC Linkage Project. *Policing and Quality Part-time Work: Constraints and options*

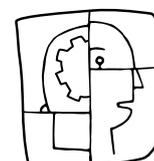
This project, in which Victoria Police is the industry partner, aimed to develop, trial and evaluate intervention strategies designed to improve the quality of part-time work in Victoria Police and to contribute to better theoretical understandings of the ways in which specific operational contexts and organisational cultures can constrain the achievement of quality part-time work. While funding for this project ended in 2007, work on the project continued into 2008 with the final report presented to the Victoria Police executive in May 2008. The project findings were presented at a number of national and international fora during 2008, including John Jay College in New York, the International Police Executive Symposium Conference in Cincinnati, and at the Nexus Policing Conference in Melbourne.

ARC Linkage Project. *150 Low Income Australians: A group biography over time*

This project, which is being undertaken with Industry Partner Jobs Australia, examines how welfare-to-work policies are experienced. The project aims to illuminate how incentives and obstacles are perceived; describe patterns of interdependency; and understand people's discourses and values about welfare and obligation. The research team, led by John Murphy at the University of Melbourne, includes Suellen Murray (RMIT), Jenny Chalmers (UNSW, formerly RMIT), Greg Marston (University of Queensland), Belinda Probert (University of Melbourne) and Mark Peel (Monash University). During 2008, first round interviews were conducted.

ARC Linkage Project. *Pathways into and out of Homelessness*

Chris Chamberlain and Guy Johnson are carrying out this project in collaboration with the Salvation Army Crisis Services and HomeGround Services. Effective Interventions to assist homeless people



depend upon understanding the reasons why people become homeless and how they exit from homelessness. This research investigates people's pathways into and out of the homeless population, and explains why some individuals experience a short period of homelessness, whereas others remain homeless for a sustained period of time. The findings inform our knowledge about best practice and effective service delivery. The research will influence the thinking of policy makers and service providers for some years to come.

Other Research Projects

Through short-term contract projects with a range of partners, CASR researchers are committed to making a difference, to building partnerships with government and community organisations, and to laying the groundwork for potential larger projects. The contract projects listed here fall into the categories of industry-funded research, grants, and internally funded research, and all were undertaken in 2008.

Industry-Funded Research

A Raw Deal? The hidden cost of pharmacotherapies for Victoria's most vulnerable James Rowe is engaged in research with low-income individuals who are in pharmacotherapy programs for opiate dependence. Such programs do not have the dispensing fees subsidised as is the case with other medications. Consequently, many individuals are unable to continue treatment and fall back into destructive cycles of illicit drug use. This research makes a case for the subsidisation of dispensing fees for individuals in receipt of income support. The project is funded by the Salvation Army.

Belonging in Australia

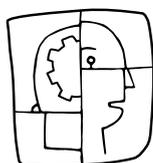
The Belonging in Australia project is funded from January 2006 to December 2008 by the Department of Victorian Communities. The Project aims to develop better outcomes for current and future newly arrived and emerging communities in the City of Yarra. This will be done through the establishment of integrated and coordinated services and community building activities for adults, young people, families and children. The primary goal of the evaluation is to establish whether the community building activities lead to improved participation and a sense of belonging among newly arrived immigrants from non-English speaking backgrounds. Other objectives include identifying the primary obstacles that impede participation in community building activities and developing a framework for the integration of the community building activities into the broader service support. This project is being carried out by Alperhan Babacan and Chris Chamberlain.

Counting the Homeless 2006

This research project is designed to enumerate the homeless population in Australia on Census night 2006, using ABS census data supplemented by data from the third national census of homeless school students and information from the National SAAP Data Collection. Specific objectives include providing:

- up-to-date information on homeless young people in 2006
- state and regional population figures
- data on the social characteristics of homeless people
- information on marginal residents of caravan parks
- information on Indigenous homelessness.

The project is being carried out by Associate Professor Chris Chamberlain in conjunction with Associate Professor David MacKenzie from Swinburne University. The project runs from 2006 to 2009. The research partners are: the Commonwealth Department of Families, Community Services and Indigenous Affairs; all state and territory governments; the Australian Bureau of Statistics, and the Australian Institute of Health and Welfare.



Domestic Violence in the Workplace

Suellen Murray and Anastasia Powell wrote an issues paper for the Australian Domestic and Family Violence Clearinghouse on domestic violence and the workplace. The issues paper will provide a comprehensive review of Australian and selected international literature pertaining to domestic violence and employment issues. It examined the impact of domestic violence on employment and employers' response to domestic violence, including program initiatives in workplaces.

Economic Evaluation of Sustainable Dairy Farming Families (SDFF)

SDFF is an Australian-developed health promotion project that works with farmers, funded by the Gardiner Foundation and in partnership with Western District Health. The initial Stronger Farming Families project worked with broad-acre farmers who showed significant improvements in health indicators (body mass index, systolic blood pressure, total cholesterol level, waist circumference and waist-hip ratio), and was adapted for dairy farmers. The SDFF project was delivered to 11 groups of dairy farm families who attended annual workshops for three years between 2005 and 2007. The SDFF activities encompassed industry association involvement in recruitment and promotion, annual workshops, newsletters, pre- and post-knowledge questionnaires, personal action plans, farm safety surveys and annual measurement of clinical indicators. This evaluation of the SDFF program aimed to further develop the methodology used in the economic evaluation of the broad-acre project, and to inform policy and practice aimed at improving the health of dairy farmers. This project was conducted by Patricia Rogers and Kaye Stevens with RMIT researcher Dr Jonathan Boymal (School of Economics, Finance and Marketing).

Impact Evaluation Methods for Participatory and Collaborative Agricultural Research and Development

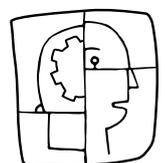
Agricultural research and development (R&D) is an important focus of international development, given importance of agriculture in terms of food security, employment and environmental sustainability. Agricultural R&D is increasingly collaborative (involving research partners and multiple funders) and participatory (involving endusers in the research process) to improve the relevance, quality and uptake of research products. These multiple contributors and non-linear processes present challenges in terms of evaluating the impact of these projects. This scoping project, funded by Research Into Use (UK), was led by the Institutional Learning and Change Initiative (ILAC) in the Consultative Group on International Agricultural Research (CGIAR). It involved reviewing methods used, identifying potential research partners and funders, participating in meetings and seminars on impact evaluation of international agricultural research in Cali (Columbia), Brasilia (Brazil), and Mapulo (Mozambique) and working with ILAC at their office at Bioversity in Rome. The project produced a large grant research proposal for significant funding from the International Fund on Agricultural Development (IFAD). This project is expected to commence in 2009 and run for four years, and CASR will provide technical advice. This project was conducted by Patricia Rogers and Bronwen McDonald.

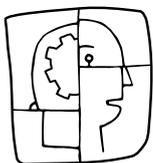
Navigating Social Change

Social change philanthropy directs its support to activities that address the underlying causes of social ills, such as poverty, inequality, abuse of human rights and environmental degradation. One of the big challenges facing social change philanthropy is the capacity to undertake credible and useful impact evaluation of projects to both learn from them for future work and to demonstrate their value for future funding. This project, funded by Donkey Wheel Fund and in partnership with Changemakers Australia and Leslie Falkiner-Rose (Swinburne University, Master of Social Science in Philanthropy and Social Investment student), aims to develop resource material to support impact evaluation of philanthropically funded social change projects. Patricia Rogers worked on this project.

Methodology Guide on Outcome Evaluation for UNDP and Evaluators

The United Nations Development Program (UNDP) is the UN's global development network, which is on the ground in 166 countries, working with them on their own solutions to global and national development challenges. The focus is helping countries build and share solutions to the challenges





of: democratic governance; poverty reduction; crisis prevention and recovery; environment and energy; and HIV/AIDS. This project undertook a significant revision of the guidance provided to UNDP and external evaluators to undertake an evaluation of outcomes — real-life changes which happen between the delivery of outputs and the desired impact (particularly Millenium Development Goals). These types of evaluations have particular challenges in terms of the availability, quality and diversity of data, and the need for non-experimental designs for causal analysis. The project was conducted by RMIT Researchers Patricia Rogers and Bronwen McDonald.

Sexual Assault and Adults with a Disability: Enabling recognition, disclosure and a just response

Suellen Murray and Anastasia Powell wrote an issues paper for the Australian Centre for the Study of Sexual Assault on sexual assault and adults with a disability. This paper discusses ways both individuals, organisations and society can enable the disclosure of sexual assault of people with a disability. It will then discuss the most appropriate response post-disclosure, in terms of the service sector and legal system. Finally, the paper profiles some Australian 'best practice' in responding to and preventing the sexual assault of people with a disability, including collaborations between sexual assault and disability services.

Sociology in Australia: A scoping study

The project was funded by the Australian Learning and Teaching Council (formerly the Carrick Institute for Learning and Teaching in Higher Education Limited). It was undertaken by Dr Helen Marshall (CASR), Dr Peter Robinson (RMIT), Associate Professor John Germov (Newcastle University) and Ms Eileen Clark (La Trobe University) and was endorsed by The Australian Sociological Association (TASA). It reviewed and scoped the key issues facing sociology education across the higher education sector. The key findings were that while sociology is widely taught it is not as widely publicised as it could be. The identity of the discipline is complex, and this poses a challenge for teaching. Teachers of sociology also face difficulties in the current environment of higher education. The project will provide an evidence-based foundation for future investigations and interventions to improve educational quality in the discipline.

Sustainability of Services for Young Children and Their Families — What's Working

Programs that provide short-term funding to establish projects to raise the question of the ongoing sustainability of these projects. Previous research undertaken by Patricia Rogers and Gerald Elsworth, as part of the evaluation at the Stronger Families and Communities Strategy 2000–2004, identified that obtaining ongoing funding to continue as a discrete project was only one of the options for sustainability, and that incorporation of activities into another organisation, maintenance and use of infrastructure, and adoption of the service model elsewhere were other ways in which short-term funding could have long-term benefits. This previous research also identified the factors that predicted actual sustainment of activities. The 2008 project, funded by the Australian Research Alliance on Children and Youth (ARACY), was designed to assist projects funded under the Communities for Children program to use the previous research in their planning. It involved gathering data about the strategies projects were using to plan for sustainability and providing results to the projects in an 'Evidence Into Action' report and through an interactive webinar. The project was conducted by Patricia Rogers and Bob Williams.

Unpacking the Mechanisms of Aboriginal Well-being Interventions for Children and Youth

This project aims to distil from published and grey literatures of interventions on the prevention of mental health difficulties and promotion of social and emotional well-being among Aboriginal children and youth, the relationship between the context in which these interventions are implemented, the mechanisms by which they work, and the outcomes that are achieved; and to engage decision-makers and end-users from government and non-governmental agencies and institutions in the knowledge synthesis process to facilitate the timely and relevant translation and application of study

findings into programs and policies. It uses a realist synthesis approach, which combines diverse evidence about effectiveness and the contexts in which particular causal mechanisms operate. This is the approach to evidence synthesis developed by Professor Ray Pawson who was a Visiting Professor at RMIT in 2007. The project, funded by the Department of Health, South Australia, under its Strategic Health Research Program, is being led by Dr Margaret Cargo and Dr David Evans of the University of South Australia. Patricia Rogers and Kaye Stevens are working on this project.

Violence against Women During Homelessness

Undertaken by Suellen Murray, this project is investigating women's experience of violence during homelessness. The research will identify the impact on their health of this violence, the support that they received in response to the violence, and make recommendations regarding policy and practice to reduce violence against women during homelessness. The project is funded by the Salvation Army.

Grants

SSHRC Standard Grant (Social Sciences and Humanities Council of Canada).
Restructuring in the Non-Profit Social Services – Canada/Australia Comparisons, 2005–2008.

This project is being undertaken by Donna Baines, Associate Professor of Labour Studies and Social Work at McMaster University in Canada, who has been a visiting scholar at CASR over 2007–2008. This project involves a comparison of changing conditions and relations within and across the non-profit social services sector in Canada and Australia. The goal of this two-country study is the development of a detailed and multi-level portrait of restructuring and the changing conditions of work life in the non-profit social services, paying particular attention to race, gender, managerialism and workplace resistance. In-depth interviews with a variety of players in the sector explore larger trends and local impacts.

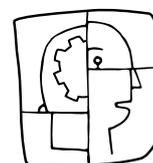
The Reshaping of Gender, Care Work and the Community Services Sector.

This exploratory study, funded by both McMaster University in Canada and RMIT University, builds on work undertaken by Donna Baines. Baines' research was undertaken in three non-profit community sector organisations in Canada and explored the complex overlays of federal and state funding, industrial relations, gender conventions, and the (under)valuing of care work by some managers and workers. This project seeks to replicate and expand Baines' Canadian research study. We are particularly interested in convergence and non-convergence among and between Australia and Canada which have significantly similar approaches both now and in the recent past to care provision. To date the Project has focused on two case study sites in disability services and in local government. The project is being undertaken at RMIT by Sara Charlesworth, Heather Fraser, Catherine McDonald and Helen Marshall. As part of this project, Sara Charlesworth was awarded a Canada-Asia Pacific Award grant to undertake research on employment regulation in the community services sector in Canada. This work will be undertaken in 2009.

Internally Funded Projects

Attrition in Law Firms

Previous research by Iain Campbell, Sara Charlesworth, Jenny Malone and Estelle Tang on working-time patterns of solicitors in private practice draws attention to the important issue of high workloads, which in turn produces high attrition rates in law firms, especially for young female lawyers. One major hole in the existing literature concerns the lack of information on the extent and causes of this pattern of high attrition. Sara Charlesworth and Iain Campbell have begun to design an attrition study that will plug this gap, initiating discussions with Victorian Women Lawyers (VWL), examining the possibility of using data held by the Law Services Board, and seeking funding for an in-depth investigation.



Comparative Perspectives on Precarious Employment

After a successful Toronto workshop on this topic in November 2007, Iain Campbell joined Leah Vosko (York University) and Martha MacDonald (St Mary's University) in helping develop a proposal for an edited book, which would contain both national case studies of precarious employment and studies that reflected on the problems and possibilities of comparative research. The proposal was accepted by Routledge, and work began on the editing of the chapters, aided by a further meeting in Barcelona in September 2008. Copy-editing was done at CASR by Susie Elliott and Estelle Tang, with support from York University in Canada, and a substantial introduction that reviews the literature was written by the editors. The book manuscript, entitled *Gender and the Contours of Precarious Employment*, was delivered in November 2008 and is due to appear in both paperback and hardback in July 2009.

Fitted for Work

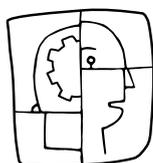
Sara Charlesworth and Larissa Bamberly provided statistical advice to Fitted for Work, a community group that provides support to women re-entering the workforce. The material was used in an information package supplied to Members of Parliament to highlight the needs of women returning to work.

The Intersection of Gender Equality and Decent Work

Extending postdoctoral work undertaken by Sara Charlesworth from 2004–2007, this project is focused on the potential of reframing gender (in)equality in employment within the decent work framework, first developed by the International Labour Organization (ILO). Scoping work for this project was undertaken by Sara while she was a visiting scholar at the ILO's International Training Centre in Turin from September to December 2008. While she was there, Sara was attached to the Anti-Discrimination and Gender Equality Unit. An ARC Discovery application will be submitted in 2009 to progress this work.

Health Behaviour Change

Kaye Stevens is researching Health Behaviour Change as part of the Evidence Based Policy and Practice research program. Structural factors (social determinants such as socio-economic status, and service delivery systems) and individual choice or agency contribute to differences in health behaviours, including use of services and subsequent health outcomes. The program seeks to evaluate the effectiveness of interventions to reduce health inequalities, by using a range of evidence which is 'fit for purpose' and which incorporates local context and the steps in a theory of change. The program adopts a realist approach, which asks, 'What is it about this program that works for whom in what circumstances?', and draws on both quantitative and qualitative evidence, success and failure, and areas of similarity and difference between interventions. The research project aims to further develop the realist approach; to develop a better understanding of how to increase uptake of evidence at the policy level; and to produce policy-relevant evidence about effective strategies to reduce health disparities by changing health behaviours and service delivery systems.



Commercial Projects

CASR staff undertake a variety of commercial projects that can be divided into professional development and consulting projects.

Professional Development

CASR researchers provided professional services to national and international clients.

National

Service Delivery and Performance Commission, Queensland

The Service Delivery and Performance Commission (SDPC) was established in November 2005 to review and identify possible cost savings and efficiencies in Queensland Government agencies. Patricia Rogers developed and delivered customised evaluation training to review officers and management of the commission.

Evaluation of the Sexual Assault Workforce Development Project

CASA (Centre Against Sexual Assault) Forum invited Suellen Murray to join with them in the project to develop and deliver training to the sexual assault services' workforce, funded by the Department of Human Services over three years. Suellen's contribution is to conduct the evaluation of the workforce development project.

International

Edinburgh Evaluation Summer School

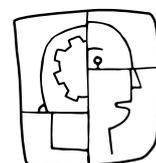
Patricia Rogers was a visiting scholar at the Evaluation Summer School held by the Evaluation Programme at the Research Unit in Health Behaviour and Change at the University of Edinburgh and NHS Health Scotland. She presented sessions on impact evaluation of complicated and complex aspects of interventions, and issues in impact evaluation.

New Zealand Qualifications Authority

A series of two three-day workshops to support the trial of self-assessment and external review of post-secondary education institutions. The workshops were developed and delivered by Patricia Rogers and Syd King of the New Zealand Qualifications Authority,

Singapore Ministry of Education, Singapore

A series of four three-day evaluation courses for the Education Programmes Division of the Ministry of Education, Singapore. The courses covered: Utilisation Focused Evaluation; Needs Analysis and Program Theory; Qualitative Evaluation Methods; and Quantitative Evaluation Methods. The courses were developed and delivered by Patricia Rogers.



Consulting

A range of consulting projects were undertaken by CASR researchers both in Australia and overseas.

National

Triennial Review of National Strategy for Occupational Health and Safety

The Triennial Review of National Strategy for Occupation Health and Safety, funded by the Department of Employment and Workplace Relations, was conducted by RMIT Researchers Associate Professor Susanne Tepe (Occupational Health and Safety, School of Applied Science) and Patricia Rogers

Visions for Victoria

This project, undertaken in partnership with the Victorian Trades Hall Council and the Uniting Church, Synod of Victoria, provided a review of major industrial relations policy issues facing the Victorian Government and identified key priorities for action throughout 2009–2010. The research team included Larissa Bamberly (CASR), Bronwyn Halfpenny (VTHC) and Antony McMullen (Uniting Church, Synod of Victoria).

International

Public Service Commission, South Africa

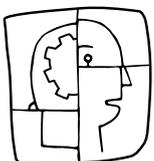
The South African Public Service Commission (PSC) is charged with evaluating the performance of national and provincial government departments and agencies. In its oversight work, the PSC makes use of either primary or secondary evaluation research to reach conclusions about the state of service delivery, public administration and the performance of the Public Service. This project aimed to develop a conceptual and practical framework for meta-evaluation (the evaluation of evaluation) to support the work of the PSC. It involved the development of a conceptual framework, its translation into a checklist, the application of this checklist to the meta-evaluation of three completed PSC reports, and briefings to staff in the Office of the PSC and to Commissioners at the plenary session of the PSC. The project was funded by GTZ (a German international aid agency) and conducted by Patricia Rogers, working with Kobus v.d Merwe of the PSC.

Impact Evaluation Guidance, Network of Networks on Impact Evaluation (NONIE)

Patricia Rogers was engaged as peer reviewer of the draft Impact Evaluation Guidance developed for Network of Networks on Impact Evaluation.

Impact Evaluation Methods for Participatory and Collaborative Agricultural Research and Development

Agricultural research and development (R&D) is an important focus of international development, given importance of agriculture in terms of food security, employment and environmental sustainability. Agricultural R&D is increasingly collaborative (involving research partners and multiple funders) and participatory (involving endusers in the research process) to improve the relevance, quality and uptake of research products. These multiple contributors and non-linear processes present challenges in terms of evaluating the impact of these projects. This scoping project, funded by Research Into Use (UK), was led by the Institutional Learning and Change Initiative (ILAC) in the Consultative Group on International Agricultural Research (CGIAR). It involved reviewing methods used, identifying potential research partners and funders, participating in meetings and seminars on impact evaluation of international agricultural research in Cali (Columbia), Brasilia (Brazil), and Mapulo (Mozambique) and waking with ILAC at their office at Bioversity in Rome. The project produced a large grant research proposal for significant funding from the International Fund on Agricultural Development (IFAD). This project is expected to commence in 2009 and run for four years, and CASR will provide technical advice. This project was conducted by Patricia Rogers and Bronwen McDonald.





Patricia Rogers (second from the left) at the *Rethinking Impact* presentation.

Meeting of the Network of Networks on Impact Evaluation (NONIE), Washington, US
NONIE brings together four networks in evaluation: the Organisation for Economic Co-operation and Development's Development Assistance Committee (OECD/DAC) Evaluation Network, the United Nations Evaluation Group (UNEG), the Evaluation Cooperation Group (ECG), and the International Organization for Cooperation in Evaluation (IOCE) — a network drawn from the regional evaluation associations. Patricia Rogers was engaged by the United Nations Development Program (UNDP) to contribute to the development and presentation of a report on methods for impact evaluation in development at a meeting of NONIE.

Methodology Guide on Outcome Evaluation for UNDP and Evaluators

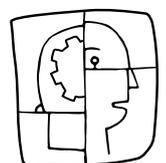
The United Nations Development Program (UNDP) is the UN's global development network, which is on the ground in 166 countries, working with them on their own solutions to global and national development challenges. The focus is helping countries build and share solutions to the challenges of: democratic governance; poverty reduction; crisis prevention and recovery; environment and energy; and HIV/AIDS. This project undertook a significant revision of the guidance provided to UNDP and external evaluators to undertake an evaluation of outcomes — real-life changes which happen between the delivery of outputs and the desired impact (particularly Millenium Development Goals). These types of evaluations have particular challenges in terms of the availability, quality and diversity of data, and the need for non-experimental designs for causal analysis. The project was conducted by RMIT Researchers Patricia Rogers and Bronwen McDonald.

Ministry of Education, New Zealand

Expert review of the Ministry of Education's Evaluation Strategy for the Ministry of Education, New Zealand, conducted by Patricia Rogers.

NORAD Oslo Conference

Patricia Rogers was engaged by NORAD (the Norwegian international aid agency) to attend and present at their conference *Evaluating the Complex*, on methodological choices in evaluating complex public policies, in Oslo, Norway.



Throughout 2008, CASR was involved in a number of public events, thereby continuing to enhance its links with community partners.

Throughout the year

Applied Social Science Seminar Series

CASR was pleased to host this series of eight seminars for 2008. The seminar program was supported by Criminal Justice and Administration, Social Work, Youth Work, Social Science, Legal and Dispute Studies and CASR. The series aim was to provide a forum for the GSSSP research cluster, promote dialogue and to bring people together. Seminars were presented by Guy Johnson, Chris Chamberlain, Jenny Martin, Judith Bessant, Russell Solomon, Susie Costello, Larissa Bamberly, Catherine McDonald and Mic Emslie.

March

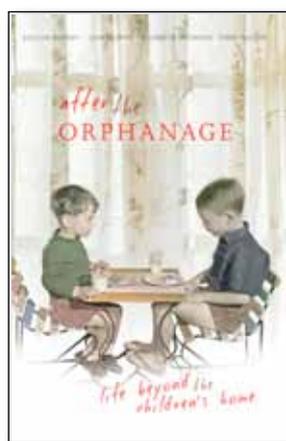
Launch of the GSSSP Applied Social Science Seminar program 2008

CASR was pleased to launch the first Applied Social Science Seminar Program with Dr Guy Johnson and Associate Professor Chris Chamberlain presenting on 'From Youth to Adult Homelessness'. The seminar program was open to all staff and graduate students in GSSSP.

April

Presentation of Life after Care report

On 14 April, the report, *Beyond the Home Gates: Life after growing up in Catholic institutions*, by Elizabeth Branigan, Jenny Malone, John Murphy and Suellen Murray, was presented to MacKillop Family Services at a seminar attended by careleavers, staff and others from the sector. The report was derived from the 'Life after Care' ARC Linkage project conducted in collaboration with MacKillop Family Services.



After the Orphanage: Life Beyond the Children's Home was published by UNSW Press and released in 2009

Australia 2020 Summit

Chris Chamberlain was selected as one of the 1000 contributors to the 2020 Summit. This took Chris to Parliament House, Canberra, where he contributed to the group that examined new ways to strengthen communities, support families and facilitate social inclusion.

June

Launch of A Raw Deal: Impact on the health of consumers relative to the cost of pharmacotherapy

Dr James Rowe of CASR, in partnership with the Salvation Army's Research and Advocacy Unit, launched the research report *A Raw Deal: Impact on the health of consumers relative to the cost of pharmacotherapy* on 24 June 2008.

The research was based on an in-depth survey of 120 recovering drug users undergoing treatment through methadone programs, whose main source of income was government welfare payments. It found that the cost of dispensing fees for opioid maintenance treatment programs was driving some recovering users to crime and sex work, while others were going without meals and struggled to find stable accommodation. Many patients on limited incomes had their treatment discontinued against their will because they were unable to continue paying dispensing fees. The Federal Government's failure to subsidise pharmacist dispensing fees — which average about \$60 a fortnight for opioid maintenance programs — was hurting some of the most vulnerable people in the community.

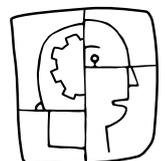
July

Launch of the Global Studies, Social Science and Planning Working Paper Series

The launch of the GSSSP Working Paper Series on Monday 14 July was a great success, with CASR introducing the new internet-based series to the School. The series, launched by Professor Joe Siracusa, Acting Head of School, is a CASR initiative offering the opportunity for researchers to publish works-in-progress on an online feedback forum, and offers the opportunity for readers to access new directions in research. The series is coordinated by editor Susie Elliott, supported by Patricia Rogers, Sara Charlesworth and Larissa Bamberly as the editorial group.



Launch of the GSSSP Working Paper Series at RMIT University



September

Counting the Homeless 2006 released

Chris Chamberlain and David MacKenzie, of Swinburne University, authored the Australian Bureau of Statistics report, *Counting the Homeless 2006*. The high-profile report enumerated Australia's homeless population using data from the 2006 Census. The researchers found that the number of homeless Australians rose from 99 900 in 2001 to 104 676 in 2006. The report also highlighted differences between subgroups in the homeless population.

October

NVivo software training courses

Helen Marshall conducted three short courses training postgraduate students in the use of NVivo software from October to November. These courses enabled researchers to set up NVivo projects, introduce data to them, code data and carry out a range of analytic and reporting procedures for rich wordy data.

November

Book Launch: *In the Name of Love: Women's narratives of love and abuse* by Heather Fraser

CASR and Social Work presented the launch of Heather Fraser's book, *In the Name of Love: Women's narratives of love and abuse* on Friday 7 November at RMIT's city campus. The book uses a feminist narrative approach in order to understand domestic violence and other forms of abuse through stories about love, abuse and social work. Although love is the hallmark of humanity, it is not widely discussed in social work and other related professions with respect to its potential connection to abuse. In this ground-breaking book, Heather Fraser argues that, while love and abuse should not co-exist, they often do. Through extensive interviews conducted in Australia and Canada, Fraser explores how modern women who have experienced damaging relationships think about love and abuse.

Australian Evaluation Society (Victorian Branch) 2008 Seminar Program

The seminar program provided a forum for asking what trends, themes and changes were emerging in the contemporary repertoire of evaluation methodologies and methods. The program involved presentations on how evaluation has developed over the past three decades. Yoland Wadsworth presented on two topics: the future of telephone-based survey methods since the 2006 'Do not call' register was established, and systems thinking and practice-based feedback methods, such as action learning, action research, participatory process methods, appreciative inquiry, and 'whole systems' evaluation.

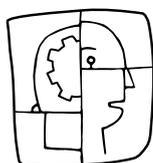
December

CASR Christmas Function

Breaking from the tradition of throwing themed CASR Christmas parties, this year saw us having a simple but delicious BBQ. Staff were like Master Chef that morning: shopping, washing, chopping and preparing ingredients for the feast. The final product was enjoyed by staff and guests at the historic Fig Tree Courtyard located alongside CASR's offices and the Old Melbourne Gaol at RMIT University.

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CASR
Annual Report 2008



CENTRE FOR
APPLIED SOCIAL
RESEARCH

CASR is proud to recognise the achievements of some of its staff during 2008.

Yoland Wadsworth awarded life membership of the Australian-based international Action Learning, Action Research Association (ALARA).

Sara Charlesworth received the Vic Taylor Award for Best Paper.

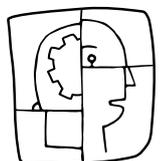
Sara Charlesworth was awarded the Vic Taylor Award for Best Paper (one of two) by the Association of Industrial Relations Academics of Australia and New Zealand for a paper co-authored by Fiona Macdonald, entitled 'The Unpaid Parental Leave Standard: What Standard?'. The paper was delivered at the 22nd Conference of AIRAANZ, Melbourne, 6-8 February 2008.

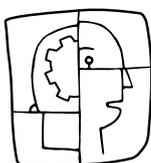
Sara Charlesworth received the Canada-Asia-Pacific Award.

Sara also received the Canada-Asia-Pacific Award: Industrial Relations and Changing Work Patterns in the Canadian Community Services Sector.

Chris Chamberlain at 2020 Summit

Chris Chamberlain was selected as one of the 1000 contributors to the 2020 Summit held in Parliament House, Canberra in April. Chris was selected for his extensive knowledge on homelessness. He contributed to the stream examining new ways to strengthen communities, support families and facilitate social inclusions.





Books

Rogers, P. and Williams, B. (2008) *Sustainability of services for young children and their families: What works?* West Perth: Australian Research Alliance on Children and Youth.

Book Chapters

Campbell, I. (2008). Australia: Institutional changes and workforce fragmentation. In S. Lee & F. Eyrard (Eds) *Globalization, flexibilization and working conditions in Asia and the Pacific* (pp. 115-152). London: Chandos.

Charlesworth, S. (2008). Legislation and mechanisms for promoting gender equality: The Australian experience. In R. Manjoo and K. DeRemer (Eds) *Mechanisms and structures to promote and protect women's human rights and gender equality* (Dossier 29, pp. 39-48). London: Women Living Under Muslim Law.

Wadsworth, Y. (2008). Action research for living human systems. In B. Boog, J. Preece, M. Slagter & J. Zeelen (Eds) *Toward quality improvement of Action Research: Developing ethics and standards*. Rotterdam: Sense Publishers.

Research Reports

Boymal, J., Stevens, K., Rogers, P. & Brumby S. (2008). *Economic evaluation of the Sustainable Dairy Farming Families Program*. Melbourne: Western District Health Service.

Branigan, E., Malone, J., Murphy, J. & Murray, S. (2008). *Beyond the home gates: Life after growing up in Catholic institutions*. Melbourne: MacKillop Family Services and RMIT University.

Chamberlain, C. & Babacan, A. (2008). *The Belonging in Australia Project*. Melbourne: City of Yarra.

Chamberlain, C. & Mackenzie, D. (2008). *Counting the homeless 2006*. Canberra: Australian Bureau of Statistics, Catalogue No. 2050.0.

Mackenzie, D. & Chamberlain, C. (2008). *Youth homelessness in Australia 2006*, Melbourne: Counting the Homeless 2006 project.

Marshall, H., Collits, P., Lane, H., Watt, L, Scholfield, K. & Brumby, S. (2008). *10MMM 'Your Say' rural young people technology and wellbeing*. Melbourne: Western District Health Service and RMIT University.

Rowe, J. (2008). *A raw deal? Impact on the health of consumers relative to the cost of pharmacotherapy*. Melbourne: The Salvation Army and RMIT University.

Stevens, K., Gilbert, J. & Elsworth, G. (2008) *National review of community awareness, education and engagement for natural disasters*. Phase 1 Report: RMIT University.

Tepe, S. & Rogers, P. J. (2008). *Triennial review of the National Occupational Health and Safety Strategy*. Melbourne: RMIT University.

Refereed Journal Articles

Burgess, J., Campbell, I. & May, R. (2008). Pathways from casual employment to economic security: The Australian experience. *Social Indicators Research*, 88 (1), 161-178.

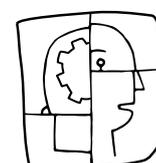
Campbell, I. (2008). Pressing towards full employment? The persistence of underemployment in Australia. *Journal of Australian Political Economy*, 61, 156-180.

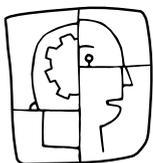
Campbell, I. & Chalmers, J. (2008). Job quality and part-time work in retail: An Australian case study. *International Journal of Human Resource Management*, 19 (3), 487-500.

Campbell, I. & Peeters, M. (2008). Low pay, compressed schedules and high work intensity: A study of contract cleaners in Australia. *Australian Journal of Labour Economics*, 11 (1), 27-46.

Chamberlain, C. (2008). At the summit. *Just Policy*, 48, 42-44.

- Charlesworth, S. & Campbell, I. (2008). Right to request regulation: Two new Australian models. *Australian Journal of Labour Law*, 21 (2), 116-136.
- Johnson, G. & Chamberlain, C. (2008). From youth to adult homelessness. *Australian Journal of Social Issues*, 43 (4), 563-582.
- Johnson, G. & Chamberlain, C. (2008). Homelessness and substance abuse: Which comes first? *Australian Social Work*, 61 (4), 342-356.
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- Murray, S. (2008). 'Where are they? Who are they?': Reuniting with family of origin after leaving care. *Australian Historical Studies*, 39 (2), 229-244.
- Murray, S. (2008). 'Why doesn't she just leave?' Belonging, disruption and domestic violence. *Women's Studies International Forum*, 31 (1), 65-72.
- Murray, S. & Clarke, M. (2008). Improving the capacity to respond: Examining the experiences of short-term tsunami relief staff. *Journal of International Development*, 20 (4), 466-480.
- Murray, S., Malone, J. & Glare, J. (2008). Building a life story: Providing records and support to former residents of Children's Homes. *Australian Social Work*, 61 (3), 239-255.
- Murray, S., Branigan, E. & Malone, J. (2008) Making a life after care: The provision of support across the life course. *Developing Practice*, 22: 63-71
- Murray, S. & Powell, A. (2008). *Sexual assault and adults with a disability: Enabling recognition, disclosure and a just response*. Melbourne: Australian Centre for Study of Sexual Assault.
- Murray, S. & Powell, A. (2008). *Working it out: Domestic violence and the workplace*. Sydney: Australian Domestic and Family Violence Clearinghouse.
- Pocock, B., Elton, J., Preston, A., Charlesworth, S., Macdonald, F., Baird, M., Cooper, R. & Ellem, B. (2008). The impact of 'Work Choices' on women in low paid employment in Australia: A qualitative analysis. *Journal of Industrial Relations*, 50 (3), 475-488.
- Powell, A. & Murray, S. (2008). Children and domestic violence: Constructing a policy problem in Australia and New Zealand. *Social & Legal Studies*, 17 (4), 453-473.
- Rogers, P. J. (2008). Using programme theory for complicated and complex programmes. *Evaluation: The International Journal of Theory, Research and Practice*, 14 (1), 29-48.
- Rogers, P. J. (2008). Response to paper 'Systems thinking' by D. Cabrera et al.: Is it systems thinking or just good practice in evaluation? *Evaluation and Program Planning*, 31 (3), 325-326.
- Rogers, P., Stevens, K. & Boymal, J. (2008). Qualitative cost-benefit evaluation of complex, emergent programs. *Evaluation and Program Planning*, 32 (1), 83-90.
- Smart, J. (2008). Respect not relief: Feminism, guild socialism and the Guild Hall Commune in Melbourne 1917. *Labour History*, 94, 113-32.
- Smart, J. & Quartly, M. (2008). The National Council of Women of Victoria, suffrage and political citizenship 1904-14. *Victorian Historical Journal, Women's Suffrage Centenary Issue*, 79 (2), 224-236.
- Wadsworth, Y. (2008). 'Is it safe to talk about systems again yet?' – Self organ-ising processes for complex living systems and the dynamics of human inquiry. *Systemic Practice and Action Research*, 21 (2), 153-170.
- Wadsworth, Y. (2008). Systemic human relations in dynamic equilibrium. *Systemic Practice and Action Research*, 21 (1), 15-34.





Keynote Conference Presentations

Charlesworth, S. (2008). An 'old' right and a 'new' right for working women. Keynote address. *2008 Summit – Progress for Women in the Next Decade*. ACTU IWD.

Charlesworth, S. (2008). Keynote speaker. *Where to Now? Equal Opportunity for Women in the Workplace Agency Conference*. Sydney: University of Sydney.

Rogers, P. J. (2008). Four key tasks in impact assessment of complex interventions. Keynote address. *Rethinking Impact: Understanding the Complexity of Poverty and Change*. Cali, Colombia: Consultative Group on International Agricultural Research.

Rogers, P. J. (2008). Methodological issues in evaluating complex interventions. Keynote address. *Evaluating the Complex conference*. Oslo, Norway: NORAD and Oslo University College.

Wadsworth, Y. (2008). Community research – from 'add on' to 'built in' for (truly) living human systems. Keynote address. *The Community Research Symposium*. Melbourne: Victoria University of Technology.

Refereed Conference Proceedings

Charlesworth, S. & Macdonald, F. (2008). The unpaid parental leave standard: What standard? *Refereed proceedings of the 22nd Conference of AIRAANZ*. Melbourne.

Non-refereed Conference Proceedings

Charlesworth, S. & Campbell, I. (2008). Right to request regulation: A panacea for work/family imbalance? Non-refereed proceedings of the *The 22nd AIRAANZ Conference*. Melbourne.

Campbell, I., Malone, J. & Charlesworth, S. (2008). 'The overseers have become crueller': Solicitors and billable hours. Non-refereed conference proceedings of *The 22nd AIRAANZ Conference*. Melbourne.

Conference and Seminar Presentations

Baird, M. & Charlesworth, S. (2008). Shovel & shit: Gender equity and blokey cultures in a sewerage treatment plant. *Engendering Leadership: Gender Work & Organization Conference*. Perth.

Bamberry, L. (2008). Casual workers in health and education: The impact of skill shortages on working conditions. *The 10th Path to Full Employment Conference / 15th National Unemployment Conference: Labour underutilisation, skill shortages and social inclusion: three sides of the same coin!* Newcastle: Centre of Full Employment and Equity, University of Newcastle.

Bamberry, L. (2008). Gender, globalisation and teachers employment: Marginality, choice and resistance. *The Gender Work and Organisation Conference: Engendering Leadership Through Research and Practice*. Perth: University of Western Australia Business School.

Bamberry, L. & Hall, R. (2008). The role of organisation discourse in constructing the experience of work: A critical discourse analytic approach. *The 8th International Conference on Organizational Discourse: Translations, Transformations and Transgressions*. London: Queen Mary University of London School of Business and Management.

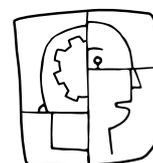
Campbell, I. (2008). Precarious employment: The state of the debate. *The Australian Sociological Association Conference*. Melbourne.

Campbell, I., Charlesworth, S. & Malone, J. (2008). 'Time on your back': Workloads and billable hours for solicitors in private practice. *The RC30 meeting, International Sociological Association Forum*. Barcelona.

Campbell, I. & Macdonald, F. (2008). Trade unions and self-employed contracting: New initiatives in representing professional engineers in Australia. *The RC44 meeting, ISA forum*. Barcelona.

Campbell, I., Malone, J., & Charlesworth (2008). 'The Elephant in the Room': Working-time Patterns of Solicitors in Private Practice in Melbourne. Paper presented at a *Labour Law* seminar, Centre for Employment and Labour Relations Law, University of Melbourne. Melbourne.

- Campbell, I., Malone, J. & Charlesworth, S. (2008). 'The overseers have become crueller': Solicitors and billable hours. *The 22nd AIRAANZ Conference*. Melbourne.
- Charlesworth, S. (2008). From part-time to working time: The policing and quality part-time work project. *Nexus Policing: Linking Research, Policy and Practice to Shape a Better Policing Future*. Melbourne.
- Charlesworth, S. & Campbell, I. (2008). Right to request regulation: A panacea for work/family imbalance? *The 22nd AIRAANZ Conference*. Melbourne.
- Charlesworth, S. & Campbell, I. (2008). Right to request regulation: A step in the direction of employee-oriented flexibility. *The IWPLMS Conference*, Porto.
- Charlesworth, S. & Campbell, I. (2008). Right to request regulation in Australia: A step towards employee-oriented flexibility? *International Working Party on Labour Segmentation Conference*, Porto.
- Charlesworth, S. & Harwood, S. (2008) Flexible working arrangements in policing. *Gender and Policing Seminar*. New York: John Jay College of Criminal Justice.
- Charlesworth, S. & Macdonald, F. (2008). The unpaid parental leave standard: What standard? *The 22nd Conference of AIRAANZ*. Melbourne.
- Charlesworth, S. & Robertson, D. (2008) Policing, gender and working time: The case of the part-time detective. *The 15th Annual International Policing Executive Symposium*. Cincinnati, Ohio.
- Charlesworth, S. & Robertson, D. (2008). Policing, gender and working time: The case of the part-time detective. *Engendering Leadership: Gender Work & Organization Conference*. Perth.
- Harwood, S. & Charlesworth, S. (2008). Foundering at the border: Flexible working arrangements in policing organisations. *The 15th Annual International Policing Executive Symposium*. Cincinnati, Ohio.
- Harwood, S. & Charlesworth, S. (2008). Gendering change: An immodest manifesto for intervening in masculinist organizations. *Massachusetts Association of Women in Law Enforcement*. Boston: MIT.
- Haynes, K. (2008). Work and family balance in regional Victoria. *The Australian Sociological Association Conference: Re-imagining Sociology*. Melbourne: University of Melbourne.
- Johnson, G. & Chamberlain, C. (2008). From youth to adult homelessness. *European Network of Housing Researchers*, Dublin.
- Johnson, G. & Chamberlain, C. (2008). From youth to adult homelessness. *National Housing Conference*, Sydney.
- Marshall, H. & Robinson, P. (2008). Challenges for sociology teachers: Some results from the Sociology in Australia study. *TASA Conference 2008: Re-imagining Sociology*. Melbourne: University of Melbourne.
- May, R., Gale, L. & Campbell, I. (2008). Casually appointed, permanently exploited: How is NTEU responding to the casualisation of academia in the current climate? *The 22nd AIRAANZ conference*. Melbourne.
- Murphy, J., Murray, S., Branigan, E. & Malone, J. (2008). Beyond the home gates: Life after growing up in Catholic institutions. MacKillop Family Services. Melbourne.
- Murray, S. (2008). Gender, home and place: Domestic violence public policy and homelessness. *Australian Historical Association Conference*. Melbourne.
- Murray, S. (2008). Mixed messages: Gender, peace and the mainstream media, 1983-1984. *Australian Women and Gender Studies Conference*. Perth.
- Murray, S., Branigan, E. & Malone, J. (2008). Making a life after care: The provision of support across the life course. *Australian Institute of Family Studies Conference*. Melbourne.
- Peeters, M. & Campbell, I. (2008). Low pay and working time: The case of contract cleaners. *The 22nd AIRAANZ conference*. Melbourne.



Rogers, P. (2008). Because: Exemplars of causal analysis. *The 7th International Conference on Social Science Methodology, Research Committee 33, Logic and Methodology*. Naples: International Sociological Association.

Rogers, P. J. (2008). Learning from the evidence about evidence-based policy. Invited plenary presentation. *Evidence-Based Policy Development Conference*. Canberra.

Rogers, P. J. (2008). Presentation on behalf of subgroup 2. *NONIE Network of Networks for Impact Evaluation*. Washington, DC: World Bank.

Rogers, P. and Watts, J. (2008). Methodological issues in assessing the impact of collaborative agricultural R&D. *The International Workshop on Methodological Innovations in Impact Assessment of Agricultural Research*. Brasilia, Brazil.

Rogers, P. and Watts, J. (2008). Impact Evaluation Approaches for Collaborative Agricultural Research & Development. Pre-meeting seminar. Annual General Meeting, Consultative Group on International Agricultural Research. Maputo, Mozambique.

Invited Presentations

Campbell, I. (2008). Minimum labour standards. *Remaking Industrial Relations Forum*. Sydney.

Charlesworth, S. (2008). A new employer duty to accommodate workers' parental and carer responsibilities: Limits and possibilities. Invited seminar. *Reading Law School Seminar*. Reading: University of Reading.

Charlesworth S. (2008). Worker control and job quality: A new policy agenda. *Joint Gender & Travail Seminar*. Geneva: International Labour Organisation.

Marshall, H. (2008). Archiving qualitative data: Do CAQDAS make it easier? *TASA Conference 2008: Re-imagining Sociology*. Melbourne: University of Melbourne.

Rogers, P. J. (2008). Enhancing the use of ex-post impact assessment in the consultative group on international agricultural research. *CGIAR Impact Assessment Focal Point Group Meeting*. Brasilia, Brazil.

Rogers, P. J. (2008). Four key tasks in impact assessment of complex interventions. Bioversity International Plant Genetic Resources Institute (IPGRI) and International Network for Improvement of Banana and Plantain (INIBAP), Rome.

Wadsworth, Y. (2008). Living systems, epistemology and human relations in dynamic equilibrium. Seminar presentation for the McCaughey Centre and the Australian Youth Research Centre, School of Population Health. Melbourne: University of Melbourne.

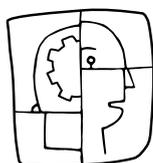
Working Papers

Bamberry, L. (2008). Propensity to join and maintain membership of unions amongst casual school teachers in NSW. *GSSSP Working Paper Series, no. 3*. Melbourne: Centre for Applied Social Research, RMIT University.

Campbell, I., Malone, J. & Charlesworth, S. (2008) 'The elephant in the room': Working-time patterns of solicitors in private practice in Melbourne. *Working Paper, no. 43*. Melbourne: Centre for Employment and Labour Relations Law, University of Melbourne.

Campbell, I. & Peeters, M. (2008). Low pay and working time: The case of contract cleaners. *GSSSP Working Paper Series, no. 2*. Melbourne: Centre for Applied Social Research, RMIT University.

Charlesworth, S. (2008). Claiming discrimination, complaints of sex and gender discrimination in employment under the *Victorian Equal Opportunity Act 1995*. *GSSSP Working Paper Series, No. 1*. Melbourne: RMIT University.



Other Articles

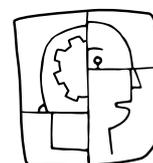
- Campbell, I., Malone, J. & Charlesworth, S. (2008). The overseers have become crueller. *NZ Lawyer*, 84.
- Marshall, H. & Robinson, P. (2008). Some initial results from a web search of Sociology subjects in Australian universities. *NEXUS*, December.
- Rowe, J. (2008). The feel of the steel: Addressing the need to inject. *ANEX Bulletin*, 6 (4), pp. 6-7.
- Rowe, J. (2008). A raw deal: Where to from here. *VAADA News*. July, p. 1.
- Smart, J. (2008). Exhibition Review of Miss Australia: A Nation's Quest. *Australian Historical Studies*, 39 (2), 264–265.
- Smart, J. (2008). Introduction. *Victorian Historical Journal (Women's Suffrage Centenary Issue)*, 79 (2), 165–168.

Media Citations as Expert

- Charlesworth, S. – cited in 'Australia's female execs earn much less than men: Survey'. *Asia Pulse*. 25 January 2008.
- Charlesworth, S. – cited in 'Babies share office space'. *The Australian*. 26 July 2008.
- Charlesworth, S. – cited in 'Back in 12 months: The future for paid maternity leave'. *HR Monthly*. September 2008.
- Charlesworth, S. – cited in 'Bosses treating maternity rights as optional: study'. *Sydney Morning Herald*. 2 February 2008.
- Charlesworth, S. – cited in 'Breadwinner myth "holding back" women'. *AAP Bulletins*. 25 January 2008.
- Charlesworth, S. – cited in 'Breadwinner myth still applies'. *Townsville Bulletin*. 26 January 2008.
- Charlesworth, S. – cited in 'Equal pay pain persists'. *Hobart Mercury*. 26 January 2008.
- Charlesworth, S. – cited in 'Frustrated women abandon "super" role for real life'. *The Age*. 5 March 2008.
- Charlesworth, S. – cited in 'Polarising trailblazer leaves field of battle'. *Sun Herald*. 23 March 2008.
- Charlesworth, S. – cited in 'Maternity leave's long, difficult labour'. *Sunday Age*. 23 March 2008.
- Charlesworth, S. – cited in 'Maternity right "undermined"'. *The Age*. 2 February 2008.
- Charlesworth, S. – cited in 'Navigating the perils of paid baby leave'. *The Age*. 27 July 2008.
- Charlesworth, S. – cited in 'News rules and reasoning'. *Business Review Weekly*. 10 April 2008.
- Charlesworth, S. – cited in 'Welcome to work around the clock'. *The Australian*. 16 February 2008.
- Charlesworth, S. – cited in 'Women deem superwoman a fantasy, and give her the flick'. *The Age*. 5 March 2008.

Guest Lecturing

- Bamberry, L. (2008). Gender Policy. Australian Social Policy Course, Master of Social Science (Policy and Human Services). Melbourne: RMIT University.
- Chamberlain, C. (2008) Surveys. Media Industries 1, Comm 2320, RMIT University.
- Chamberlain, C. (2008) Young people with special needs. Young People and Health, HWSS 2095, RMIT University.
- Chamberlain, C. (2008) Social Surveys. One day workshop, Research Methods, HUSO 1312/2079/2095, RMIT University.
- Marshall, H. (2008). NVivo is it for you? / Introduction to Nvivo. Graduate Research School. Melbourne: University of Melbourne.
- Murray, S. (2008). Domestic violence policy. *Writing Policy: Healthy Bodies, Healthy Minds*. POLI 1088.



Murray, S. (2008). Interviews and focus groups, workshops. *HUSO 2079 Research Strategies*.

Rogers, P. (2008). Evaluating the impact of complex interventions. *Getting Real about Impact*. Edinburgh, Scotland: Health Scotland Evaluation Summer School.

Rogers, P. (2008). Using program logic. *Getting Real about Impact*. Edinburgh, Scotland: Health Scotland Evaluation Summer School.

Academic Supervision of Students

Campbell, I. is second supervisor for Sharon Parkinson's PhD thesis entitled: 'Precarious Employment and Housing Insecurity', RMIT University.

Chamberlain, C. is supervising Kathryn Daley's honours thesis, 'Moving On: Young People and Substance Abuse', RMIT University.

Charlesworth, S. is first supervisor for Kathy Douglas' PhD thesis entitled: 'Towards Best Practice Teaching of Alternative Dispute Resolution'.

Charlesworth, S. is first supervisor for Sheree Cartwright's PhD thesis entitled: 'Women's Paid Work and Family Arrangements after Childbirth'.

Charlesworth, S. is second supervisor for Tina Koszynski's PhD thesis entitled: 'The Lasting Impact of Childhood Sexual Abuse: Older Australian women who "never get over it"'.

Charlesworth, S. is second supervisor for Alice Stoakes' PhD thesis entitled: 'Household Dissolution and Pathways of Adjustment in Housing and Employment for Single Female-Headed Households'.

Charlesworth, S. is supervising Rachel Davies' honours thesis entitled: 'Pay Equity Audits: The best way forward?'

Marshall, H. is second supervisor for Sheree Cartwright's PhD thesis entitled: 'Women's Paid Work and Family Arrangements after Childbirth'.

Marshall, H. is second supervisor for Kathy Douglas' PhD thesis entitled: 'Towards Best Practice Teaching of Alternative Dispute Resolution'.

Murray, S. & Smart, J. are supervising Jacqui Theobald's PhD thesis entitled: 'History of the Victorian Women's Refuge Movement'.

Murray, S. & Chamberlain, C. are supervising Robyn Martin's PhD thesis entitled: 'Revolving or Evolving Doors: What factors promote sustainable pathways out of homelessness for women?'

Murray, S. is supervising Theresa Lynch's PhD thesis entitled: 'Understanding Why Women Kill: Exploring the circumstances and motivations of why women kill friends, acquaintances and strangers'.

Rogers, P. is supervising Tonia Bruhn's PhD thesis entitled: 'Using a Community of Practice to Support Evidence Uptake'. This research is NHMRC-supported.

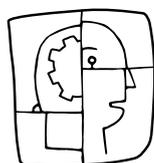
Rogers, P. is supervising John Grove's PhD thesis entitled: 'The Use of Systems Approaches to Evaluate the Roll-Out of Antiretrovirals in Zambia'. John is the team leader for monitoring and evaluation for the Centers for Disease Control Global AIDS Program (CDC/GAP) at the US Embassy in Lusaka, Zambia.

Rogers, P. is supervising Stephen Porter's PhD thesis entitled: 'Taking a Human Rights Approach to Evaluation'.

Rogers, P. is an external supervisor for Lee Boyd's PhD thesis entitled: 'Asthma for Ambulances: A realist evaluation'. Lee is at the Monash University Centre for Ambulance and Paramedic Studies.

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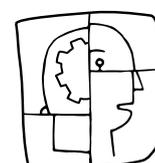
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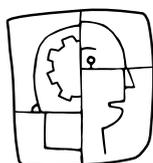


CENTRE FOR
APPLIED SOCIAL
RESEARCH

Higher Degree Research Students Associated with CASR

Tonia BRUHN	PhD	Evidence Implementation in Health Care: A case study of a community of practice
Sheree CARTWRIGHT	PhD	Women's Decision Making about Paid Work and Family after Childbirth
Chris DAVIES	PhD	Governing the Fortunes of Problem Gamblers
Kathy DOUGLAS	PhD	The Teaching of Diverse Models of Alternative Dispute Resolution: Second generation practice, therapeutic jurisprudence and legal education in Australia
John GROVE	PhD	Utility and Practice of Systems-Based Evaluation: The task of transforming antiretroviral therapy in Zambia from emergency to long-term care
Krystyna KOSTECKI	PhD	The Lasting Impact of Childhood Sexual Abuse: Older Australian women who 'never get over it'
Theresa LYNCH	PhD	Understanding Why Women Kill: Exploring the circumstances and motivations of why women kill friends, acquaintances and strangers
Robyn MARTIN	PhD	Revolving or Evolving Doors: What factors, conditions and contexts promote sustainable pathways out of homelessness for women?
Naomi NGO	PhD	The White Path
Sharon PARKINSON	PhD	Insecurity: An employment and housing connection
Alice STOAKES	PhD	Household Dissolution and Pathways of Adjustment in Housing and Employment for Single Female-Headed Households
Jacqui THEOBALD	PhD APA(I)	History of the Domestic Violence Services Movement in Victoria, 1974–Present.





Financial Report for 2007 and 2008

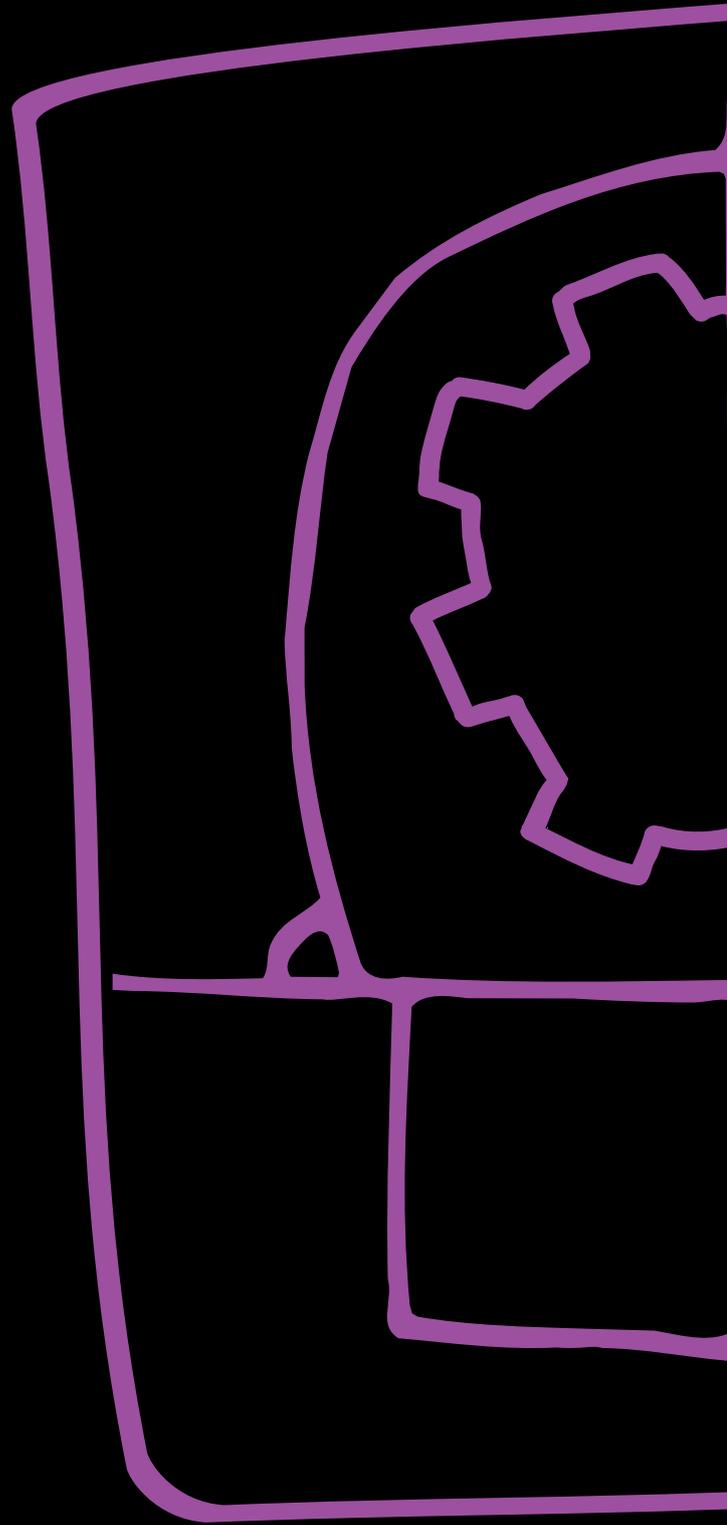
For the period of 1st January 2008 to 31 December 2008

INCOME	2008	2007
<i>Research Grants Income</i>		
ARC (Discovery & Linkage)	142,609	121,090
Industry:		195,092*
Government	448,537	
NGOs	196,751	
International	49,949	
<i>Commercial Income</i>		
National	4,709	
International	122,622	
<i>Other Income</i>		
Institutional Grants Scheme	45,170	45,063
Research Infrastructure Block Grant	61,303	73,719
Miscellaneous Income (Publication, Scholarship & Internal)	176,405	33,734
University Research Investment Fund^	245,939	280,089
TOTAL INCOME	1,387,521#	748,787
EXPENDITURE		
Salaries and On-costs	828,967	460,958
Consumable Materials	51,025	35,837
Minor Equipment, Repairs & Hire	13,776	18,411
Communication Costs	10,534	6,521
Administrative Expenses	2,124	989
Marketing, Advert. & Public Relations	4,626	6,254
Travel & Motor Vehicle Expenses	89,100	27,999
Staff Administration Costs	33,126	48,484
Finance, Legal & Other	1,929	332
Facility Expenses	663	557
Grants to other institutions	158,781	72,870
Postgraduate Scholarships	46,141	38,863
Staff Related Expenses	-	561
Less Capital Equipment Expenditure	-	2,239
TOTAL EXPENDITURE	1,240,792	720,875
OPERATING RESULT Surplus/(Deficit)	146,729	27,912

*Figures represent all Research Contracts income in 2007 excluding deferred income of \$1,038,830.

#Deferred income of \$694,517 from Research Contracts not included.

^Denotes income from Research and Innovation to support part of the salaries of three staff.



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