

ANNUAL REPORT 2010

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The Centre for Applied Social Research (CASR) was established in 1989 and is based in the School of Global Studies, Social Science and Planning on RMIT's City campus. It has a long history of conducting significant social science research on key areas of social change and social policy.

CASR is 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. Areas of particular interest include:

- » Workplace and industrial relations and policy
- » Homelessness and public policy
- » Family violence histories and policy
- » The changing nature of paid work and welfare provision
- » Methodologies for generating and using evidence for policy and practice
- » Qualitative and quantitative methodologies
- » State care and protection
- » Community health issues and policy

Researchers at the Centre for Applied Social Research work collaboratively on projects with colleagues at national and international universities, government bodies and industry organisations. Most CASR research is funded through national and international competitive grants; in 2010 the Centre attracted more than AU\$800,000 in external research funding.

CASR researchers are published widely and regularly, being cited in the media as experts on issues such as women and the workplace, homelessness, care and protection and domestic violence.

The objectives and strategic focus of the Centre are:

- » To conduct high quality applied social research on employment and workplace relations, social welfare provisions and social policy, and public sector evaluation
- » To promote public discussion on governments public health, employment and social welfare policies
- » To provide postgraduate research students 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 internationally, and with a range of industry partners and community agencies.



Professor Chris Chamberlain is the joint author of *Youth Homelessness: Early Intervention and Prevention* (1998), *Counting the Homeless 2001* (ABS 2003) and *Counting the Homeless 2006* (ABS 2008). Chris has also completed reports on homelessness for each state and territory government.

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 focus on 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 focus 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 2010 CASR staff were involved in 11 ARC projects (seven Linkage and four Discovery). The ARC projects included, 'A Regional Perspective on Work and Family Balance and Changes in Employment Regulation'. This was being carried out by Dr Sara Charlesworth, Dr Iain Campbell, together with Associate Professor Marian Baird from the University of Sydney. Dr Sara Charlesworth was also undertaking an ARC Discovery project with Dr Paula McDonald (QUT) on 'Sexual Harassment in Australia: Causes, Outcomes and Prevention'.

Dr Suellen Murray and four colleagues were undertaking a study on '150 Low Income Australians: A Group Biography over Time'. A book will be published from this research in 2011.

Dr Suellen Murray was also completing a book from her ARC Discovery project on 'Australian Domestic Violence Public Policy: History, Discourse and Impact, 1985-2005'.

Dr Judith Smart had an ARC Linkage grant to write a 'History of the National Council of Women of Australia, 1931-2006', with Professor Marian Quartly from Monash University. Dr Smart was also involved in an ARC Discovery project on 'Women and Leadership in a Century of Australian Democracy'.

In 2010, CASR conducted 24 contract research projects and 11 commercial projects for a wide range of organisations and government departments. Professor Patricia Rogers undertook a project on 'Strengthening Impact Evaluation for Learning and Development' funded by the Global Action Network, USA. Patricia was also involved in an international project on 'Impact Evaluation for Development' funded by the Rockefeller Foundation, USA. In 2010, Patricia was also completing her book, Purposeful Program Theory, to be published in 2011.

Ms Kaye Stevens undertook a major project for Alzheimer's Australia, in conjunction with Professor Patricia Rogers and Dr Carmel Laragy. This national project will report on the effectiveness with which new Commonwealth funding is being used by Alzheimer's Australia to increase the inclusiveness of dementia services for people from CALD and Indigenous backgrounds and gay and lesbian people.

Dr Iain Campbell and Dr Sara Charlesworth undertook a scoping study on 'The Attrition of Victorian Lawyers' funded by the Victorian Law Foundation. Iain also prepared an expert witness statement and testimony for the Shop Distributive and Allied Employees Association in a case before the Fair Work Australia tribunal.

Dr James Rowe undertook a project on 'Surveying HIV and Need among the Unregulated Sex Industry', in conjunction with the Inner South Community Health Service. James also undertook a project on 'Living Next to Street Sex Work' for the City of Port Phillip.

Dr Yoland Wadsworth carried Phase 4 of the 'Narrative Evaluation Action Research (NEAR) Project', funded by the Department of Health (Vic) and Dr Helen Marshall was finalising a scoping study of 'Sociology in Australia', supported by the Australian Learning and Teaching Council.

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 working with them in 2011.



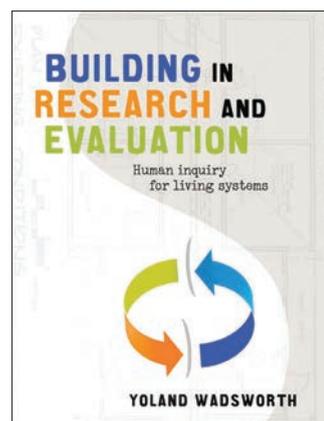
Chris Chamberlain
Director

In 2010, the Centre for Applied Social Research conducted a total of 24 contract research projects and 11 commercial projects, with a total income of more than 1 million.

CASR staff were also involved in seven ARC Linkage projects and four ARC Discovery grants. The Centre developed its research and policy output in a number of ways including numerous presentations at public seminars, forums and conferences.

Building in Research and Evaluation NEW BOOK

Albert Einstein said we can't solve problems by using the same kind of thinking we used when we created them. If we don't have the kinds of health and human services or even the kinds of lives, communities and organisations we want, then we need to think differently. In her new book, Adjunct Professor Yoland Wadsworth (CASR) offers an inspired insight and radically new proposition: that the act of our 'inquiring', of researching and evaluating together, is the way by which every living organism and all collective human life goes about continuously achieving the conditions for life. Building in Research and Evaluation explores this new approach for bringing about both wanted change and stability. By inquiring around 'whole cycles' of acting, observing, questioning, feeling, reflecting, thinking, planning and acting again, Yoland identifies how new life might be brought to what we do. This is the third book in Yoland's trilogy on research methods. The other volumes are the bestselling *Do It Yourself Social Research* and *Everyday Evaluation on the Run*.

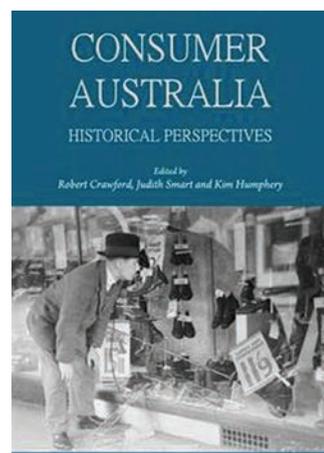


Australian Research Alliance for Children and Youth (ARACY): Access Grid Seminar

In October, Professor Patricia Rogers (CASR) and Kaye Stevens (CASR) presented a 'webinar' for ARACY. Their topic was 'A proposed research Agenda for practice-based action to improve the wellbeing of children and young people'. Patricia and Kaye facilitated a discussion of a proposed agenda to build our knowledge of how to ensure that evidence from practice informs policy as well as evidence from research. Evidence-based policy and practice needs to draw on a wide range of relevant evidence, and practice-based evidence can be particularly useful.

Consumer Australia: Historical Perspectives NEW BOOK

This important new book on the history of consumption in Australia was co-edited by Judith Smart (CASR), Kim Humphery (School of Global Studies, Social Science and Planning) and Robert Crawford (University of Technology, Sydney). Donald Horne's *The Lucky Country* claimed that "Australia was one of the first nations to find part of the meaning of life in the purchase of consumer goods." Significantly, similar views had been expressed in the late 18th century, where everyday life in the antipodean outpost of Empire was regarded as being pecuniary and acquisitive in nature. While references to Australia as a "consumer society" continue to be made, the question of how Australia came to be so has attracted less attention. The chapters in *Consumer Australia* actively redress this omission by examining the ways in which the processes of selling, buying, and exchanging have characterised the experiences of consumption in every day Australian life. By charting the growth and development of consumption in Australia, *Consumer Australia* reveals how Australia came to be a "consumer society" and asks where it is headed.



Introduction to NVivo 8

In 2010, Dr Helen Marshall (CASR) ran a series of very successful workshops on NVivo at RMIT University, Melbourne University, Victoria University and the Australian Catholic University. The one day workshops were designed for postgraduate students and staff planning to use NVivo to manage the rich, messy qualitative data from interviews, ethnographies and documents in their research. These well attended workshops will continue to be offered in 2011.

Care, Social Inclusion and Citizenship Symposium, Melbourne

In October, Dr Sara Charlesworth presented an invited presentation on 'Gender and Paid Care Work' at a major symposium on 'Care, Social Inclusion and Citizenship' organised by the Brotherhood of St Laurence. This was one of many invited addresses and seminar presentations that Dr Charlesworth gave in 2010.

Housing and Homelessness – Catholic Social Services National Conference, Canberra

Professor Chris Chamberlain (CASR) spoke at a panel on 'Housing and Homelessness' at the Catholic Social Services National Conference, Canberra, 8 –10 February. The main speaker was the Honourable Tanya Plibersek, the Minister for Housing and the Status of Women. The other speakers were Major David Eldridge, Social Policy Director, The Salvation Army, Michael Perusco, CEO, Sacred Heart Mission, St Kilda, and Helen Trinca, Chief Leader Writer, The Australian and Weekend Australian.

World Congress of Action Learning and Action Research, Melbourne

Yoland Wadsworth (CASR) delivered a keynote presentation on 'Action Research for Life' to the World Congress of Action Learning and Action Research held in Melbourne in September. At its conclusion, Professor Danny Burns (UK), Professor of Organisational Learning launched Yoland's new book, *Building in Research and Evaluation: Human Inquiry for Living Systems*.

CASR staff in the media!

Dr Iain Campbell, Dr Sara Charlesworth, Professor Chris Chamberlain and Dr Helen Marshall were our 'media stars' in 2010, with their work cited in *The Age*, *The Australian*, *The Sydney Morning Herald*, *The Australian Financial Review*, ABC Radio and various commercial stations during the year.

Patricia Rogers elected to the Board of the American Evaluation Association

During 2010, Patricia Rogers began her three year term on the Board of the American Evaluation Association, only the second non-American to be elected. The Association has over 6000 members across the USA and internationally.

Our group of researchers have a wide range of social research interests and have particular expertise in employment and workplace relations, social welfare provisions and social policy, and public sector evaluation.

RESEARCHERS IN CASR



Dr Iain Campbell

Senior Research Fellow

Iain Campbell worked on several major projects to do with labour market restructuring, working time patterns and the quality of work. Prior to this appointment, he was an ARC Postdoctoral Research Fellow at CASR, working on a project that examined trade union strategies and changing working-time patterns in Australia, France, Germany and the United Kingdom. Before joining CASR, he worked as a Research Fellow at the National Key Centre in Industrial Relations at Monash University. He has a background in the sociology of work, industrial relations and economic geography. His doctoral research at the University of Melbourne was on the topic of casual employment in Australia.

Iain is experienced in the use of official labour force statistics, both in Australia and cross-nationally. He can speak German and French and has an extensive knowledge of contemporary European debates and policy initiatives in the general areas of employment and social welfare. He is a member of several professional associations, including the International Sociological Association (ISA), the International Industrial Relations Association (IIRA) and the International Working Party on Labour Market Segmentation (IWPLMS).

Apart from working-time, his research interests include labour regulation, labour restructuring, casual employment, work and family issues, unemployment and the future of work.



Professor Chris Chamberlain

Director

Professor Chris Chamberlain is an expert on homelessness. He is the joint author of *Youth Homelessness: Early Intervention and Prevention* (1998), *Counting the Homeless 2001* (Canberra: Australian Bureau of Statistics, 2003) and *Counting the Homeless 2006* (Canberra: Australian Bureau of Statistics, 2008). His most recent article is, 'Are the Homeless Mentally Ill?' (with Guy Johnson), published in the *Australian Journal of Social Issues*.

Counting the Homeless 2006 found that the number of homeless people had increased from 99,900 in 2001 to 105,000 in 2006. These findings influenced the Commonwealth Government's white paper on homelessness (*The Road Home*, 2008) which set the target to halve homelessness by 2020. The Australian Government will spend \$7.8 billion over the next five years to reduce homelessness. Chris was invited to attend the 2020 Summit in Parliament House, Canberra because of his expertise on homelessness.

Chris has also completed reports on homelessness for each state and territory government. These reports provide information about the social characteristics and geographical distribution of homeless people at the local level. All state and territory governments use these reports to make decisions about the allocation of resources in their state.



Dr Sara Charlesworth

Principal Research Fellow

Sara Charlesworth has a background in social work, industrial relations and legal studies. She has extensive experience in the areas of equal employment opportunity, work/family balance and workplace reform. Sara was a member of the Victorian Equal Opportunity Board from 1988 to 1994 and a member of the Social Security Appeals Tribunal from 1994 to 2001. She is currently a member of the Victorian government's Working Families Council.

Sara's research interests centre on gender equality in employment at both the labour market and organisational levels. She has worked on many government and NGO funded research projects around pay equity, work & family balance, discrimination and industrial relations. She has undertaken a number of ARC funded projects and has just completed a Post-Doctoral Fellowship on discourses of discrimination in the workplace. She is currently working with CASR colleagues on an ARC Linkage project exploring the impact on work/family balance of changing employment regulation through a regional perspective. Sara is also part of multi-university research team working on an ARC Discovery project examining the links between job quality and the mental health and well-being of working parents and their children.



Dr Helen Marshall

Senior Associate

Helen studied sociology and history at Monash University, and worked as a teacher in secondary schools and a post-secondary college before working at RMIT. After nearly thirty years as a teacher, she moved in 2006 to an associate position in CASR. She is the lead researcher on a project funded by the Carrick Institute and TASA to look at teaching sociology. She now specialises in the use of the computer program NVivo for managing qualitative data analyses.

She is active in The Australian Sociological Association (TASA), and has been editor of the electronic Qualitative Research Journal published by the Association for Qualitative Research.

Her PhD thesis on voluntary childlessness in 1993 led to the publication of *Not Having Families* (Oxford University Press), and to her interest in qualitative research methods that involve using computers in analysis of qualitative data. Her interest in teaching led to the textbook on the sociology of deviance and to her recent nation-wide project on sociology in Australian universities.



Associate Professor Suellen Murray

Associate Professor

Suellen Murray joined CASR in 2004. Before that, she worked in a range of positions including those concerned with human services service delivery, research, university education, policy development and program administration. In her most recent previous position she was employed as a Senior Policy Officer at the Victorian Community Council Against Violence, where the focus of her work was domestic violence prevention. Prior to that, she taught in women's studies and social science at Edith Cowan University in Western Australia.

Her areas of research interest include the history of domestic violence services and social policy concerning domestic violence which were the topics of her book, *More than Refuge: Changing Responses to Domestic Violence* (UWA Press, 2002). She has also researched the life histories of people who grew up in care and co-authored the book, *After the Orphanage: Life Beyond the Children's Home* (UNSW Press, 2009).

Other research interests include Australian social policy; domestic violence prevention; social policy regarding people who grew up in institutional care; women's peace movement; and qualitative research methodologies involving in-depth interviewing and oral history.



Professor Patricia Rogers

Professor of Public Sector Evaluation

Patricia's research focuses on ways that evaluation can contribute to evidence-based policy and practice and organizational learning. She has worked in public sector evaluation and research for more than 25 years, across a wide range of programs including agricultural research, community development, criminal justice, dementia services, early childhood, education, health promotion, Indigenous housing, international development, and legal aid. In addition to working with government departments and ministries in Australia and New Zealand, she has worked with many international organisations and government bodies such as the Office of the Public Service Commission (South Africa), NONIE (the Network of Networks on Impact Evaluation), the Evaluation Office of the United Nations Development Program (UNDP) Health Scotland (UK), the World Bank Institute (USA), the Ministry of Finance (Malaysia), and the Foundation for Advanced Study In Development (Japan).

Patricia joined CASR in 2008, having previously been the director of the evaluation research unit CIRCLE, and a Spencer Postdoctoral Fellow at Harvard University. From 1989 she lectured in research and evaluation methods in undergraduate and graduate programs in human services research, social work, community management, nursing, chiropractic, business and leisure studies programs at Phillip Institute, now incorporated in RMIT University.

Her current research focuses on evaluation methods that address complicated and complex aspects of interventions, with particular attention on the use of program theory and the evaluation of international development projects, programs and policies. In 2010 her major projects were the "BetterEvaluation" collaborative project on evaluation methods (Rockefeller Foundation), the development of a research collaboration on practice-based evidence (Australian Research Alliance on Children and Youth), and completing the book "Purposeful Program Theory" with Sue Funnell. Patricia delivered several invited addresses on addressing complication and complexity in evaluation. Ironically, her presentations on this topic to the International Research Institute for Climate and Society in New York were delivered via videoconference from Nairobi, Kenya, due to the travel disruption caused by the Icelandic volcano eruption.

Dr James Rowe

Research Fellow/Lecturer

James Rowe divides his time between teaching in the School of Global Studies, Social Science & Planning and as a Research Fellow with CASR. He has worked at RMIT in a research capacity since 2000 before joining the school in a teaching role in 2005. He received his doctorate from Monash University in 2000 after conducting a critical analysis of Victorian drug policy in which he argued against the continued politicization (and consequent criminalization) of what is essentially a health and welfare issue.

James' research has had a largely qualitative focus. He believes that the experiences that we have as diverse and different members of the community emphasize our similarities rather than our differences. However, circumstances often beyond personal control lead to many members of the community being marginalised and losing their 'voice' – particularly when discussing policies and practices that directly affect their lives.

His research interests include 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.

James is also a member of Amnesty International.



Dr Judith Smart

Adjunct Professor

Judith Smart is an adjunct professor at RMIT University and also a principal fellow at the University of Melbourne. She has published articles on Australian women's organisations, conservative and radical, in the first half of the 20th Century, as well as historical studies of women and political protest, women and religion, women and consumer politics, attitudes towards the venereal diseases and measures for their control, labour youth organisation, the impact of war, the Miss Australia beauty contest and the Billy Graham crusade in Australia in 1959.

Current projects include (with Professor Marian Quartly, Monash University) an ARC Linkage-funded history of the National Council of Women of Australia; and an ARC Linkage, co-ordinated by Professor Patricia Grimshaw at the University of Melbourne, on Women and Leadership in 20th Century Australia. She is also a Chief Investigator for another Linkage project (APA) with Dr Suellen Murray (Centre for Applied Social Research, RMIT University), together with Domestic Violence Victoria, supervising doctoral candidate Jacqui Theobald's history of the women's refuge movement in this state. She is a past editor of Australian Historical Studies and the Victorian Historical Journal, on the editorial committee of Women's Studies International Forum, a member of the executive of the Australian Society for the Study of Labour History (Melbourne Branch), and also of the Victorian Working Party of the Australian Dictionary of Biography. She is a Royal Historical Society of Victoria Councillor and deputy chair of the History Council of Victoria. She has successfully supervised or co-supervised six PhD theses to completion.



Kaye Stevens

Research Fellow Evidence Based Policy and Practice

This research program focuses on the evidence about the generation, dissemination and utilisation of evidence that is 'fit for purpose' in policies and practice. As an evaluator Kaye has been involved in evaluations of Commonwealth and State government programs and the evaluation of community safety programs. Kaye has a human services practice background that includes direct service work, networking, research and policy development in the homelessness sector and service coordination in health and community services. Kaye has a particular interest in generating and using practice based evidence.



Dr Yoland Wadsworth

Adjunct Professor

Adjunct Professor Yoland Wadsworth is one of Australia's pioneers in 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.

She is author of Australia's best-selling research and evaluation texts – Do It Yourself Social Research and Everyday Evaluation on the Run (both 3e Allen & Unwin, 2011, over 50,000 copies); the Knox Project early childhood services community studies in the 1970s, and with Maggie McGuinness and Merinda Epstein on the 1980s-1990s, the acute psychiatric services' staff-consumer collaborative evaluation studies: Understanding, Anytime, Understanding and Involvement (U&I) respectively.

Yoland has recently completed her final methodology book and magnum opus regarding her transdisciplinary theory of inquiry as the dynamic for human services change and formation – Building in Research and Evaluation: Human inquiry for living systems (Action Research Press, Hawthorn and Allen & Unwin, Sydney – internationally through: Left Coast Press, San Francisco). She is also the chief investigation and project manager of the NEAR Project undertaken over the past eight years in partnership with the Department of Health, North and West Metropolitan Region, and the University of Melbourne.

Yoland's research interests include 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; her trans disciplinary 'correspondence' theory of inquiry as the dynamic for human services change and formation; community/consumer participation; and the use of narrative, evaluation and action research for integrated community health promotion.

RESEARCH ASSISTANTS

Ms Alissa Lykhina, Mr Andrew McLean, Dr Madeleine Tempany, Ms Susie Elliott

SPECIALIST RESEARCHERS

Dugan Fraser
Bronwen McDonald
Ms Noor Farida Fleming

ADMINISTRATION AND FINANCE

Yee Man Louie, Centre Coordinator Jan – Sep 2010
Liam Casey, Centre Coordinator Oct – Dec 2010

CASR ADVISORY COMMITTEE

The CASR Advisory Committee is comprised of key research and innovation personnel from RMIT University and professional from the field of social science external to the University.

Professor Daine Alcorn
Pro Vice-Chancellor
Research and Innovation, RMIT University

Professor Pavla Miller
Deputy Dean (Research and Innovation)
School of Global Studies, Social Science and Planning, RMIT University

Professor Chris Chamberlain
Director
Centre for Applied Social Research, RMIT University

Dr Iain Campbell
Senior Research Fellow
Centre for Applied Social Research, RMIT University

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

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

Mr David Thompson
Chief Executive Officer
Jobs Australia

Ms Cath Bowtell
formerly Senior Industrial Officer
Australian Council of Trade Unions

Ms Sally Coutts
Research and Development Manager
Salvation Army Crisis Services

Professor Eleanor Holroyd
Discipline Head
Health Sciences, RMIT University

CASR researchers are committed to applied social research and social change, to build ongoing research links with key stakeholders, and to lay the groundwork for potential larger projects and research initiatives through partnerships and collaborative activities.

In 2010, CASR worked with a range of academics and researchers from RMIT University and other research centres, community organisations and government departments on a number of local, national and international projects.

AusAID	National Archives of Australia
Australian Bureau of Statistics	National Council of Women of Australia
Australian Institute of Health and Welfare	National Film and Sound Archive
Australian National University	National Foundation for Australian Women
Australian Nursing Federation	National Library of Australia
Australian Research Council	Parenting Research Centre
Benevolent Society	Performance Improvement
Centres Against Sexual Assault	Queensland University of Technology
Centre for Community Child Health	Regional Development Victoria
City of Port Phillip	Rockefeller Foundation (USA)
Community Matters	Sacred Heart Mission
CoPPSSWIN – City Of Port Phillip Street Sex Workers Issues Network	Shop, Distributive and Allied Employees' Association
Domestic Violence Victoria	Strathclyde University, UK
Early Childhood Intervention Australia	Swinburne University of Technology
EvalNet (South Africa)	The Evaluators Institute, George Washington University (USA)
Feedback Research Analytics (South Africa)	The Salvation Army Crisis Services
Flinders University	University of Melbourne
GAN-NET (USA)	University of New England
HomeGround Services	University of South Australia
Industrial Relations Victoria	University of Sydney
Inner South Community Health Service / Department of Health (Vic)	Utrecht University, The Netherlands
InterAction	Work + Family Policy Roundtable
International Research Institute for Climate and Society, The Earth Institute, Columbia University (USA)	World Vision
Jobs Australia	Visiting Scholars:
Keystone Accountability (UK)	Professor Ernest House (Colorado)
Law Foundation (Australia)	
McMaster University (Canada)	
Macro International (USA)	
Museum of Australian Democracy	

The Centre for Applied Social Research (CASR) conducts significant national and international research on employment and workplace relations; social welfare provisions and social policy; and public sector evaluation.

Part of our research work is funded via competitive grants such as those offered by the Australian Research Council (ARC). Other research work is funded by federal and state governments, community organisations and institutes.

EMPLOYMENT AND WORKPLACE RELATIONS

Children of the Recession: The social consequences of an economic downturn (2010-2012)

Grantor: Australian Research Council (Linkage Learned Academies Special Projects)

Research Team: Michael Bittman (UNE), Dorothy Broom (ANU), Duncan Ironmonger (University of Melbourne), Sue Richardson (Flinders University), Lyndall Strazdins (ANU); Bryan Rodgers (ANU); Jan Nicholson (University of Melbourne), Mark Clements (ANU), Rennie D'Souza (ANU), Sara Charlesworth (RMIT), Gillian Whitehouse (QUT), Marian Baird (University of Sydney)

The project aims to exploit an opportunity provided by the Global Financial Crisis to assess impact of economic downturn. It has assembled an interdisciplinary team to study the effects of the severity of the downturn on family income and employment, non-market production, family functioning and child well-being in Australia, the U.S. and the U.K, using existing major data sets. The project's findings will improve the evidence base for formulation of policy, provide important evidence about different policy settings in aiding recovery, and allow for better targeting of welfare expenditure. It will also demonstrate the practical value of advances in social science knowledge and provide valuable training and opportunities for early and mid career scholars.

Sexual Harassment in Australia Causes, Outcomes and Prevention (DP1093442) Paula McDonald, Sara Charlesworth (2010-2012)

Grantor: Australian Research Council (Discovery Grant)

Research Team, Paula McDonald (QUT) and Sara Charlesworth (RMIT)

Sexual harassment remains a persistent workplace issue with significant social costs. The project will examine how to most effectively prevent sexual harassment and to reduce the impact of sexual harassment for individuals and organizations where it occurs. A comprehensive analysis will be undertaken, drawing on a longitudinal study of more than 100 'targets' of sexual harassment, interviews with a wide range of employers and external complaint handling bodies, and an analysis of formal and informal reports. The project outcomes will contribute to improved policy and practice in workplaces and human rights and assist other bodies to prevent and more effectively respond to sexual harassment.

Convergence and Particularity: International Comparisons of the Nonprofit Social Services (2010-2011)

Grantor: Canadian Social Sciences & Humanities Research Council International Opportunities Fund

Research Team: Donna Baines (McMaster University), Sara Charlesworth (RMIT) & Ian Cunningham (Strathclyde University)

The proposed research aims to extend a highly successful Canadian study of the NPSS into the comparative international arena. It will involve comparative, intensive case studies in three distinct countries with liberal welfare states, namely New Zealand, Australia and the UK. The research objectives are to: (1) investigate the local impacts of globalized models of restructuring across four liberal welfare states; (2) clarify the local and national-level structural and policy changes behind the convergence and particularities in NPSS provision and working conditions in four liberal welfare state regimes; (3) investigate the links between emerging aspects of NPSS work under restructuring and growing problems within the NPSS across our sample; and (4) advance our theoretical understanding of the NPSS, in particular with regard to labour process theories, focusing on processes of gendering and racialisation.

A Regional Perspective on Work and Family Balance and Changes in Employment Regulation

Grantor: Australian Research Council (Linkage Grant)

Chief Investigators: Sara Charlesworth (RMIT), Iain Campbell (RMIT) & Marian Baird (The University of Sydney)

Industry Partners: Workforce Victoria and Regional Development Victoria

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.

Work/life Outcomes in SME Construction Companies 2010-2011

Grantor: Workforce Victoria

Research Team: Sara Charlesworth (RMIT) & Helen Lingard (Property & Construction, RMIT)

Until recently, work-family research has taken place almost exclusively in stable organisational environments with repetitive processes and regular work patterns. Consequently little is known about work-family experiences in the type of project-based work that characterises work in construction. The scoping study will address two key questions:

How do working hours, working time conditions and access to flexible work differ for construction industry employees in comparison to other employees in small (20 or fewer employees), medium (21-100 employees) and large enterprises (more than 100 employees)

How does the dynamic nature of work within the construction industry impact on the work/life experiences of construction industry employees in SMEs and how do these experiences differ from those employed by larger construction companies and in SMEs in other industries?

The Impact of the Global Economic Downturn on Women

Grantor: Federal Office for Women

Research Team: Marian Baird (University of Sydney), Sara Charlesworth (RMIT), Rae Cooper (University of Sydney) & Alex Heron (University of Sydney)

This project draws primarily on targeted research conducted over a three month period in early 2010 to provide evidence-based commentary on what use was made of the opportunity to provide better jobs and improved gender equality in the recovery period following the GED. It aims to give voice to different individual women's experience of the GED. To that end the focus is not only on job loss or cuts in shifts and hours, but also on the unexpected and unexamined effects of the recession of a wide range of different groups of women. The project explores the impact of the GED from the perspectives of the women themselves - as well as from the perspectives of different employers, unions and employer associations.

SOCIAL WELFARE PROVISION AND POLICY

Australian Domestic Violence Public Policy: History, Discourse and Impact, 1985-2005

Grantor: Australian Research Council (Discovery Grant)

Chief Investigator: Suellen Murray (RMIT)

Domestic violence has significant costs to the community and this project will have national benefits by identifying effective policy directions. 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 for the past 20 years and analysing the range of approaches and their implications over this time. The project will provide better understandings of the ways in which domestic violence policy has developed over time and, in doing so, provide assistance to state, territory and federal governments in formulating future policy in this area. Various peer-reviewed journal articles have been published from this research and a book will be published in 2011.

150 Low Income Australians: A Group Biography over Time

Grantor: Australian Research Council (Linkage Grant)

Chief Investigator: John Murphy (University of Melbourne) Research Team: Suellen Murray (RMIT), Jenny Chalmers (UNSW, formerly RMIT), Greg Marston (University of Queensland), Belinda Probert (La Trobe University) and Mark Peel (Monash University)

Industry Partner: Jobs Australia

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.

A book arising from the research will be published in 2011.

Between State and World: A History of the National Council of Women of Australia 1931-2006.

Grantor: Australian Research Council (Discovery Grant)

Research Team: Adjunct Professor Judith Smart (RMIT), Professor Emerita Marian Quartly (Monash University)

This is an ARC-funded Linkage project, LP0883719 administered by the University of Melbourne, School of Historical and Philosophical Studies, in partnership with the National Council of Women of Australia. The National Council of Women of Australia was the principal force behind the exercise of mainstream Australian women's political citizenship across most of the twentieth century. The absence of a comprehensive history of this important peak body is a gap in current understandings of Australian women's activism. This project's primary aim is to rewrite the history of Australian feminism to demonstrate the evolution of national identity and the exercise of gendered citizenship in mainstream organisations refracted through the NCWA. It is due for completion at the end of 2011.

Women and Leadership in a Century of Australian Democracy

Grantor: Australian Research Council (Linkage Grant)

Research Team: Professor Patricia Grimshaw (University of Melbourne), Professor Joy Damousi (University of Melbourne), Professor Shurlee Swain (Australian Catholic University), Professor Marian Sawyer (Australian National University), Professor Anna Haebich (Griffith University), Associate Professor Christina Cregan (University of Melbourne) and Associate Professor Judith Smart (University of Melbourne and RMIT)

This is an ARC-funded Linkage project LP100200304 administered

by the University of Melbourne, School of Historical and Philosophical Studies, in partnership with the Museum of Australian Democracy, National Library of Australia, National Archives of Australia, National Film and Sound Archive, National Foundation for Australian Women, Australian Nursing Federation, and eScholarshi REsearch Centre at the University of Melbourne. The project promotes knowledge of women leaders in the past and present in a range of arenas, and disseminates its findings through the use of new technologies. The major outcomes will be at least 2 edited collections, a monograph and an eEncyclopedia. Smart and Swain are responsible for editing the encyclopedia and Smart is an editor of one of the collections. The project's inclusiveness and breadth will extend awareness of the effectiveness of women's leadership in many areas including Indigenous and migrant communities. By identifying the successful outcomes of women's leadership, the project will offer young students and women from diverse backgrounds understanding of active female participation in politics, organisations and communities, and encouragement to exercise their capacities for agency and action. Findings will reach women's advocacy groups including state and federal policy units.

History of the Women's Refuge Movement 1974 to 2004

Grantor: Australian Research Council (Linkage Grant)

Chief Investigators: Suellen Murray (RMIT) and Judith Smart (RMIT)

PhD Researcher (APAI): Jacqui Theobald

Industry Partner: Domestic Violence Victoria

Using a rich archive of source material and in-depth interviews, 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 doctoral student, Jacqui Theobald, began work on the project in 2007. The research will make a substantial contribution to the body of knowledge concerned with the history of domestic violence and these longer term perspectives will be beneficial to future policy and program development. Jacqui will submit her thesis in 2011.

Pathways into and out of Homelessness

Grantor: Australian Research Council (Linkage Grant)

Chief Investigators: Chris Chamberlain (RMIT) and Guy Johnson (RMIT)

Industry Partner: 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 researchers examined 5526 case histories at two housing agencies in inner Melbourne, and gathered information on 4291 homeless people. 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.

Breaking the Cycle: the Role of Housing and Support in Resolving Chronic Homelessness

Grantor: Australian Research Council (Linkage Grant)

Chief investigators: Chris Chamberlain (RMIT) and Guy Johnson (RMIT)

PhD Candidate (APAI): Naomi Bailey

Industry partner: Sacred Heart Mission

This is a longitudinal study of formerly chronically homeless people who are residents in a supportive housing facility in inner Melbourne. It will interview 40 residents twice over a 12 month period, analysing what factors enable people who have been chronically homeless to maintain their housing. The project will provide vital information on the best ways to assist chronically homeless people to remain housed and to address their social exclusion. It will enable policy makers and service providers to identify appropriate housing configurations and to develop support programs that better assist the chronically homeless.

Care Leavers, Access to Records and Identity

Grantor: University of Melbourne (from Australian Research Council (Linkage Grant))

Researcher: Suellen Murray (RMIT); Chief Investigator: Cathy Humphreys (University of Melbourne)

Industry Partners: Centre for Excellence in Child and Family Welfare, Department of Human Services, VACCA and others

This research is considering the impact of access to care records on the construction of care leavers' identity and their health and well-being. It is providing evidence of the significance of these records and documenting care leavers' experiences of seeking access to their care records. The research aims to inform improvements in record keeping, access and release of care records.

On the Margins: Caravan Park Dwellers and Boarding House Residents

Grantor: Department of Families, Housing, Community Services and Indigenous Affairs

Chief Investigators: Chris Chamberlain (RMIT) and David MacKenzie (Swinburne University)

This study will investigate the social characteristics and housing situation of people living in caravan parks and boarding houses. The study will involve a telephone survey of all caravan parks across Victoria, a review of the data available through the Victorian Boarding House Inspectorate, and field visits to boarding houses and caravan parks in 50 localities. The research will provide up-to-date information on changes in boarding houses and caravan parks across Victoria and investigate the feasibility of a national study.

The Role of the Street to Home Program in Providing Pathways out of Homelessness for Adult Rough Sleepers

Grantor: Department of Families, Housing, Community Services and Indigenous Affairs, The Salvation Army Crisis Services and HomeGround Services

Chief investigators: Chris Chamberlain (RMIT) and Guy Johnson (RMIT)

One of the headline goals in the Australian Government's White paper, *The Road Home*, is to offer supported accommodation to all rough sleepers who want it by 2020. The Streets to Home program is being implemented in each jurisdiction in order to advance this objective. The program is designed to assist people who have been sleeping rough to make the transition to sustainable supported housing. In Victoria, a consortium consisting of HomeGround Services, The Salvation Army Adult Services and The Salvation Army Crisis Services have been funded for three years to assist approximately 300 chronically homeless people into stable, sustainable housing. This project will undertake the evaluation of the Streets to Home initiative in Victoria.

Sociology in Australia: A Scoping Study

Grantor: The Australian Learning and Teaching Council (formerly the Carrick Institute for Learning and Teaching in Higher Education Limited)

Research Team: Helen Marshall (RMIT), Peter Robinson (formerly RMIT), John Germov (The University of Newcastle) and Eileen Clark (La Trobe University)

Endorsed by: The Australian Sociological Association (TASA).

The project aims to review and scope 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

Findings were presented at the 2009 TASA Annual Conference and a report, *Teaching Sociology in Australia: A Report to the Australian Learning and Teaching Council*, was released at the Conference.

Surveying HIV And Need Throughout the Unregulated Sex Industry (SHANTUSI)

Grantor: Inner South Community Health Service

Research Team: James Rowe (RMIT)

SHANTUSI - Surveying HIV and Need in the Unregulated Sex Industry - The SHANTUSI project was an action-research project that engaged with individuals in the unregulated sex industry to ascertain some understanding of levels of HIV as well as the broader notion of 'need' on the part of those involved. Field research was conducted over the course of 12 months and 145 individuals gave of their time and experiences to contribute to our understandings of the street-based sex market, migrant workers in the illicit sex market and individuals who negotiate the sale of sexual services via the internet.

While there were numerous key findings to emerge from SHANTUSI, the link between these findings was that those who are at risk of exposure to sexually transmissible disease and vulnerable to harm as a consequence of their involvement in the unregulated sex industry are not in such a position due to decisions or a 'lifestyle choice' they have made. Those whose lives are characterised by ill health, poverty, homelessness and drug dependence did not make 'choices' to survive by selling sex. Rather, their vulnerability is a result of inequality, disadvantage and abuse. Their lived experiences will only be addressed when policy recognises 'involuntary' involvement in the unregulated sex industry as a response to need.

Living Next to Street Sex Work

Grantor: City of Port Phillip

Research Team: James Rowe (RMIT)

Although the presence of St Kilda's street sex workers has been the subject of numerous studies and reports, there has been very little detailed and independent research conducted on the experiences of residents who live in areas of high sex work activity. This consultation paper was written to provide an overview of the experiences of residents' who live in the vicinity of street sex work activity and determine if more could be done to improve the livability of the St Kilda community. Because of the complexity of this issue, this project did not propose to find an 'answer' that met all parties expectations by addressing the problems associated with street sex work. Instead, the research sought to:

- Deliver detailed information on local residents' perspectives to Council, police, State Government, street sex workers, health and welfare agencies and the broader community
- Collect data exclusively from residents;
- Provide a very respectful, confidential method of collecting detailed experiences from a range of residents who live in the streets where street sex workers solicit;
- Model a respectful and inclusive method of discussing difficult social issues;
- Explore some practical steps for improvement that may arise from the consulting residents;

The project was coordinated and funded by the City of Port Phillip Council (CoPP).

PUBLIC SECTOR EVALUATION

Narrative Evaluation Action Research (NEAR) Project – Phase 4

Grantor: Department of Health

Chief Investigator: Yoland Wadsworth (RMIT)

Collaborator: Karen Goltz (DHS N&WMR), John Wiseman (University of Melbourne), Gai Wilson, Ani Wierenga (University of Melbourne)

The NEAR project was initiated in 2003 by the then Victorian Department of Human Services, Western Metropolitan Region as a workforce development project with a strong emphasis on reflective change-oriented practice.

The aim of the project has been to build the capacity of community health agencies to evaluate and report on their Integrated Health Promotion programming using strengthened narrative annual reporting. It is designed as a process to enable health promotion staff, practitioners, community members and management to have an increased opportunity to reflect upon their activities as part of annual work plan evaluation cycles. University collaborators have worked with more than 70 lead staff and management through the NEAR pilot Phase 1, 2 and 3. The current Phase 4 evaluation is scheduled for completion in 2010.

Provision of Specialist Consulting Program Logic

Grantor: Victoria Law Association

Consultant: Patricia Rogers (RMIT)

Strengthening Impact Evaluation for Learning and Development

Grantor: Global Action Network Net (GAN-Net), USA

Research Team: David Bonbright (Keystone Accountability, UK) and Patricia Rogers (RMIT)

GAN-Net's work focuses on innovation and further development of social innovations for scaling positive change in the world. This project is designed to broaden and deepen the range of rigorous methods and approaches to impact evaluation that are credible, readily accessible, and useable by those working in development. Patricia is one of the six expert writers engaged to produce a series of written inputs leading up to a peer-reviewed publication that consolidates the new generation of rigorous mixed-method approaches for impact planning and learning for development.

PALAMA (Public Administration Learning And Management Academy), South Africa, Evaluation of the Executive Development Program. 2010 – 2012

Australian Research Alliance for Children and Youth A research agenda for practice-based evidence, 2009-2010.

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

Grantor: University of South Australia

Research Team: Patricia Rogers (RMIT) and Kaye Stevens (RMIT)

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. It 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. Patricia was engaged to provide expert advice for the realist synthesis methodology for the project.

AusAID Reviewer of meta-evaluation system (for evaluating evaluation reports).2010

AusAID Peer reviewer, project evaluation reports. 2010

Building Practice Based Evidence through the Evaluation of Parenting and Early Childhood Intervention Programs

Grantor: Australian Research Alliance for Children and Youth

Research Team:

Professor Patricia Rogers
RMIT

Kaye Stevens
RMIT

Ass. Professor Susana Gavidia-Payne
RMIT

Andrew Anderson
Benevolent Society

Professor Jan Matthews
Parenting Research Centre/RMIT

Dr Naomi Hackworth
Parenting Research Centre

Leonie Symes
Centre for Community Child Health/Early Childhood Intervention Australia

Collaborative seed funding from the Australian Research Alliance for Children and Youth supported a collaboration involving RMIT, The Benevolent Society, the Parenting Research Centre and the Centre for Community Child Health to develop a research agenda for building practice based evidence about parenting and early childhood interventions through program evaluation. A 2 day workshop brought together researchers and practitioners with a range of perspectives to explore evaluation issues in parenting and early childhood programs, to identify priorities for longer term and more in depth collaborative research and to identify opportunities for collaborative research to build capacity for learning from practice. Practice based evidence is important for: learning about how to effectively translate evidence into practice; identifying and understanding innovative approaches; taking into account the impact of family values and priorities; and identifying differential outcomes for sub-groups of program participants.

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

PROVISION OF EXPERT ADVICE

NATIONAL

Analysis of Women & Employment Survey

Grantor: Security 4 Women

Consultant: Sara Charlesworth (RMIT)

Analysis of data from a Women and Employment survey undertaken by Security 4 Women in 2009 and the production of a written report and recommendations for action.

AES Conference workshop

Grantor: Australian Evaluation Society

Consultant: Patricia Rogers (RMIT)

National Library of Australia

Expert Advisory Group, Forgotten Australian Oral History Project.

Suellen Murray (RMIT), Invited Member

Department of Justice

Data Review Committee, Victorian Family Violence Database.

Suellen Murray (RMIT), Invited Member

NVivo Workshops

Evaluation of Special Needs Access Liaison Officer Projects

Grantor: Alzheimer's Australia

Consultant(s):

Kaye Stevens RMIT

Professor Patricia Rogers RMIT

Dr Carmel Laragy RMIT

Professor Chris Chamberlain RMIT

This evaluation will report on the effectiveness with which new Commonwealth funding is being used by Alzheimer's Australia to increase the inclusiveness of dementia services, particularly for people from CALD and Indigenous backgrounds and gay and lesbian people.

The evaluation will:

Assess project achievements and how the introduction of Service Access Liaison Officers has made a difference in awareness of dementia and access to services by special needs groups,

Examine the lessons learnt in the partnerships established between State and Territory Alzheimer's organisations with CALD, Indigenous and other communities.

Document and assess the effectiveness of resources developed to support this approach

Report on strategies for further developing Alzheimer's Australia's commitment to inclusion

Sexual Assault Workforce Development Project

Grantor: Centre Against Sexual Assault (CASA) House

Consultant: Suellen Murray (RMIT)

As part of new initiatives to increase support to victim/survivors of sexual assault, the Department of Human Services funds the development and delivery of training for new and advanced sexual assault workers in Victoria. CASA Forum Victorian Centre Against Sexual Assault Inc and CASA House forms a partnership with CASR to provide the training. Suellen has been engaged to provide expertise in the area of evaluation to ensure the curriculum is constantly improving. This project is ongoing until 2011.

INTERNATIONAL

International Development Research Centre (IDRC), Canada

IDRC is a Canadian Crown corporation that works in close collaboration with researchers from the developing world in their search for the means to build healthier, more equitable, and more prosperous societies. As part of the Speaker Series which was developed by IDRC to bring leading experts in the field of evaluation to the Centre, Patricia Rogers (RMIT) was contracted to lead a discussion on the implication of complexity for evaluation. She also provided in-depth discussion and consultation with IDRC staff on recipient-led evaluation and Impact Evaluation for Improving Development.

The Evaluators' Institute, The George Washington University, USA

A series of two-day evaluation courses were developed and delivered by Patricia Rogers (RMIT). The courses covered: Qualitative Data Analysis and Using Program Theory and Logic Models (held in California); xxxxxxx (Chicago); Using Program Theory & Logic Models and Qualitative Data Analysis (Washington DC and Ottawa);

United Nations Office of Internal Oversight Services. New York. 2010

Australian and New Zealand School of Government, Sydney, Australia. 2010

CONSULTING

Scoping Study for Attrition Study of Victorian Lawyers

Grantor: Victoria Law Foundation

Research Team: Sara Charlesworth (RMIT) and Iain Campbell (RMIT)

Collaborator: Victorian Women Lawyers

There is considerable concern, both on gender equality and business grounds, about the attrition of women lawyers from private practice in Victoria. 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. This project scopes the potential and design of a large scale attrition study of lawyers in private practice in Victoria. It will undertake cross sectional and longitudinal analyses by sex of the Legal Services Board practicing certificate data (1998 to 2008) and identify the most appropriate methodology for a detailed attrition study.

Minimum Daily Engagements for Casual Employees in Retail

Grantor: Shop Distributive and Allied Employees' Association (SDA)

Consultant: Iain Campbell (RMIT)

This involved preparation of an expert witness statement and testimony in a case before Vice-President Watson in the Fair Work Australia tribunal. The case involved an application by employer associations to vary the General Retail Industry Award 2010 by reducing the current three hour minimum daily engagement for casual employees. The expert witness statement covered topics such as the nature of casual employment, the principle and level of the minimum daily engagement and data on retail employment.

The provision of a research culture supporting postgraduate supervision is one of the central activities of the Centre. It concentrates this supervision in the University's Doctor of Philosophy, Honours and Master of Social Science within the areas of community, welfare and youth services; housing; social policy, practice and evaluation; work, gender and inequality.

Naomi Bailey (PhD)
Breaking the Cycle: the Role of Housing and Support in Resolving Chronic Homelessness
Supervisors: Chris Chamberlain and Guy Johnson

Tonia Bruhn (PhD)
Using a community of practice to support evidence uptake
Supervisor: Patricia Rogers

Kathryn Daley (PhD)
Problematic Youth Drug Use: Understanding Young People's Experiences
Supervisor: Chris Chamberlain

Kathy Douglas (PhD)
The Teaching of ADR in Selected Australian Law Schools: Towards Second-Generation Practice and Pedagogy
Supervisors: Sara Charlesworth and Helen Marshall

Noor Farida Fleming (PhD)
Balancing the tensions between learning and accountability in development evaluation: to what ends?
Supervisor: Patricia Rogers and John Fien

John Grove (PhD)
The use of systems approaches to evaluate the roll-out of antiretrovirals in Zambia
Supervisor: Patricia Rogers

Belinda Johnson (PhD)
How young women experience work and construct identity as fashion shop girls
Supervisors: Catherine McDonald and Sara Charlesworth

Alissa Lykhina (PhD)
Emotional and psychological abuse in non-physically violent intimate heterosexual relationships
Supervisors: Suellen Murray and Susan Costello

Theresa Lynch (PhD)
Understanding why women kill: Exploring the circumstances and motivations of why women kill friends, acquaintances and strangers (part-time)
Supervisor: Suellen Murray

Andrew McLean (PhD)
Male Sex Workers: Industry, Identity and the Internet
Supervisor: James Rowe

Miriam Mandryk (MSocSci - Policy and Human Services)
Adoption and identity issues: Changes in legislation and access to records
Supervisor: Suellen Murray

Robyn Martin (PhD)
Revolving or Evolving Doors: What Factors, Conditions and Contexts Promote Sustainable Pathways out of Homelessness For Women?
Supervisors: Suellen Murray and Chris Chamberlain

Maureen Murphy (Masters)
The health promoting schools approach and obesity prevention policy: Learnings for Victoria
Supervisor: James Rowe

Naomi Ngo (PhD)
The Experiences of Young Vietnamese-Australian Heroin Users Returning to their Homeland
Supervisor: Chris Chamberlain

Sharon Parkinson (PhD)
Insecurity: An employment and housing connection
Supervisors: Tony Dalton and Iain Campbell

Marilyn Small (MSocSci - Policy and Human Services)
Freedom of Information and access to personal records
Supervisor: Suellen Murray

Alice Stoakes (PhD)
Breaking Up Is Hard To Do: The Consequences of Marital and Cohabiting Dissolution on Relationship Specific Investments
Supervisors: Gavin Wood and Sara Charlesworth

Jacqui Theobald (PhD)
A History of the Victorian Women's Domestic Violence Services Movement: 1974-2005
Supervisors: Suellen Murray and Judith Smart

Books

Crawford, R., Smart, J. & Humphery, K. (eds), (2010) *Consumer Australia: Historical Perspectives*, Newcastle on Tyne, Cambridge Scholars Publishing.

Wadsworth, Y. (2010) *Building in Research and Evaluation: Human Inquiry for Living Systems*, Sydney, Allen & Unwin.

Book Chapters

Campbell, I. (2010) The Rise in Precarious Employment and Union Responses in Australia. In C. Thornley, S. Jefferys and B. Appay (Eds.) *Globalization and Precarious Forms of Production and Employment: Challenges for Workers and Unions* (pp 114-132), London: Edward Elgar.

Charlesworth, S. (2010) The Sex Discrimination Act: Advancing Gender Equality and Decent Work? in M Thornton (Ed) *Sex Discrimination in Uncertain Times* (pp 133-151) Canberra: ANU E Press.

Clarke, M. and Murray, S. (2010). The voices of international NGO staff. In M. Clarke, I. Fanany and S. Kenny (Eds), *Post-disaster Reconstruction: Lessons from Aceh* (pp. 155-185). London: Earthscan.

Crawford, R., Smart, J. & Humphery, K., (2010) Introduction, in Crawford, R., Smart, J. & Humphery, K. (eds), *Consumer Australia: Historical Perspectives* (pp 1–10) Newcastle on Tyne: Cambridge Scholars Publishing.

Rogers, P.J. and Goodrick, D. (2010) 'Qualitative Data Analysis' in J. Wholey, H. Hatry, K. Newcomer (eds) *The Handbook of Practical Program Evaluation*, San Francisco: Jossey-Bass.

Smart, J. (2010) The Housewives' Associations 1915–1950: Australia's First Consumer Organisations', in Crawford, R., Smart, J. & Humphery, K., (eds), *Consumer Australia: Historical Perspectives* (pp 75–96) Newcastle on Tyne: Cambridge Scholars Publishing.

Monographs and Reports

Baird, M., Charlesworth, S. Cooper, R and A Heron (2010) *Jobs, Women and the Global Economic Downturn: Taking off our rose-coloured glasses for the Office for Women*, Department of Families, Housing, Community Services and Indigenous Affairs.

Charlesworth, S and Campbell, I. (2010) *Report on a Scoping Study for an Attrition Study of Victorian Lawyers*, Centre for Applied Social Research, School of Global Studies, Social Science and Planning, RMIT University.

Charlesworth, S. (2010) *The Women and Employment Survey: Final Report*, Security4Women, Sydney.

Elsworth G., Gilbert J., Stevens K., Robinson P., & Rowe C., (2010). *Guidelines for the Development of Community Education, Awareness and Engagement Programs*, Australian Emergency Manuals Series, Manual 45. Commonwealth of Australia, Attorney-General's Department.

Haynes, K., Charlesworth, S., Baird, M., Campbell, I. and Bamberry, L. (2010) *Victorian Work and Life Survey (VicWAL); Technical report* Centre for Applied Social Research, RMIT University, Melbourne.

Haynes, K., Charlesworth, S., Baird, M., Campbell, I. and Bamberry, L. (2010) *Preliminary results of the VicWAL survey: Report 1: Regional differences in employment conditions, job quality, caring responsibilities and work-life balance*. Centre for Applied Social Research, RMIT University, Melbourne.

Rogers, P., Stevens, K. & Valibhoy, M., (2010) *Draft research agenda for building practice based evidence through the evaluation of parenting and early childhood intervention programs*.

Valibhoy, M., Stevens, K. & Rogers, P. (2010), *Building practice based evidence through the evaluation of parenting and early childhood intervention programs Workshop Report*.

Journal Articles

Chamberlain, C. (2010) 'Can we reach the 2013 target?' *Parity*, 23(2), 12-13.

Chamberlain, C. (2010) 'Rough sleepers, sheds and improvised dwellings', *Around the House, Shelter NSW*, 83, 3-4.

Charlesworth, S. (2010) The regulation of paid care workers' wages and conditions in the non-profit sector: A Toronto case study in *Relations Industrielles/Industrial Relations* 65(3), 380-399.

Murray, S. (2010). Taking the toys from the boys: Feminism and Australian women's peace activism in the 1980s. *Australian Feminist Studies*, 25(63): 3-15.

Smart, J. (2010) The Politics of the Small Purse: The Mobilization of Housewives in Interwar Australia', *International Labor and Working Class History*, vol. 77, no. 1, pp. 48-68.

Conference Papers and Seminar Presentations

Baird, M., Charlesworth S, and Heron A (2010) 'Flexible and part-time work in Australia: some responses to the need for worklife balance', English version of presentation by Alexandra Heron to the International Conference on 'Egalite homes/femmes et articulation travail/famille: vers un nouveau modele?', Paris, 30 September-1 October 2010.

Baird, M, Cooper, R. Charlesworth, S. (2010) Panel presentation 'The impact of the downturn on Australian women' 9th European congress of the International Industrial Relations Association (IIRA), Copenhagen, 28 June-1 July.

Campbell, I. and Tham, J-C (2010). 'The Expansion of Temporary Migrant Labour in Australia: Some Implications', in A. Barnes, N. Balhava and G. Lafferty (Eds.), *Work in Progress, Crises, Choices and Continuity*. Proceedings of the 24th AIRAANZ Conference, Sydney, Trades Hall.

Campbell, I. and Tham, J-C (2010). The Expansion of Temporary Migrant Labour in Australia: Some Implications, AIRAANZ Conference, Sydney Trades Hall, 3-5 February.

Campbell, I. (2010). Working conditions of temporary migrant workers in Australia: Who's vulnerable?, Workshop on 'Temporary Migrant Work and Social Justice', University of Melbourne, Melbourne, 7 April.

Campbell, I. (2010). Untangling the autonomy paradox: Why do employees work extra unpaid hours in their jobs?, UWA, Perth 17 June.

Campbell, I. and van Wanrooy, B. (2010). Pressures and paradoxes: Why do some employees work extra unpaid hours in their jobs?, WES Conference, Brighton, 7-9 September.

Campbell, I. and van Wanrooy, B. (2010). Long Working Hours: Investigating the Content of Working-Time Preferences, ERU Conference on 'Ideas at Work: Ideational Research in Employment Relations' Cardiff, 13-14 September.

Charlesworth, S. (2010) Gender equality in paid work: the state of play with equal pay, Australian Services Union National Women's Conference, 24 & 25 March, Melbourne.

Charlesworth, S., McDonald, P, Cerise, S (2010) "It's not sexual harassment but..." legal and other understandings of sexual harassment in the workplace' Research paper presentation to Our Work Our Lives 3rd National Conference August 12-13, Darwin

Charlesworth, S, Baird, M. and Bamberly, L. (2010) 'Is the grass greener? Preliminary findings from the VicWal Survey' presentation to the 24th Association of Industrial Relations Academics of Australian and New Zealand (AIRAANZ) Conference 3-5 February, Sydney.

Charlesworth, S (2010) 'Sacrificing Workers? The curious case of salary sacrificing in community services' presentation to the 24th Association of Industrial Relations Academics of Australian and New Zealand (AIRAANZ) Conference, Sydney, 3-5 February.

Goddard, J., Duncalf, Z. & Murray, S. (2010). Access to childcare records: A comparative analysis of UK and Australian policy and practice. Social Policy Association Conference, Lincoln, UK, July.

Murray, S. (2010). Domestic violence and Australian public policy: A brief review of the past thirty years. Australasian Social Welfare History Workshop, Sydney, February.

Rogers, P. (2010) 'Evaluating partnerships' Keynote address to the 2010 Conference of the Australian Health Promotion Association, Melbourne.

Smart, J. (2010) 'Champion of the Impossible: Ada Norris', Biographies of Women Leaders Conference, Melbourne, November.

Stevens, K. (2010) The Influence of Place Based Factors on Program Outcomes, presented at the Building Practice Based Evidence through Program Evaluation workshop.

Stevens, K. (2010) Building practice-based evidence through program evaluation – a proposed research agenda for practice-based evidence in parenting and early childhood programs. An Australian Research Alliance for Children and Youth Access Seminar presented with Patricia Rogers.

Wadsworth, Y. (2010) Action research for life – An integral practice-based epistemology for (truly) living systems, for the World Congress of Action Learning and Participatory Action Research, Bayview Eden Hotel, 9 September, Melbourne.

Wadsworth, Y. (2010) Clients/Consumers as researchers–Co-inquiring with resource partners for (truly) living systems, Keynote to National Disability Services' Quality Systems conference, Bell Ridges Hotel, 14 April, Melbourne.

Wadsworth, Y. (2010) Transdisciplinary thinking for living human systems – A brief case study, Joint Workshop for Defence Human Sciences Symposium (DHSS) and Defence Operations Science Symposium (DORS), held Defence Science Technology Organisation (DSTO), 13 October, Edinburgh, South Australia.

Invited Presentations

Campbell, I. (2010). Invited discussant paper on The legacy of the Howard government's employment laws, Melbourne, 3 August.

Campbell, I. (2010). Invited commentator, Author meets critics, for E. Webster, R. Lambert and A. Bezuidenhout, Grounding Globalization, WES Conference, Brighton, 7-9 September.

Campbell, I. (2010). Labour restructuring, casual work and spaces of regulation, invited presentation for a research forum on Cities and Social Inequalities, 50th Anniversary of Geography, University of Melbourne, 8 October.

Chamberlain, C. (2010) 'Housing and Homelessness', Catholic Social Services Conference, Canberra, 8-10 February (invited panel member).

Chamberlain, C. (2010) 'Rough Sleepers', Prime Minister's Council on Homelessness, Sydney, February 15-16.

Chamberlain, C. (2010) 'Can the Targets be Met?' Forum organised by Homelessness Australia and the Council to Homeless Persons', Melbourne, 30 April.

Chamberlain, C. (2010) 'Youth Homelessness', Capital City Local Learning and Employment Network, Melbourne, 20 May.

Chamberlain, C. and Johnson, G. (2010), 'Pathways into Adult Homelessness', Department of Human Services Research Seminar Series, Melbourne, 1 June.

Chamberlain, C. and MacKenzie (2010), 'Counting the Homeless: the Way Forward', 6th National Homelessness Conference, Brisbane, 1-3 September.

Charlesworth, S. (2010) invited presentation 'Gender and Paid Care Work' to the Care, Social Inclusion & Citizenship Symposium Brotherhood of St Laurence, Fitzroy, 25 October.

Charlesworth, S (2010) invited lecture 'Australian Anti-Discrimination Law and Systems' to the Dutch Equal Treatment Commission, Utrecht, 25 May.

Charlesworth S (2010) Expert Group Meeting on Using the Optional Protocol to CEDAW to Address Violations of Women's Rights in Australia, Melbourne 7 September 2010. Invited by Public Interest Law Clearing House and Human Rights Law Resource Centre.

Rogers, P. (2010) Fitting the key to the lock - addressing the nature of the intervention and the specific evaluation task. 2010 Impact Evaluation of Programs that Address Global Environmental Change, International Research Institute for Climate and Society, New York.

Rogers, P. (2010) What works for whom in what circumstances - methods for complicated and complex interventions, 2010 Impact Evaluation of Programs that Address Global Environmental Change, International Research Institute for Climate and Society, New York.

Rogers, P. (2010) Impact Evaluation for Development: Why, When and How, 2010, Why Learning 'What Works' is Often not Enough: Dealing with Complication and Complexity, 2010 I and Impact Evaluations without Comparison Groups, 2010 Impact Evaluation Design Clinic, Interaction and the International Initiative for Impact Evaluation, Washington, DC.

Smart, J. & Quartly, M., (2010) A Respectable Radicalism: The Mainstream Feminist Movement in Australia, presented to the National Council of Women of NSW, October.

Working Papers

Charlesworth, S. and Marshall, H. (2010) 'Strategies to Attract and Retain Paid Care Workers: Some Paradoxical Effects' School of Global Studies, Social Science & Planning Working Paper Series, No 8, RMIT University, Melbourne.

Media Citations as Expert

- Campbell, I. (2010, 22 May) Family-friendly working “a myth”. The Age.
- Campbell, I. (2010, 29 March) Growth in Australia's underemployment rate. The Australian.
- Campbell, I. (2010, 16 March) Young jobless bear brunt of economy's slide. ABC News.
- Campbell, I. (2010, 15 February) Falling unemployment rates. MX (Australia).
- Chamberlain, C. (2010, 3 August) Counting Homeless People on Census Night. Interview with Simon Beaumont on 6PR (Perth).
- Chamberlain, C. (2010, 17 May) Will the State Governments rise to the challenge of homelessness? Reportage Online.
- Charlesworth, S. (2010, 31 October) ACTU chief angles her pitch to young workers. Sunday Telegraph.
- Charlesworth, S. (2010, 30 October) Unwanted attention. The Sydney Morning Herald.
- Charlesworth, S. (2010, 31 August) Paid Parental Leave. ABC 702 Sydney Mornings.
- Charlesworth, S. (2010, 20 July) Family-Friendly Policies. ABC Radio National Australia Talks.
- Charlesworth, S. (2010, 7 July) Small business wants exemption from pregnancy discrimination laws. Australian Broadcasting Corporation (ABC) News.
- Charlesworth, S. (2010, 7 July) When beauty doesn't pay at work. Infotech Weekly.
- Charlesworth, S. (2010, 19 June) Now women can be mothers and work, too. The Sydney Morning Herald.
- Charlesworth, S. (2010, 15 June) Plain truth about the wages of beauty. Australian Financial Review.
- Charlesworth, S. (2010, 11 June) Rallies in bid to better women's lot. The Age.
- Charlesworth, S. (2010, 2 March) Unions step up equal pay fight. The Age.
- Charlesworth, S. (2010, 17 January) Holiday care is not a black and white issue for working mums. Sunday Age.
- Marshall, H. (2010, 1 March) Sociology teaching. Campus Review.

Teaching

Suellen Murray taught the post-graduate Research Strategies course (HUSO 1222/2079/2112) in Semester 1, 2010, and coordinated and taught it in Semester 2, 2010.

Guest Lecturing

- Chamberlain, C. (2010) Lecture on 'Homeless Youth and Health', Young People and Health, HWSS 2095, RMIT University, 15 March.
- Chamberlain, C. (2010) Lecture and seminar on 'Homelessness: Issues of Definition and Enumeration', Critical Youth Issues: Young People Now, HWSS 2166, RMIT University, 15 September.
- Chamberlain, C. (2010) Lecture and seminar on 'Introduction to Youth Homelessness' Critical Youth Issues: Young People Now, HWSS 2166, RMIT University, 22 September.
- Chamberlain, C. (2010) Lecture on 'Mixed Methods', Research Methods, HUSO 2181, RMIT University, 28 September.
- Chamberlain, C. (2010) Lecture on 'Housing and Homelessness', Social Work Field Analysis, HWSS 1134, RMIT University, 30 September.
- Charlesworth, S. (2010) Lecture on Paid Parental Leave & Gender Equality at Work' for GSSSP Bachelor of Social Science Comparing Policy 12 April.
- Charlesworth, S. (2010) Lecture on Contemporary Management Issues on the topic of "A Key Contemporary Management Issues- Pay Equity"? 19 March.
- Wadsworth, Y. (2010) Mastery class workshop 'Action research and systems thinking', for the World Congress of Action Learning and Action Research (with Professor Danny Burns from the UK), 4 September.
- Wadsworth, Y. (2010) Collaborative and Action Research postgraduate one-day Module 7 for Research Strategies HUSO 2079/1222, RMIT University, 8 May.

For the period of 1st January 2010 to
31 December 2010

Income	2010
Research grants income	
ARC (discovery and linkage)	236,405
Industry:	
Government	101,402
NGOs	80,026
International	230,730
Commercial income	
National	1,200
International	112,461
Other income	
Institutional grants scheme	38,624
Research infrastructure block grant	25,428
Miscellaneous income (publication, scholarship and awards)	-
Accumulated funds*	163,950
Total income	826,276[#]
Expenditure	
Salaries and on-costs	613,348
Consumable materials	15,278
Minor equipment, repairs and hire	6,410
Communication costs	4,108
Administrative expenses	529
Publications and printing expenses	909
Travel and motor vehicle expenses	58,473
Staff administration costs (meeting/conferences and consultancy services)	99,144
Finance, legal and other	-83,467
Facility expenses	38
Grants to other institutions	0
Postgraduate scholarships allowances	32,495
Total expenditure	770,502
Operating result Surplus/(Deficit)	55,774

*Surplus carried forward to 01 January 2010.

[#]Income not including deferred funds of \$469,121 from current research contracts.

