

CASR

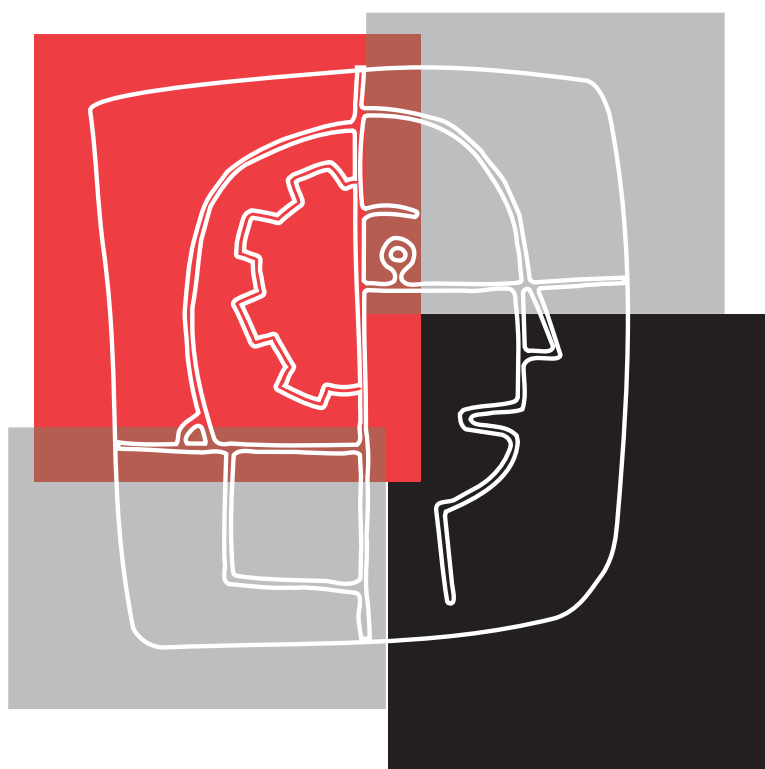
Annual Report
2004

Centre for Applied Social Research



Centre for Applied Social Research (CASR)

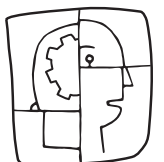
Annual Report 2004



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What a year 2004 turned out to be!

The Centre grew both in the number of staff members and research activity. While we appeared to be bursting out of our current office location in Building 22, negotiations and plans were well under way for our new home. Our new location is in Building 15, Level 4, North End. I commenced work with CASR in April, and my first major task was to oversee this relocation. After many sleepless nights, and a few grey hairs, the first half of the Centre moved to a temporary location in Building 15, Level 2 in June. This was followed by a big move in August, with those on Level 2 moving up to Level 4, and the remaining staff from Building 22 coming across. I certainly could not have done this alone. I had the un-tiring support of Mark Newman, Administrative Manager, School of Social Science and Planning. Together we tackled the numerous hurdles of organising removalists, furniture manufacturers, and other everyday services. My thanks to Mark and CASR for their patience and understanding during this stressful time. Many thanks for the support from the School for making this happen.

In 2004, we said goodbye to Dr Greg Marston who left to take up a continuing academic position at the University of Queensland. As John Murphy's ARC grant was coming to an end, we farewelled the project's research assistant, Ms Natalie Myers, who was moving onto postgraduate studies at Melbourne University. Finally, Associate Professor John Murphy announced his resignation at Christmas.

New faces in the centre include Greg's replacement Dr Suellen Murray. With the start of eight new ARC grants (six Discovery and two Linkage projects), three additional research staff were employed. They were, Dr Kerri Whittenbury, who is working on an ARC grant with Sara Charlesworth; Dr Jenny Chalmers who is linked with Iain Campbell's ARC grants; and Ms Ferne Edwards, who is a research assistant on Kim Humphery's ARC grant.

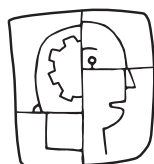
CASR warmly welcomed numerous international guests during 2004. Iain Campbell invited Brendan Burchell from the University of Cambridge UK, and Professor Jill Rubery from the University of Manchester UK, to participate in an Expert Workshop on the quality of part-time work (see page 22). Our other international guest was Professor Francis Green from the University of Kent UK, whose interest lies in the trends in job satisfaction and the changing nature of jobs (see page 23). On a local level, Associate Professor Carol Bacchi was one of our most popular guests speaking about her approach to understanding social problems (see page 23). CASR staff often present papers outside of the Centre (see page 18-19). This activity enriches the Centre's knowledge hub and builds bridges with our industry and community partners.

I would like to mention the support we receive from the School. The most obvious is the financial component. This comes in numerous forms from covering a percentage of the Director's and my salary, but there is also the administrative support. This includes support for one-off events such as the Building 15 move, right down to the every day functioning of the Centre.

Lastly, I would like to highlight CASR's contribution to the School. Numerous CASR staff act as supervisors to undergraduate and postgraduate students and offer their expertise as guest lecturers (see page 20).

In 2005, we hope to have additional staff, growth in research, build stronger ties with industry and provide increased teaching and learning support within the School.

Rose Scasni
Centre Coordinator



Associate Professor Chris Chamberlain became Director of CASR at the end of April, 2005. Chris was previously in the Australian Housing and Urban Research Institute at RMIT, and before that he was Head of Sociology at Monash University (1999-2001). Chris is 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.

I should like to congratulate my predecessor, Associate Professor John Murphy, who has become Deputy Director of the Australian Centre at the University of Melbourne. John taught history and politics in the School of Social Science and Planning at RMIT for many years. In August 2001, he became Director of the Centre for Applied Social Research and he held this position until April 2005. John made a huge contribution to the School of Social Science and Planning and to the Centre for Applied Social Research. John will be missed by his many friends and colleagues across the School.

One indication of John's influence is that he led the Centre of Applied Social Research during a period of substantial growth. In 2001, CASR had four staff and an annual budget of about \$380,000. In 2004, there were 12 staff, and the budget was \$1.1 million. In 2004, CASR had eight new Australian Research Council (ARC) projects (six discovery and two linkage grants), as well as four ongoing ARC projects. In 2003 and 2004, CASR also carried out many contract research projects, commissioned by such organisations as: the Australian Council of Trade Unions, Hume City Council, the Association of Neighbourhood Houses and Learning Centres, the Salvation Army Crisis Services, the Uniting Care Connections Board of Governance, and the Fitzroy Learning Network. John Murphy was instrumental in building CASR's research strength during his years as Director.

Expertise in CASR

One group of colleagues in CASR have particular expertise in the changing character of the labour market. They are Dr Iain Campbell, Dr Sara Charlesworth, Dr Jenny Chalmers, Dr Kerri Whittenbury, Ms. Robyn May and Ms. Sheree Cartwright. Their research interests include: women's position in the labour market; the impact of anti-discrimination law on the workplace; work and family balance issues; industrial relations; casualisation; working hours; and quality part-time work.

Another group of colleagues focus on the changing nature of the welfare system. They are Assoc. Prof. Chris Chamberlain, Dr Suellen Murray, Dr Louise Humpage and Dr James Rowe. They have particular expertise in: the enumeration of the homeless population; issues related to domestic violence policy; the history of the women's refuge movement; research focusing on persons with disabilities and their families; Indigenous affairs and refugee policy and issues related to drugs policy, sex workers and health issues.

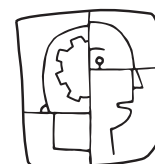
There is a vibrant research culture in the Centre for Applied Social Research. Since my arrival I have been impressed by how well my colleagues work together and support each other in their various endeavours. Despite this, the research centre faces a number of challenges.

Funding: ARC and RIF

Most social science research centres have unstable funding regimes, because they are dependent upon success at the ARC and success in attracting contract research. The success rate for ARC linkage applications nationally is 50 per cent, and the success rate for ARC discovery applications is 30 per cent. In addition, policy oriented research centres such as CASR usually find it difficult to attract lucrative research contracts, because our clients are often welfare and community agencies that are not well resourced. One consequence of unstable funding is that it is difficult to keep good research staff, because they are attracted to tenured teaching positions that offer greater security.

Colleagues in CASR have a strong track record of success with ARC grant applications. We have 12 ongoing ARC projects. At the time of writing, we are waiting to hear the outcome of three linkage applications from the November 2004 round and four discovery applications from the February 2005 round. A successful ARC project attracts 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.

However, ARC grants cannot be used to pay the salaries of chief investigators. RMIT University



has wisely developed a Research Investment Fund strategy, known colloquially as 'RIF funding'. From 2002, RIF funding has covered the salaries of three staff members in CASR. This funding is highly appreciated.

However, RIF funding is allocated on an annual basis, and the decision to continue RIF funding is sometimes made shortly before one round of RIF funding is about to expire. This strategy has the consequence of maximising uncertainty for research staff whose contracts are dependent upon RIF. It takes about one year to design a research project in the social sciences and to gain funding. Most projects take another two to three years to carry out, and another year will elapse before the final results are published in scholarly journals. The allocation of RIF funding on an annual basis is:

- (1) out of kilter with the time lines of projects in the social sciences, and
- (2) generates uncertainty amongst research staff who have an outstanding track of ARC success.

As Director of CASR, I want to maintain our excellent record of ARC success. This means improving the contracts of senior research staff, so they will not be attracted to tenured positions in other universities. I will be pushing strongly for RIF funding to be allocated on a four year cycle to those centres that have a track record of ARC success.

Contract research

CASR also needs to have a judicious balance between contract research (which has the potential to generate profit and cover many of the centre's running costs), and ARC research (which generates prestige, but does not pay chief investigators' salaries). Here, CASR's record is also strong.

In 2005, CASR will undertake an evaluation of the Salvation Army's Access Health Centre which provides services for street based IV drug users, carried out by Dr James Rowe. In conjunction with the Australian Centre for the Study of Sexual Assault, CASR will carry out a project for the Victorian Office of Women's Policy and the Victoria Police. This research involves the analysis of police sexual assault case files (Dr Suellen Murray). There will also be a project for the Salvation Army on Social Indicators and Regional Profiles', carried out in conjunction with the Australian Housing and Urban Research Institute (AHURI). Recently, CASR has signed a contract with World Vision Australia (WVA) for a project entitled 'After the Tsunami' (Dr Louise Humpage and Dr Suellen Murray). This will document the experiences of WVA staff while assisting with tsunami relief in Sri Lanka and Indonesia.

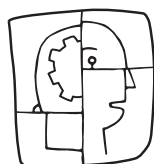
The future

CASR is an established research centre with a track record of ARC success and substantial contract research. This augurs well for the future, although there are clearly challenges ahead. The Commonwealth Government has proposed changes to higher education - known colloquially as 'the Nelson reforms' - which will be announced later this year. At the time of writing, it is believed that the research output of universities will be assessed in terms of 'quality' and 'community impact'. The Centre for Applied Social Research at RMIT is well positioned to demonstrate both the quality of its research and also its 'community impact' in a range of policy areas.

However, the Council for the Humanities and Social Sciences (CHASS) is pushing for 'capacity' to be included as a third criterion. If 'capacity' is included, there may well be discussion within the university about new strategic alliances to demonstrate 'capacity'. It has been suggested that RMIT may have a couple of research clusters that have an 'international reputation', and possibly four research areas that are of 'national significance'. The social science disciplines have the potential to demonstrate this sort of research capacity, if they make strategic alliances that bring together areas of research strength. I think this can be achieved and CASR will be involved in these discussions. I am optimistic about the future.



Chris Chamberlain
Director



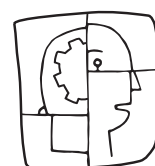
Objectives and Strategies

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, and
- To provide postgraduate research students with the opportunity to be involved in CASR's interdisciplinary research activities.

The Centre maintains an emphasis on balancing peer-reviewed competitive grant research with contract research for industry partners and community agencies.

The Centre for Applied Social Research (CASR) is a research centre committed to having vibrant links with its environment. These links include relationships with the School of 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.



CASR Staff in 2004

Associate Professor John Murphy
CASR Director

Dr Iain Campbell
Senior Research Fellow

Dr Sara Charlesworth
Research Fellow

Dr Jenny Chalmers
Senior Research Associate

Dr Suellen Murray
Research Fellow

Dr James Rowe
Post-doctoral Fellow

Dr Kerri Whittenbury
Research Associate

Dr Louise Humpage
Post-doctoral Fellow

Ms Natalie Myers
Research Assistant

Ms Ferne Edwards
Research Assistant

Ms Rose Scasni
Centre Coordinator

We saw some significant staff changes at the end of 2003 and the beginning of 2004. At the start of 2004, Dr Greg Marston took up a continuing academic position at the University of Queensland. Greg's replacement, Dr Suellen Murray, comes from the Victorian Department of Justice and before that from Edith Cowan University.

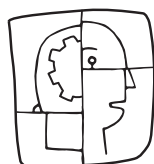
Following our success with winning ARC Grants, we recruited two new research staff early in 2004: Dr Kerri Whittenbury came to us from the Rural Research Centre at Charles Sturt University and Dr Jenny Chalmers came from the Social Policy Research Centre at the University of New South Wales.

With both CASR and AHURI expanding, the administrative workload increased substantially. Early in 2004 our Centre Coordinator, Serena Lim, took up the position as Coordinator of AHURI (Australian Housing and Urban Research Institute). CASR's new Centre Coordinator is Ms Rose Scasni.

From July 2004, Ms Ferne Edwards was appointed to work on Dr Kim Humphery's ARC Discovery Grant. At the end of 2004 we saw the departure of Natalie Myers and the announcement of John Murphy's resignation.

Two new ARC Linkage Grants commenced early in 2005 and we employed two new researchers. They were Ms Robyn May who previously worked at Victoria University, Wellington, and prior to that at the London School of Economics. The other new research assistant is Ms Sheree Cartwright. She is involved with the new ARC grant "Work-Life Integration: Developing the 'Dual Agenda' in Theory and Practice".

CASR employs postgraduate research students for sessional work, like Emmanuel Peeters, to assist during the frantic ARC application period. Emmanuel also contributed to preparing the School's DEST publications submission to RMIT's Research & Innovation Office.



Academics Associated with CASR

CASR has associations with many researchers both within and beyond RMIT. Those who were most closely associated during 2004 and were involved in CASR research projects, included:

Associate Research Fellows

Professor Belinda Probert
Pro-Vice Chancellor Academic
University of Western Australia

Emeritus Professor Martin Mowbray
Associate Research Fellow

Emeritus Professor Lois Bryson
Associate Research Fellow

Dr Greg Marston
University of Queensland

School Staff Associated with CASR

Professor Mike Berry
Urban Studies & Public Policy (AHURI)

Associate Professor Linda Briskman
Social Work

Associate Professor Chris Chamberlain
Housing and Urban Research (AHURI)

Associate Professor Tony Dalton
Social Science

Dr Kim Humphery
Social Science

Associate Professor Jock McCulloch
Social Science

Associate Professor Pavla Miller
Social Science

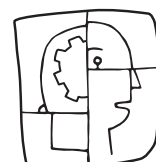
Associate Professor Bob Pease
Coordinator- Postgraduate Research

Associate Professor Judith Smart
Social Science

Professor Rob Watts
Social Policy

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Advisory Committee

In line with the Guidelines for RMIT Research Centres Policy, CASR created an Advisory Committee in 2004. The first meeting was held in February 2005. The members of the advisory committee in 2005 are:

RMIT internal appointments

Professor Neil Furlong
Pro Vice-Chancellor,
Research and Innovation

Professor Bruce Wilson
Head of School,
School of 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

Professor Megan-Jane Johnstone
Professor of Nursing,
School of Health Sciences

External appointments

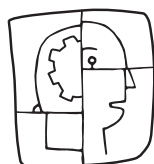
Dr. Michael Bittman
Research Fellow,
Social Policy Research Centre,
University of New South Wales

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

Ms. Jeanette Pope
Research Manager,
Strategic Policy & Research Division,
Department for Victorian Communities

Mr. David Thompson
Chief Executive Officer,
Jobs Australia

Ms. Cath Bowtell
Industrial Officer,
Australian Council of Trade Unions



Research Projects

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

ARC Projects

Continuing Projects:

ARC Discovery Project. The Other Welfare State: The Non-Government Welfare Sector in Victoria 1945-1995

This project is investigating the history and development of the non-government welfare sector in Victoria in the half-century following 1945. Through archival research and oral histories, the project consists of case studies of four key faith-based agencies, as a lens through which to examine how the sector has related to governments and how it has imagined its purposes and its 'clients'. Little attention has been given to the post-war history of this sector in Australia, but its escalating role today in service delivery is reflected in an international literature on the changing role of non-government organisations within modern welfare regimes. The project is being conducted by John Murphy.

ARC Linkage Project. A Longitudinal Study of the Housing Stability of the Homeless in Victoria

This is a partnership with a consortium of five housing agencies, led by Argyle Street Housing Services, with the primary research being conducted by Guy Johnson as a PhD candidate, supervised by Tony Dalton and Chris Chamberlain. The project is funded by an Australian Research Council Linkage Grant (APA[I]) from 2002 to 2004.

ARC Linkage Project. Girls, Empowerment and Markets in Education

This project was funded by an Australian Research Council Linkage Grant and supports a PhD student from 2002 to 2004. It is being conducted in collaboration with MacRobertson Girls' High School, and the primary research is being conducted by Pauline Parker, supervised by Pavla Miller and Judith Smart.

ARC Linkage Project. Professional Discretion in Child and Youth Welfare Services

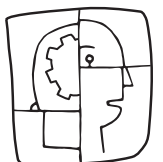
This project is in partnership with MacKillop Family Services, and is funded by an Australian Research Council Linkage Grant (APA[II]) from 2001 to 2004. The primary research is being conducted by Nick Halfpenny as a PhD candidate, with supervision by Linda Briskman in collaboration with Victoria University of Technology.

New ARC Projects, 2004:

In late 2003, CASR was successful in winning eight new ARC grants (six Discovery Grants and two Linkage Grant), out of a total of 19 new Grants won by the University.

ARC Discovery Project. Anti-Consumerism in the Contemporary West

This project investigates contemporary critiques of Western consumption emanating from within Western societies themselves. Divided into three interconnecting research themes, the project offers a selective review of recent media and intellectual commentary on the consequences of consumption, a brief documentation of recent 'anti-consumption' activism in Europe, North America and Australasia, and an Australian-based ethnographic exploration of how people limit consumption activities within contemporary everyday life. The project will culminate in a book-length study, representing one of the first attempts to fully document how 'Western consumerism' is currently being challenged by intellectuals, social movement activists and 'consumers' themselves. Kim Humphrey is conducting this project.





ARC Discovery Project. Asbestos: The History of a Commodity

This is the first world history of the asbestos industry and its social impact. It investigates key aspects of the mineral's life story in regard to mining, manufacture, medical discovery, labour, social movements, the law and the state. The project is theoretically innovative in linking the distinct bodies of knowledge that flow from each of those sites. It also raises significant questions that cannot be answered within separate disciplines. The resulting book and articles will provide practical tools for those seeking improved working conditions and assist those seeking legal redress for asbestos related disease. Jock McCulloch is conducting this project.

ARC Discovery Project. Casual Employees and Trade Union Representation in Australia: An Analysis of Channels and Barriers to Effective Trade Union Representation

This study aims to describe and explain the barriers and channels to effective representation of casual workers in Australian unions, using analysis of ABS data, a survey of casual workers, semi-structured interviews with union officials, and case-studies of union campaigns. The study offers an innovative multi-disciplinary framework for analysis of two of the most significant and interlocking trends affecting Australian workplaces: the growth of casual work and the decline of union influence. Outcomes will include published contributions to the international academic literature on labour restructuring and union renewal and a policy-oriented discussion paper for an Australian audience. Iain Campbell is conducting this project.

ARC Discovery Project. Migrant Masculinities: The Impact of Migration on Gender Identity among Immigrant Men from Non-English speaking backgrounds in Australia.

This research project proposes a comparative inquiry into the subjectivities of men who have migrated to Australia from six culturally diverse regions of the world. It intends to investigate the effects of migration on the (re)construction of male gender identity and men's attitudes in relation to women. In understanding the ways in which men from other cultures negotiate what it means to be a man in Australia, it will fill a major and increasingly important gap in our knowledge about contemporary masculinity and it will make a significant contribution to an understanding of the gendered dimensions of the migration experience. This project is being conducted by Bob Pease.

ARC Discovery Project. The Quality of Part-Time Employment in Australia: Dimensions, Prospects and Policy

Part-time employment is an important and growing phenomenon in Australia, as in most OECD countries. While research has focused on the quantity of part-time employment, the key dimension of quality has been neglected. This project is developing a sophisticated conceptual framework for assessing the quality of part-time employment, drawing on cross-national comparisons and using a gender systems approach. It is producing a comprehensive and practical assessment of the quality of part-time employment in Australia, including two detailed industry case studies. Finally, the project is evaluating the main policy paths for improving the quality of part-time employment. The project is being conducted by Iain Campbell, Jenny Chalmers and Sara Charlesworth.

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 is examining workplace discourses around sex discrimination through a range of industry case studies. It will contribute 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 provide practical guidance for human right agencies. It is being conducted by Sara Charlesworth.

ARC Linkage Project. Ethnographies of Housing: Exploring the Role of Housing Officers in Public Housing Service Provision.

This research examines the everyday practice of public housing officers working in the Victorian Office of Housing. It is funded by the ARC with an APA(I) scholarship from 2004 to 2006, in partnership with the Victorian Office of Housing in the Department of Human Services. The project aims to analyse the ways that workers exercise discretion, and the patterns of meanings that they construct, through their interactions with clients, departmental managers and other human service providers. The PhD student is Tony Chalkley and the project is supervised by Tony Dalton and Rob Watts.

ARC Linkage Project. Policing and Quality Part-Time Work: Constraints and Options

Research suggests that a major barrier to retaining women both in sworn and unsworn positions in police work is the limited provision and uptake of part-time work. A related impediment is the conditions associated with the part-time work available in policing services. This project uses an action research approach to analyse the constraints on and options for ensuring that part-time work within Victoria Police is good 'quality' work. The project outcomes will contribute to better theoretical and organisational understandings of the dimensions of quality in the implementation of part-time work in public policing and in other organisational contexts. The project is being conducted by Sara Charlesworth, Kerri Whittenbury and Iain Campbell.

New ARC Projects, 2005:

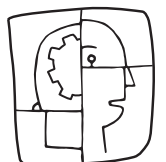
During 2004, CASR was successful in winning 2 new ARC Linkage grants. Both projects are in collaboration with other Universities.

ARC Linkage Project. Low Paid Services Employment in Australia Dimensions, Causes, Effects and Responses

Iain Campbell is working with Barbara Pocock, Susan Oakley (both University of Adelaide) John Buchanan and Ian Watson (both University of Sydney), in collaboration with the Brotherhood of St Lawrence, the Liquor Hospitality and Miscellaneous Workers Union, the Labor Councils of NSW and South Australia and the Victorian Trades Hall Council on this four year project. The project brings together academic researchers, with those who assist and advocate for the low paid in both the union and welfare sectors, to develop understanding about low paid services sector work in Australia. The project goes beyond existing theoretical and empirical work by examining intersecting wage and welfare system effects, through a gendered, spatial, longitudinal, and household analysis. The project examines the dynamic interactions of the labour market, welfare system, community and family structures, in representative household types, analysing relationships between low pay and social exclusion in the growing services sector, and evaluating policy responses. The project will start July 2005.

ARC Linkage Project. Work-Life Integration: Developing the 'Dual Agenda' in Theory and Practice

Sara Charlesworth is working with Marian Baird from Sydney University, in collaboration with Sydney Water and Holden on this two year project. This project addresses the reconciliation of requirements for organisational efficiency with employee needs to balance work, personal and family life. Current research indicates that the adoption of standard 'family-friendly' policies is hindered by traditional, gendered work processes, organisational norms and structures. A new approach called the 'dual agenda' for change is advocated to resolve this problem. The project tests the application of the 'dual agenda' in two large Australian organisations. The data produced will identify policies and processes which meet the 'dual agenda' of gender equitable, improved work-life outcomes for employees and improved business outcomes for organisations. The project will commence early in 2005.



Contract 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.

Some of the contract projects listed here continued into 2005.

Access Health: Towards Best Practice in Primary Health Care

The project aim was to design a framework for ongoing evaluation of Access Health, a primary health care facility established for marginalised and vulnerable populations in the City of Port Phillip. Firstly, the evaluation will assist staff by identifying areas in which the delivery of services could be improved. The ongoing nature of the evaluation will ensure that further issues will continue to be identified and addressed as they arise. Secondly, data was collected for the purpose of measuring the facility's performance, i.e. that it leads to better health outcomes for its clientele. The framework has been designed so that data pertaining to additional areas of client wellbeing (e.g. their accommodation) can be generated. It is being conducted by James Rowe.

ACTU Work and Family Test Case

Iain Campbell and Sara Charlesworth began this project for the ACTU during 2003 on work and family trends, including labour force participation, leave entitlements, access to quality part-time work, and changes in household formation and composition, as part of a test case before the Industrial Relations Commission. The research was presented in a report, entitled Background Report: Key Work and Family Trends in Australia, which has been available since May 2004 on CASR's website. The research was further supplemented in testimony before a Full Bench of the Industrial Relations Commission in September 2004.

An Analysis of Police Investigations into Sexual Assault

This project, commenced in November 2004 and running until September 2005, is identifying the factors that most influence the outcomes of investigations of rapes reported to Victoria Police over a three-year period, 2000-2001 to 2002-2003. Suellen Murray is coordinating the project, and is contracted to undertake this work by the Australian Centre for the Study of Sexual Assault at the Australian Institute of Family Studies. The project is funded by the Department of Victorian Communities' Office of Women's Policy having been identified as a research priority by the State-wide Steering Committee to Reduce Sexual Assault.

Beyond Stereotypes: Righting the Research Imbalance

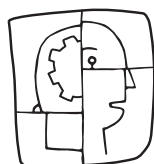
This was a qualitative research project based upon a number of interviews with individuals who are 'functioning' injecting drug users, meaning those who inject drugs but maintain employment and/or private accommodation. The data from this research will address significant knowledge gaps and better inform policy makers about the realities of drug use. It will also be used to question those stereotypes associated with injecting drug users upon which many prohibitionist policies continue to rest. The research was conducted by James Rowe.

Building a Future Together: Research into Poverty in Hume City Council

This research was commissioned by Hume City Council (HCC). It investigated the experiences and conditions of poverty and disadvantage in the municipality, with a view to developing strategies and community development projects to improve the circumstances of Hume City's most disadvantaged citizens. It was conducted by John Murphy, James Rowe and Kate Connelly, with Dr Mark Peel from Monash University. The project began in late 2003. The report was launched by former Premier John Cain in March 2004 and is available on the City of Hume's website.

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Casualisation: Policy Options

Iain Campbell, together with Barbara Pocock (University of Adelaide) and John Buchanan (ACIRRT, University of Sydney), conducted research for the Chifley Research Centre on policy options for a federal government in dealing with the issue of casual and part-time employment. The project involved workshops in three states in 2003. The final report, which includes background on the problem of casualisation and its causes, is entitled *Securing Quality Employment: Policy Options for Casual and Part-time Workers in Australia*. It was released, together with detail on the Labor Party policy at federal level, in April 2004 and is available on the Chifley Research Centre website (www.chifley.org.au). An academic article based on the research appeared in the *Australian Bulletin of Labour* in 2004.

Community and Participant Outcomes at Neighbourhood Houses and Learning Centres

This project is being conducted for the Association of Neighbourhood Houses and Learning Centres, and is funded by the Department of Human Services. The aim is to analyse quantitative and qualitative data in order to demonstrate the effectiveness of the sector, and describe the outcomes it generates, particularly for participants at Neighbourhood Houses, as well as the wider community. It is being conducted by Louise Humpage and Natalie Myers and is due for completion early 2005.

Comparative Assessment of Perpetrator Programs

This project, which evaluated "Programs for Perpetrators of Domestic Violence", was undertaken by the University of South Australia on behalf of the Commonwealth. Bob Pease was one of the approved consultants to the project. The consultancy on perpetrator programs was published in 2004, *A Comparative Assessment of good Practice in Programs for Men Who Use Violence Against Female Partners*. Partnerships Against Domestic Violence, Office of the Status of Women, 2004.

Evaluating the Achievements and Potential of the SPAN Volunteer Tutor Program

This project was an evaluation of the volunteer tutor program at SPAN Neighbourhood House in Thornbury, which provides English tutoring to refugees, asylum seekers and migrants. It was conducted by Natalie Myers and James Rowe.

Literature Review for the Victorian Parliamentary Drugs & Crime Prevention Committee

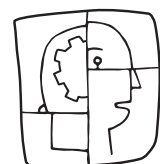
James Rowe was contracted to prepare a literature review for the Victorian Parliamentary Drugs & Crime Prevention Committee. The review has largely been used in the *Inquiry Into Strategies To Reduce Harmful Alcohol Consumption* discussion paper. This was published in October 2004.

My Mother, Your Sister, Our Daughter ... Sex Work, Survival and Stories from the Street

This project addresses pathways into street-based sex work, the compulsion to continue to engage in sex work despite the dangers, and the potential means by which these dangers might be minimised. It does so from the perspective of the workers who will take part in qualitative interviews. Despite the best intentions of researchers, service providers and community organisations, only sex workers can explain the personal circumstances that have led them to street-based sex work. Ethics approval for this project was granted in November 2003 and it is scheduled to run through 2004/05. It is being conducted by James Rowe.

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Opening the Door to our Community: A Framework for Engaging Victoria's Newest Residents – Refugees, Temporary Protection Visa Holders and Asylum Seekers

This project was conducted with the Fitzroy Learning Network and was funded by the Adult Community and Further Education Board. It was conducted by Louise Humpage, and was completed in March 2004. The resulting report proposes a framework for addressing barriers to resettlement based on the experiences and successful outcomes generated by an inner-urban service provider, the Fitzroy Learning Network. In particular, the framework addresses the need to prepare for potential 'emergency' situations - for example, the widespread granting (or refusal) of permanent protection to TPV holders - by proposing the adoption of improved funding mechanisms that will better support the work of organisations working with the refugee sector.

Performance Monitoring and Indigenous Disadvantage in Australia and New Zealand

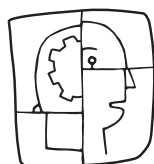
This project will analyse the similarities and differences between initiatives aiming to improve performance monitoring in relation to indigenous disadvantage, which have been adopted in both Australia and New Zealand since 1999. This project is being done by Louise Humpage and will run from July to September 2004.

Review and Update of Flexible Work Options Kit

Sara Charlesworth and Leonie Morgan were contracted by the Victorian Department of Education and Training to review and update the Flexible Work Options: Achieving work-life balance Kit that they had researched and developed for the Department in 1998.

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Other Projects

Other projects include projects that are self funded or funded from internal sources.

Australian Domestic Violence Policy

The first Australian refuges that identified domestic violence as a reason for women and children leaving their homes were established just over thirty years ago and, since then, women's refuges have been a major force in promoting social change around domestic violence. This project, undertaken by Suellen Murray, investigates some of these changes and, in particular, considers the gendering of Australian domestic violence policy through which attempts have been made to place domestic violence within a framework of violence against women and wider understandings of gender inequality.

Families and Care of Children with Disabilities.

In 2004, Suellen Murray undertook qualitative research which presented case studies of families of children with severe disabilities, highlighting their financial situation, workforce status, participation in the wider community and their engagement with the welfare system. A paper based on this research was presented at a conference in the UK in March 2005.

Harm Minimisation Vs. Zero Tolerance and Beyond: The Politics of Illicit Drugs in Australia

This book was co-edited by James Rowe and Dr Phillip Mendes from the Department of Social Work at Monash University. The book looked at drug policy from a range of perspectives that seek to move beyond the ideological division between those who favour the extension of harm minimisation/harm reduction policies and those who advocate zero tolerance policies and define drug use as a criminal/moral issue. In addition to the editors, contributors include Dr Alex Wodak, Harry Herbert of the Uniting Church, journalist Daniel Hoare and Dr John Fitzgerald. The book is a critique of the zero tolerance ideas that currently dominate the Howard Government's drug policy agenda. However, it also offers an opportunity to explore alternative perspectives that go beyond existing policy proposals.

Indigenous Capacity Building in Australia and New Zealand

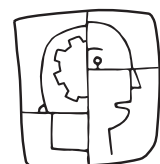
This project aims to fill a gap in the literature by analysing the similarities and differences between the capacity building initiatives adopted in Australia and New Zealand over the last five years. This project was conducted by Louise Humpage.

Mainstreaming Crisis Accommodation Responses to Indigenous Family Violence

The focus of this project was to consider the issues of access and outcomes for Indigenous families who make use of Indigenous-specific and mainstream crisis accommodation services. This project, funded by the Supported Accommodation Assistance Program, was managed by the Women's Domestic Violence Crisis Service Victoria. Heather Fraser and Sara Charlesworth were on the project committee overseeing this work.

What 'Everyone Knows' about Poverty and Welfare

This project investigates current attitudes to poverty and welfare in Australia, as well as historical changes in those attitudes. Through a large program of interviews and community meetings, as well as through document analysis, the researchers will examine how people who are not poor understand and interpret those who are, and how these interpretations have changed over time. They also seek to understand how attitudes are formed and how they might be re-formed through debate. To investigate contemporary definitions of fairness, social justice and welfare, the project will also investigate the principles that citizens want to see reflected in their governments' approach to these issues. The project began as a pilot project in late 2003, preparatory to an ARC Discovery Grant submission intended for February 2005. The project is being conducted by John Murphy and Mark Peel from Monash University.





Publications

Research Reports

- Campbell, I., Watson, I. and Buchanan, J. (2004) 'Temporary agency work in Australia (Part I)', in J. Burgess and J. Connell eds., *International Perspectives on Temporary Agency Work*, London, Routledge, 129-144.
- Humpage, L. (2004) *Opening Doors to Our Community: A Framework for Engaging Victoria's Newest Residents - Refugees, Temporary Protection Visa Holders and Asylum Seekers*, Centre for Applied Social Research, RMIT University, Melbourne.
- Pocock, B., Buchanan, J. and Campbell, I. (2004) *Securing Quality Employment: Policy Options for Casual and Part-time Workers in Australia*, Sydney, Chifley Research Centre, www.chifley.org.au
- Campbell, I. and Charlesworth, S. (2004) *Background Report: Key Work and Family Trends in Australia*, Melbourne, Centre for Applied Social Research, RMIT University, Melbourne.

Books

- Charlesworth, S. and Fastenau, M. (eds), (2004), *Women and Work: Current RMIT University Research*, RMIT Publishing, Melbourne.
- Rowe, J. & Mendes P. (2004) (eds) *Harm Minimisation vs. Zero Tolerance: The Politics of Illicit Drug Policy in Australia*, Pearson Education, Melbourne.

Book Chapters

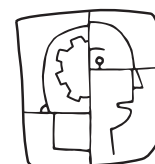
- Humpage, L. (2004) 'Liabilities and Assets: The Maori Affairs Balance Sheet' in Spoonley, P., Macpherson C., and Pearson, D., (eds), *Tangata Tangata: The Changing Ethnic Contours of New Zealand*, Thomson/Dunmore Press, 25-42.
- McCulloch, J. (2004) 'Empire and Violence 1900-1939' in Levine, P., (ed), *Gender and Empire*, Oxford, 220-239.
- Miller, P. (2004) 'Gender and education before and after mass schooling', in Meade, T.A. and Wiesner-Hanks, M. E., *A Companion to Gender History*, Blackwell, 129-145.
- Pease, B. (2004) 'Decentring White Men: Critical Reflections on Masculinity and White Studies', in Moreton-Robinson A., *Whitening Race: Essays in Social and Cultural Criticism*, Aboriginal Studies Press, 119-130.
- Rowe, J. (2004) 'Evidence, expedience and the politics of marijuana' in Rowe, J. & Mendes P. (eds) *Harm Minimisation vs. Zero Tolerance: The Politics of Illicit Drug Policy in Australia*, Pearson Education, Melbourne.
- Rowe, J. & Mendes P. (2004) 'The politics of illicit drugs' in Rowe, J. & Mendes P. (eds) *Harm Minimisation vs. Zero Tolerance: The Politics of Illicit Drug Policy in Australia*, Pearson Education, Melbourne.
- Rowe, J. (2004) 'Towards a 'thoughtful' sociology of drug use: involving drug users in policy making' in Rowe, J. & Mendes P. (eds) *Harm Minimisation vs. Zero Tolerance: The Politics of Illicit Drug Policy in Australia*, Pearson Education, Melbourne.

Journal Articles

- Berry, M., Dalton, T. (2004), 'Housing prices and policy dilemmas: a peculiarly Australian problem?', *Urban Policy and Research*, Vol 22 No 1, 69-91.
- Campbell, I. (2004) 'Casual Work and Casualisation: How Does Australia Compare?', *Labour and Industry* 15 (2), 85-111.
- Charlesworth, H. and Charlesworth S. (2004), 'The Sex Discrimination Act and International Law' *University of NSW Law Journal*, 27 (3), 858-865.
- Dalton, T. and Rowe, J. (2004). 'A wasting resource: Public housing and drug use in inner-city Melbourne', *Housing Studies*, Vol 19 No 2, 229-244.
- Humpage, L. (2004). 'UnAustralian? Commonwealth Policy and Refugees on Temporary Protection Visas', *Just Policy*, October (33), 26-33.
- Humpage, L. and Marston, G. (2004). 'Contested Belonging: Temporary Protection Visa in Australia', *Refuge: Canada's Periodical on Refugees: Special Issue - Betwixt and Between: Refugees and Stateless Persons in Limbo*, Vol 22 No 2, 67-76.
- Humpage, L. (2004) 'Throwing the Baby out with the Bathwater?: Contradictions in Government Policy Regarding Refugees on Temporary Protection Visas , Social Inclusion and Social Cohesion in Australia', *Knowledge, Capitalism, Critique: Proceedings of the Sociological Association of Aotearoa (New Zealand) Conference*, Auckland: Auckland University of Technology. Online at <http://saan.zscience.org.nz/Quality.htm>
- Marston, G. (2004). 'Managerialism and public housing reform', *Housing Studies*, Vol 19 No 1, 5-20.
- McCulloch, J. (2004). 'Double Standards: The multinational asbestos industry and asbestos-related disease in South Africa', *International Journal of Health Services*, Vol 32 No 4, 663-679.
- McCulloch, J. (2004). 'Chrysophiles versus Chrysophobes: The white asbestos controversy, 1950-2004', *Isis: International review devoted to the history of science and its cultural influences*, Vol 92 No 2, 239-259.
- Miller, P. (2004). 'Demography and gender regimes: the case of Italians and ethnic traditions', *Journal of Population Research*, Vol 21 No 2, 199-222.
- Murphy, J. and Probert, B. (2004). 'Anything for the house: recollections of post-war suburban dreaming', *Australian Historical Studies*, October (124), 275-293.
- Pocock, B., Buchanan, J. and Campbell, I. (2004) 'Meeting the Challenge of Casual Work in Australia: Evidence, Past Treatment and Future Policy', *Australian Bulletin of Labour* 30 (1):16-32.
- Rowe, J. (2004) 'From Needles and Syringes to Care and Counselling: The Need for Innovative Primary Health Care to Meet the Needs of Street-Based Injecting Drug Users' *Australian Journal of Primary Health*, Vol. 10(1).

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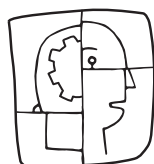
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Conference and Seminar Presentations

- Campbell, I. Presentation on 'publications' to post-graduate forum, *annual conference of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ)*, Noosa, February 3-6 2004.
- Campbell, I. Paper (with Barbara Pocock and John Buchanan) on "'New" Industrial Relations? Meeting the Challenge of Casual Work in Australia', *annual conference of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ)*, Noosa, February 3-6 2004.
- Campbell, I. Paper on 'Employer Pressures and Overtime: Exploring the Causes of Extended Working Hours in Australia', *International Symposium on Working Time (ISWT) Conference*, Paris, February 26-28 2004.
- Campbell, I. Presentation on 'Meeting the Challenge of Casual Employment', *staff seminar series*, School of Social Science & Planning, Melbourne, RMIT, May 7 2004.
- Campbell, I. Paper on 'Trade Unions and Temporary Employment' for *International Working Party on Labour Market Segmentation (IWPLMS) conference*, Brisbane, July 22-24 2004.
- Campbell, I. Presentation on 'Casual Employment and Casualisation: Defining the Problem and Exploring a Few Regulatory Solutions', *invited talk to Industrial Relations Society of Western Australia*, Perth, September 15 2004.
- Campbell, I. Presentation on 'Employer Pressure and Overtime', *staff seminar*, UWA, Perth, September 17 2004.
- Campbell, I. Presentation on 'Fragmented Futures: Casualisation in Australia', *Labour History seminar*, New International Bookshop, Melbourne, October 13 2004.
- Campbell, I. Paper (with Pete Brosnan) 'Why are Casual Work and Casualisation Less Significant in New Zealand than in Australia?', *Labour, Employment and Work conference*, Wellington, NZ, November 22-23 2004.
- Charlesworth, S. 'Equal Pay: What's the State of Play and What Can We Do About It', *VTHC International Women's Day Breakfast*, March 3 2004.
- Charlesworth, S. 'Work/Life Balance: A Research/Evidence-Based Perspective', *Work & Family Balance Week*, Royal Women's Hospital & Royal Children's Hospital, March 29-30 2004.
- Charlesworth, S. 'The Context and Drivers of Paid Maternity Leave in "Best Practice" Australian Workplaces', *2004 Curtin Women's Program*, Curtin University, June 3 2004.
- Charlesworth, S. 'The Contexts and Drivers of Paid Maternity Leave Provision in "Best Practice" Australian Workplaces', *Work - life balance across the life course international conference*, Edinburgh University, Edinburgh June 30 - July 2 2004.
- Charlesworth, S. 'Contributions and Limitations of the SDA at the Workplace Level', *Women, Work and Equity: A Special Forum to mark the 20th Anniversary of the Sex Discrimination Act*, Darlington Centre, University of Sydney, August 3 2004.
- Charlesworth, S. 'The Work/Family Debate: Working for or against Gender Equality in the Workplace?', *Centre for Public Policy*, University of Melbourne, November 16 2004.
- Charlesworth, S. 'The Challenge of Equal Pay', *Industrial Relations Victoria*, November 19 2004.



- Humpage, L. 'Contested Belonging: Temporary Protection in Australia', *ISA RC 05/32 Conference: Racisms, Sexisms and Contemporary Politics of Belonging*, London, August 25-27 2004.
- Humpage, L. 'Social Inclusion and the Politics of Indigenous Self-Determination', *Dialogues Across Cultures Conference*, Melbourne, November 11-14 2004.
- Murphy, J. with Peel, M. 'Poverty, respect and social inclusion', *VCOSS Congress*, August 4-6 2004.
- Murphy, J. 'The 150 low-income Australians research project', *Jobs Australia National Conference*, October 11-13 2004.
- Rowe, J. 'Primary Health Care and street-based drug users' at the *15th International Conference on the Reduction of Drug-Related Harm*, Melbourne, April 20-24 2004.
- Rowe, J. 'The Needle and the Silver Spoon', *ANEX (Association of Needle and Syringe Programs) People, Practice, Evidence Conference*, Melbourne, July 21-22 2004.

Academic Supervision of Students

- Campbell, I. is second supervisor for Sharon Parkinson. "Precarious employment and housing instability: understanding the connection". Sharon is currently studying for her PhD in the School of Social Science & Planning, RMIT.
- Charlesworth, S. is first supervisor for Sheree Cartwright. "Women's decision making about paid work and family after childbirth". Sheree is currently studying for her PhD in the School of Social Science & Planning, RMIT.
- Charlesworth, S. is supervising Alice Stoakes "Steering a Course: Balancing Work, Family and Welfare", B.Soc.Sci. (Hons), RMIT.
- Humpage, L. is a consultant to Alperhan Babacan. "Citizenship Rights in a Global World: A comparative Analysis of Refugee and Asylum Seeker Laws and Policies in Australia, Canada and New Zealand, 1970-2002". Alperhan is currently studying for his PhD in the School of Social Science & Planning, RMIT.
- Humpage, L. is supervising Peter Sprekos. "Social capital and people with an intellectual disability", B.Soc.Sci. (Hons), RMIT.
- Murphy, J. is first supervisor for Lisa Harris. "Individual, capital or community: an exploration of what makes us click on-line to the net". Lisa is currently studying for her PhD in the School of Social Science & Planning, RMIT.
- Murphy, J. is first supervisor for Gerard Hughes. "Imposing on the rural: the activity and perceptions of globalisation in a rural town". Gerard is currently studying for his PhD in the School of Social Science & Planning, RMIT.
- Murphy, J. is first supervisor for Sybil Nolan. "Robert Menzies and The Age: a relationship in Liberalism". Sybil is currently studying for her PhD in the School of Social Science & Planning, RMIT.
- Murphy, J. is first supervisor for Peter Robinson. "What ageing means to homosexual men in Australia". Peter is currently studying for his PhD in the School of Social Science & Planning, RMIT.



Murphy, J. is first supervisor for Hilary Sawyer. "One fundamental value: young unemployed people's views about work, unemployment and Mutual Obligation". Hilary is currently studying for her PhD in the School of Social Science & Planning, RMIT.

Murray, S. supervised Madeleine Miller. "Everybody knows them: Young women and sexual health services in rural communities", B.Soc.Sci. (Hons), RMIT.

Murray, S. is supervising Jenny-Lynn Potter. "The application of Health Impact Assessment to women's refuge responses to the Victorian state government's integrated approach to family violence.", Minor thesis in Master of Social Science (Policy and Human Services), RMIT.

Rowe, J. supervised Brent Lyon-Lees. "What Did Happen to that Policy of the Labor Government? A Chronicle of the Bracks Government's Attempt to Introduce a Safe Injecting Facility in Melbourne's Central Business District". B.Soc.Sci. (Hons), RMIT.

Rowe, J. supervised Christina Sadowski. "What's the Risk? Supporting Street Based Drug-Injecting Young Females to Address Risk Factors", Completed Minor Masters Thesis in 2004. Master of Social Science (Policy and Human Services), RMIT.

Guest Lecturing

Chalmers, J. for RMIT, School of Social Science & Planning, Policy Analysis 4 (Masters in Social Science - Policy and Human Services), Lecturer Kate Driscoll.

Humpage, L. for RMIT, School of Social Science & Planning, Indigenous Studies, Lecturer Linda Briskman.

Humpage, L. for RMIT, School of Social Science & Planning, Research Methods, Lecturer Kate Driscoll.

Murray, S. for RMIT, School of Social Science & Planning, Gender, Policy and the State, Lecturer Pavla Miller.

Rowe, J. for RMIT, School of Social Science & Planning, Policy Making Processes (3rd & 4th Year students), Lecturer Kate Driscoll.

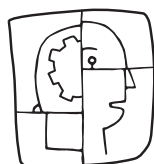
Rowe, J. for RMIT, School of Social Science & Planning, Policy Making Processes (1st Year students), Lecturer Kate Driscoll.

Rowe, J. for RMIT, School of Social Science & Planning, Policy Analysis 4 (Masters in Social Science - Policy and Human Services) Lecturer Kate Driscoll.

Rowe, J. for Monash University, School of Political and Social Inquiry and WAGE speaker series 'Bridging the solitudes: Towards a structural perspective on illicit drugs policy'.

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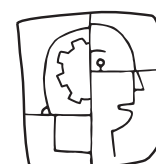


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Higher Degree Research Students Associated with CASR

Alperhan BABACAN	PhD APA	Citizenship rights in a global world: A comparative analysis of asylum seeker laws and policies in Australia, Canada and NZ
Sheree CARTWRIGHT	PhD	Women's decision making about paid work and family after childbirth
Tony CHALKLEY	PhD	Ethnographies of housing: exploring the role of housing officers in Public Housing service provision
Nicholas HALFPENNY	PhD APA(I)	Professional discretion in child and youth services: the impact of the contract state
Lisa HARRIS	PhD APA	Individual, capital or community: an exploration of what makes us click on-line to the net
Gerard HUGHES	PhD APA	Imposing on the rural: the activity and perceptions of globalisation in a rural town
Guy JOHNSON	PhD APA(I)	A longitudinal study of the housing stability of the homeless in Victoria
Sybil NOLAN	PhD	Robert Menzies and The Age: a relationship in Liberalism
Pauline PARKER	PhD APA(I)	A History of MacRobertson Girls High School
Emmanuel PEETERS	PhD APA	How do social security participants experience Mutual Obligation? Interrogating the discourses of recent welfare reforms
Peter ROBINSON	PhD APA	What ageing means to homosexual men in Australia
Hilary SAWER	PhD APA	'One fundamental value': young unemployed people's views about work, unemployment and Mutual Obligation

CASR staff also regularly participate in the School of Social Science and Planning's Higher Degree Research Panels and Post Graduate Research Conferences.



During 2004, CASR's work included a number of events that continued to build our links with community partners, and with wider policy communities.

February:

Conference: "Women and Work Conference: Current RMIT Research"

The first annual Women and Work Conference was held on February 19th. The idea of the conference came from the many discussions between Sara Charlesworth, CASR, and Maureen Fastenau, School of Management, who wondered "how many other academics at RMIT were exploring various aspects of women and work and would enjoy an opportunity to discuss their work with others sharing their interest?" After an expression of interest, the conference was born. Fifteen papers were presented on the day to an enthusiastic audience. Key note speaker was Belinda Probert.

July:

Invited Expert Workshop: "The Quality of Part-Time Work"

On July 19th CASR hosted a workshop with two international guest speakers, Brendan Burchell and Jill Rubery. Brendan Burchell is a Senior Lecturer from the Faculty of Social and Political Sciences, University of Cambridge, UK. His topic, "The Quality of Part-Time Work: Evidence from the European Working Conditions Survey" was the starting off point for a day of stimulating discussion around the quality of part-time work.

The workshop continued with topics about: The male breadwinner model; What do we mean by quality?; Wages and conditions; Regulatory frameworks. The day was rounded off with a discussion by Professor Jill Rubery, "The changing employment relation and the implications for quality part-time work". Jill is from the University of Manchester, where she is the Professor of Comparative Employment Systems, and holds the Directorship of the European Work and Employment Research Centre.

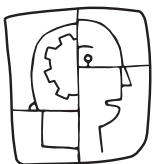
Workshop: "Social policy in an election era: Barbecue stoppers, tax cuts, welfare-as-work and employment creation"

Only July 29th a joint workshop was hosted jointly by CASR and the Victorian Council of Social Service (VCOSS). The purpose of this workshop was to stimulate strategic discussion within the welfare sector, based on anticipating what will (and will not) be on the agenda of the forthcoming federal election. This workshop produced a healthy attendance and lively debates. The morning session centred around "What's on the election agenda: work/family; tax cuts; services". The panel included Alison McClelland and Sara Charlesworth and was chaired by Lois Bryson. The midday session "What's not on the agenda: welfare reform, poverty, employment" was chaired by John Murphy and speakers included Jenny Chalmers, Peter Saunders and Ian Wilson. It was finished with a plenary discussion led by Cath Smith titled "The welfare sector and strategies for influencing debates".

August:

Conference: "Work Interrupted 2004 - Casual and insecure employment in Australia"

This one day conference was held on August 2nd. The event brought together leaders in business, unions, academia, the media and national policy makers to examine the impact of casual and insecure work on Australian workers, business and the economy. CASR was the primary organiser and the event was jointly sponsored by the ACTU, CASR and The Age.



The topics covered included:

- “Casual Employment: A qualitative Analysis of National Archetypes and Their Personal, Household and Community Features” Barbara Pocock
- “Casual Employment: International Comparisons and Other Models” Iain Campbell
- “Issues for Business and Unions” Sharan Burrows and Cheryll Woolard
- “Skills, Productivity and Economic Issues Relating to Casual Employment” John Buchanan

October:

Event: Anti-Poverty Week 2004 - Victorian Opening Event

On October 18th, CASR supported the Victorian Opening Event of Anti-Poverty Week 2004. Speakers included Father Joe Caddy, Catholic Social Services; Professor Julian Disney, National Chair of Anti-Poverty Week; Sandie de Wolf, Berry Street Victoria; and Reverend Tim Costello, World Vision Australia.

Seminar: “What’s the problem (represented to be)? An approach to Policy

Associate Professor Carol Bacchi presented a seminar on October 29th. The event was extremely popular and well received by the attendees. Carol is from the University of Adelaide. She is the author of several books including *Women, Policy and Politics: The Construction of Policy Problems* (Sage 1999), *The Politics of Affirmative Action: ‘Women’, Equality and Category Politics* (Sage 1996), and *Same Difference: Feminism and Sexual Difference* (Allen & Unwin 1990). For this presentation, Carol discussed the approach outlined in *Women, Policy and Politics*, using domestic violence and pay equity as exemplars.

December:

Seminar: “Trends in job satisfaction and the changing nature of jobs - evidence from the UK and Germany”

Professor Francis Green’s visit was sponsored by the Quality of Part-time Work project, conducted by Iain Campbell and Jenny Chalmers. The event was held on December 7th.

The seminar had three main topic areas,

- considering whether changes in reported job satisfaction reveal changes in the well-being of workers,
- describes the average level of job satisfaction over time in a number of industrialised countries over recent decades, and
- pursues an inquiry into potential explanations for declines in job satisfaction in two countries, Britain and Germany.

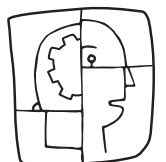
Francis is a Professor of Economics at the University of Kent, UK. His research focuses on political economy and on labour economics, with special interests in skills, training, work quality and industrial relations issues.

Event: Launch of the monograph “Women & Work: Current RMIT University Research”

On December 16th, the monograph, “Women & Work: Current RMIT University Research” was launched. The papers were chosen to illustrate the diversity of research around women and work that is being carried out at RMIT University. The event was launched by Suzette Mitchell, Executive Director of the International Women’s Development Agency. Due to the success of the conference and monograph, discussions are underway for the second annual Women & Work Conference to be held around September 2005.

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Financial Report for 2004 and 2003

For the period of 1st January 2004 to 31 December 2004

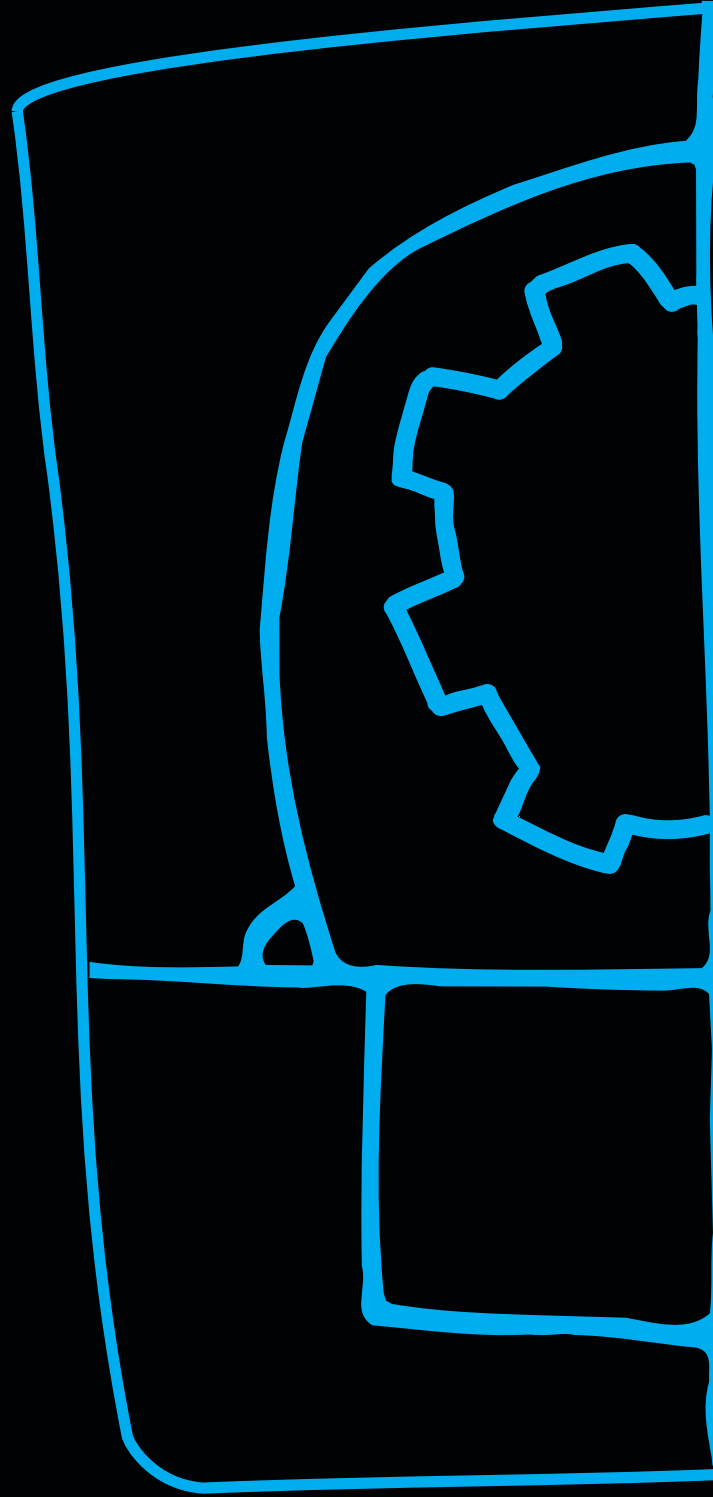
INCOME	2004	2003
ARC (Discovery & Linkage)	473,896	172,205
Research Contracts	75,518	158,239
Conference income	30,395	502
Research Investment Fund*	239,292	171,000
Institutional Grants Scheme	36,221	21,925
Research Infrastructure Block Grant	42,469	40,646
Miscellaneous Income	217,573	126,594
Donations & Bequests	0	12,500
TOTAL INCOME	1,115,364	703,611
EXPENDITURE		
Salaries and On-costs	706,842	416,809
Consumable Materials	28,735	24,963
Minor Equipment, Repairs & Hire	20,270	8,613
Communication Costs	4,685	3,562
Administrative Expenses	52,630	74,648
Marketing, Advert. & Public Relations	6,674	11,669
Travel & Motor Vehicle Expenses	42,234	41,759
Staff Administration Costs	45,961	55,808
Finance, Legal & Other	16,359	4,580
Facility Expenses	11,327	940
Grants to other institutions	0	5,761
Postgraduate Scholarships	98,038	80,755
Staff Related Expenses	1,259	5,117
University Overheads	57,228	(7,998)
Equipment	0	5,254
TOTAL EXPENDITURE	1,092,242	732,240
OPERATING RESULT	23,122	(28,629)
Surplus/(Deficit)		
Add retained earnings from previous year	^319,840	344,776
Accumulated earnings at year end	342,964	316,147

Notes: * Research Investment Fund income supports salaries of 3 staff in both years.

^ Income of \$3,693 for 2003 DEST publications did not appear in 2003 and was deposited on 31st December 2004 into accumulated funds (funds carried forward from 2003 to 2004)

School funding support and other income does not appear in SAP financial reports.





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