Centre for Applied Social Research (CASR)

Annual Report
2007
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Associate Professor Chris Chamberlain is most well known for his book, ‘Youth Homelessness: Early Intervention and Prevention’ and for his work on ‘Counting the Homeless 2001’ with the Australian Bureau of Statistics. Chris is currently undertaking ‘Counting the Homeless 2006’ and working on an ARC project, ‘Pathways in to and out of Homelessness’.

Expertise in CASR

CASR conducts nationally significant research on key areas of social change and social policy. We are committed to the idea that effective and equitable policy choices need to be founded upon insightful public debate and that debate requires historically and theoretically informed applied social research. Research staff in CASR have a broad range of interests, but our work converges around two 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, 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 into and out of homelessness; issues related to domestic violence and related policy responses; and the history of the women’s refuge movement. They also carry out research focusing on persons with disabilities and their families; and research focusing on issues related to illicit drugs use, illegal sex workers and related health issues.

ARC Projects, Contract Research and the Future

Colleagues in CASR have a strong track record of success with ARC grant applications. In 2007 we had thirteen ongoing ARC projects (six Linkage and seven Discovery). ARC projects attract considerable prestige in the university because the successful applicant has been judged by his or her peers to be a leader in their research area.

CASR also has a strong record in contract research. CASR had 12 contract projects in 2007. Dr Iain Campbell undertook a report on ‘Globalisation and Changes in Employment Conditions in Asia and the Pacific’ for the International Labour Organisation. Chris Chamberlain began work on ‘Counting the Homeless 2006’. This is a three year project funded by the Commonwealth Government. The research is carried out in conjunction with the Australian Bureau of Statistics and the Australian Institute of Health and Welfare. Professor Patricia Rogers worked on the ‘Navigating Social Change’ project for Changemakers Australia, funded by the DonkeyWheel Foundation, which is developing resources to help agencies evaluate the impact of social change projects.

Dr Suellen Murray and Dr Anastasia Powell wrote an issues paper on ‘Domestic Violence and the Workplace’ for the Australian Domestic and Family Violence Clearinghouse. Sara Charlesworth and Fiona Macdonald undertook a project on ‘Pregnancy Discrimination and Workplace Rights’ for the Victorian Workplace Rights Advocate; and Dr James Rowe undertook a project funded by the Salvation Army on ‘The Hidden Cost of Pharmacotherapies for Victoria’s Most Vulnerable’.
CASR is an established research centre with a track record of ARC success and substantial contract research. My colleagues produce high quality research which has ‘community impact’ in a wide range of policy areas. This augurs well for the future and I look forward to a successful year in 2008.

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.
• 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 Global 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 2007

Dr Alperhan Babacan
Postdoctoral Research Fellow
Research interests: comparative refugee/asylum law and policy; International law; human rights law; citizenship theory; racism; multiculturalism/resettlement; counter terrorism/terrorism; human security; globalisation.

Dr Donna Baines
Visiting Professor, McMaster University, Canada
Research interests: paid and unpaid work; home-work life balance; women's occupational health; workplace organizing and resistance to the local effects of globalization and restructuring.

Mrs Annette Bando
CASR Coordinator

Dr Liz Branigan
Postdoctoral Research Fellow
Research interests: marginalised families; care-leavers; women, welfare and work; social policy.

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

Associate Professor Chris Chamberlain
Director
Research interests: pathways into and out of homelessness; enumeration of the homeless population; third national census of homeless school students; evaluation of the ‘Belonging in Australia’ project.

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

Dr Jenny Chalmers
ARC Senior Research Associate
Research interests: changing character of paid work and employment relations; gender equality in employment; casual and precarious work.

Dr Bill Harley
Visiting Professor
Research interests: industrial relations; HRM; work organisation; high performance work systems; employee autonomy; democracy and participation at work; labour process theory.
Dr Guy Johnson
ARC Senior Research Associate
Research interests: homelessness; stigma; social policy.

Dr Helen Marshall
Adjunct Senior Research Associate
Research interests: teaching sociology; gender and care work; the ‘death of deviance’; rural youth and ICT.

Dr Suellen Murray
Senior Research Fellow
Research interests: domestic violence social policy; history of domestic violence services; domestic violence prevention; children who grew up in institutional care; women’s peace movement.

Professor Patricia Rogers
Professor of Public Sector Evaluation
Research interests: methods for impact evaluation of complex interventions; using systems thinking for public sector monitoring and evaluation; realist synthesis; project sustainability, evaluation capacity building.

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

Dr Judith Smart
Adjunct Professor
Research interests: women’s organisations in 20th century Australia; World Wars I and II – home front history; beauty contests; religious history; women’s political activism history.

Research Assistants
Ms Fiona Macdonald
Ms Jenny Malone
Mr Emmanuel Peeters
Dr Anastasia Powell
Ms Estelle Tang

Assistant Editor, Labour and Industry
Ms Susie Elliott
Staff movements in 2007

2007 saw a period of stability and growth in CASR. We appointed Ms Estelle Tang as a Research Assistant to work with Sara Charlesworth, primarily on her ‘Understandings of Women’s Disadvantage at Work: Discourses of Discrimination in the Workplace’ project. Helen Marshall joined CASR to also work on this project. Peter Robinson was employed to assist Sara Charlesworth and Donna Baines with the ‘Reshaping of Gender Care Work’ project and Emmanuel (Manu) Peeters worked with Iain Campbell on Iain’s project ‘The Quality of Part-Time Employment in Australia: Dimensions, Prospects & Policy’.

We welcomed Associate Professor Bill Harley from the University of Melbourne who joined us as a Visiting Professor from July until the end of the year.

We were delighted to be joined by Professor Patricia Rogers, former Director of the Collaborative Institute for Research, Consulting and Learning in Evaluation (CIRCLE). Patricia’s appointment adds a new dimension to CASR’s areas of expertise, as she has projects in diverse fields, including: education, health promotion, criminal justice, emergency health care, family strengthening, community capacity building, agricultural research and extension, and whole-of-government performance monitoring. Patricia has a particular focus on using program theory, realist approaches and mixed methods research techniques to evaluate programs and help build evaluation capacity in organisations. She works with schools and research centres across RMIT, with other universities, and with government agencies and departments nationally and internationally to conduct evaluations, undertake research into evaluation, supervise postgraduate research students, deliver short courses in evaluation, and provide consulting services to government and non-government organisations.

During 2007 we said farewell to the following CASR staff. Alperhan Babacan left us in March to take up a teaching position at RMIT in the School of Accounting and Law. Jenny Chalmers returned to the University of New South Wales where she has taken up a research position with the National Drug and Alcohol Research Centre, in the Faculty of Medicine. Guy Johnson moved ‘down the corridor’ to take up a position with the Australian Housing and Urban Research Institute (AHURI). We also said goodbye to Donna Baines who completed her sabbatical and returned to McMaster University, Hamilton in Canada.
Academics Associated with CASR

CASR has associations with many researchers both within and beyond RMIT. Those who were most closely associated during 2007 and were involved in CASR research projects, included:

Associate Research Fellows

**Emeritus Professor Lois Bryson**
Associate Research Fellow

**Dr Greg Marston**
University of Queensland

**Emeritus Professor Martin Mowbray**
Associate Research Fellow

**Associate Professor John Murphy**
University of Melbourne

**Professor Belinda Probert**
Dean, Faculty of Arts
University of Melbourne

School Staff Associated with CASR

**Associate Professor Tony Dalton**
Social Science

**Dr Heather Fraser**
Social Work

**Associate Professor Kim Humphery**
Social Science

**Professor Catherine MacDonald**
Social Work

**Associate Professor Jock McCulloch**
Social Science

**Professor Pavla Miller**
Social Science

**Professor Gavin Wood**
Australian Housing and Urban Research Institute (AHURI)
Advisory Committee

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
Sociology
University of New England

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

ARC Discovery Project. Australian Domestic Violence Public Policy: History, Discourse and Impact, 1985 to 2005
In this project, Suellen Murray and Anastasia Powell are investigating the development and impact of domestic violence policy in Australia over the past twenty years. Through a combination of textual analysis and interviews with key policy makers, the research is documenting the history of public policy responses to domestic violence in Australia and analysing the range of approaches and their implications over this time. The identification of domestic violence as a policy problem was at least partly a response to feminist activism and the project considers how public policy has made sense of these feminist interventions.

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 include published contributions to the international academic literature on labour restructuring and union renewal. The research team continues to work on publications arising from the research.

Iain Campbell conducted this project, which ran from 2004 to 2007, with Robyn May and Jenny Chalmers. Additional assistance was provided by Fiona Macdonald, Lynn Beaton, Manu Peeters and Susie Elliott.

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 develops a sophisticated conceptual framework for assessing the quality of part-time employment, drawing on cross-national comparisons and using a gender systems approach. It aims to produce a comprehensive and practical assessment of the quality of part-time employment in Australia, including through occupational case studies (sales assistants, cleaners, police and solicitors). Finally, the project evaluates the main policy paths for improving the quality of part-time employment.

The project research ran from 2004 to 2007 and was conducted by Iain Campbell, Belinda Probert, Jenny Chalmers and Sara Charlesworth, with additional assistance from Jenny Malone, Estelle Tang and Manu Peeters. The research team continues to work on publications arising from the research.

ARC Discovery Project. Understandings of Women’s Disadvantage at Work: Discourses of Discrimination in the Workplace
In analysing the persistence of women’s disadvantage in the workplace, research has focused on the inadequacy of anti-discrimination law and both government and corporate EEO policies. Less attention has been paid to the myriad ways in which these proscriptions of discrimination are understood and implemented in the workplace. This project examines workplace discourses around sex discrimination through a range of industry case studies. It contributes to a better theoretical...
understanding of the ways in which women’s disadvantage is constructed and negotiated within specific organisational contexts and cultures and also provides practical guidance for human right agencies. It is being conducted by Sara Charlesworth.

While the main empirical work has been completed, the analysis of the findings is currently being finalised.

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

ARC Linkage Project. Life After Care - The Life-Histories of Those Who Left Institutional and Other Forms of Out-of-Home Care, 1945-1989
This project, developed in close collaboration with the Industry Partner, MacKillop Family Services, examines the impact of having been in out-of-home care for the subsequent identities and life histories of successive generations of care leavers. While focused on Catholic institutions in Victoria, it provides more general insights into the role of the church-based children’s homes. The project is being undertaken by Suellen Murray, John Murphy (University of Melbourne), Liz Branigan and Jenny Malone.

ARC Linkage Project. History of the Women’s Refuge Movement 1974 to 2004
With Industry Partner, Domestic Violence Victoria, 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. Doctoral student, Jacqui Theobald, began work on the project in 2007 and is being supervised by Suellen Murray and Judy Smart.
ARC Linkage Project. Pathways into and out of Homelessness

Chris Chamberlain and Guy Johnson are carrying out this project in collaboration with The Salvation Army Crisis Services and HomeGround Services. Effective interventions to assist homeless people depend upon understanding the reasons why people become homeless and how they exit from homelessness. This research investigates people’s pathways into and out of the homeless population, and explains why some households experience a short period of homelessness, whereas others remain homeless for a sustained period of time. The findings inform our knowledge about best practice and effective service delivery. The research will influence the thinking of policy makers and service providers for some years to come.

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, in partnership with the Victorian Office of Housing in the Department of Human Services. The project analyses 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 conducted by Sara Charlesworth and Kerri Whittenbury.

ARC Linkage Project. 150 Low Income Australians: A Group Biography Over Time

This project, which is being undertaken with Industry Partner, Jobs Australia, examines how welfare-to-work policies are experienced. The project aims to illuminate how incentives and obstacles are perceived, to describe patterns of interdependency, and to understand people’s discourses and values about welfare and obligation. The research team, lead by John Murphy at the University of Melbourne, includes Suellen Murray (RMIT), Jenny Chalmers (UNSW, formerly RMIT), Greg Marston (UQ), Belinda Probert (Melbourne) and Mark Peel (Monash).
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. These contract projects listed here were undertaken in 2007.

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

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

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

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

The project is being carried out by Associate Professor Chris Chamberlain in conjunction with Associate Professor David MacKenzie from Swinburne University. The project runs from 2006-09. The research partners are: the Commonwealth Department of Families, Community Services and Indigenous Affairs; all State and Territory governments; the Australian Bureau of Statistics and the Australian Institute of Health and Welfare.

Domestic Violence in the Workplace
Suellen Murray and Anastasia Powell are writing an issues paper for the Australian Domestic and Family Violence Clearinghouse on domestic violence and the workplace. The issues paper will provide a comprehensive review of Australian and selected international literature pertaining to domestic violence and employment issues. It will examine the impact of domestic violence on employment and employer's response to domestic violence, including program initiatives in workplaces.
Evaluating Social Change

This project, which is funded by the Donkey Wheel Foundation, is being undertaken by Patricia Rogers for Changemakers Australia. The project is designed to provide grantmakers and grantees a framework within which to measure the social impact of their projects and their philanthropic partnerships. It will also assist the grantmakers and grantees to see how the partnership can develop in the longer term to achieve the change that is sought. Ultimately it is hoped that the project will attract more dollars to social change philanthropy.

Evaluation of the Sexual Assault Workplace Development Project

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

Evaluation: Quality of Life Outcomes Following Kew Residential Service Redevelopment

This project evaluates the quality of life outcomes following the Kew Residential Service (KRS) Redevelopment. The redevelopment aims to provide KRS residents with an enhanced quality of life through accommodation support and lifestyle opportunities more consistent with those experienced by the broader community. It is intended that the evaluation will inform ongoing service provision during the redevelopment and any future redevelopments undertaken by the Department of Human Services. It is anticipated that the evaluation will identify critical success factors for providing accommodation support consistent with the aspirations of the State Disability Plan, and that these findings will add to the body of contemporary research in disability services. The project is funded by the Department of Human Services and is conducted by Kelley Johnson and Christine Bigby.

Factors Affecting the Conciliation of Complaints Under the Equal Opportunity Act 1995 (Vic)

This is a scoping project being carried out by the Victorian Equal Opportunity and Human Rights Commission. The project seeks to identify factors influencing the resolution of complaints lodged at the Commission under the Equal Opportunity Act 1995 (the EO Act). The files examined include both successfully and unsuccessfully conciliated complaints. The data analysis for the project is being carried out by Sara Charlesworth.

Globalisation and Changes in Employment Conditions in Asia and the Pacific

Iain Campbell was asked by the Conditions of Work and Employment Program, International Labour Organization, to prepare a national report on changing employment conditions in Australia for a comparative project looking at nine countries in the region. The project involved assembling secondary statistics and secondary material relating to changing economic conditions, institutional arrangements and wages and employment conditions in the most recent period (1996-2007). The material was written up as a report for a workshop sponsored by the Korea Labor Institute in Seoul, Korea, and a shortened version will be published as a chapter in a book scheduled to appear in 2008.

Pregnancy, Discrimination and Workplace Rights

This project is funded by the Office of the Victorian Workplace Rights Advocate. The main aims of this study are to identify the nature of the difficulties currently experienced by Victorian women workers before, during and after taking maternity leave; and to identify whether, and the extent to which, the WorkChoices changes have exacerbated or might exacerbate these difficulties. A specific analysis of the WorkChoices regulatory changes to the unpaid parental leave standard and unlawful termination is also being undertaken to assess the adequacy of existing protections for women workers before, during and after taking maternity leave. Sara Charlesworth and Fiona Macdonald are the researchers working on this project.
Sexual Assault and Adults with a Disability: Enabling Recognition, Disclosure and a Just Response

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

The Impact of Changes in National Work Regulation on Minimum Wage Workers

This project is funded by the National Foundation of Australian Women, YWCA Australia, Women’s Electoral Lobby, ACT, NSW, QLD, VIC, WA and SA State Governments. The Project is being carried out by a multi-university research team and aims to undertake a national qualitative assessment of the effects of changes in work regulation brought about by the WorkChoices amendments on specific groups of minimum wage workers. These include women, young people, workers with disabilities and workers of non-English speaking background, in five industries: childcare, aged care, cleaning, retail and hospitality. The project is being carried out by Sara Charlesworth and Fiona MacDonald.

International Grants

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

Undertaken by Donna Baines, this project involves a comparison of changing conditions and relations within and across the non-profit social services sector in Canada and Australia. The goal of this two-country study is the development of a detailed and multi-level portrait of restructuring and the changing conditions of work life in the non-profit social services, paying particular attention to race, gender, managerialism and workplace resistance. In-depth interviews with a variety of players in the sector explore larger trends and local impacts.

Institute for Globalization and the Human Condition (Canada). The Reshaping of Gender, Care Work and the Community Services Sector.

This exploratory study, funded by both McMaster University in Canada and RMIT University, builds on work undertaken by Donna Baines. Baines’ research was undertaken in three non-profit community sector organizations in Canada and explored the complex overlays of federal and state funding, industrial relations, gender conventions, and the (under)valuing of care work by some managers and workers (see Baines 2004a; 2004b; 2005; 2006) This project seeks to replicate and expand Baines’ Canadian research study. We are particularly interested in convergence and non-convergence among and between Australia and Canada which have significantly similar approaches both now and in the recent past to care provision. To date the Project has focused on two case study sites in disability services and in local government. The project is being undertaken at RMIT by Sara Charlesworth, Heather Fraser, Catherine McDonald and Helen Marshall.

Other Projects

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

AHURI Project. The Implications of Loss of a Partner for Older Private Renters

This project uses quantitative and qualitative research methods to measure the housing and related financial consequences of loss of a partner for older (50+ years) Australians, with particular attention to those receiving income support payments. The project features the use of panel data sets that identify pathways of adjustment by tenure type after the loss of a partner. The Household, Income
and Labour Dynamics in Australia (HILDA) survey is an important source of data, as is the AHURI-3M Microsimulation Model and the FaCS Longitudinal Data Set. Alperhan Babacan and Chris Chamberlain are undertaking the qualitative research which involves 60 in depth interviews. The other researchers are Prof. Gavin Wood and Alice Stoakes (AHURI, RMIT), Grant Cullen and Marc Adam ( Murdoch University) and Mike Dockery (Curtin University).

New ARC Projects 2008

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

Work/family balance is a focus of significant attention at the community, national and international level. This project will generate new knowledge about the ways in which employment regulation directly and indirectly impacts on employee work/family balance outcomes within different regional and industry contexts. A growing body of research recognises the linkages between employment regulation and effects on child and parent well-being and health, labour force supply and economic outcomes. However little is known about how geographical location shapes work/family balance. The research will thus contribute to improved understandings and to better social policy at the local, state and federal levels. Sara Charlesworth, Iain Campbell and Assoc/Prof Marian Baird from Work and Organisational Studies at the University of Sydney are the Chief Investigators on the Project. The Project will be undertaken over a three year period from 2008 to 2010. Industrial Relations Victoria (IRV) and Regional Development Victoria (RDV) are the industry partner organisations supporting the research.
Throughout 2007, CASR was involved in a number of public events, thereby continuing to enhance its links with community partners.

February:

Homelessness in Melbourne - Confronting the Challenge
Chris Chamberlain, Guy Johnson and Jacqui Theobald

The launch of this important report was held at the BMW Edge Function Room, Federation Square Melbourne, on Monday 5 February. The report analysed the experiences of 4,252 homeless people and 934 people who were at risk of homelessness. The research was carried out by the Centre of Applied Social Research (CASR), Homeground Services and the Salvation Army Crisis Centre.

The launch was hosted by the Salvation Army Crisis Centre, Homeground Services and CASR. Guy Johnson of CASR outlined the main findings from the research. There were further comments from guest speakers, Professor Brian Burdekin AO, former Australian Human Rights Commissioner, Anthony McEvoy of the Salvation Army Crisis Services, General Eva Burrows (Ret) AO of the Salvation Army and Stephen Nash, Homeground Services.

Iain Campbell attends ILO Workshop, in Seoul, South Korea

Iain Campbell attended the ILO Workshop in Seoul where he presented his paper ‘Globalization and Changes in Employment Conditions in Australia’.

This workshop, held 22-23 February, focused on globalization, flexibilization and changing employment conditions in the recent period. It was sponsored by the International Labour Organization (ILO) and the Korea Labor Institute (KLI). As well as overview presentations from scholars attached to these two organizations, the workshop included invited national papers by labour experts from Australia, Japan, Korea, Vietnam, China, Malaysia, Philippines, Indonesia and Thailand. Iain Campbell was commissioned to do the national paper for Australia. Most papers have appeared in a volume produced by the KLI, but shortened versions of all papers are due to appear in an edited book to be published by Chandos in July 2008.

May:

Book launch: Donna Baines


Dr Donna Baines, Associate Professor, Labour Studies and Social Work at McMaster University, Canada, had been a visiting professor at CASR for a year and returned to Canada in May 2007. This edited collection brings together extensive practice knowledge and critical theory from new, diverse voices in social work to show that anti-oppressive social work practice is possible and what’s more, it is essential to building a socially just world. Exploring practice questions and dilemmas, each chapter includes examples, date, or vignettes, as well as reflections on how to enact social work practice in ways that promote and connect with larger struggles for social transformation and justice.
The launch was well attended by both RMIT staff and colleagues and also by representatives of interested organisations outside the University. The event started with a brief introduction by Chris Chamberlain, Director of CASR before handing over to Catherine McDonald, Professor in Social Work, who had been a working colleague with Donna during her stay in Melbourne. Heather Fraser, Senior Lecturer in Social Work then provided us with a synopsis of the book, of which a limited number of copies were signed and sold out at the event.

Forum: Labour Market Flexibility & Regulation
The Forum was a combined initiative of the The McCaughey Centre: VicHealth Centre for the Promotion of Mental Health & Community Wellbeing, School of Population Health, University of Melbourne and the Centre for Applied Social Research (CASR), RMIT University.

Iain Campbell and Sara Charlesworth from CASR were both invited to speak at this seminar, which was held at the McCaughey Centre on May 29. Sara Charlesworth spoke on the ‘Right to Request’ Regulation and Iain Campbell on ‘Australian Dimensions of Labour Market Flexibility and Regulation’.

June:

Journées Internationales de Sociologie du Travail (JIST)
During the months of June and July Iain Campbell travelled to Europe to deliver papers at three conferences which were held in England and France.

In June he was in London where he spoke in French on the research he had conducted with Robyn May into precarious employment and trade union responses, ‘L’emploi précaire et le syndicalisme en Australie’.

Gender, Work and Organization conference
This was followed by a presentation at Keele University June 27-28, of the research conducted with Jenny Malone and Sara Charlesworth into ‘Part-Time of What? Job Quality and Part-Time Employment in the Legal Profession in Australia’, which examines the quality of part-time employment for solicitors in private practice in Melbourne (Australia).

July:

International Working Party on Labour Market Segmentation (IWPLMS)
The final leg of Iain’s tour found him in Aix-en-Provence 5-7 July, to present his paper ‘Employer Strategies and Underemployment: The Pursuit of Passive Flexibility’, which examines underemployment amongst part-time workers in Australia. This has remained high in the current period of employment growth, and it now reaches over seven percent of the workforce.

August:

Launch of ‘Going Too Far: WorkChoices & the Experience of 30 Victorian Workers in Minimum Wage Sectors’
This far-reaching report by Sara Charlesworth and Fiona Macdonald, was launched by the Minister for Industrial Relations and Deputy Premier, Rob Hulls. The launch took place on August 9 at the YWCA offices/courtyard at the Queen Vic Women’s Centre.
The ‘Work Choices’ legislation, introduced in March 2006, changed Australia’s industrial relations regulatory regime significantly. This report presents the experiences and views of 30 Victorian workers, 24 women and six men, whose employment in five sectors - childcare, aged care, cleaning, retail and hospitality - has been affected by WorkChoices.

November:

Clare Burton Memorial Lecture
‘Sex Discrimination in the Workplace: Understandings, Limits and Possibilities’
Dr Sara Charlesworth

The Melbourne leg of the Clare Burton Memorial Lecture series was held at RMIT on November 8 and was launched by the Vice Chancellor, RMIT University, Professor Margaret Gardner. This was the final of the series of lectures, presented by Sara Charlesworth, which were held in capital cities throughout Australia.

The Clare Burton Memorial Lecture was presented by the Australian Technology Network (ATN) Women’s Development Program and commemorates the late Clare Burton, a leading researcher, public sector administrator academic and author in the area of employment equity.

Sara Charlesworth discussed how sex discrimination is understood in Australian organisations and the influence of broader policy and political context. Her lecture also explored ways to reframe women’s disadvantage in employment and better harness the transformative possibilities of equality laws.

Workshop on ‘Comparative Perspectives on Precarious Employment’, Toronto, Canada

The workshop, held 1-3 November, was an initiative of scholars at York University, Toronto, as part of their ongoing efforts to build a Gender and Work Database. It was supported by funds from the Social Science and Humanities Research Council (SSHRC), with the participation from Australia also supported by additional funding from the Association for Canadian Studies in Australia and New Zealand (ACSANZ). As well as several overview papers, the workshop involved presentations of national papers on precarious employment and gender from Australia, the United States, Japan, Korea, France, the United Kingdom, Germany, Spain, Sweden, and the Netherlands. Iain Campbell was invited to work with Gillian Whitehouse and Janeen Baxter on preparation of the national paper for Australia. Revised versions of the papers will appear in a collection edited by Lean Vosko, Martha MacDonald and Iain Campbell, due to be published by Routledge in 2009.

December:

CASR Christmas Function

December saw the annual CASR Christmas party which is traditionally held in the historic Fig Tree Courtyard located alongside CASR’s offices and the Old Melbourne Gaol at RMIT.

The theme this year was Bollywood and CASR current staff partied in style with both former staff members and CASR associates.
CASR are proud to recognise the achievements of some of their staff during 2007.

Patricia Rogers – Project Director of the award winning team for the Evaluation of the Stronger Families and Communities Strategy 2000-2004

Patricia Rogers of CASR was the Project Director of a research team, led by RMIT University, which was awarded the Best Evaluation Study Award for 2007 by the Australasian Evaluation Society at its recent international evaluation conference in Melbourne. The award was presented for the Evaluation of the Stronger Families and Communities Strategy 2000-2004, which was conducted for the Department of Families, Community Services and Indigenous Affairs.

Sara Charlesworth appointed to the Victorian Government’s Working Families Council

Sara Charlesworth was appointed to the Victorian Government’s Working Families Council. The Council’s members represent a broad range of unions, employer groups and academics. It works with industry and community groups to champion the issues of working families and help employers with strategies to improve work and family balance.

Sara Charlesworth appointed as a member of the Advisory Committee for the Equal Opportunity Act Review

Sara was also appointed by the Victorian Attorney General as a member of the Advisory Committee for the Equal Opportunity Act Review. The Review investigates and assesses a range of options to improve the fairness, effectiveness and efficiency of the ‘Equal Opportunity Act 1995’.

A Word document containing the background and terms of reference of the Review is available from the Human Rights Commission web site.

Sara Charlesworth, RMIT ‘Rising Media Star’ Award 2007

Sara Charlesworth and Iain Campbell received the RMIT Research Award for their successful ARC Linkage Project application ‘A Regional Perspective on Work & Family Balance and Changes in Employment Regulation’ (LP0882475) with Associate Professor Marian Baird (University of Sydney) and Industrial Relations Victoria and Regional Development Victoria.
Publications

Books


Research Reports


Refereed Journal Articles


Keynote Conference Presentations


Refereed Conference Proceedings

Baines, D. Neoliberal Restructuring, Participation and Social Unionism in the Community Sector: An Australian-Canadian Comparison, TASA/SAANZ Joint Conference, Auckland, New Zealand.
Conference and Seminar Presentations


Campbell, I., Charlesworth, S. and Malone, J. ‘”The overseers have become crueler”: Solicitors and billable hours’, TASA/SAANZ conference, Auckland, New Zealand, 4-7 December 2007.


Chamberlain, C. ‘Homelessness: an Overview’, Community Sustainability Seminar, Global Cities Institute, RMIT University, 18 October 2007.


Charlesworth, S. ‘Right to Request Regulation’ Labour Market Flexibility and Regulation Forum, McCaughhey Centre and Centre for Applied Social Research, 29 May.


Invited Presentations


Newspaper Articles

Charlesworth, S. ‘Expert warns Cr Harwood is Overdoing it With Two Jobs Risking His Health’, Geelong Advertiser, 6 December 2007.


Charlesworth, S. ‘Three Years In and Female Wages Lag’, MX (Brisbane), 13 November 2007.


Guest Lecturing

Chamberlain, C. ‘Social Surveys’, guest lecture, Media Industries 1, COMM 2327, School of Applied Communication, RMIT University, 9 March 2007.


Chamberlain, C. ‘Social Surveys’, one-day workshop, Research Methods, HUSO 1312/2079/2095, RMIT University, 8 September 2007.

Marshall, H. coordinated and lectured in HUSO2120 ‘Deviance Control and Conflict’, School of Global Studies, Social Science and Planning, semester 1 2007


Murray, S. ‘Reading Domestic Violence Policy’, guest lecture, POLI 1087 Reading Policy: Sex and the Body, RMIT University, 4 September 2007.

Murray, S. ‘Interviews and Focus Groups’ guest lecture, HUSO 2112 Research Strategies, RMIT University, 15 September 2007.

Academic Supervision of Students

Baines, D. supervised the completion of Peter MacDonald’s MA thesis on educational and training policy in the era of restructuring, McMaster University, Canada.

Baines, D. continued supervising Corinna Fitzgerald’s MA thesis on globalization and the youth labour market, McMaster University, Canada.

Campbell, I. is second supervisor for Sharon Parkinson’s PhD thesis on ‘Insecurity: An Employment and Housing Connection’.
Chamberlain, C. and Murray, S. are supervising Robyn Martin's PhD on 'Revolving or Evolving Doors: What Factors Conditions and Contexts Promote Sustainable Pathways out of Homelessness for Women'.

Charlesworth, S. is first supervisor for Sheree Cartwright's PhD thesis 'Women's Paid Work and Family Arrangements after Childbirth', in the School of Global Studies, Social Science and Planning.


Charlesworth, S. is second supervisor for Krystyna Kostecki's PhD thesis ‘The Lasting Impact of Childhood Sexual Abuse: Older Australian Women Who “Never Get Over It”, in the School of Global Studies, Social Science and Planning.

Charlesworth, S. is second supervisor for Alice Stoakes’s PhD thesis ‘Household Dissolution and Pathways of Adjustment in Housing and Employment for Single Female-Headed Households’, in the School of Global Studies, Social Science and Planning.

Charlesworth, S is supervisor of Rachel Davies’ honours thesis ‘Pay Equity Audits: The Best Way Forward?’ in the School of Global Studies, Social Science and Planning.


Murray, S. supervised to completion Elli McGavin’s MA at the Melbourne College of Divinity on ‘Charting Change in Domestic Violence: A Study of Mary Anderson Lodge’.

Murray, S. is supervising Theresa Lynch’s PhD, ‘Understanding Why Women Kill: Exploring the Circumstances and Motivations of Why Women Kill Friends, Acquaintances and Strangers’.

Murray, S. is supervising Jacqui Theobald’s PhD ‘History of the Domestic Violence Services Movement in Victoria, 1974-Present’.

Rogers, P. is first supervisor of John Grove’s PhD thesis ‘Utility and Practice of Systems-Based Evaluation: The Task of Transforming Antiretroviral Therapy in Zambia from Emergency to Long-Term Care’.

Rogers, P is first supervisor of Tonia Bruhn’s PhD thesis ‘Evidence Implementation in Health Care: a Case Study of a Community of Practice’. Tonia’s research is supported by a scholarship from the National Institute of Clinical Studies, now part of the National Health and Medical Research Council.

Rowe, J. is the first supervisor on Naomi Ngo’s PhD thesis ‘The White Path’, in the School of Global Studies, Social Science and Planning.
## Higher Degree Research Students Associated with CASR

<table>
<thead>
<tr>
<th>Name</th>
<th>Degree</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tonia BRUHN</td>
<td>PhD</td>
<td>Evidence Implementation in Health Care: a Case Study of a Community of Practice</td>
</tr>
<tr>
<td>Sheree CARTWRIGHT</td>
<td>PhD</td>
<td>Women’s Decision Making about Paid Work and Family after Childbirth</td>
</tr>
<tr>
<td>Chris DAVIES</td>
<td>PhD</td>
<td>Governing the Fortunes of Problem Gamblers</td>
</tr>
<tr>
<td>Kathy DOUGLAS</td>
<td>PhD</td>
<td>The Teaching of Diverse Models of Alternative Dispute Resolution: Second Generation Practice, Therapeutic Jurisprudence and Legal Education in Australia</td>
</tr>
<tr>
<td>John GROVE</td>
<td>PhD</td>
<td>Utility and Practice of Systems-Based Evaluation: The Task of Transforming Antiretroviral Therapy in Zambia from Emergency to Long-Term Care</td>
</tr>
<tr>
<td>Krystyna KOSTECKI</td>
<td>PhD</td>
<td>The Lasting Impact of Childhood Sexual Abuse: Older Australian Women Who ‘Never Get Over It’</td>
</tr>
<tr>
<td>Theresa LYNCH</td>
<td>PhD</td>
<td>Understanding Why Women Kill: Exploring the Circumstances and Motivations of Why Women Kill Friends, Acquaintances and Strangers</td>
</tr>
<tr>
<td>Robyn MARTIN</td>
<td>PhD</td>
<td>Revolving or Evolving Doors: What Factors, Conditions and Contexts Promote Sustainable Pathways out of Homelessness for Women?</td>
</tr>
<tr>
<td>Naomi NGO</td>
<td>PhD</td>
<td>The White Path</td>
</tr>
<tr>
<td>Sharon PARKINSON</td>
<td>PhD</td>
<td>Insecurity: An Employment and Housing Connection</td>
</tr>
<tr>
<td>Alice STOAKES</td>
<td>PhD</td>
<td>Household Dissolution and Pathways of Adjustment in Housing and Employment for Single Female-Headed Households</td>
</tr>
<tr>
<td>Jacqui THEOBALD</td>
<td>PhD</td>
<td>History of the Domestic Violence Services Movement in Victoria, 1974-Present.</td>
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<tr>
<td></td>
<td>APA (1)</td>
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For the period of 1st January 2006 to 31 December 2007

<table>
<thead>
<tr>
<th>INCOME</th>
<th>2007</th>
<th>2006</th>
</tr>
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<tbody>
<tr>
<td>ARC (Discovery &amp; Linkage)</td>
<td>121,090</td>
<td>545,703</td>
</tr>
<tr>
<td>Research Contracts</td>
<td>195,092</td>
<td>284,158</td>
</tr>
<tr>
<td>Institutional Grants Scheme</td>
<td>45,063</td>
<td>33,799</td>
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<tr>
<td>Research Infrastructure Block Grant</td>
<td>73,719</td>
<td>67,155</td>
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<tr>
<td>Miscellaneous Income</td>
<td>33,734</td>
<td>84,539</td>
</tr>
<tr>
<td>Sponsorship</td>
<td>20,000</td>
<td></td>
</tr>
<tr>
<td>Research Investment Fund</td>
<td>N/A*</td>
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</tr>
<tr>
<td>TOTAL INCOME</td>
<td>468,698</td>
<td>1,035,354</td>
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</table>

*University Investment (URRI) to fund three salaries 280,089 239,292

<table>
<thead>
<tr>
<th>EXPENDITURE</th>
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<tbody>
<tr>
<td>Salaries and On-costs</td>
<td>460,958</td>
<td>953,275</td>
</tr>
<tr>
<td>Consumable Materials</td>
<td>35,837</td>
<td>69,013</td>
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<tr>
<td>Minor Equipment, Repairs &amp; Hire</td>
<td>18,411</td>
<td>17,240</td>
</tr>
<tr>
<td>Communication Costs</td>
<td>6,521</td>
<td>6,419</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>989</td>
<td>8,020</td>
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<tr>
<td>Marketing, Advert. &amp; Public Relations</td>
<td>6,254</td>
<td>187</td>
</tr>
<tr>
<td>Travel &amp; Motor Vehicle Expenses</td>
<td>27,999</td>
<td>119,831</td>
</tr>
<tr>
<td>Staff Administration Costs</td>
<td>48,484</td>
<td>85,096</td>
</tr>
<tr>
<td>Finance, Legal &amp; Other</td>
<td>332</td>
<td>1,369</td>
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<tr>
<td>Facility Expenses</td>
<td>557</td>
<td>1,353</td>
</tr>
<tr>
<td>Grants to other institutions</td>
<td>72,870</td>
<td>66,777</td>
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<tr>
<td>Postgraduate Scholarships</td>
<td>38,863</td>
<td>36,443</td>
</tr>
<tr>
<td>Staff Related Expenses</td>
<td>561</td>
<td>2,212</td>
</tr>
<tr>
<td>TOTAL EXPENDITURE</td>
<td>718,636</td>
<td>1,367,237</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OPERATING RESULT</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Surplus/(Deficit)</td>
<td>30,151</td>
<td>(92,591)</td>
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<tr>
<td>Add retained earnings from previous year</td>
<td>469,862</td>
<td>564,917</td>
</tr>
<tr>
<td>Less Capital Equipment Expenditure</td>
<td>2,239</td>
<td>2,464</td>
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<tr>
<td>Accumulated earnings at year end</td>
<td>497,774</td>
<td>469,862</td>
</tr>
</tbody>
</table>

* Does not include deferred income from Research Contracts $1,038,830