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### TERTIARY EDUCATION

MSc (Econ), University of London (London School of Economics & Political Science), 1986  
BEd (Hons), Flinders University of South Australia, 1984

### CURRENT EMPLOYMENT

- Professorial Research Fellow, Melbourne Institute of Applied Economic and Social Research, University of Melbourne (commenced March 2000).
- Director, Household, Income and Labour Dynamics in Australia (HILDA) Survey Project (commenced July 2000).
- Deputy Director, Melbourne Institute of Applied Economic and Social Research, University of Melbourne (commenced September 2003).

### OTHER APPOINTMENTS

- Research Associate, Centre for Labour Market Research, Perth.
- Research Fellow, Institute for the Study of Labour (IZA), University of Bonn.
- Research Professor, Deutsches Institut für Wirtschaftsforschung (DIW), Berlin.

### OTHER PROFESSIONAL ACTIVITIES

- Co-editor, *The Australian Economic Review*.
- Member, International Advisory Board, *British Journal of Industrial Relations*.
- Member, Editorial Board, *Australian Journal of Labour Economics*.

### PREVIOUS EMPLOYMENT

1980–85     Research Assistant/Officer, National Institute of Labour Studies, Flinders University of South Australia, Adelaide.  
1986–88     Research Fellow, National Institute of Labour Studies.  
1989–91     Senior Research Fellow, National Institute of Labour Studies.  
1992–97     Associate Professor, National Institute of Labour Studies.  
1997–2000   Professor, National Institute of Labour Studies.  
  
1992–98     Deputy Director, National Institute of Labour Studies.  
1998–99     Acting Director, National Institute of Labour Studies.

**PUBLICATIONS****(a) Books**

1. *The Transformation of Australian Industrial Relations*, Federation Press, Leichhardt (Sydney), 2000.
2. *Productive Relations? Australian Industrial Relations and Workplace Performance*, Allen and Unwin, Sydney, 1992 (with Robert Drago and Judith Sloan).
3. *Australian Immigration: A Survey of the Issues*, AGPS, Canberra, 1990 (with Robert Holton, Graeme Hugo and Judith Sloan). [Updated and revised second edition published in 1994.]
4. *Achieving Organizational Effectiveness: Case Studies in the Australian Service Sector*, Oxford University Press, Melbourne, 1988 (with Roy Kriegler, Peter Dawkins and Jane Ryan).

**(b) Other Monographs**

1. *The Structure and Distribution of Household Wealth in Australia: Cohort Differences and Retirement Issues* (Social Policy Research Paper 33), Department of Families, Housing, Community Services and Indigenous Affairs, Canberra, 2008 (with Bruce Headey and Diana Warren).  
[http://www.fahcsia.gov.au/internet/facsinternet.nsf/research/prps-prps\\_33.htm](http://www.fahcsia.gov.au/internet/facsinternet.nsf/research/prps-prps_33.htm)
2. *New Settlers Have Their Say — How Immigrants Fare Over the Early Settlement Years: An Analysis of Data from Three Waves of the Longitudinal Survey of Immigrants to Australia* (Report prepared for the Department of Immigration and Multicultural Affairs, Canberra), AusInfo, Canberra, 1999 (with Adriana VandenHeuvel).
3. *OHS Activity and Firm Performance: A Review of the Literature*, National Occupational Health & Safety Commission, Sydney, 1999 (with Adriana VandenHeuvel and Rebecca Goodes).
4. *The Future of Australian Industrial Relations*, The Transformation of Australian Industrial Relations Project, Executive Monograph No. 5, National Institute of Labour Studies, Adelaide, 1999.
5. *Casualisation and Outsourcing: Trends and Implications for Work-related Training*, National Centre for Vocational Education Research, Adelaide, 1999 (with Adriana VandenHeuvel).
6. *Changing Bargaining Structures*, The Transformation of Australian Industrial Relations Project, Executive Monograph No. 4, National Institute of Labour Studies, Adelaide, 1999.
7. *Impediments to the Employment of Young People*, National Centre for Vocational Education Research, Adelaide, 1999.
8. *Individual Agreement-making*, The Transformation of Australian Industrial Relations Project, Executive Monograph No. 3, National Institute of Labour Studies, Adelaide, 1999.

9. *Enterprise Bargaining Under Labor*, The Transformation of Australian Industrial Relations Project, Executive Monograph No. 2, National Institute of Labour Studies, Adelaide, 1998 (with Robert Drago and Anne Hawke).
10. *The Changing Face of Australian Industrial Relations*, The Transformation of Australian Industrial Relations Project, Executive Monograph No. 1, National Institute of Labour Studies, Adelaide, 1997 (with Anne Hawke).
11. *The Role of Industry Training Advisory Bodies (ITABs)*, National Training Markets Research Centre Monograph Series No. 2, National Centre for Vocational Education Research, Adelaide, 1997.
12. *The Experience of Immigrants in Work-related Training*, AGPS, Canberra, 1996 (with Audrey VandenHeuvel).
13. *The Use of Contractors in the Australian Workplace: Evidence from a Survey of Employers*, NILS Monograph Series No. 3, National Institute of Labour Studies, Adelaide, 1996 (with Audrey VandenHeuvel).
14. *Non-English-Speaking-Background Immigrant Women and Part-time Work*, AGPS, Canberra, 1996 (with Audrey VandenHeuvel).
15. *The Changing Australian Labour Market*, EPAC Commission Paper No. 11, AGPS, Canberra, 1996 (joint editor with Keith Norris).
16. *Small and Medium-Sized Enterprises and Vocational Education and Training*, National Training Markets Research Centre, Monograph Series No. 1, NCVER. Adelaide, 1995 (joint editor with Meredith Baker and author/co-author of 3 chapters).
17. *Non-English Speaking Background Immigrant Women and Training*, NILS Monograph Series No. 1, National Institute of Labour Studies, Adelaide, 1995 (with Audrey VandenHeuvel).
18. *Underemployment, Hidden Unemployment and Immigration*, AGPS, Canberra, 1993.
19. *Workplace Industrial Relations in the Service Sector*, Service Industries Research Program, Report No. 8, November 1992, DITAC / ACSI, Canberra.
20. *Immigrant Workers in the Communication Industry*, AGPS, Canberra, 1992 (with Meredith Baker).
21. *Industrial Relations and Workplace Productivity*, Industrial Relations Research Series, No. 2, August 1992, Department of Industrial Relations (with Michael Alexander, Roy Green and Robert Drago).
22. *Immigration and Training*, AGPS, Canberra, 1991 (with Meredith Baker).
23. *Migrant Labour Market Status*, AGPS, Canberra, 1990.
24. *The Employment Potential of Recreation, Sport and Fitness*, Report to the Sport and Recreation Ministers Council, Commonwealth of Australia, Canberra, 1987 (with Peter Dawkins, Meredith Baker, Frances Robertson and Peter Kain).

**(c) Contributions to Books and Monographs**

1. 'Work Hours Mismatch in the U.S. and Australia', in Barbara Schneider and Kathleen Christensen (eds), *Workplace Flexibility: Realigning 20<sup>th</sup> Century Jobs to the 21<sup>st</sup> Century*, Cornell University Press, Ithaca (NY), forthcoming (with Robert Drago).
2. 'The Changing Distribution of Working Hours in Australia', in Jenny Corbett, Anne Daly, Dehne Taylor and Hisa Matsushige (eds), *Laggards and Leaders in Labour Market Reform: Comparing Japan and Australia*, Routledge, London, 2009 (with Robert Drago).
3. 'Long Hours of Work and its Consequences', in R. Wilkins, D. Warren and M. Hahn, *Families, Incomes and Jobs, Volume 4: A Statistical Report on Waves 1 to 6 of the HILDA Survey*, Melbourne Institute of Applied Economic and Social Research, University of Melbourne, 2009, pp. 196-201 (with Markus Hahn).
4. 'Government Can't Close the Gender Pay Gap', in J. Healey (ed.), *Gender Equality: Issues in Society, Volume 286*, The Spinney Press, Thirroul (NSW), 2009, pp. 28-29.
5. 'Identifying Factors Affecting Longitudinal Survey Response', in Peter Lynn (ed.), *Methodology of Longitudinal Surveys*, John Wiley and Sons, Chichester, 2009, pp. 157-181 (with Nicole Watson).
6. 'Economic Wellbeing and Subjective Wellbeing: The Effects of Income and Wealth', in Lenore Manderson (ed.), *Rethinking Well-being: Essays on Health, Disability and Disadvantage*, Australian Public Intellectual Network, Curtin University, Perth, 2005, pp. 91-108 (with Bruce Headey).
7. 'Income, Wealth and Joblessness: Insights from the HILDA Survey', in Peter Dawkins and Michael Stutchbury (eds), *Sustaining Prosperity*, Melbourne University Press, Melbourne, 2005, pp. 60-93 (with Bruce Headey).
8. 'Work and Family', in Peter Dawkins and Mike Steketee (eds), *Reforming Australia: New Policies for a New Generation*, Melbourne University Press, Melbourne, 2004, pp. 44-59.
9. 'The Changing Labour Market and its Impact on Work and Employment Relations', in Ron Callus and Russell Lansbury (eds), *Working Futures: The Changing Nature of Work and Employment Relations in Australia*, Federation Press, Sydney, 2002, pp. 51-69.
10. 'The Importance of Where you Work for Wage Outcomes', in Richard Gough, Michael Alexander and James Doughney (eds), *What's Happening at Work? Reports from the Australian Workplace Industrial Relations Survey 1990 and 1995*, Common Ground Publishing, Altona (Melbourne), 2001 (with Bijit Bora), pp. 129-144.
11. 'Efficiency in Markets: Labour and Industrial Relations', in Peter Lloyd, Margaret Mead and John Nieuwenhuysen (eds), *Reshaping Australia's Economy: Growth with Equity and Sustainability*, Cambridge University Press, Melbourne, 2001, pp. 229-241.
12. 'Diversity in Employment Arrangements', in John Mangan (ed.), *Understanding and Reducing Unemployment: National and State Perspectives*, Office of Economic and

- Statistical Research, Queensland Treasury, Brisbane, 2000, pp. 69-83 (with Adriana VandenHeuvel).
13. 'The Labour Market for Young Adults', in Dusseldorp Skills Forum, *Australia's Young Adults: The Deepening Divide*, Dusseldorp Skills Forum, Sydney, 1999, pp. 35-53 (with Adriana VandenHeuvel).
  14. 'Employer Perceptions of Industry Training Advisory Boards: Survey Evidence', in Fran Ferrier and Damon Anderson (eds), *Different Drums, One Beat? Economic and Social Goals in Education and Training*, National Centre for Vocational Education and Research, Adelaide, 1998, pp. 208-218.
  15. 'The Labour Market for Young Australians', in Dusseldorp Skills Forum, *Australia's Youth: Reality and Risk*, Dusseldorp Skills Forum, Sydney, 1998, pp. 29-50.
  16. 'Labour Supply', in Keith Norris and Mark Wooden (eds), *The Changing Australian Labour Market*, EPAC Commission Paper No. 11, AGPS, Canberra, 1996, pp. 15-38 (with Peter Kenyon).
  17. 'Commentary on Roy Green — Industrial Relations Legislation: All Dressed Up and Nowhere to Go', in Ian Hunt and Chris Provis (eds), *The New Industrial Relations: An Inter-disciplinary Critique*, Federation Press, Sydney, 1995, pp. 172-176.
  18. 'Explaining and Managing Labour Absence in Australia', in Alison Preston and Peter Reidell (eds), *Managing Absenteeism: Analysing and Preventing Labour Absence*, Industrial Relations Research Series No. 18, Department of Industrial Relations, Canberra, 1995, pp. 61-140 (with Robert Drago).
  19. 'The Cost of Time Off Work in Australia', in Raymond J. Stone (ed.), *Readings in Human Resource Management: Volume Two*, John Wiley & Sons, Brisbane, 1994, pp. 327-335.
  20. 'The Determinants of Strikes in Australia', in Braham Dabscheck, Gerard Griffin and Julian Teicher (eds), *Contemporary Australian Industrial Relations Readings*, Longman Cheshire, Sydney, 1992, pp. 88-108 (with Robert Drago).
  21. 'Employee Participation – A Practical Guide', in Raymond J. Stone (ed.), *Readings in Human Resource Management*, Jacaranda Wiley, Brisbane, 1991, pp. 170-178.
  22. 'Reforming the Trade Union Structure in Australia', in Lawson Savery and Norman Dufty (eds), *Readings in Australian Industrial Relations*, Harcourt Brace Jovanovich, Sydney, 1991, pp. 205-217 (with Richard Blandy and Judith Sloan).
  23. 'The Economic Impact of Immigration', in Mark Wooden, Robert Holton, Graeme Hugo and Judith Sloan, *Australian Immigration: A Survey of the Issues*, AGPS, Canberra, 1990, pp. 110-157. [Pp. 111-157 in updated/revised second edition published in 1994.]
  24. 'The Labour Market Experience of Immigrants', in Mark Wooden, Robert Holton, Graeme Hugo and Judith Sloan, *Australian Immigration: A Survey of the Issues*, AGPS, Canberra, 1990, pp. 227-292. [Pp. 218-279 in updated/revised second edition published in 1994.]

25. 'The Scope and Nature of S.A. Public Sector Activity', in Richard Blandy and Cliff Walsh (eds), *Budgetary Stress: The South Australian Experience*, Allen and Unwin, Sydney, 1989, pp. 45-88 (with David Evans).
26. 'Natural Resources', in Richard Blandy and Cliff Walsh (eds), *Budgetary Stress: The South Australian Experience*, Allen and Unwin, Sydney, 1989, pp. 266-290.
27. 'Employee and Industrial Relations in Australian Companies: A Survey of Management', in Business Council of Australia Industrial Relations Study Commission, *Enterprise Based Bargaining Units: A Better Way of Working*, Business Council of Australia, Melbourne 1989 (with Robert Drago and Roy Kriegler)
28. 'Labour Market Programs', in John Freebairn, Michael Porter and Cliff Walsh (eds), *Spending and Taxing: Australian Reform Options*, Allen and Unwin, Sydney, 1987, pp. 146-165 (with Judith Sloan).
29. 'Industrial Relations Systems and Competitiveness', in Richard Blandy and John Niland (eds), *Alternatives to Arbitration*, Allen and Unwin, Sydney, 1986, pp. 63-80 (with Richard Blandy, Ian Amstad, Geoff Bannister, Meredith Baker and Anita Quagliata).

**(d) Journal Articles**

Refereed Articles

1. 'Low-paid Employment and Unemployment Dynamics in Australia', *The Economic Record*, forthcoming March 2010 (with Hielke Buddelmeyer and Wang-Sheng Lee).
2. 'Long Work Hours: Volunteers and Conscripts', *British Journal of Industrial Relations*, forthcoming 2009 (with Robert Drago and David Black).
3. 'Who Wants Flexibility? Changing Work Hours Preferences and Life Events', *Industrial and Labor Relations Review* 62(3), April 2009, pp. 394-414 (with Robert Drago and David Black).
4. 'Overskilling, Job Insecurity and Career Mobility: Evidence from Australia', *Industrial Relations* 48(2), April 2009, pp. 265-286 (with Seamus McGuinness).
5. 'Life Satisfaction and the Economic and Social Characteristics of Neighbourhoods', *Journal of Population Economics* 22(2), April 2009, pp. 421-443 (with Michael Shields and Stephen Wheatley Price).
6. 'Working Time Mismatch and Subjective Well-being', *British Journal of Industrial Relations* 47(1), March 2009, pp. 147-179 (with Diana Warren and Robert Drago).
7. 'Paid Annual Leave and Working Hours: Evidence from the HILDA Survey', *Journal of Industrial Relations* 50(4), September 2008, pp. 664-670 (with Diana Warren).
8. 'The Effects of Household Joblessness on Mental Health', *Social Science & Medicine* 67(1), July 2008, pp. 88-100 (with Rosanna Scutella).
9. 'Money Doesn't Buy Happiness: Or Does It? A Reassessment Based on the Combined Effects of Wealth, Income and Consumption', *Social Indicators Research* 87(1), May 2008, pp. 65-82 (with Bruce Headey and Ruud Muffels).

10. 'Minimum Wages and the Working Poor', *Economic Papers* 26(4), December 2007, pp. 295-307 (with Roger Wilkins and Seamus McGuinness).
11. 'The HILDA Survey and its Contribution to Economic and Social Research (So Far)', *The Economic Record* 83(261), June 2007, pp. 208-231 (with Nicole Watson).
12. 'Reforming the Labour Market for Australian Teachers', *Australian Journal of Education* 50(2), August 2006, pp. 185-202 (with Elizabeth Webster and Gary Marks).
13. 'Implications of Work Choices Legislation', *Agenda: A Journal of Policy Analysis and Reform* 13(2), 2006, pp. 99-116.
14. 'The Dynamics of Income Poverty in Australia: Evidence from the First Three Waves of the HILDA Survey', *Australian Journal of Social Issues* 40(4), Summer 2005, pp. 541-552 (with Bruce Headey and Gary Marks).
15. 'The Importance of Wealth for Subjective Well-being', *Journal of Financial Transformation* 15, December 2005, pp. 59-67 (with Bruce Headey).
16. 'Female Breadwinner Families: Their Existence, Persistence and Sources', *Journal of Sociology* 41(4), December 2005, pp. 343-362 (with Robert Drago and David Black).
17. 'The Structure and Distribution of Wealth in Australia', *The Australian Economic Review* 38(2), June 2005, pp. 159-175 (with Bruce Headey and Gary Marks).
18. 'Usual and Preferred Working Hours in Couple Households', *Journal of Family Studies* 11(1), April 2005, pp. 46-61 (with Robert Drago and Yi-ping Tseng).
19. 'Household Wealth in Australia: Its Components, Distribution and Correlates', *Journal of Sociology* 41(1), March 2005, pp. 47-68 (with Bruce Headey and Gary Marks).
20. 'Money and Happiness: A Reconsideration Based on the Combined Effects of Wealth, Income and Consumption', *Schmollers Jahrbuch: Journal of Applied Social Science Studies* 125(1), 2005, pp. 131-144 (with Bruce Headey and Ruud Muffels).
21. 'The Effects of Wealth and Income on Subjective Well-being and Ill-being', *The Economic Record* 80, September 2004, Special Issue, pp. S24-S33 (with Bruce Headey).
22. 'Non-standard Employment and Job Satisfaction: Evidence from the HILDA Survey', *The Journal of Industrial Relations* 46(3), September 2004, pp. 275-297 (with Diana Warren).
23. 'Sample Attrition in the HILDA Survey', *Australian Journal of Labour Economics* 7(2), June 2004, pp. 293-308 (with Nicole Watson).
24. 'Long Hours Working in Australia and Enterprise Bargaining', *Agenda: A Journal of Policy Analysis and Reform* 10(3), 2003, pp. 259-271.
25. 'Enterprise Bargaining and Productivity in Australia: What Do We Know?' *The Economic Record* 79(245), June 2003, pp. 245-258 (with Joanne Loundes and Yi-Ping Tseng).

26. 'HILDA Has Arrived! New Survey on Australian Households and Families', *Family Matters*, No. 63, Spring/Summer 2002, pp. 66-73 (with Ruth Weston).
27. 'The HILDA Survey: What's In It For Economists?', *Australian Journal of Labour Economics* 5(3), September 2002, pp. 397-417 (with Nicole Watson).
28. 'The Household, Income and Labour Dynamics in Australia (HILDA) Survey: An Introduction', *Australian Social Policy*, 2001-02, pp. 79-99 (with Nicole Watson).
29. 'How Temporary are Australia's Casual Jobs?' *Work, Employment and Society* 15(4), December 2001, pp. 875-883.
30. 'Industrial Relations Reform in Australia: Causes, Consequences and Prospects', *The Australian Economic Review* 34(3), September 2001, pp. 243-262.
31. 'Minimum Wages and the Fallacy of the Inflated Denominator', *Economic Papers* 20(3), September 2001, pp. 59-70 (with Matthew James and Peter Dawkins).
32. 'Union Wage Effects in the Presence of Enterprise Bargaining', *The Economic Record* 77(236), March 2001, pp. 1-18.
33. 'Are Non-standard Jobs Sub-standard Jobs?', *Australian Social Monitor* 3(3), March 2001, pp. 65-70.
34. 'The Growth in "Unpaid" Working Time', *Economic Papers* 20(1), March 2001, pp. 29-43.
35. 'Participation in, and Barriers to, Training: The Experience of Older Adults', *Australasian Journal on Ageing* 19(4), November 2000, pp. 172-179 (with Mark Cully, Richard Curtain and Adriana VandenHeuvel).
36. 'The Changing Skill Composition of Labour Demand', *Australian Bulletin of Labour* 26(3), September 2000, pp. 191-198.
37. 'Immigrants' Labour Market Experiences in the Early Settlement Years', *Australian Bulletin of Labour* 26(1), March 2000, pp. 59-69 (with Adriana VandenHeuvel).
38. 'Unions and Employment Growth: Panel Data Evidence', *Industrial Relations* 39(1), January 2000, pp. 88-109 (with Anne Hawke).
39. 'Is OHS Good for Business?' *The Journal of Occupational Health & Safety – Australia & New Zealand* 15(5), October 1999, pp. 411-416 (with Adriana VandenHeuvel).
40. 'Individual Agreement-making in Australian Workplaces: Incidence, Trends and Features', *The Journal of Industrial Relations* 41(3), September 1999, pp. 417-445.
41. 'Workplace Characteristics and their Effects on Wages: Australian Evidence', *Australian Economic Papers* 38(3), September 1999, pp. 276-289 (with Bijit Bora).
42. 'Gender Pay Equity and Comparable Worth in Australia: A Reassessment', *The Australian Economic Review* 32(2), June 1999, pp. 157-171.

43. 'Union Amalgamations and the Decline in Union Density', *The Journal of Industrial Relations* 41(1), March 1999, pp. 35-52.
44. 'Industrial Relations Reform in Australia: Implications for the Agricultural and Mining Sectors', *The Australian Journal of Agricultural and Resource Economics* 42(3), September 1998, pp. 303-319 (with Anne Hawke).
45. 'Factors Associated with Inter-industry Differences in Workers' Compensation Claims Rates', *The Journal of Occupational Health & Safety — Australia & New Zealand* 14, August 1998, pp. 349-356.
46. 'Recruitment Practices in the Private Sector: Results from a National Survey of Employers', *Asia Pacific Journal of Human Resources* 36(2) 1998, pp. 73-88 (with Don Harding).
47. 'The Changing Face of Australian Industrial Relations: A Survey', *The Economic Record* 74, March 1998, pp. 74-88 (with Anne Hawke).
48. 'Gender Discrimination in Training: A Note', *British Journal of Industrial Relations* 35(4), December 1997, pp. 627-633 (with Audrey VandenHeuvel).
49. 'Participation of Non-English-Speaking-Background Immigrants in Work-Related Training', *Ethnic and Racial Studies* 20(4), October 1997, pp. 830-848 (with Audrey VandenHeuvel).
50. 'Family Composition and the Labor Supply Choices of Married Immigrant Women', *Australian Journal of Labour Economics* 1, October 1997, pp. 121-142 (with Audrey VandenHeuvel).
51. 'Self-employed Contractors and Job Satisfaction', *Journal of Small Business Management* 35(3), July 1997, pp. 11-20 (with Audrey VandenHeuvel).
52. 'NESB Immigrant Women and Part-time Work', *International Journal of Employment Studies* 5, April 1997, pp. 45-66 (with Audrey VandenHeuvel).
53. 'Employer Knowledge of, and Satisfaction with, ITABs: Survey Evidence', *Australian Vocational Education Review* 4 (1), 1997, pp. 38-51.
54. 'Formal Training for Employees of Small Business', *Small Enterprise Research: The Journal of SEAA NZ* 4 (1/2), 1996, pp. 108-125 (with Meredith Baker).
55. 'Firm Size and the Provision of Employee Training: An Analysis of the 1993 Survey of Training and Education', *Australian and New Zealand Journal of Vocational Education Research* 4, November 1996, pp. 89-120.
56. 'The Use of Contractors in Australian Workplaces', *Labour Economics and Productivity* 8, October 1996, pp. 163-194 (with Audrey VandenHeuvel).
57. 'Training in Small and Medium Enterprises: Is Australia's National Training Reform Agenda Appropriate?', *Labour Economics and Productivity* 8, March 1996, 1-24 (with Meredith Baker and Peter Kenyon).

58. 'Absence Penalties and Work Attendance', *The Australian Economic Review*, No. 112, 4th Quarter 1995, pp. 43-58 (with Jeffrey Balchin).
59. 'Do Explanations of Absence Differ for Men and Women?', *Human Relations* 48(11), November 1995, pp. 1309-1329 (with Audrey VandenHeuvel).
60. 'Smoking Cessation and Absence from Work', *Preventive Medicine* 24(5), September 1995, pp. 535-540 (with Robert Bush).
61. 'Smoking and Absence from Work: Australian Evidence', *Social Science and Medicine* 41(3), August 1995, pp. 437-446 (with Robert Bush).
62. 'Self-employed Contractors in Australia: How Many and Who Are They?', *The Journal of Industrial Relations* 37, June 1995, pp. 263-280 (with Audrey VandenHeuvel).
63. 'Penalty Rates and Labour Supply', *The Journal of Industrial Relations* 37, June 1995, pp. 297-301.
64. 'A Disaggregated Approach to the Study of Absence from Work', *Labour and Industry* 6, March 1995, pp. 45-66 (with Robert Drago).
65. 'The Effect of Trade Unions on the Provision of Training: Australian Evidence', *British Journal of Industrial Relations* 32(4), December 1994, pp. 565-580 (with Sean Kennedy, Robert Drago and Judith Sloan).
66. 'Part-time Employment and Participation and Retention in Higher Education', *Australian Journal of Education* 38, November 1994, pp. 250-265 (with Frances Robertson and Peter Dawkins).
67. 'Trade Unions and Quits in Australia', *Journal of Labor Research* 15(4), Fall 1994, pp. 403-418 (with Meredith Baker).
68. 'The Outlook for Labour Supply in Australia During the 1990s', *Labour Economics and Productivity* 6, September 1994, pp. 130-155 (with Peter Kenyon).
69. 'Unions, Investment and Innovation: Australian Evidence', *Applied Economics* 26, June 1994, pp. 609-615 (with Robert Drago).
70. 'The Relative Influence of Life-Events and Hassles on Work-related Injuries: Some Australian Evidence', *Human Relations* 47(3), March 1994, pp. 283-306 (with Lawson Savery).
71. 'A Case for Public Sector Job Creation Schemes? Not Really', *The Economic and Labour Relations Review* 4, December 1993, pp. 328-332 (with Judith Sloan).
72. 'Do Union Voice and Worker Participation Coincide? A Study of Australian Managers' Perceptions', *Economic and Industrial Democracy* 14(4), November 1993, pp. 573-588 (with Robert Drago).
73. 'Unionization in Australia: Evidence from the AWIRS', *The Economic Record* 69, September 1993, pp. 305-314 (with Jeffrey Balchin).

74. 'Underemployment in Australia', *Labour Economics and Productivity* 5, September 1993, pp. 95-110.
75. 'Pay for Performance Incentives and Work Attitudes', *Australian Journal of Management* 17, December 1992, pp. 217-231 (with Robert Drago and Saul Estrin).
76. 'Compulsory Unionism and the AWIRS: Redrawing the Map', *The Economic and Labour Relations Review* 3, December 1992, pp. 180-198.
77. 'The Cost of Time Off Work in Australia', *Asia Pacific Journal of Human Resources* 30, Spring 1992, pp. 1-10. [Reprinted in Raymond J. Stone (ed.), *Readings in Human Resource Management: Volume Two.*]
78. 'The Determinants of Labour Absence: Economic Factors and Workgroup Norms Across Countries', *Industrial and Labor Relations Review* 45(4), July 1992, pp. 764-778 (with Robert Drago).
79. 'Immigration and its Impact on the Incidence of Training in Australia', *The Australian Economic Review*, No. 98, 2nd Quarter 1992, pp. 39-53 (with Meredith Baker).
80. 'Workgroups, Efficiency Wages and Work Effort', *Journal of Post-Keynesian Economics* 14(4), Summer 1992, pp. 497-521 (with Dale Belman and Robert Drago).
81. 'The Experience of Refugees in the Australian Labor Market', *International Migration Review* 25(3), Fall 1991, pp. 514-535.
82. 'The Determinants of Participatory Management', *British Journal of Industrial Relations* 29(2), June 1991, pp. 177-204 (with Robert Drago).
83. 'Turnover Down Under: Trade Unions and Exit Behaviour in Australia', *The Journal of Industrial Relations* 33, June 1991, pp. 234-248 (with Robert Drago).
84. 'Grievance and Dispute Procedures: A Note on the Importance of Compliance', *Labour Economics and Productivity* 3, March 1991, pp. 61-71. [Earlier version published in *Avoiding Industrial Action: A Better Way of Working*, BCA Employee Relations Study Commission, Allen and Unwin, Sydney, 1991.]
85. 'The "Sickie": A Public Sector Phenomenon?', *The Journal of Industrial Relations* 32, December 1990, pp. 560-576.
86. 'Award Restructuring: Factors Associated with its Progress and Success', *Labour and Industry* 3, June / October 1990, pp. 215-234 (with Judith Sloan).
87. 'The BCA Report: A Response to Frenkel and Peetz (II)', *The Journal of Industrial Relations* 32, September 1990, pp. 413-418 (with Robert Drago).
88. 'Trade Union Structure and Workplace Efficiency: An Agenda for Reform', *Australian Quarterly* 62, Spring 1990, pp. 206-216 (with Judith Sloan).
89. 'Labour Absence and Turnover in Australia', *Asia Pacific HRM* 28, August 1990, pp. 53-61 (with Roy Kriegler).

90. 'Corporatism and Wage Setting: The Accord in Hindsight', *Economic Papers* 9, June 1990, pp. 51-63.
91. 'Are Australian Trade Unions Good for Productivity?', *Asia Pacific HRM* 28, May 1990, pp. 81-86.
92. 'Factors Associated with Workplace Accidents: Evidence from the 1983 Health Survey', *The Journal of Occupational Health and Safety – Australia and New Zealand* 6, April 1990, pp. 97-102.
93. 'The Determinants of Strikes in Australia', *The Journal of Industrial Relations* 32, March 1990, pp. 32-52 (with Robert Drago). [Reprinted in Braham Dabscheck, Gerard Griffin, and Julian Teicher (eds), *Contemporary Australian Industrial Relations Readings*.]
94. 'Workers' Compensation, Unemployment and Industrial Accidents: An Inter-temporal Analysis', *Australian Economic Papers* 28(53), December 1989, pp. 219-235.
95. 'The Extent of Labour Absence in Australia: Some Evidence from the Labour Force Survey', *Labour Economics and Productivity* 1(1), March 1989, pp. 53-65.
96. 'The Measurement of Injury Risk Across Industries', *The Journal of Occupational Health and Safety – Australia and New Zealand* 5, February 1989, pp. 15-19 (with Narmon Tushi).
97. 'The Impact of Redundancy on Subsequent Labour Market Experience', *The Journal of Industrial Relations* 30, March 1988, pp. 3-31.
98. 'Achieving Consensus in a Pluralist Society: Realisable Goal or Wishful Thinking?', *Journal of Australian Political Economy*, No. 19, December 1985, pp. 14-28.
99. 'Labour Utilization and Wage Inflation in Australia: An Empirical Examination', *The Economic Record* 61, June 1985, pp. 516-521 (with Peter Dawkins).
100. 'Strikes in Post-War Australia: A Review', *The Journal of Industrial Relations* 27, June 1985, pp. 131-157 (with Stephen Creigh).
101. 'New Technology: The Challenge to Industrial Relations', *Current Affairs Bulletin* 61, April 1985, pp. 16-27 (with Roy Kriegler).

Invited Articles (which may or may not have been subject to the normal refereeing process)

102. 'Household Debt in Australia: The Looming Crisis That Isn't', *The Australian Economic Review* 42, September 2009, forthcoming (with Roger Wilkins).
103. 'Die internationale Einbettung des Sozio-oekonomischen Panels (SOEP) im Rahmen des Cross-National Equivalent File (CNEF)', *Vierteljahrshefte zur Wirtschaftsforschung (Quarterly Journal of Economic Research)* 77(3), 2008, pp. 110-129 (with Joachim Frick, Stephen Jenkins, Dean Lillard and Oliver Lipps). [In German]

104. 'The Cross-National Equivalent File (CNEF) and its Member Country Household Panel Studies', *Schmollers Jahrbuch: Journal of Applied Social Science Studies* 127(4), 2007, pp. 627-654 (with Joachim Frick, Stephen Jenkins, Dean Lillard and Oliver Lipps).
105. 'Overskilling in the Australian Labour Market', *Australian Economic Review* 40, September 2007, pp. 307-312 (with Kostas Mavromaras and Seamus McGuinness).
106. 'Does the Fair Pay Commission Decision Matter?', *Insights* 1, April 2007, pp. 28-29.
107. 'Minimum Wage Setting and the Australian Fair Pay Commission', *Journal of Australian Political Economy*, no. 56, December 2005, pp. 81-91.
108. 'Workplace Relations Reform: Where to Now?', *The Australian Economic Review* 38, June 2005, pp. 176-181.
109. 'Teaching and the Teacher Labour Market: The Case for Reform', *Australian Economic Review* 38, March 2005, pp. 91-98 (with Elizabeth Webster and Gary Marks).
110. 'The HILDA Survey Four Years On', *Australian Economic Review* 37, September 2004, pp. 343-349 (with Nicole Watson).
111. 'The HILDA Survey: A Summary', *Australian Journal of Labour Economics* 7, June 2004, pp. 117-124 (with Nicole Watson).
112. 'Wealth Matters More than Income to Happiness', *Australian Social Monitor* 7, June 2004, pp. 49-50 (with Bruce Headey).
113. 'Jobless Households in Australia: Incidence, Characteristics and Financial Consequences', *Economic and Labour Relations Review* 14, January 2004, pp. 187-207 (with Rosanna Scutella).
114. 'Unemployment in an Age of Prosperity', *Economic and Labour Relations Review* 13, December 2002, pp. 179-195.
115. 'Enhancing the Evidence Base for Economic and Social Policy in Australia: The Household, Income and Labour Dynamics in Australia (HILDA) Survey', *Mercer-Melbourne Institute Quarterly Bulletin of Economic Trends*, No. 3.02, 2002, pp. 17-20 (with Simon Freidin and Nicole Watson).
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117. 'Childcare Policy: An Introduction and Overview', *Australian Economic Review* 35, June 2002, pp. 173-179.
118. 'Long Working Hours: International Comparisons', *Australian Social Monitor* 4, December 2001, pp. 102-103.
119. 'Diversity in Employment Arrangements', *Queensland Economic Review*, 2000/3, pp. 16-19 (with Adriana VandenHeuvel).

120. 'Industrial Relations Reform: The Unfinished Agenda', *Mercer-Melbourne Institute Quarterly Bulletin of Economic Trends*, 3.00, pp. 14-20.
121. 'The Labour Market in 1999: The Year in Review', *Australian Bulletin of Labour* 26, March 2000, pp. 3-10.
122. 'The Employment Consequences of Comparable Worth Policies', *The Australian Economic Review* 32, September 1999, pp. 286-291.
123. 'The Consequences for Management of Changing Bargaining Structures', *BCA Papers* 1, September 1999, pp. 73-78.
124. 'The Rise of Individual Agreement-making in Australia', *BCA Papers* 1, September 1999, pp. 67-72.
125. 'Outsourcing and the Use of Contractors: Evidence from the AWIRS', *The Economic and Labour Relations Review* 10, June 1999, pp. 22-35.
126. 'Job Insecurity and Job Instability: Getting the Facts Straight', *BCA Papers* 1, May 1999, pp. 14-18.
127. 'Factors Associated with Casual Employment: Evidence from the AWIRS', *The Economic and Labour Relations Review* 9, June 1998, pp. 82-108 (with Anne Hawke).
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129. 'The Path to Full Employment? 'They're Dreamin'!', *The Australian Economic Review* 30 (4) 1997, pp. 445-447.
130. 'The 1995 Australian Workplace Industrial Relations Survey', *The Australian Economic Review* 30, September 1997, pp. 323-328 (with Anne Hawke).
131. 'Schools Brief: Unemployment', *Policy* 13, Autumn 1997, pp. 59-63.
132. 'Training Data and Statistics in Australia', *The Australian Economic Review*, No. 110, 2nd Quarter 1995, pp. 116-120.
133. 'The Green Paper on Employment Opportunities, or Don't You Worry About That', *The Australian Economic Review*, No. 105, 1st Quarter 1994, pp. 6-10.
134. 'Labour Markets from the Microeconomic Perspective: Implicit Contract Theory', *The Australian Economic Review*, No. 67, 3rd Quarter 1984, pp. 120-129 (with Judith Sloan).

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135. 'The Australian Labour Market: Preparing for the New Millennium', *Australian Bulletin of Labour* 25, September 1999, pp. 197-204.
136. 'The Labour Market in 1998: The Year in Review', *Australian Bulletin of Labour* 25, March 1999, pp. 3-10.

137. 'Is Job Stability Really Declining?', *Australian Bulletin of Labour* 24, September 1998, pp. 186-193.
138. 'Enterprise Bargaining and the Gender Earnings Gap', *Australian Bulletin of Labour* 23, September 1997, pp. 214-226.
139. 'The Youth Labour Market: Characteristics and Trends', *Australian Bulletin of Labour* 22, June 1996, pp. 137-160.
140. 'Labour Absence in Australia: An Overview of Dimensions, Causes and Remedial Strategies', *Australian Bulletin of Labour* 21, December 1995, pp. 323-339.
141. 'Overemployment, Unemployment and the Work Sharing Debate', *Australian Bulletin of Labour* 19, December 1993, pp. 296-303.
142. 'The Australian Workplace Industrial Relations Survey and Workplace Performance', *Australian Bulletin of Labour* 18, June 1992, pp. 142-67 (with Robert Drago).
143. 'Training in the Australian Labour Market: Evidence from the *How Workers Get Their Training Survey*', *Australian Bulletin of Labour* 18, March 1992, pp. 26-46 (with Meredith Baker).
144. 'The Structural Efficiency Principle in Action – Management Views', *Australian Bulletin of Labour* 16, September 1990, pp. 199-223 (with Judith Sloan).
145. 'Employee Participation – A Practical Guide', *Australian Bulletin of Labour* 16, June 1990, pp. 90–103. [Reprinted in Raymond J. Stone (ed.), *Readings in Human Resource Management*.]
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148. 'Plant Shutdown: A Case-Study in Managed Change', *Australian Bulletin of Labour* 14, December 1987, pp. 358-81 (with Judith Sloan).
149. 'Research Note: Inter-State Variations in Strike Proneness', *Australian Bulletin of Labour* 9, June 1983, pp. 208-16 (with Stephen Creigh and Frances Robertson).

**(e) Papers in Published Conference Proceedings**

1. 'Low-paid Employment and Unemployment Dynamics in Australia', in *Proceedings of the HILDA Survey Research Conference 2009, University of Melbourne, 16-17 July 2009* (with Hielke Buddelmeyer and Wang-Sheng Lee). Refereed stream. [Available on the web at: <http://www.melbourneinstitute.com/hilda/Biblio/conf2009papers.htm>: ISBN: 978-0-7340-3309-3]
2. 'Long Work Hours: Volunteers and Conscripts', in *Proceedings of the HILDA Survey Research Conference 2007, University of Melbourne, 19-20 July 2007* (with Robert

- Drago and David Black). Refereed stream. [Available on CD-Rom and on the web at: <http://www.melbourneinstitute.com/hilda/Biblio/conf2007papers.htm>: ISBN: 978-0-7340-3247-8]
3. 'Transitions from Casual Employment in Australia', in *Proceedings of the HILDA Survey Research Conference 2007, University of Melbourne, 19-20 July 2007* (with Hielke Buddelmeyer). Non-refereed stream. [Available on CD-Rom and on the web at: <http://www.melbourneinstitute.com/hilda/Biblio/conf2007papers.htm>]
  4. 'Modelling Longitudinal Survey Response: The Experience of the HILDA Survey', in *Proceedings of the ACSPRI Social Science Methodology Conference, University of Sydney, 10-13 December 2006* (with Nicole Watson). [Available only on CD-Rom – ISBN-10: 0-9803188-0-7; ISBN-13: 978-0-9803188-0-7]
  5. 'The Australian Industrial Relations Reform Agenda', Paper presented at the 34th Australian Conference of Economists, University of Melbourne, 26-28 September 2005. [In Proceedings of the Conference: ISBN 07340 26080.]
  6. 'The HILDA Survey and the Potential to Contribute to Population Research', in *2020 Vision: Australia's Demographic Future – Proceedings of the Australian Population Association 11<sup>th</sup> Biennial Conference*, University of New South Wales, 2-4 October 2002 (with Nicole Watson). [Available only on CD-Rom.]
  7. 'Discussant Comments', in Productivity Commission, *Policy Implications of the Ageing of Australia's Population*, Productivity Commission, Melbourne, 1999, pp. 214-217.
  8. 'Union Delegate Presence and the Decline in Union Density: Evidence from the AWIRS Panel', in C. Leggett and G. Treuren (eds), *Current Research in Industrial Relations, AIRAANZ 99 — Proceedings of the 13th AIRAANZ Conference, Volume 1: Refereed Papers*, AIRAANZ, Sydney, 1999, pp. 225-236.
  9. 'Explaining Wage Outcomes: The Role of Firm and Workplace Characteristics', in Bureau of the Census, U.S. Department of Commerce, *International Symposium on Linked Employer-Employee Data: May 21-22 1998, Key Bridge Marriott Hotel, Arlington VA, U.S. Department of Commerce, Washington DC, 1998*. [Available only on CD-Rom.]
  10. 'Industrial Relations Reform and Labour Market Outcomes: A Comparison of Australia, New Zealand and the United Kingdom', in G. Debelle (ed.), *Unemployment and the Australian Labour Market: Proceedings of a Reserve Bank of Australia Conference*, Reserve Bank of Australia, Sydney, 1998, pp. 169-203 (with Judith Sloan).
  11. 'Rapporteur', in Industry Commission, *Changing Labour Markets: Prospects for Productivity Growth — Workshop Proceedings*, Industry Commission, Melbourne, 1997, pp. 257-264.
  12. 'Self-employed Contractors in Australia: What are the Facts?', in L. Sonder (ed.), *Current Research in Industrial Relations: Proceedings of the 9th AIRAANZ Conference, World Congress Centre, Melbourne, February 1995*, AIRAANZ, 1995, pp. 449-456 (with Audrey VandenHeuevel)

13. 'Recent Trends in the Australian Labour Market', in Tim Riley (ed.), *Creating Jobs by Investing in Growth: Economics '94 Conference Proceedings*, Economics Education Resource Centre, Sydney, 1994, pp. 35-61 (with Judith Sloan).
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15. 'Part-time Employment and Participation and Retention in Higher Education', in R.G. Gregory and T. Karmel (eds), *Youth in the Eighties: Papers from the Australian Longitudinal Survey Research Project*, Centre for Economic Policy Research, ANU, Canberra, 1992, pp. 179-203 (with Frances Robertson and Peter Dawkins).
16. 'Trade Unions and Workplace Efficiency: Some Preliminary Results', in Mark Bray and Diana Kelly (eds), *Issues and Trends in Australasian Industrial Relations: Proceedings of the 4th Biennial AIRAANZ Conference*, AIRAANZ, Sydney, 1989, pp. 321-350 (with Robert Drago).