

[Click here if you cannot view this properly](#)



The University of Sydney

17th August 2009



WRC E-Newsletter

In this e-newsletter:

Message from the Director
Recent Research
Events
Training
WRC Staffing news

Message from the Director

Dear Reader,

The recasting of employment, hours and life at work

As time passes it appears the current economic upheaval is taking on a different character to that of previous downturns. Especially important has been divergent responses in employment, unemployment and hours of work. Unemployment has increased dramatically – primarily because new entrants are finding it hard to get work. Across the workforce, roughly the same number of people are employed as a year ago. But amongst some sectors (full time males, for example) round 150,000 jobs have been lost. On the other hand well over 100,000 part-time jobs have been created.

The major mechanism of adjustment has been hours of work. These are down dramatically. Indeed, the fall in hours is equivalent to well over 200,000 full time jobs. Clearly employers and workers are keen to stay connected more than in the past. This is important for minimising unemployment. In the longer term, however, it could also mean a long period of 'jobless growth' – a phenomenon that has got worse with recent recessions.

The degree to which we witness employment intensive or jobless growth will depend fundamentally on our working time and workforce development policies. If current settings do not change we can expect a re-run of the past. If we try some fresh thinking about sharing the work more fairly we could see a very different outcome. This is an issue the Centre is currently exploring and on which it will be releasing important findings over the coming months.

WRC NEWS

Join us on 25th September for



Special Group Price: \$495

H + W @ Work Speakers:

Michael Carroll, author *Awake at Work*
Robert Cummins, Deakin University
Suzy Green, University of Sydney
James Wright, Redballoon
Therese Harris, Sydney Water
Richard High, ING Australia
Anna Kerrison, TNT Australia
Prof. Timothy Sharp, The Happiness Institute
Edith Hunt, Beyond Blue
Bridget Hogg, HR Development at Work
Kate Wait, Work and Family Matters
Richard Hall, University of Sydney

We are taking Climate Change at Work to Brisbane!

Karl Marx

Last week I presented a seminar on Karl Marx at the Key Thinkers lecture series at University of Sydney. Whether you agree with him or not, Karl Marx has had an enduring impact on modern intellectual and political life. While there are some limits in aspects of Marx's analysis these are not so fundamental as to compromise his relevance today.

[Download the Karl Marx PowerPoint Presentation](#)

[Listen to the podcast \(MP3 38mb, running time 82min\)](#)

Happiness + Wellbeing at Work

Our next conference, Happiness + Wellbeing at Work on the 25th September in Darling Harbour, sees International author Michael Carroll presenting *'Rediscovering our natural confidence in uncertain times'*. I can personally recommend his books, *The Mindful Leader* and *Awake at Work*. This conference has pushed the boundaries on rethinking how we can improve life at work. This year's event promises to be our most challenging.

Enterprise Bargaining

We have also just launched a two day training course on Enterprise Bargaining which is being run with our partners Clayton Utz. I would highly recommend this course for those needing negotiation skills and for those companies where your agreements are due to expire shortly or during next year. Preparation for this can take up to 12 months so I would suggest starting now.

John Buchanan
Director

[Back to top](#)

Recent Research

Over the last couple of months we have been involved in a number of apprentice and construction related projects. A report entitled "From preserving to renovating Australian apprenticeships" was completed for DEEWR in early August and a new project "Expanding pre-apprenticeships" for DIIRD, Victoria began around the same time. Another successful Workplace Industrial Relations Survey for the NSW Department of Commerce was recently completed by Jill Considine. The research team continues to

Climate Change @ Work: Creating the Sustainable Workplace



C C @ Work Brisbane Speakers:

Greg Withers, Office of Climate Change Qld
Amanda Keogh, Fuji Xerox
Alex Scott, Qld Public Sector Union
Aaron Johnstone, AIG Qld
Andrew Petersen, Partner PwC
Prof. Malcolm McIntosh, Griffith University
Ken Hickson, ABC Carbon
John Buchanan, WRC

Follow WRC on Twitter



The ABC of Carbon Book Launch



expand with 2 new members about to join us in late August.

[Back to top](#)

Events

Recently we held the Australian Workplace Conference. We would like to thank our thoughtful and insightful speakers and the conference sponsors - DEEWR and HR Leader for their support. The conference presentations are available to purchase on our website.

We also helped to launch [The ABC of Carbon](#) by Ken Hickson - a well set out index-like book of all of the terminology associated with carbon and climate change. And how are we associated with Ken you ask? Ken was a speaker at our Climate Change at Work conference held earlier this year in April and he is supporting us in taking the conference to Brisbane in October this year. We wish Ken all the success with his book.

3rd Happiness + Wellbeing at Work

25th September, Harbours Edge, Darling Harbour Sydney

International Keynote speaker - [Michael Carroll](#) who has written books *The Mindful Leader* and *Awake at Work*. Michael will also be running a 90 minute meditation at work workshop the day prior to the conference at the Boardroom, Darlington Centre, University of Sydney. \$85 or free when you book for the conference.

[Book Now](#)

Climate Change at Work in Brisbane

29th October
Ship Inn, Southbank, Brisbane

We are taking our successful Climate Change at Work conference to Brisbane. Climate change is changing jobs, HR management practices, workplace relations and skill demands. Find out what those changes are and what they mean for you and your company.

[Book Now](#)



Thankyou to WRC
Conference Sponsors 2009

We are currently seeking [SPONSORSHIP](#)
for
Happiness + Wellbeing at Work



Contact [Karen Treacy](#)

Our close associations are organising the 15th IIRA World Congress: The New World of Work, Organisations and Employment

24-27 August 2009 Sydney Convention Centre

[Register online now](#)

[Back to top](#)

Training

**Best Practice - [Managing Discrimination, Harassment and Bullying](#)
19 August, 2009**

This session has a strong focus on practical workplace application – identifying when unacceptable behaviour occurs, intervening to reduce the risk of escalation and having a preventive mindset. Presented in partnership with Australian Business Lawyers.



[Register for this Event](#)

**Best Practice - [Performance, Discipline and Terminations Management](#)
20 August, 2009**

In order to complement your organisational policies and procedures, this session aims to bolster people in positions of responsibility lacking the ability to act with full confidence when faced with workplace disciplinary and performance issues. Presented in partnership with Australian Business Lawyers.



[Register for this Event](#)

Other courses coming up:

16 September - Best Practice
[Management of Ill and Injured Employees](#)

17 September - Best Practice
[Contracts of Employment and Organisational Policies](#)

1 - 2 October - Building Block
[Essential Employee Relations \(Melbourne\)](#)

The WRC also offers Customised Training for your organisation please contact us via training@wrc.org.au or (02) 9351 5717/ 5622

[Book Now](#)

[Back to top](#)

Australian Workplace Conference Sponsors



Australian Government
Department of Education, Employment
and Workplace Relations



Climate Change at Work Sponsors

Department of
**Environment &
Climate Change NSW**



Labour Law Conference Sponsors



2009 Training

WRC Staffing News

We have two new researchers joining our team from the 24th August - Linda Scott and Susanna Baldwin. We look forward to them coming on board.

Thanks for reading our e-newsletter,
the team at WRC

 Send to a Friend

[Back to top](#)

www.wrc.org.au | copyright © 2008 | [Unsubscribe](#)



Invest in Your People for Future Growth

Employee Relations & Management Training
for all managers, supervisors, HR practitioners

Applied courses and half-day workshops:

- Strong practitioner focus
- Practical knowledge and skills
- Cover the fundamentals
- Refresh or upgrade your skills

Experts presenters from the Workplace Research Centre, University of Sydney, in partnership with Australian Business Lawyers will help you develop the key skills to improve employee relations in the workplace.

In-house training tailored to your needs is also available.

Choose from a range of courses in 2009!

Course Title	Course Date
Essential Employee Relations	4-5 August (Sat) 1-2 October (Mon)
Managing Discrimination, Harassment and Bullying	15 August
Performance, Discipline and Termination Management	28 August
Management of Ill and Injured Employees	18 September
Contracts of Employment and Organisational Policies	17 September
Investigating Grievances and Other Issues	14 October

Find out more at
www.wrc.org.au/courses.php

Workplace Research Centre
at the University of Sydney

1800 260 864 | wrc@wrc.org.au
www.wrc.org.au



informing • advising • educating