

**Department of Management
Monash University**

SEIRnet Annual Report for 2006

Research and Teaching Concentration Funding

Criteria to be used to determine funding allocation for 2007

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1. SEIRnet Group Membership

Name	Affiliation %
Ali Haidar	100
Andrea Kirk-Brown	100
Charmine Hartel (Co-Director)	100
Ingrid Nielsen	100
James Sarros (Co-Director)	100
Ken Coghill	100
Linda McGuire	100
Melanie Bryant	100
Mike Knowles	100
Nell Kimberley	100
Tim Haslett	100
Cristina Neesham	100
Dennis Appo*	100
Sonja Petrovic-Lazarevic	100
Andrea Howell	90
Andrew Pirola-Merlo	90
Glennis Hanley	80
Sen Sendjaya	80
Margaret Lindorff	75
Liam Page	70
Tui McKeown	70
Brian Cooper	60
Vivek Chaudhri	60
Andrew O'Loughlin	50
Guy Standing*	50
Lorreta Inglis	50
Max Coulthard	50
On Kit Tam	50
Pat Davis	50
Sharif As-Saber	50
Jeff McLean	40
Julian Teicher	40
Nick Bisley	40
Quamrul Alam	40
Ramanie Samaratunge	40
Gaby Ramia	33.3
Chris Nyland	30
Michelle Greenwood	30
Elizabeth Prior-Jonson	20
Marcia Perry	10
Nick Beaumont	10
Peter Gahan	10
Christine Lee	5

* New member

N=43

Effective 100% Member Equivalent Total (raw total/100) = 27.73

% of Effective 100% Member Equivalent Total = 32.56

2. Research Income for 2006

Name	Project Title	Source	Total Amount Granted to	Amount granted for 2006
Nick Bisley	Responding to globalization: new trends in international trade policy	Faculty Grant	\$10,000.00	\$10,000.00
James Sarros Andrew Pirola-Merlo Adela McMurray (2006-2009)	Proximal and organizational leadership and climate as predictors of key performance in non-profit organizations	LP0669390 with Wesley Mission	\$133,000.00	\$15,000.00
Nyland, C., Marginson, S., Ramia, G. & Gallagher, M. (2005-2007)	The Social and Economic Security of International Students in the Global Education Market	DP0558153	\$ 210,000.00	\$70,000.00
Smyth, R., Nyland, C., Zhu, C., Ramia, G. & Davies, G. (2005-2007)	The Social and Business Implications of Extending China's Social Security System	LP0561084 with Shanghai Bureau of Labour and Social Security, China	\$ 40,000.00	\$40,000.00
Ashkanasy, N. M., Härtel, C. E. J. & Greenberg, J. (2007-2009)	The Role of Organisational Events and Emotions in Strategic Decision-Making.	DP0771661	\$236,000.00	
Härtel, C. E. J.	Caring for Caregivers.	Monash Uni. Faculty Support Grants for New Academic Staff Appointment	\$10,000.00	\$10,000.00
Härtel, C. E. J., Sarros, J. & Coghill, K.	Emotions Flagship Project	SEIRnet Grant	\$20,000.00	\$20,000.00
Härtel, C. E. J.	Social Impact Flagship Project	SEIRnet Grant	\$20,000.00	\$20,000.00
Härtel, C. E. J., As-Saber, S.	Emotions Flagship Project	SEIRnet Grant	\$5,000.00	\$5,000.00
Härtel, C. E. J., Bennett, R., Walkley, I., Cierpicki, S. & Worthington, S. (2005-2007)	An Investigation into Consumer Perspectives on Emotional, Attitudinal and Behavioural Loyalty	ARC, LP0455332	\$220,000.00	\$75,000.00
Wilson-Evered, E., Härtel, C. E. J., Powell, L. W., Van Engen, M. L. & West, M. A. (2004-2006)	Diverse Teams and Health Care - Problem or Cure?	ARC, DP0450903	\$224,000.00	\$55,000.00

Härtel, C. E. J. & As-Saber, S (2005-2007)	The Role of Communication in Sino-Australian Business Negotiations: An Appraisal	APAI	\$74,000.00	\$23,556.00
Hartel, C.E.J.		ARC		\$46,670.00
Samaratunge R., Alam, Q., DeCieri, H., & Nyland, C.		IBRU	\$5,500.00	\$5,500.00
Samaratunge, R.		IBRU	\$3,000.00	\$3,000.00
Samaratunge, R. & Coghill K.		SEIRnet	\$1,805.00	\$1,805.00
Samaratunge, R. & Coghill K.		SEIRnet	\$1,119.00	\$1,119.00
McKeown, Hanley & Clulow	I want my boomerang to come back! Retaining and Sustaining the Older Worker.	National Seniors Productive Ageing Centre	\$4,986.00	\$4,986.00
Frost, Kirk-Brown, Howell, Van Dijk, McKeown	Retirement Villages: A Review of the Literature	CONVIVIA	\$29,500.00	\$29,500.00
Nielsen, I.	English language self-efficacy among Chinese market vendors: Impact on bargaining with international customers	IBRU	\$7,000.00	\$7,000.00
Nielsen, I.	ASSA Scholar (Australia-China Exchange Program)	Academy of the Social Sciences in Australia	\$6,000.00	\$6,000.00
Nielsen, I. (Under Review)	Effects of economic development on job satisfaction and subjective quality of life: A study of three Chinese provinces	FRG	\$14,419.00	\$14,419.00
Sendjaya, S. & Sarros, J.	Servant Leadership in Australian Enterprises	Monash Small Grants Scheme	\$15,000.00	\$15,000.00
Kirk-Brown, A.	Organisational normalisation following a terrorist-evoked critical incident	Faculty of Business and Economics	\$12,000.00	\$12,000.00
Howell, A. & Van Dijk, P	An examination of spirituality and its relationship between work related stressors and burnout for nurses	FRG	\$5,500.00	\$5,500.00
Marcia Perry	Tsunami Relief Requirements - NGO Interview Study	FRG	\$14,000.00	\$14,000.00
Ken Coghill & Sonja Petrovic-Lazarevic (2006-2009)	Maximising the Effectiveness of Public Health Policies: The Case of Smoke-Free Policies	LP0669043	\$175,164.00	\$29,194.00
As-Saber, S. & Hartel, C.	Geopolitics and its impact on governance: A comparative study between Australia and Bangladesh	SEIRnet Grant	\$7,066.00	\$7,066.00
On Kit Tam, Mohamed Ariff	Rating Governance (Australia) Projects	SEIRnet Grant	\$20,000.00	
On Kit Tam, Joanna	Corporate Governance in China's	Monash	\$42,000.00	

Chen	Central Enterprises	University International Strategic Fund		
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Total External Research Income = \$1,189,320.00

Total External Research Income for 2006 = \$394,906.00

3. 2006 Higher Degree by Research (HDR) Students

Supervisor in Research Unit	Percentage of Supervision	Name of Student	Type of Programme
Tim Haslett	100%	John Stephens	PhD
Tim Haslett	100%	Jane Olsen	PhD
Tim Haslett	100%	Rod Sarah	PhD
Tim Haslett	50%	David Walker	PhD
Tim Haslett	75%	Lisa Schell	PhD
Tim Haslett	100%	John Barton	DBA
Tim Haslett	75%	Cheryl Reed	DBA
Tim Haslett	50%	Steven Toncinich	DBA
Tim Haslett	75%	Luis Costa	DBA
Tim Haslett	100%	Lawrence Cupido	DBA
James Sarros	50%	Max Coulthard	PhD
James Sarros	25%	David Chin	PhD
James Sarros	100%	Loretta Inglis	PhD
James Sarros	25%	Kelly Fisher	DBA
James Sarros	75%	Doug Witschi	DBA
James Sarros	100%	Tim Hardie	DBA
James Sarros	75%	Rohan Braddy	DBA
James Sarros	75%	Edith Mendelle	DBA
James Sarros	100%	Julie Zilko	DBA
Gaby Ramia	100%	Eric Kong	PhD
Gaby Ramia	100%	Alison Overall	MbR
Charmine Hartel	50%	Alice Hsu	PhD
Charmine Hartel	50%	Jacintha Tan	PhD
Charmine Hartel	100%	Ruby Ma	PhD
Charmine Hartel	100%	Nell Kimberley	PhD
Charmine Hartel	75%	Nasreen Sultana	PhD
Charmine Hartel	75%	Daungdawn Youngsamart	PhD
Charmine Hartel	75%	Shannon Lloyd	PhD
Charmine Hartel	50%	Lindy Williams	PhD
Charmine Hartel	25%	Lakmal Abeysekera	PhD
Charmine Hartel	75%	Joel Haire	DBA
Charmine Hartel	75%	Deb Ceresa	DBA
Charmine Hartel	100%	Raymond Trau	PhD
Ramanie Samaratunge	75%	Chandika Ethugala	Mphil
Ramanie Samaratunge	25%	A. Amarasena	PhD
Tui McKeown	75%	Courtney Clowes	PhD
Ingrid Nielsen	50%	Marcus Pitt	DBA

Sen Sendjaya	25%	Dewi Tojib	PhD
Andrea Kirk-Brown	100%	Pieter Van Dijk	PhD
Andrea Kirk-Brown	100%	Marie Mikic-Little	PhD
Andrea Kirk-Brown	50%	Vedrana Savic	PhD
Andrea Kirk-Brown	25%	Bob Gurney	PhD
Andrea Kirk-Brown	100%	Anne Hammond	DBA
Andrea Kirk-Brown	25%	Helena Xenidis	DBA
Andrea Howell	50%	Karthyeni Purushothaman	PhD
Quamrul Alam	75%	Asoka Fernando	PhD
Quamrul Alam	75%	Thanh Hai Nguyen	DBA
Quamrul Alam	75%	Mahesha Peiris	DBA
Marcia Perry	25%	Thanh Nguyen	DBA
Marcia Perry	25%	Steven Tonsonich	DBA
Mike Knowles	60%	Bruce Thomson	PhD
Mike Knowles	100%	Scott Edwards	DBA
Mike Knowles	50%	Helena Xenidis	DBA
Ken Coghill	25%	Chandika Ethugala	MPhil
Ken Coghill	25%	Asoka Fernando	PhD
Ken Coghill	100%	John Maxwell Gay	PhD
Ken Coghill	50%	Huon Ha	PhD
Ken Coghill	100%	Eko Hariadi	PhD
Ken Coghill	Intermission	Victoria Heathcote	PhD
Ken Coghill	50%	Stephen MacLeod	PhD
Ken Coghill	50%	Bill Walker	PhD
Nicholas Beaumont	100%	Susan Henderson	DBA
Nicholas Beaumont	80%	Imam Baihaqi	PhD
Nicholas Beaumont	80%	Sarut Jaidee	PhD
Melanie Bryant	75%	Patricia Bovingdon	MPhil
Melanie Bryant	75%	Julia Farrell	MPhil
Melanie Bryant	75%	Glenys Butler	PhD
Melanie Bryant	25%	Andrea Corbett (Faculty of Medicine)	PhD
Sonja Petrovic-Lazarevic	100%	Joseph Cheng	PhD
Sonja Petrovic-Lazarevic	100%	Svetlana Vukotic (Uni. In Belgrade)	PhD
Sonja Petrovic-Lazarevic	100%	Leanne Rudd (Quit in 2006)	DBA
Sonja Petrovic-Lazarevic	100%	Gregory Zoeff (Deferred from July 2006-July 2007)	DBA
Sharif As-Saber	75%	Robert Jack	PhD
Sharif As-Saber	100%	Khalid Hossain	MbR
Sharif As-Saber	25%	Shannon Lloyd	PhD
Sharif As-Saber	25%	Dau Youngsamat	PhD
Sharif As-Saber	50%	Ruby Ma	PhD
On Kit Tam	100%	Kadzrina Abdul Kadir	PhD
On Kit Tam	100%	Joanna Chen	PhD
On Kit Tam	50%	Vedrana Savic	PhD
On Kit Tam	50%	Jeannie Marshall (Faculty of Law)	PhD
On Kit Tam	Intermission	Victoria Heathcote	PhD
Ali Haidar	75%	Keri Spooner	PhD
Ali Hiadar	75%	Bod Gurney	PhD
Ali Hiadar	75%	Bernd Seybold	PhD

Total PhD/DBA students = 79

Total HDR student effective 100% = 56.8

Total MbR/MPhil students = 6

4. HDR Completions in 2006

Supervisor in Research Unit	Percentage of Supervision	Name of Student & Title of Project	Type of Programme
James Sarros	100%	Elvira Luca <i>"The relationship among transformational leadership, motivating language and organizational citizenship behaviour"</i>	PhD
James Sarros	50%	Peter Schoeman <i>"Best practice consulting for Australian enterprise resource planning II companies"</i>	DBA
Andrea Kirk-Brown	100%	Pieter Van Dijk <i>"Emotional labour in a tourism-based customer service context: An examination of the emotional labour, emotional dissonance, and burnout sequence"</i>	PhD
Ken Coghill	100%	Fara Azmat	PhD
On Kit Tam	100%	Wei Helen Hu	PhD

Total number of HDR completions = 5 Total number of HDR completions effective 100% = 4.5

5. Honours Students

Supervisor in Research Unit	Percentage of Supervision	Name of Student	Honours Result
Nell Kimberley	100%	Deshani Ganegoda	H1
Jeff McLean	100%	Pek Hoon Joanne Toh	H2A
Andrea Howell	100%	Cara Li Ming	H2A
Gaby Ramia	100%	Danny Ong	Results not out
Tui McKeown	100%	Dasha Rouditser	Results not out
Margaret Lindorff	100%	James Peck	Results not out
Quamrul Alam	100%	June Chew	Results not out
Margaret Lindorff	100%	Luke Hurst	Results not out
Andrea Kirk-Brown	100%	Samantha Hopkins	Results not out
Mike Knowles	100%	Vivian Nguyen	Results not out
Glennis Hanley	100%	Roberto Sulfano	Results not out
Sonja Petrovic-Lazarevic	100%	Xuemin Ye	In progress

Total number of Honours students = 12
Total number of Honours student effective 100% = 12

6. Publications in 2006

Refereed Journals

Summary: No. of Refereed Journals=47

Abraham, A., Petrovic-Lazarevic, S. and Coghill, K (2006): EVOPOL: a Framework for Optimising Social Regulation Policies, *Kybernetes*, Vol. 35 No.6, pp.814-824

Alam, Q. Robinson, M. and Pacher, J. (2006), Public-Sector Reform: Employment Security and Quality of Decision making in the Australian Taxation Office, *International Journal of Public Administration*, Vol. 29 (9), pp. 743-758.

Alam, Q., & E. Mian (2006), 'Determinants of Foreign Direct Investment in Developing countries: Evidence from Bangladesh', *Monash Business Review*, Vol. 2 (1), April, pp.47-49.

Azmat, F., K. Coghill & Q. Alam (2006), 'Integrated Governance: A Possible Solution for a Sustainable Private Sector Led Development in Bangladesh', *Monash Business Review*, Vol 2(1), April, .pp. 44-46.

Bardoel, A & Haslett, T., (2006) *Exploring Ethical Dilemmas Using the "Drifting Goals" Archetype* Journal of Management Education 30, (1) pg 134 – 149.

Beaumont, N. B. (2006), Service level agreements: An essential aspect of outsourcing, *Service Industries Journal*. 26(4), p. 381.

Bryant, M. & Wolfram Cox, J. (2006) The expression of suppression: Loss and emotional labour in narratives of organisational change. *Journal of Management and Organization*. 12 (4)

Bryant, M. (2006) Talking about change: Understanding employee responses through qualitative research. *Management Decision* 44 (2), 246-258.

Cheng, J. and Petrovic-Lazarevic, S (2006): Doing More with Less in Public Universities, *International Journal of Management*, Vol.11, No.41, pp. 4-10.

Cooper, B., Kinsella, K., & Picton, C. (2006). Development and initial validation of a family appraisal of caregiving questionnaire for palliative care. *Journal of Psycho-Oncology*, 15, 613-622.

Coulthard.M, Mcdonald, J.,and De lange, P., (2006) The importance of strategic planning and due diligence in mergers and acquisitions: an Australian perspective, *Journal of Global Business and Technology*, ISSN 1553-5495 pp 1-11.

Coulthard.M, Mcdonald, J.,and De lange, P., (2006) The importance of strategic planning and due diligence in mergers and acquisitions: an Australian perspective, *Journal of Global Business and Technology*, ISSN 1553-5495 pp 1-11.

Cupido, L., Kerr, S., O'Brien, A., Pitt, M., Ryan, G., & Haslett, T (2006) *Insider Research: Ethical Dilemmas Emanating from the Power Relationship between the Researchers as Senior Managers and Participants in the Research Process*. International Journal of Knowledge, Culture and Change Management.

Davies, G. & Ramia, G. 'Governance Reform Towards "Serving Migrant Workers": Local Implementation of Central Government Regulation of Migrant Workers in China', *China Quarterly*, accepted forthcoming.

Fujimoto, Y. & Härtel, C. E. J. (2006) A Self-Representation Analysis of the Effects of Individualist-Collectivist Interactions Within Organizations in Individualistic Cultures: Lessons for Diversity, *Cross Cultural Management*, 13(3).

Greenwood, M. (2006) 'The ethics of human resource management and industrial relations' (book review) *Journal of Industrial Relations* 48 4: 550-552.

Hanley, G, McKeown, T, & O'Connell M (2006) 'Baby Boomerangs': The Greying Workforce' Monash Business Review, Vol 2 Issue 2. pp35-44.

Härtel, C. E. J., Gough, H. Härtel, G.F. (2006) Service Provider's Use of Emotional Competencies and Perceived Workgroup Emotional Climate Predict Customer and Provider Satisfaction with Service Encounters, *International Journal of Work Organisation and Emotion*, 1(3).

Haslett, T. & Sarah, R. (2006). *Mapping and Modeling in the Australian Taxation Office: A Case Study*. Systemic Practice and Action Research 19, (3) p. 273 – 307

Huong, H. & Coghill, K. (2006), E-government in Singapore – a Swot and Pest Analysis, *Asia Pacific Social Science Review*.

Kirk, A. (2006) Employee assistance program adoption in Australia: Strategic human resource management, or "knee jerk" solutions? *Journal of Workplace Behavioral Health*, 21(2) 79-95.

Knowles, M. (2006) Asian Applied Psychology International-Regional Conference, Bangkok-Thailand, *International Journal of Psychology*, 41, 5, 423-429.

Maitra, P., Nielsen, I., Nyland, C., Smyth, R. & Zhu, C. (2006). Firm compliance with social security obligations where there is a weak surveillance and enforcement mechanism: empirical evidence from Shanghai. *China Labour Economics*, 2, 49-77.

Nick Bisley, 'Enhancing America's Alliances in a Changing Asia-Pacific: The Case of Japan and Australia' in *Journal of East Asian Affairs* 20.1, pp. 47-73.

Nick Bisley, 'Neither Empire nor Republic: American Power and Regional Order in the Asia-Pacific' in *International Politics* 43.2, pp. 197-218.

Nielsen, I. & Smyth, R. (2006). Hi ho, hi ho, it's off to work we go....Implications for managers of organisational incentives in urban China. *Monash Business Review*, 2, 1, 8-11.

Nielsen, I. & Smyth, R. (2006). Where have all the workers gone? China's emerging migrant labour shortage problem. *Around The Globe*, 3, 1, 6 - 10.

Nielsen, I., Nyland, B., Smyth, R., Nyland, C. & Zhang, M. (2006). Determinants of school attendance among migrant children: Survey evidence from China's Jiangsu province. *Pacific Economic Review*, 11, 461-476.

Nielsen, I., Nyland, C., Smyth, R., Zhang, M. & Zhu, C. (2006). Effects of intergroup contact on attitudes of Chinese urban residents to migrant workers. *Urban Studies*, 43, 3, 475-490.

Nielsen, I., Smyth, R. & Zhang, M. (2006). Unemployment within China's floating population: Empirical evidence from Jiangsu survey data. *Chinese Economy*, 39, 41-56.

Petrovic-Lazarevic, S. (2006), Knowledge, Cultural Change in Organisations and Competitive Advantage: The Case of Contraction Industry Corporations in Australia, *International Journal of Knowledge, Culture and Change in Organisations*, Vol. 5, pp. 11-19.

Petrovic-Lazarevic, S., Sohal, A. S. & Perry, M. (2006) Supply chain improvement initiatives in the Australian Textiles Footwear, Clothing and Leather industry: A field study, *International Journal of Logistics Systems and Management (IJLSM)* ISSN (Online): 1742-7975 - ISSN (Print): 1742-7967

Pyman, A., Cooper, B., Teicher, J. & Holland, P. (2006). A comparison of the effectiveness of employee voice arrangements in Australia. *Industrial Relations Journal*, 37(5), 543-559.

Ramia, Gaby & Wailles, Nick, 'Putting Wage-Earners into Wage-Earners' Welfare States: The Relationship Between Social Policy and Industrial Relations in Australia and New Zealand', *Australian Journal of Social Issues*, vol. 41, no. 1, 2006, pp. 49-68.

Samaratunge, R. and Nyland, C. (2006). 'Globalisation and Social protection in Sri Lanka: Experience of a Developing Country Welfare State', *Journal of South Asia*.

Sarros, J.C., & Cooper, B. (2006). Building character: A leadership essential. *Journal of Business and Psychology*, 21, 1-22.

Sawir, E., Marginson, S., Deumert, A., Nyland, C. & Ramia, G., 'Loneliness and International Students: An Australian Study', *Journal of Studies in International Education*, accepted forthcoming.

Shao, Sijun, Ingrid Nielsen, Chris Nyland, Russell Smyth, Mingqiong Zhang & Cherrie Jihua Zhu, (2006) 'Migrants as *Homo Economicus*. Explaining the Emerging Phenomenon of a Shortage of Migrant Labor in China's Coastal Provinces', *China Information*.

Sohal, A & Perry, M (2006) 'Major business-environment influences on the cereal products industry supply chain: an Australian study', *International Journal of Physical Distribution and Logistics Management*, Vol 36, Issue 1, pp. 36-50.

Suen B, Dean A and McGuire L (2006) Service Quality in community pharmacies - comparing perceptions of customers and staff, *Australian Pharmacist*, Volume 25, Number 8, August, pp650-656.

Teicher, J., O. Alam & B. Van Gramberg (2006), 'Management, Trust and Relationships in PPPS: Some Australian Experiences', *International Review of Administrative Sciences*, Vol 72 (1), pp.85-100.

Thompson, B. Kirk, A. and Brown, D. (2006). Sources of stress in policewomen: A three factor model. *International Journal of Stress Management*. 13 (3), 309-328.

Van Dijk, P. and Kirk-Brown, A. (2006) Emotional labour and negative work outcomes: An evaluation of the mediating role of emotional dissonance. *Journal of Management & Organization*, 12 (2), 101-115.

Jack, R., As-Saber, S.N. & Edwards, R. (2006). Service Embeddedness and Its Impact on the Value Chain and Firm Internationalisation: In Search of a framework, *International Journal of Value Chain Management*, Vol 1(1), pp. 33-43.

Srvastava, A. & As-Saber, S. (2006). With Time and Patience the Mulberry Leaf Becomes a Silk Gown: Regulating ICT in Bangladesh, *International Journal of Technology, Knowledge and Society*, Vol 2(3), pp. 79-88.

Habib, M. Härtel, C. & As-Saber, S. N. (2006), Social Protection and the Role of Micro Finance Programs: The Case of Philippines, *Asian Profile*, Vol. 34(6).

Spooner, K. and Haidar, A. (2006), Defining the Employment Relationship, *International Journal of Employment Studies*, Vol 14 No 2.

Books

Summary: No. of Books = 3

Härtel, C.E.J. Fujimoto, Y. Strybosch, V.E. & Fitzpatrick, K. (2006) *Human Resource Management: Transforming Theory into Innovative Practice*. Pearson Education Australia.

Sarros, J.C., Cooper, B.K., Hartican, A.M., & Barker, C.J. (2006). The character of leadership: What works for Australian leaders - making it work for you. Sydney: Wiley.

Zerbe, W.J., Ashkanasy, N. M., & Härtel, C. E. J. (Eds.) (2006). *Research on Emotion in Organizations, Volume 2: Displaying and managing emotions in organizations*. Oxford, UK: Elsevier/JAI Press.

Book Chapters

Summary: No. of Book Chapters =17

Beaumont, N. B. (2006) 'Service Level Agreements' in H.S.Kehal and V.P.Singh (Eds) *Outsourcing and Offshoring in the 21st Century: A Socio-Economic Perspective*, Idea Group, USA 2006.

Carney, Terry, Ramia, Gaby and Chapman, Anna, 'Which Law is the Laggard? Regulation and the Gaps Between Labour Law and Social Security Law', in Arup, C., Gahan, P., Howe, J., Johnstone, R., Mitchell, R. & O'Donnell, A. (eds), *Labour Law and Labour Market Regulation: Essays on the Construction, Constitution and Regulation of Labour Markets and Work Relationships*, Federation Press, Sydney, 2006, pp. 383-409.

Dennis, A. (2006) 'Australian Aboriginal culture' in Cultural issues of our time, John Lidstone (ed), Cambridge University Press, Port Melbourne.

Greenwood M. and De Cieri (2006). 'Stakeholder theory and the ethics of human resource management' In A. Pinnington, R. Macklin & T. Campbell (Eds.), *Ethics in Human Resource Management and Employment Relations*: Oxford University Press.

Greenwood M.R., Holland P. and Choong K. (2006) 'Re-evaluating drug testing: questions of moral and symbolic control in John Deckop , Robert Giacalone and Carole L. Jurkiewicz (eds) *Human Resource Management Ethics* Information Age Publishing: Greenwich CT pages 161-180.

Greenwood, M. (2006) 'Stakeholder theory' in R. Thorpe and R. Holt *Dictionary of Qualitative Management Research* Sage: London

Härtel, C. E. J. (2006). In love at work. In C.Barker & A. Payne (Eds) *love @ Work* (pp.65-90). Australia: Wiley.

McKeown, Tui & Teicher, Julian, (2006) "HRD in a Deregulated Environment ", in Holland, Peter & DeCieri, Helen (eds) *Contemporary Issues in Human Resource Development: An Australian Perspective* , Pearsons, Melbourne

Nick Bisley, "The New Security Environment" in the Asia-Pacific: An Australian Perspective' in Derek McDougall and Peter Shearman (eds), *New and Old Security Agendas: Australian Perspectives* London: Ashgate pp. 69-83.

Nick Bisley, 'Nichigou ha Ima demo Ajitaiheiyou ni okeru Beikoku no Ikari na no ka' in Michael Seigel and Joseph Camilleri (eds.) *Takokukanshugi to Doumei no Hazama: Kiro ni Tatsu Nihon to Oosutoraria* Tokyo: Kokusai Shoin, pp. 15-32 (translated into Japanese, not presently published elsewhere).

Nielsen, I. & Smyth, R. (2006). Perceptions of public security and attitudes to rural migrants. (2006). In Yanrui Wu (Ed.). *Economic Transition, Growth and Globalization in China* (Cheltenham, UK and Lyme, US: Edward Elgar, pp. 121-152.

Panipucci, D. & Härtel, C. E. J. (2006). *Positive disobedience: When norms prescribe the exclusion of dissimilar others.* In A. Della Fave (Ed) *Dimensions of Well-Being: Research and intervention* (pp.241-253). Milan, Italy: FrancoAngeli

Pizer, M. K. & Härtel, C. E. J. (2006). The positive impact of high quality LMX on career-related hope. In A. Della Fave (Ed) *Dimensions of Well-Being: Research and intervention* (pp.241-253). Milan, Italy: FrancoAngeli

Ramia, G, 'Administering Global Welfare: Public Management, Governance and the New Role of INGOs', in Henman, Paul and Fenger, Menno (eds), *Administering Welfare Reform: International Transformations in Welfare Governance*, Policy Press, Bristol, 2006, pp. 185-212.

Santora, Joseph C. and James C. Sarros. (2006). Josh Martin. In S. McShane and M. A. Von Glinow. *Organizational behaviour: essentials*. 4th ed. Ch 11, pp.227-228. Burr-Ridge, IL.: McGraw- Hill-Irwin.

Zerbe, W. J., Ashkanasy, N. M., & Härtel, C. E. J. (2006). Individual and organizational perspectives on emotion management and display. (pp. xv-xxiii)

On Kit Tam and Helen Hu, (2006), The Supervisory Board in Chinese Corporate Governance, *China, Hong Kong and the World Economy*

Refereed Conference Papers

Summary: No. of Conference Papers =47

Asoka, F., Q. Alam & K. Coghill (2006), 'Market Based Reforms: An Empirical Analysis of Privatization in Sri Lanka', Paper accepted for ANZAM Conference December 2006.

Azmat, F., Coghill, K., and Alam, Q. (2006), E-Government: A Possible Solution to the Problems of the Agricultural Input Market in Bangladesh', Paper presented at the Research Conference on The Practice and Potential of E-Government and E-Governance: The South Asian Experience, Monash University, 28-29 June.

Barton, J. & Haslett, T (2006) *Fresh Insights into System Dynamics Methodology- Developing an abductive inference perspective*. The 24th International Conference of the System Dynamics Society Nijmegen, The Netherlands July 23 - 27, 2006

Beaumont, N. B, *Outsourcing in Australia: the vendor's perspective*, GBATA, Moscow, Russia, 31 June-2 July, 2006.
Greenwood M.R. (2006) 'Stakeholder engagement and the responsibility assumption' *European Business Ethics Network Annual Meeting 21st -23rd September, 2006*, Vienna, Austria.

Coulthard, M., (2006) *Relational Dynamism: A new entrepreneurial orientation dimension to measure business performance?*, Conference proceedings, International Council for Small Business (ICSB) 51st World Conference, Melbourne, 18th June to 21st June, ISBN 0-9582632-6-4 , pp 1-11.

Greenwood M.R. (2006) 'Trust and the organisation-stakeholder relationship' *13th Annual Conference Australian Association for Professional and Applied Ethics 12th-14th June, 2006*, UNSW, Sydney, Australia

Hanley.G, McKeown, T, & O'Connell, M. (2006) 'A novel approach to improve the labour market attachment of older Australian workers'. Refereed paper, ACREW Conference, Prato, Italy. July

Härtel, C. E. J. & Fujimoto, Y. (2006 May) *The SHRM application tool: Enabling organizational success through a continuous improvement process for HRM*, Paper presented at the European Academy of Management Conference, Oslo, Norway

Härtel, C. E. J. & Ma, R.M.M (2006 June) *How Emotions Shape the Processes and Outcomes of Cross Cultural Communication and Negotiation: An Affective Events Theory Perspective*, Paper presented at the Academy of International Business Conference, Beijing, China

Härtel, C. E. J., Bennett, R. & Lloyd, S. L. (2006 August) *Emotional Expression and the Gender Divide*. Paper presented at the Academy of Management Conference, Atlanta, USA

Härtel, C. E. J., Bennett, R. & Lloyd, S. L. (2006 May) *Verbal and written emotional expression: When does gender matter?* Paper presented at the European Academy of Management Conference, Oslo, Norway

Härtel, C. E. J., Bennett, R., Ganegoda, D.(2006), *Applications of emotions research to service provider management*, Paper presented at the Society of Australasian Social Psychologists Conference, Canberra, Australia.

Hoque, ASM., and Alam, Q. (2006), E-Governance in Bangladesh: A Study on the Readiness of Public Management System', Paper presented at the Research Conference on The Practice and Potential of E-Government and E-Governance: The South Asian Experience, Monash University, 28-29 June.

Kimberley, N. & Härtel, C. E. J., (2006 August) *Do Employee Emotions Mediate Employee Trust in the Organization During Major Change?* Paper presented at the Fifth International Conference on Emotions and Organizational Life, Atlanta, USA

Kimberley, N. & Härtel, C. E. J., (2006 December) *A reversal of perspective: Examining major change from employee perceptions of justice, emotion and trust*, Paper Presented at the Australia and New Zealand Academy of Management Conference, Rockhampton, Australia.

Kimberley, N. & Härtel, C. E. J., (2006 December) The Processes That Shape Customer' Perceptions Of A Company Crisis: Examining The Role Of Justice, Emotions And Trust In The Financial Costs of A Company Crisis, Paper presented at the Australia and New Zealand Marketing Conference, Brisbane, Australia

Kirk, A. (2006). The strategic use of employee assistance programmes: An examination of the strategic integration of employee assistance programmes in human resource functioning within Australian organisations. A refereed, full text paper accepted for the 6th Annual Hawaii International Conference on Business, Honolulu Hawaii, USA, May 2006.

Loos, J.A.A., and Coulthard, M., (2006), *Can entrepreneurial orientation improve firm performance in an environment where price dominates quality?*, Conference Proceedings: Global Business and Technology Association (GBATA). Moscow Russia, June 27 – July 1 2006, ISBN 1-932917-02-0, pp. 589-598.

McKeown, T. (2006) Retaining and Sustaining the older Australian worker. Paper presented at CASS organized International Seminar on Socio-Economic Development sixth focus on the aging issue in Guizhou Province, China

Mian, E., Q.Alam & Ali Yunus (2006), 'Foreign Direct Investment Regime in Malaysia: Can Bangladesh Learn From It?' paper presented at the Academy of Global Business Advancement Conference 2006, Kuala Lumpur, January 4-6.

Neesham, C., Härtel, C.E.J., Coghill, K. & Sarros, J. (2006 December) *For-profit activity and human value: Are they compatible and what can business do about it?* Paper Presented at the Australia and New Zealand Academy of Management Conference, Rockhampton, Australia

Nguyen, T. H and Alam, Q (2006), Developing Small and Medium Enterprises (SMEs) in Vietnamese Transitional Economy: An Operation Model; Paper accepted for ANZAM Conference, December 2006.

Nick Bisley, 'Everything and Nothing: The Idea of the International in a Global Era' paper presented to the 35th Anniversary Conference of Millennium: Journal of International Studies London School of Economics, October.

Nielsen, I. & Smyth, R. (2006). Job satisfaction and response to incentive among China's urban workforce. In H. DeCieri, A. Bardoel, R. Barrett, D. Buttigieg, A. Rainnie and K. McLean (Eds) *Socially responsive, socially responsible approaches to employment and work: Proceedings of the ACREW/KCL Conference*. Prato, Italy, July 2006.

Perry, M. (2006), Humanitarian relief challenges in the wake of the Southeast Asian tsunami disaster, conference proceedings, 11th International Symposium of Logistics (fully refereed), Beijing, July.

Petrovic-Lazarevic, S. and Coghill K, Tobacco Smoking Policy Processes in Australia (2006) in Gabriel Ogunmokun, Rony Gabbay, Janelle Rose (eds) *Conference Proceedings, 2nd Biennial Conference of the Academy of World Business, Marketing and Management Development*, Volume 2, No. 1, pp. 535-550.

Petrovic-Lazarevic, S. and Rose, L (2006) Does corporate social responsibility in preserving a healthy environment improve the competitiveness of the Australian construction industry? in Gabriel Ogunmokun, Rony Gabbay, Janelle Rose (eds) *Conference Proceedings, 2nd Biennial Conference of the Academy of World Business, Marketing and Management Development*, Volume 2, No. 1, pp. 505-522.

Petrovic-Lazarevic, S. and Rose, L (2006) The Relevance of ISO 14001 Environment Management Systems in Improving Global Competitiveness in the Australian Construction Industry in Nejdert Delener and Chiang-nan Chao (eds) *Management and Technology in the Global Economy: Nurturing Innovations and National Heritage*, pp. 799-807.

Pyman, A. & Hanley, G 'The devil is in the detail' ACREW Conference, Prato. Italy, July.

Russell, K., Bennett, R. & Härtel, C. E. J (2006 July) *Handling Emotion-driven complains in the financial services industry – An Australian case study*, Paper presented at the Frontiers in Services Conference, Brisbane, Australia

Santora, Joseph C. and Sarros, James C. (2006). Route to the top: how minorities make it. *European Applied Business Research and College Teaching and Learning Conference*, Siena, Italy, 21-23 June.

Sarah, R., O'Brien, A & Haslett, T (2006) *Learning from Loops - Applying CLD to Identify Leverage Points as Organizational Learning* The 24th International Conference of the System Dynamics Society Nijmegen, The Netherlands July 23 -27,

Sendjaya, S. & Pekerti, A. (2006). Servant Leadership as antecedent of trust in organizations. Academy of Management 2006 Conference, Atlanta, GA, August 14-16.

Sendjaya, S. (2006). Spiritual leadership: Development and validation of a new measure. Business and Information 2006 Conference, Singapore, July 12-14. Recipient of the Best Paper Award.

Senevirathne, K. & Samararatunge, R. (2006). The Use of Information and Communication Technologies (ICT) in Secondary School Teaching in Sri Lanka: Teachers' Perceptions, Presented at the Conference on the Practice of E-Government and E-Governance: the South Asian Experience, 28th – 29th June, 2006, Monash University, Melbourne

Tojib, D., Sugianto, L., Sendjaya, S. (2006). A conceptual model of B2E portal user satisfaction. Business and Information 2006 Conference, Singapore, July 12-14.

Tojib, D., Sugianto, L., Sendjaya, S. (2006). An exploratory study of B2E portal user satisfaction. Academy of Management 2006 Conference, Atlanta, GA, August 14-16.

Van Buren III H. and Greenwood M.R. (2006) 'Enhancing employee voice: Are voluntary employer-employee partnerships enough?' *ACREW/KCL 2006 Conference 1st-3rd July 2006*, Monash University Prato Centre, Italy

Youngsamart, D., Härtel, C. E. J., McWilliams, J., Fisher, G. & Ma, R.M.M (2006 June) *Within Culture Differences and Responses to Ethical Dilemmas: A Study of Thai Managers and Professionals*, Paper presented at the Academy of International Business Conference, Beijing, China

As-Saber, S. N., Srivastava, A. and Hossain, K. (2006), Information Technology Law and Its Impact on E-government in Developing Countries: The Bangladesh Experience, Research conference on the practice of e-government and e-governance: The South Asian experience, Monash University, Melbourne, 28-29 June.

Ma, R, Hartel, CEJ, & As-Saber, S.N, (2006), When East Meets West: A Conceptual Analysis of the Role of Affect and Affective Events in Chinese Negotiators' Perceptions of Guanxi, *Australian and New Zealand International Business Academy Conference, Wellington 2006*

On Kit Tam, Monica Tan, Helen Hu and Joanna Chen, (2006), A Corporate Governance Comparison of Compliance and Non-compliance Companies in China, *All China Economics International Conference*.

Ali Haidar and Keri Spooner (2006), Commitment to performance: A study of Australian senior council officers, Pacific Employment Relations Association (PERA) conference.

Keri Spooner and Ali Haidar (2006), Does the Australian Public Service Act 1999 Politicise the Employment Relationship of Senior Public Servants? Pacific Employment Relations Association (PERA) conference

Spooner, K & A. Haidar (2006), 'Politicisation of the employment of relationship of senior public servants: An assessment of the recommendations of the Coombs commission report', in Lind, J (ed.) *The varieties of employment*

relationships, Proceedings of the 13th annual International Employment Relations Association conference, 26-29 June 2005, Aalborg University, Denmark, Aalborg, Aalborg University (ISBN 87-90384-19-9). pp.141-155.

Spooner, K & A. Haidar (2006), "Public Policy in Australia and the Politicisation of the Employment Relationship? A Framework for Analysis", Presented to the 14th International Employment Relations Association conference on Family-friendly Employment Policies and Practices: An East-West perspective on Work-Life Balance held on 19-23 June 2006, at the Marco Polo Hongkong Hotel, hosted by Hongkong Baptist University and co-organised by the Hongkong People Management Association.

Unrefereed Conference Papers

Summary: No. of Unrefereed Conference Papers = 1

Hanley, G. & McKeown, T 'Retaining, maintaining and sustaining the baby-boomer workforce 'Monash University Research for an Ageing Society 1st Annual Conference.

Other Research output

Summary: No. of Other Research Output = 3

Coghill, Ken, Peter Holland, Ross Donohue, Kevin Rozzoli and Genevieve Grant, Professional development programmes for MPs, *Seventh International Workshop of Parliamentary Scholars and Parliamentarians* (Ken Coghill's contribution-50%)

Coghill, Ken, Peter Holland, Ross Donohue, Kevin Rozzoli and Genevieve Grant, Exploring the needs of new Members of Parliament: A study of the induction of recently elected Australian Senators, *Seventh International Workshop of Parliamentary Scholars and Parliamentarians* (Ken Coghill's contribution-50%)

As-Saber, S. N. & Härtel, C.E.J, (2006), Geopolitics and Governance: In Search of a Framework, *Network of Asia Pacific Schools and Institutes of Public Administration and Governance (NAPSIPAG) Annual Conference, Sydney*.

Forthcoming

Summary: No. of Forthcoming Publications = 43

Refereed Journals (20)

Balasoorya, A. Alam, Q. and Coghill, K (2006), 'The Effectiveness of the Telecommunications Regulatory Regime: the case of Sri Lanka Telecom', *Public Administration and Development* (in press PAD 424 ISBN 02712075).

Carney, T., Ramia, G. & Chapman, A., "Comparativism, the Labour-Social Policy Nexus and Intra-national Analysis: A Case Study", *Policy and Politics*, accepted in press.

Chen, M., Cheng, J. and Petrovic-Lazarevic, S (2006): Managers Role in Implementing Organisational Change: Case of the Restaurant Industry in Melbourne, *Journal of Global Business and Technology*, Vol. 2, No. 1, Spring, Forthcoming.

Fujimoto, Y., Bahfen, N., Fermelis, J. & Härtel, C. E. J., (forthcoming) The Global Village: Online Cross-Cultural Communication and HRM, *Cross Cultural Management: An International Journal*.

Härtel, C. E. J. (forthcoming) Feminist Visions of Development: Gender Analysis and Policy (Book Review) *Gender, Work & Organization*.

Haslett, T. (2006 forthcoming). Simulating Hamlet: A critique, System Dynamics Review.

Hodge, G. A & Coghill, K. (2007), Accountability in Governing the Privatised State: The Victoria Case Study, *Governance*.

Lloyd, S., Panipucci, D. & Härtel, C. E. J. (forthcoming). The intercultural competencies required for inclusive and effective culturally diverse work teams. In M. Soininen & L. R. Wise (Eds.), *Approaches to Diversity: Management and Policies for Diversity – Regulation in Private and Public Organizations*

Minahan, S. & Härtel, C. E. J. (2007). Creativity, Celebration and Play at the Bauhaus, Berlin, 1920: Lessons from history for contemporary marketers and arts organizations, *International Journal of Non-Profit Sector Marketing*.

Nielsen, I., Nyland, C. & Smyth, R. Migration and the right to social protection: Perceptions of off-farm migrants' rights to social security in China's Jiangsu Province. *China and World Economy* (in press).

Nielsen, I., Nyland, C., Smyth, R., Zhang, M. & Zhu, C. Migrants as Homo Economicus: Explaining the emerging phenomenon of a shortage of migrant labour in China's coastal provinces. *China Information* (in press).

Samaratunge, R. and Nyland, C. (forthcoming). The Management of Social Protection in Sri Lanka: Optimising Control and Risk Dispersion, *Journal of Contemporary Asia*.

Sarros, Anne M. and James C. Sarros. (2007). The first 100 days: Leadership challenges of a new CEO. *Educational Management, Administration and Leadership*, 35(3) (forthcoming).

Sarros, James C., Brian K. Cooper & Anne M. Hartican. (2006/2007). Leadership and character. *Leadership and Organization Development Journal* (forthcoming).

Schell, L & Haslett, T. (2006 forthcoming). *Cycle Two of the Monash Action Research Cohort: Looking Back and Looking Forward* International Journal of Knowledge, Culture and Change Management.

Smyth, R., Nielsen, I. & Mishra, V. I've been to Bali too (and I will be going back): Are terrorist shocks to Bali's tourist arrivals permanent or transitory? *Applied Economics* (in press).

Sohal, A.S., Sarros, J.C., Schroder, R. and O'Neill, P. (2006). Adoption framework for advanced manufacturing technologies. *International Journal of Production Research* (in press).

Van Dijk, P. and Kirk, A. (2007). Being somebody else: Emotional labour and emotional dissonance in the context of the service experience at a heritage tourism site. *Journal of Hospitality and Tourism Management*, in press.

As-Saber, S.N., Hossain, K. & Srivastava, A (accepted for 2007), Technology, Society and E-government: In Search of an Eclectic Framework *Electronic Government*.

On Kit Tam and Monica Tan, Ownership, Governance and Firm Performance in Malaysia, *Corporate Governance An International Review* (to be published in March 2007)

Books (6)

Härtel, C. E. J., Ashkanasy, N. M., & Zerbe, W. J. (in preparation, for 2007 release date). *Research on Emotion in Organizations: "Emotions and ethical decision making"*. Elsevier/JAI series Volume 3.

J. Teicher, P. Holland, & B. Cooper. (forthcoming). Australian Workers: Finding their Voice?', in R. Freeman, P. Boxall & P. Haynes (eds.) *Voice and Voicelessness in the Anglo-American world: Continuity and Transformation in Employee Representation* (forthcoming 2007, Cornell University Press).

Nick Bisley, 'Great Powers in the International System: Between Multilateralism and Unilateralism' in Craig A. Snyder (ed.) *Contemporary Security and Strategy* Palgrave-Macmillan, in press.

Nick Bisley, *Rethinking Globalization* Palgrave-Macmillan (book, in press, to be published March 2007).

Nick Bisley, 'The Cold War' in Richard Devetak, Jim George and Anthony Burke (eds), *Introducing International Relations: An Australian Perspective*, Cambridge University Press.

Hill, C. W. L., Jones, G. R., Galvin, P. and Haidar, A. (2007), *Strategic management; An integrated approach*. Milton, Qld, Wiley

Book Chapters (9)

Alam, Q., E. Mian & R. Smith (2005), 'The Impact of Poor Governance on Foreign Direct Investment: The Bangladesh Experience', in *Role of Public Administration in Building Harmonious Society*, Network of Asia-Pacific Schools and Institutes of Public Administration and Governance (NAPSIPAG) and ADB, December 2006.

Beaumont, N. B. , 'Offshoring: evolution or revolution?' in G. D. Putnik & Maria M. C. Cunha *Knowledge and Technology Management in Virtual Organizations: Issues, Trends, Opportunities and Solutions*, Idea Group, USA 2006.

Härtel, C. E. J. (forthcoming) Emotions and culture. In C. L. Cooper & N. M. Ashkanasy (Eds.), *Research Companion to Emotion in Organizations*, (edited handbook).

Ingrid Nielsen, Russell Smyth and Marika Vicziany (Eds). *Globalisation and Labour Mobility in China* (Melbourne: MAI Press) (in press).

Nielsen, I. & Smyth, R. 'Better City – Better Life' for Whom? In Ingrid Nielsen, Russell Smyth and Marika Vicziany (Eds). *Globalisation and Labour Mobility in China* (Melbourne: MAI Press) (in press).

Haidar, A. (2007). 'Strategic management in public organisation'. In C. W. L. Hill, G. R. Jones, P. Galvin and A. Haidar, *Strategic management; An integrated approach*. (Rev. ed.). Milton, Qld, Wiley.

Haidar, A. (2007), 'Evaluating strategy performance' In C. W. L. Hill, G. R. Jones, P. Galvin and A. Haidar, *Strategic management; An integrated approach*. (Rev. ed.). Milton, Qld, Wiley

Nielsen, I., Smyth, R. & Vicziany, M. Movement of the masses in a global economy. In Ingrid Nielsen, Russell Smyth and Marika Vicziany (Eds.). *Globalisation and labour mobility in China*. Melbourne: MAI Press (in press).

Nielsen, I., Smyth, R. & Yue, G. A comparative study of the basic living conditions and leisure activities of off-farm migrants and urban locals residing in China's cities. In Ingrid Nielsen, Russell Smyth and Marika Vicziany (Eds.). *Globalisation and labour mobility in China*. Melbourne: MAI Press (in press).

Conference Papers (6)

Bryant, M. (Forthcoming) Exploring reports of misbehaviour in narratives of organisational change. Australian and New Zealand Academy of Management Annual Meeting. Rydges Capricorn Resort, Dec 6-9, 2006. (Best paper award Organisational Development and Change division)

McKeown, T. (2006) 'lots to say but little to see: Managing the Ageing Workforce' to be presented at forthcoming ANZAM conference in Dec. this year

McKeown, T. (2006) 'Graduate Job Search and Employability – a lesson in JIT management or just plain Luck?' to be presented at forthcoming ANZAM conference in Dec. this year

Perry, M & Jasmeen Kaur Information Sharing in Tsunami Relief Work, accepted for QIK conference, New Delhi, 2007
Perry, M. & Rochecouste, J. Assisting Higher Education Students to improve the quality of their Written Assignments: a Teaching Case Study accepted for QIK conference, New Delhi, 2007

Perry, M. Prajogo, D, Sen, Sendjaya, Micholetti, Marco & Pirola-Merlo, Andrew, (2006), Reflections on Teaching Practices in Management, accepted for ANZAM conference, December 2006 Rockhampton, Qld.

Petrovic-Lazarevic, S., Sohal, A. and Perry, M (2006): Supply Chain Initiatives in Textiles, Footwear, Clothing and Leather Industry: A Field Study, *International Journal of Logistics Systems and Management*, Forthcoming.

In Submission (2)

Greenwood M. (2007) 'Stakeholder engagement and the moral treatment of stakeholders: Beyond the responsibility assumption' *Journal of Business Ethics* (revised and resubmitted)

Greenwood M. and Uhlenbruch P. (2007) 'Viewing stakeholders from practice' *Monash Business Review* (revised and resubmitted)

Appendix

Curriculum Vitae

Dr. Guy Standing

Personal details

Private address: 20, ch.Champion,
1239 COLLEX, GENEVE
Switzerland
Tel./Fax: 00 41 22-774 2239

Date and place of birth: 9 February 1948; London
Nationality: British

Professional address: Director, Socio-Economic Security Programme,
International Labour Organisation, Geneva, CH-1211.
Tel: 00 41 22-799 6455 or 7326
Mobile: 079-6476379
Fax: 00 41 22 799 7123
Email: Guystanding@compuserve.com

Education

Ph.D. University of Cambridge, UK, in economics, specializing in labour and development economics.
MA University of Illinois, USA, in labour economics and industrial relations.
BA University of Sussex, UK, in economics.

Current professional positions

Co-Chair, BIEN (Basic Income Earth Network)

This international network of social scientists was founded in 1986 (co-founder). I was re-elected co-chair (with Senator Eduardo Suplicy of Brazil) in September 2004 at the end of the Tenth Congress of BIEN, held as part of the Barcelona Social Forum.

Recent professional positions

Director, Socio-Economic Security Programme, International Labour Organisation, June 1999 – March 2006.

This involved management of an international research and advisory team operating in all parts of the world, with a core staff in Geneva, Switzerland, and a network of academics in various countries.

Visiting Professor of Economics, University of Bath

Appointed in 2004; inaugural lecture delivered in November, 2004.

Professor of Economic Security, University of Bath

Appointed as of August, 2006; five-year appointment, initially.

Other recent professional positions

Member of “Transition Team” of ILO Director General-elect, Juan Somavia, 1998-99.

This involved working with the newly-elected Director General in planning the restructuring of the International Labour Organisation following his election.

Director, Special ILO Project on Global Labour Flexibility, 1996-98,

This involved an assignment to develop a new approach for the ILO on work and labour, and resulted in two books and a set of background papers. The project contributed to the emergence of the ILO’s “Decent Work” orientation following the election of the new Director-General in 1998-99.

Economic Adviser, Minister of Labour, Government of South Africa, July 1996 – September 1997.

This involved policy advice to the Minister of Labour in connection with new labour legislation and labour market policies.

Director of Labour Market Policies (D1), Employment Department, International Labour Organisation. October 1994-July 1996.

This involved managing and developing the ILO’s Branch on labour market policies in member countries, with a professional staff of 18, 12 support staff, plus interns and external collaborators, with projects in many countries.

Director (D1), ILO Central and Eastern European Team, Budapest. February 1992-September 1994.

This involved building up the ILO’s technical work in the 18 countries covered by the CEE region. It combined management and technical work, including directing a multi-disciplinary team of specialists working on social and labour market policies, and involved working with a large number of people, usually involving regular contacts with Government Ministers, trade union leaders, employers and academics. It also entailed organising international conferences, preparing advisory and technical reports, conducting large-scale surveys, raising funds from multi-lateral and bilateral donors, etc.

Coordinator of Labour Market Research, Employment Department, ILO. 1985-92.

Other relevant activities

(post-1978, very partial, chronological)

- 1978 Fieldwork on the design and conduct of the Ludhiana Migration Survey.
- 1979 Consultant to the US Presidential Commission on Employment and Unemployment
- 1981-82 Consultant, Prime Minister's Department, Government of Malaysia, on secondment from ILO; designed and directed national labour mobility survey, working on fieldwork mainly in Kelantan and Kuala Lumpur.
- 1983 Consultant to World Bank for 1984 World Development Report.
- 1983-87 Member of ILO's Professional Regrading Appeals Committee.
- 1984 Adviser to Government of Thailand on child labour; organized child labour survey.
- 1984-85 Consultant to European Economic Community Commission (on leave from ILO), prepared report on European regional underemployment.
- 1985 Adviser to Brazilian Ministry of Labour on a survey of child labour.
- 1986 Consultant to Canadian IDRC on contract labour migration in Asia.
- 1986-87 Member, Advisory Council of European Claimants' Union.
- 1986-Present Chairman, Basic Income European Network (BIEN).
This is an association we founded in 1986, consisting of academics and many others, including Nobel Prize winners, dedicated to exploring the feasibility of citizenship income schemes in Europe and other parts of the world. Chaired its Fifth Congress in London, Sixth Congress in Vienna in September 1996, Seventh Congress in Amsterdam in September 1998, Eighth Congress in Berlin in September 2000, Ninth Congress in Geneva in September 2002, and Tenth Congress in Barcelona in September 2004. All Congresses so far have been attended by anything from 200 to 400 participants from over 25 countries. Renamed Basic Income Earth Network in 2004, reflecting global membership.
- 1987 Consultant, Egyptian Government on development of a National Labour Information System.
- 1987-90 Member of Bruno Kreisky's Commission on European Employment.
- 1988-89 Consultant, Prime Minister's Department, Government of Malaysia. Helped prepare and coordinate national Human Resources Development Plan, organized national industrial survey of 3,100 companies and co-ordinated a series of major projects for the Government.

- 1990 Designed and conducted Philippines Labour Flexibility Survey, with Government (DOLE).
- 1990-92 Member of US Social Science Research Council (South-East Asia)
- 1991-92 Designed and helped organize Mexican Labour Flexibility Survey, with Ministry of Labour, and the Chilean Labour Flexibility Survey, with PREALC.
- 1991 Organized first tripartite conference on labour policy in USSR, Moscow.
- 1991 Co-organizer of ILO-OECD Conference on Labour Markets, Social Policy and Industrial Relations reforms in eastern Europe.
- 1992-97 Designed and organized Russian Enterprise Labour Flexibility Surveys.
- 1992 Organized international conferences in Moscow and St. Petersburg on enterprise restructuring of labour and employment.
- 1992-93 Contributor and adviser to United Nations Development Programme's *Human Development Report, 1993*.
- 1992 Organized and chaired international conferences on labour reforms in Russia, Moscow and St. Petersburg, October.
- 1992-95 Member, Technical Assistance Advisory Committee, Russian Federal Employment Service.
- 1993 Organized and chaired international conference on labour policy reform in Bulgaria
- 1994-95 Organized first enterprise labour flexibility surveys in Ukraine, and convened high-level, international conference on labour reforms in Ukraine, in Kiev.
- 1994-95 Worked with international group of social policy specialists on project on welfare states in transition, concluding with book edited by Gosta Esping-Andersen.
- 1995 At invitation of UNRISD and Danish Government, gave speech on welfare reform at the United Nations' Social Summit, Copenhagen.
- 1995 Consultant to UNDP Human Development Report 1995.
- 1995 Invited by Jacques Santer, President of European Union, to be a member of technical advisory group on "the future of work".
- 1995-96 Coordinator of Technical Work for Presidential Labour Market Policy Commission, South Africa.
-- June 1996, presented policy proposals and 500 page Review to the Cabinet of South African Government, and to President Nelson Mandela.
- 1996-97 Adviser to Minister of Labour, Government of South Africa.
- 1995-96 Designed and conducted two South African Labour Flexibility Surveys, supervising and participating in fieldwork in five industrial areas.

- 1995-96 Member of advisory group to International Handbook of Labour Market Policy and Evaluation, produced by the Social Science Research Centre Berlin (WZB).
- 1995 Contributing author of UNDP's Human Development Report for Ukraine (Kiev, 1995).
- 1996 Co-ordinated and largely wrote 1996 Human Development Report: The Russian Federation, for UNDP.
- 1996 (July) Plenary speaker at Annual Congress of CGIL, Rimini (on labour market fragmentation and 'globalization').
- 1996 (Nov.) Presentation of "The Human Development Enterprise" to the Enterprise Forum, a tripartite conference of about 600 participants from around the world. This is a formal model for international awards to companies having exemplary labour and socio-economic practices.
- 1997 (Jan.) Organized Conference on Enterprise Labour Markets in South Africa, held in the Reserve Bank, Pretoria. High-level, with over 200 participants.
- 1997 Guest editor, Special Issue of *European Journal of Industrial Relations*, on 'social policy dumping'.
- 1997 (Oct.) Invited speaker at Conference on Full Employment and the Future of Welfare, University of Quebec.
- 1998 (March) Invited by Mary Robinson, UN High Commissioner for Human Rights, to address the Commission's annual meeting on the future of economic and social rights, and later to address the Committee on Economic, Social and Cultural Rights.
- 1998 (March) Invited by World Bank to present paper on labour market research priorities at Conference on Labour Markets, Washington DC.
- 1998 Adviser to Russian Ministry of Labour on reform of Labour Code.
- 1998 (Aug.) Invited speaker on basic income, Brazilian Senate, Brazilia.
- 1998 (Sept.) Chaired and organized session on economic rights for UNDP Conference to celebrate 50th Anniversary of Universal Declaration of Human Rights, Yalta.
- 1998-99 Member of the "transition team" of newly-elected Director General of the ILO, Juan Somavia. Charged with responsibility for reorganising ILO thinking on social protection.
- 1999 (July) Invited paper presented at conference on labour and social policies in central and eastern Europe, University of Sussex.
- 1999 (Aug.) Invited lectures at School of Policy Studies, Queen's University, Kingston, Canada.
- 1999 (Oct.) Invited lecture to UNDP conference on Ten Years after Berlin,

Institute of Social Studies, The Hague, October, 1999. This was one of a series given to UNDP Resident Representatives.

- 1999 (Nov.) Invited presentations at seminars at Universities of Warwick and Oxford (Queen Elizabeth House), SOAS, University of London, and Max-Planck Institute, Cologne on global labour flexibility and economic insecurity.
- 1999 (Nov.) Presentation of book, "Beyond the New Paternalism", on the future of social protection, at the invitation of the World Bank's Social Protection Division, Washington DC. Also gave invited seminar at Economic Policy Institute, Washington DC.
- 1999 (Dec.) Keynote presentation at ILO Conference on Youth, Brasilia, chaired by the Acting President of Brazil.
- 2000 (Feb.) Invited opening speaker, at conference on European Pensions, Royal Institute of International Affairs, Chatham House, London.¹
- 2000 (May) Keynote speech, Third Latin American Congress of Labour Sociology, Buenos Aires.
- 2000 (May) Invited speaker at conference on women in informal work, Radcliffe Institute for Advanced Study, Harvard University.
- 2000 (June) Invited presentation at conference on economic rights organised by the UN High Commission for Human Rights, June 2000.
- 2000 (June) Invited speech at the UN Social Forum, Geneva, on new forms of Voice representation.
- 2000 (Sept.) Invited presentation on social protection, University of Santander, Spain. This was a summer school for trade unionists and employer association officials.
- 2000 (Nov.) Lectures on "Global Labour Flexibility", University of Harvard and Massachusetts Institute of Technology.
- 2000 (Nov.) Invited presentation on "labour markets in accession countries", French EU Presidency Conference on Economic and Social Dimensions of EU Enlargement, Brussels.
- 2000 (Dec.) Invited keynote speaker, on "minimum income schemes", ANPOCS Conference, Brazil.
- 2000 (Dec.) Presentation at international conference, "Work in the Age of Finance", Chennai, India.
- 2001 (Jan.) Presentation at conference on "Social Cohesion and Social Protection", University of Quebec, Montreal.
- 2001 (Jan.) Keynote Address, 15th Annual Conference of AIRAANZ, University of

¹ Published as SES Paper No.6. See attached list of publications.

Wollongong, January 2001. [Association of Industrial Relations of Australia and New Zealand]

- 2001 (Mar.) Plenary speaker at UNDP conference on poverty and insecurity, Copenhagen. The other plenary speaker was Mark Malloch Brown, UNDP Administrator.
- 2001 (April) Invited presentation on social protection for informal workers, National Commission on Labour, New Delhi.
- 2001 (April) Invited presentation on social security options before the Indian Social Security Association Board, New Delhi.
- 2001 (April) Presentation on social protection, National Council of Applied Economic Research, University of New Delhi, India.
- 2001 (July) Keynote speaker, British Social Policy Association Annual Conference, Belfast.
- 2001 (Sept.) Invited plenary speaker, International Social Security Association, General Assembly, Stockholm.
- 2001 (Oct.) Invited Presentation at Conference on Global Tensions, University of Cornell.
- 2001 (Dec.) V.V.Giri Memorial Lecture, Annual Conference of Indian Association of Labour Economics, Bangalore, India.
- 2002 (Mar.) Keynote Presentation at inaugural conference of US Basic Income Group, New York.
- 2002 (May) Presentation at conference on "Rethinking Redistribution", University of Wisconsin, Madison.²
- 2002 (May) Presentations at conference on women's economic insecurity, Kerala.
- 2002 (May) Keynote address, UNDP Conference on "social protection in an insecure world", Santiago.
- 2002 (Sept.) Plenary speaker, International Social Security Association General Congress, Vancouver.
- 2002 (Sept.) Organiser and chair of BIEN 9th Congress "Income Security as a Right", Geneva.³
- 2002 (Oct.) Invited presentation to Members of the European Parliament, Brussels, on corporate 'decent work' practices.

² To be published in a book on capital redistribution and capital grants. See publications.

³ This was opened by the ILO Director General, the Prime Minister of Mozambique, the ILO's Executive Director of Social Protection, and Geneva's Minister for Social Welfare. The three-day Congress was attended by over 300 persons, and over 60 written papers were presented. It was co-funded by the Canton of Geneva and Rockefeller Foundation.

- 2002 (Oct.) Presentation to CORI (Council of Religious of Ireland), Dublin.
- 2002 (Dec.) Organised and paper presenter at international conference on economic insecurity in Ukraine, Kiev, with Government's Statistics Committee.
- 2003 (June) Invited opening speech, Conference on Insecurity and Political Extremism in Europe, funded by the European Union, Vienna.
- 2003 (Sept.) Invited plenary speaker at 100th Anniversary Conference, to celebrate 100 years of Faculty of Economics, University of Cambridge.
- 2003 (Nov.) Presentation on socio-economic databases, 17th International Conference of Labour Statisticians.
- 2003 (Dec.) Presentation at conference on basic income grant in South Africa, Cape Town.
- 2003 (Dec.) Presentations of papers at tripartite Conference on Socio-Economic Security in Ukraine, Kiev.
- 2004 (April) Keynote speech, inaugural conference of the Social Policy Forum, Bogazici University, Istanbul.
- 2004 (June) Presentation at Conference on income insecurity in Brazil and Latin America, University of Oxford.
- 2004 (Oct.) Conferences to present *Economic Security for a Better World*, New Delhi, Colombo and Sao Paulo.
- 2004 (Nov.) Presentation of *Economic Security for a Better World*, UNRISD, United Nations, Geneva.
- 2004 (Dec.) Speaker at Conference on Tenth Anniversary of South African Independence and to celebrate 50th Anniversary of School of Development Studies, University of Durban.
- 2004 Invited opening speaker at conferences in Vienna and Bruges. Presented seminars in Universities of Bath, Cambridge, Oxford, Lausanne, Cape Town, Sao Paulo, et al.
- 2003-2004 Member of International Scientific Committee on Emerging Human Rights, Barcelona Forum, as an invited expert. Assisted in the drafting of the Charter of Emerging Human Rights, collaborating with senior officials of relevant UN organisations
- 2004 (Sept.) Chaired and co-organised Tenth BIEN Congress, Barcelona.
- 2005 (April) Keynote Presentation, Conference on Employment and Income Security in India, New Delhi. This was opened by the President of India.
- 2005 (Oct.) Plenary speaker, Tenth Congress of Karl Polanyi Society, Istanbul.

Main Research Experience

Mainly as an economist on research and advisory projects, worked in a broad range of countries, often in collaboration with senior government officials and Ministers, and also with many academics. Much of the time working in developing countries, but in recent years also in Eastern Europe and the Former Soviet Union, mainly directing the ILO's technical and advisory policy work in the region, as well as in several western European countries.

Designed and conducted large household surveys or establishment surveys in over 25 countries, analysing the resultant data, as well as providing training and supervising fieldwork. In the 1980s, organized a series of nine country studies in western Europe on labour market flexibility and unemployment. Directed several large projects with numerous participants, including most recently the project to assist the new South African Government plan their reforms of labour market and social protection policy.

Since late 1980s, a major activity has involved the design, application and analysis of detailed Enterprise Labour Flexibility Surveys (ELFS). These involve gathering detailed information on labour and social practices of enterprises through interviews with managers and employers. So far, ELFS have been conducted in Albania, Bulgaria, Chile, China, Georgia, Hungary, India, Kyrgyzia, Malaysia, Mexico, the Philippines, Russia, South Africa, Tanzania and Ukraine. Data have been gathered from over 20,000 enterprises.

Since 1999, have developed a complementary survey instrument, designated the People's Security Surveys (PSS). These are household surveys examining the incidence and causes of social and economic insecurities, and the difficulties encountered by households and individuals in improving their 'well-being' and working lives. So far, often in partnerships with government statistical offices and with local universities, these have been conducted in Argentina, Bangladesh, Brazil, Chile, China (three provinces), Ethiopia, Ghana, Gujarat (India), Hungary, Indonesia, Pakistan, Russia, South Africa, Sri Lanka, Tanzania and Ukraine (five rounds). At the time of writing PSS are in the field in Namibia, Morocco and Mozambique. In total, over 82,000 households have been covered.

In 1996-98, at the request of the ILO Director General, conducted a review of global labour market flexibility and policy options, intended in part to assist the ILO reposition itself for the global debates on labour market and social policy reforms at the end of the century. As part of the output, completed a lengthy book, "*Global Labour Flexibility: Seeking Distributive Justice*", published by Macmillan.

I have also worked extensively with various international organizations, such as UNDP, UNRISD, UN ECE, the Asian Development Bank, the European Commission, the OECD and the World Bank, on an ad hoc basis, have participated in various projects with the International Confederation of Trade Unions (ICFTU), the European Trade Union Institute, Public Services International, et al., and given invited lectures and seminars in various universities in Europe, North America, Africa, Latin America and Asia. I have also been invited at various times to give advice to the UK Department for International Development (DFID), and was an adviser to the Secretary of State for Development on the Government's 'white paper' on globalisation.

Membership of Editorial Boards

Journal of European Social Policy
Journal of European Industrial Relations
Development and Change

Comparative Labour Law and Policy Journal
Global Social Policy

Reviewer

Referee for submitted articles to about 15 academic journals, mainly on economics and labour and social policy. Written book reviews and review articles not listed below. External examiner of doctorate dissertations at various European and other Universities.

Publications

Besides the following books, monographs and journal articles, contributed various invited papers to conferences, and written many book reviews, newspaper articles, etc.

Books

Labour Force Participation and Development (Geneva, ILO, 1978; 2nd edn., 1981, reprinted 1982).

Labour Force Participation in Low-Income Countries (Geneva, ILO, 1978; reprinted 1979, 1981). (edited with G. Sheehan)

Poverty and Basic Needs (Geneva, ILO, 1979). (with R. Szal)

Unemployment and Female Labour (London, Macmillan, 1981).

Child Work, Poverty and Underdevelopment (Geneva, ILO, 1981, reprinted and in Spanish, 1983) (edited with G. Rodgers).

Migration Surveys in Low-Income Countries (London, Croom Helm, 1984) (with R. Bilsborrow and A. Oberai).

State Policies and Migration (London, Croom Helm, 1985) (edited with P. Peek).

Labour Circulation and the Labour Process (London, Croom Helm, 1985) (edited).

Unemployment and Labour Market Flexibility: The United Kingdom (Geneva, ILO, 1986).

Unemployment and Labour Market Flexibility: Sweden (Geneva, ILO, 1988).

Unemployment and Labour Market Flexibility: Finland (Geneva, ILO, 1990). (with R. Lilja and T. Santamaki-Vuori) (also in Finnish).

In Search of Flexibility: The New Soviet Labour Market (Geneva, ILO, 1991) (edited, with long introductory paper and chapter).

Towards Social Adjustment: Labour Market Issues in Structural Adjustment (Geneva, ILO, 1992) (edited with V. Tokman, including lengthy introduction).

Structural Change in Central and Eastern Europe: Labour Market and Social Policy Implications (Paris, OECD, 1993) (edited with G. Fischer, with long paper).

The Bulgarian Challenge: Reforming Labour Market and Social Policy (Budapest, ILO-CEET, 1993). Edited and partly written; team of six authors.

The Ukrainian Challenge: Reforming Labour Market and Social Policy (Oxford, European University Press, 1994). Edited and partly written, with team of six.

From Protection to Destitution? Minimum Wages in Central and Eastern Europe (London, European University Press, 1995) (edited with D. Vaughan-Whitehead).

Restructuring the Labour Market: The South African Challenge (Cape Town and Geneva, Government Printers and ILO, 1996). Jointly with J. Sender and J. Weeks.

Russian Unemployment and Enterprise Restructuring: Reviving Dead Souls (Basingstoke, Macmillan, 1996).

Labour Flexibility in a Third World Metropolis (New Delhi, Commonwealth Publishers, 1998) (with co-authors Lalit and Sudha Deshpande)

Global Labour Flexibility: Seeking Distributive Justice (Basingstoke and New York, Macmillan, 1999).

Beyond the New Paternalism: Basic Security as Equality (London and New York, Verso, 2002).

Minimum Income Schemes in Europe (edited, with introduction) (Geneva, ILO, 2003).

A Basic Income Grant for South Africa (edited with M. Samson, with introduction and chapter) (Cape Town, University of Cape Town Press, 2003).

Un revenu de base pour chacun(e) (edited with A. November, with introduction and paper) (Geneva, ILO, 2003).

Promoting Income Security as a Right (edited, with introduction and chapter) (London, Anthem Press, 2004).

Economic Security for a Better World (Geneva, ILO, 2004). Coordinating writer and editor with Programme staff. Revised edition, August 2005; in English/French.

Reports (selected)

Analysing Underemployment in Western Europe

(Brussels, European Community Commission Report, 1985).

Adjustment and Labour Flexibility in Malaysian Manufacturing (Kuala Lumpur, Prime Minister's Department, 1991).

Policies for Workers with Disabilities (Budapest, ILO, 1993) (co-authored with P. Aro and A. Nesporova).

Developing a Labour Market Information System for the Russian Federal Employment Service (Budapest, ILO-CEET, 1993). Advisory report prepared on request from the Russian Federal Employment Service, funded by the

World Bank.

The Russian Federation: From “Twisted” to “Receding” Human Development ?
(New York, United Nations Development Programme, September 1995).

The Human Development Report for the Russian Federation, 1997 (Moscow and New York, UNDP, 1997).

Monographs

Income Transfers and Remittances: A module for migration surveys
(Geneva, ILO, 1981).

Migrants and the Labour Process: A module for Migration Surveys
(Geneva, ILO, 1981).

Conceptualising territorial mobility in low-income countries
(Geneva, ILO, 1982).

Analysing Inter-Relationships between Migration and Employment
(Geneva, ILO, 1982).

Migration in Peninsular Malaysia
(Kuala Lumpur, Government of Malaysia, 1983).

Population Mobility and Productive Relations
(Washington DC, World Bank, 1984).

Disabled Workers in Central and Eastern Europe: A Policy Manual (Budapest, ILO-CEET, 1994). Written with two colleagues; translated into six languages.

Journal and Book Articles (since 1976)

“Education and female participation in the labour force”, *International Labour Review*, Vol. 114, No. 3, Dec. 1976.

“Labour force participation in Sri Lanka”, *Indian Journal of Industrial Relations*, Vol. 13, No. 1, 1977. (with G. Sheehan).

“Urban workers and patterns of employment”, in S. Kannappan (ed.), *Studies of Urban Labour Market Behaviour in Developing Areas* (Geneva, International Institute for Labour Studies, 1977).

- “Labour migration and development in Guyana”, *International Labour Review*, Vol. 116, No. 3, Dec. 1977 (with F. Sukdeo).
- “Aspiration wages, migration and urban unemployment”, *Journal of Development Studies*, Vol. 14, No. 2, Jan. 1978.
- “A note on economic activity of women in Nigeria”, *Pakistan Development Review*, Vol. XVII, No. 2, Summer 1978 (with G. Sheehan).
- “Migration policies in low-income countries”, *International Labour Review*, Vol. 118, No. 3, Dec. 1979 (with P. Peek).
- “Basic needs and the division of labour”, *Pakistan Development Review*, Vol. XIX, No. 3, Autumn 1980, pp. 211-36.
- “Basic needs and contrived stagnation in Guyana”, in F. Brathwaite (ed.): *Poverty in the Caribbean* (St. Augustine, ISER, 1981).
- “The economic roles of children in low-income countries”, *International Labour Review*, Vol. 120, No. 2, Jan. 1981, pp. 31-47 (with G. Rodgers).
- “Labour force participation”, in D.M. Ross (ed.): *Encyclopaedia of Social Sciences* (New York, Doubleday, 1981).
- “Migration and modes of exploitation: The social origins of immobility and mobility”, *Journal of Peasant Studies*, Vol. 8, No. 2, Jan. 1981, pp. 17-211.
- “The notion of voluntary unemployment”, *International Labour Review*, Vol. 120, No. 5, Sep.-Oct. 1981, pp. 563-579.
- “State policy and child labour: Legitimation versus accumulation?”, *Development and Change*, Vol. 13, 1982, pp. 611-631.
- “The notion of structural unemployment”, *International Labour Review*, Vol. 122, No. 2, Mar.-Apr. 1983, pp. 137-153.
- “The notion of technological unemployment”, *International Labour Review*, Vol. 123, No. 2, Mar.-Apr. 1984, pp. 127-147.
- “Meshing labour flexibility with security: An answer to British unemployment?”, *International Labour Review*, Vol. 125, No. 1, Jan.-Feb. 1986, pp. 87-105.
- “Labour flexibility and older worker marginalisation: The need for a new strategy”, *International Labour Review*, Vol. 125, No. 3, May-June 1986.
- “Unemployment and the recomposition of labor reserves”, *Annals of the American Political Science Association*, No. 492, July 1987.
- “Migration and the labour process”, *Journal of Economic and Social Geography*, Vol. 77, No. 5, 1986.
- “Training, flexibility and Swedish full employment”, *Oxford Review of Economic Policy*, Vol. 4, No. 3, Autumn 1988, pp. 94-107.

- “Would revenue-sharing pay cure unemployment?”, *International Labour Review*, Vol. 127, No. 1, 1988, pp. 1-18.
- “The British Experiment: Structural adjustment or accelerated decline?”, in A. Portes and M. Castells (eds.) *The Informal Economy* (Baltimore, Johns Hopkins University Press, 1988).
- “Un reddito di cittadinanza per gli europei”, *Politica ed Economia*, No. 11, Nov. 1988, pp. 49-58.
- “Global feminization through flexible labor”, *World Development*, Vol. 17, No. 7, July 1989, pp. 1077-95.
- “Labour flexibility in Western European labour markets”, G. Laflamme, G. Murray, J. Bélanger and Gilles Ferland (eds.) *Flexibility and Labour Markets in Canada and the United States* (Geneva, International Institute for Labour Studies, 1989), No. 94, pp. 37-59.
- “The road to Workfare: Alternative to welfare or threat to occupation?”, *International Labour Review*, Vol. 1-9, No. 6, 1990.
- “Observing the unemployed”, *Policy Studies*, Vol. 12, No. 1, Spring 1991, pp. 52-59.
- “Do trade unions impede or accelerate structural adjustment?”, *Cambridge Journal of Economics*, Vol. 16, 1992, pp. 327-54.
- “The need for a new social consensus”, in P. van Parijs (ed.), *Arguing for Basic Income* (London and New York, Verso, 1992), pp. 47-60.
- “Alternative routes to labour flexibility”, in M. Storper and A. Scott (eds.), *Pathways to Industrialisation and Regional Development* (New York, Routledge, 1992), pp. 255-75.
- “Employment restructuring in Russian industry”, *World Development*, Vol. 22, No. 2, Feb.1994, pp. 200-216.
- “The changing position of women in Russian industry: Prospects of marginalisation”, *World Development*, Vol. 22, No. 2, Feb.1994, pp. 217-60.
- “Labour market implications of “privatisation” in Russian industry in 1992”, *World Development*, Vol. 22, No. 2, Feb.1994, pp. 261-70.
- “Why is measured unemployment in Russia so low?”, *Journal of European Social Policy*, Vol. 4, No. 1, Feb.1994, pp. 35-49.
- “Labour insecurity through market regulation: Legacy of the 1980s, Challenge for the 1990s”, in K. McFate, R. Lawson and W.J. Wilson (eds.), *Poverty, Inequality and the Future of Social Policy* (New York, Russell Sage Foundation, 1995), pp. 153-96.
- “Cumulative disadvantage ? Women industrial workers in Malaysia and the Philippines”, in V. Moghadam (ed.), *Patriarchy and Development* (Oxford, Clarendon Press, 1996), pp. 269-302.
- “Promoting the Human Development Enterprise in South Africa”, *South African Labour Bulletin*, Vol. 20, No.1, Feb. 1996, pp. 48-53.

- “Social protection in central and eastern Europe: A tale of slipping anchors and torn safety nets”, in G. Esping-Andersen (ed.), *Welfare States in Transition: National Adaptations to Global Economies* (London, Sage for UNRISD, 1996), pp. 225-55.
- “Restructuration et “gouvernement d’entreprise” en Russie: promouvoir “l’entreprise a developpement humain”, in R.Delorme (ed.), *A L’Est, Du Nouveau: Changement Institutionnel et Transformations Economiques* (Paris, L’Harmattan, 1996), pp. 229-70.
- “Globalisation, labour flexibility and insecurity: The era of market regulation”, *European Journal of Industrial Relations*, Vol. 3, No. 1, March 1997, pp.7- 38.
- “Labour market governance in eastern Europe”, *European Journal of Industrial Relations*, Vol. 3, No. 2, June 1997, pp. 131-57.
- “The new insecurities”, in P. Gowan and P. Anderson (eds.), *The Question of Europe* (London and New York, Verso, 1997), pp. 203-219.
- “Trade unions in crisis? Findings from the worker representation survey”, *South African Journal of Industrial Relations*, Vol.21, No.1, Autumn 1997, pp.23-41.
- “What would be a Good Firm? The ‘Human Development Enterprise”, *Industrial Relations Journal*, Vol. 28, No. 4, Dec. 1997, pp. 331-43.
- “The folly of social safety nets: Why basic income is needed in eastern Europe”, *SocialResearch*, Vol. 64, No. 4, Winter 1997, pp. 1339-79.
- “Societal impoverishment: The challenge for Russian social policy”, *Journal of European Social Policy*, Vol. 8, No. 1, Feb. 1998, pp. 23-42.
- “Pushing beyond ‘stakeholderism’”, in D. Foden and P. Morris (eds.), *The Search for Equity: Welfare and Security in the Global Economy* (London, Lawrence and Wishart, 1998), pp. 84-113.
- “Global feminisation through flexible labour: A theme revisited”, *World Development*, Vol. 27, No. 3, 1999, pp. 583-602.
- “Flessibilita globale: integrazione economica o disintegrazione sociale?”, in F.B.Pizzuti (ed.), *Globalizzazione, Istituzioni e Coesione Sociale* (Rome, Meridiana Libri, 1999), pp. 143-58.
- “Brave New Words? A Critique of Stiglitz’s World Bank Rethink”, in *Development and Change*, Vol. 31, No. 4, Sept. 2000, pp. 737-763.
- “Care work: Overcoming insecurity and neglect”, in M.Daly (ed.), *Care Work: The Quest for Security* (Geneva, ILO, 2002), pp.15-32.
- “Human security and social protection”, in J.Ghosh and C.P.Chandrasekhar (eds.), *Work and Well-being in the Age of Finance* (New Delhi, Tulika Books, 2003), pp.579-602.
- “Globalisation: The eight crises of social protection”, in L.Beneria and S.Bisnath (eds.), *Global Tensions: Challenges and Opportunities in the World Economy* (New York, Routledge, 2003).
- “A family of decent work indexes”, *International Labour Review*, Vol. 142, No. 2,

2003/2, with F. Bonnet and J. B. Figueiredo.

“The South African Solidarity Grant”, in G. Standing and M. Samson (eds.) *A Basic Income Grant for South Africa* (Cape Town, University of Cape Town Press, 2003).

“Global governance: Mirage of democracy?”, *Development and Change*, Vol.35, No.5, November 2004, pp1065-72.

“Why trade unions should promote basic income”, *Transfer* (Brussels, ICFTU), April 2005.

“Income security, justice and social protection in Tanzania: A comparison with Ethiopia, Ghana and South Africa”, in R. Paratian and S. Dasgupta (eds.), *Confronting Economic Insecurity in Africa* (Dar es Salaam, ILO, 2004).

“Tsunami Recovery Grants”, *Economic and Political Weekly*, 5 February 2005.

“Labour markets in developing countries”, in *The Elgar Companion on Development Studies* (London, Elgar, 2005).

“Why a basic income is needed for the right to work”, *Journal of Law and Urban Policy*, Special Issue, Vol.2, No.1, Fall 2005.

Technical Working Papers (partial list)

“A labour status approach to labour statistics”, *Population and Labour Policies Programme Working Paper No. 139* (Geneva, ILO, Aug. 1983).

“Labour flexibility: Towards a research agenda”, *Labour Market Analysis Working Paper No. 3* (Geneva, ILO, April 1986).

“Vulnerable groups in urban labour processes”, *Labour Market Analysis Working Paper No. 13* (Geneva, ILO, May 1987).
Version published as Chapter 6 of the ILO’s 1987 World Labour Report.

“European unemployment, insecurity and flexibility: A social dividend solution”, *Labour Market Analysis Working Paper No. 23* (Geneva, ILO, July 1988); updated version April 1989, with preface by Ralf Dahrendorf.

“The growth of external labour flexibility in a nascent NIC: The Malaysian Labour Flexibility Survey (MLFS)”, *Labour Market Analysis Working Paper No. 35* (Geneva, ILO, Nov. 1989)

Labour Market Dynamics in Russian Industry: Results from the Third Round of the RLFS (Budapest, ILO-CEET, Jan. 1994).

Wages and Benefits in Russian Industry: Chaotic or Evolving Labour Market? (Budapest, ILO-CEET, May 1994) (with T. Chetvernina)

Labour Market Dynamics in Ukrainian Industry: Results from the ULFS (Budapest and Kiev, September 1994). This was based on a survey of 348 factories, funded by the UNDP, and done in collaboration with the Ministry of Statistics.

“Enterprise Restructuring in Russian industry and mass Unemployment: The RLFS Fourth Round”, *Labour Market Papers* No. 1 (Geneva, ILO, November 1994).

“Promoting the “Human Development Enterprise”: Enterprise restructuring and corporate governance in Russian industry”, *Labour Market Papers* No. 8 (Geneva, ILO, 1995).

“Labour market crisis in Ukrainian industry: The 1995 ULFS”, *Labour Market Papers* No.12 (Geneva, ILO, 1995)

“Labour market dynamics in South African industry”, paper presented to Conference on Enterprise Labour Markets in South Africa, Pretoria, January 30, 1997.

“Worker Insecurities in Ukrainian Industry: The 1999 ULFS”, *Programme on Socio-Economic Security Papers* No. 1 (Geneva, ILO, April 2000) (with L. Zsoldos).

“Globalization and Flexibility: Dancing Around Pensions”, *Programme on Socio-Economic Security Papers* No. 2 (Geneva, ILO, June 2000).

“Unemployment Benefits and Income Security”, Discussion Paper prepared for Geneva 2000: Follow-up to the World Summit on Social Development, *Programme on Socio-Economic Security Papers* No. 3 (Geneva, ILO, June 2000).

“Modes of Control: A Labour-Status Approach to Decent Work”, *InFocus Programme on Socio-Economic Security Papers* No. 4 (Geneva, ILO, November 2000).

“Worker Insecurities in Ukrainian Industry: The 2000 ULFS”, *Programme on Socio-Economic Security Papers* No. 11 (Geneva, ILO, 2001) (with L. Zsoldos).

“Coping with Insecurity: The Ukrainian People’s Security Survey”, *Programme on Socio-Economic Security Papers* No. 17 (Geneva, ILO, 2001) (with L. Zsoldos).

“The Decent Work Enterprise: Worker Security and Dynamic Efficiency”, *Programme on Socio-Economic Security Papers* No. 37 (Geneva, ILO, 2003).

“A New Dawn? The Ukrainian People’s Security Survey, 2004”, *Programme on Socio-Economic Security Papers* No. 48 (Geneva, ILO, 2005).