



Examples of new *Discovery Projects* in 2010

South Australia

The University of South Australia (Contact: 08 8302 0966)

*Understanding employee-employer relationships during bridge employment:
A psychological contract perspective* (DP1096037)

Summary: Bridge employment (paid employment after retirement from career job) has several advantages for the individual (financial benefits, feeling of social connectedness, sense of accomplishment), employing organisations (access to experienced and skilled workers) and the government (lower burden on pension and benefits schemes). The proposed research will study the employee-employer relationship in bridge employment, with a focus on their perceptions of mutual obligations, also referred to as the psychological contract. An understanding of the psychological contracts will make it more likely that the employment relationship fulfils the needs of the employees and the employers and leads to a more successful bridge employment relationship.

Chief Investigator: Professor Prashant Bordia

ARC funding: \$180,000 over 3 years

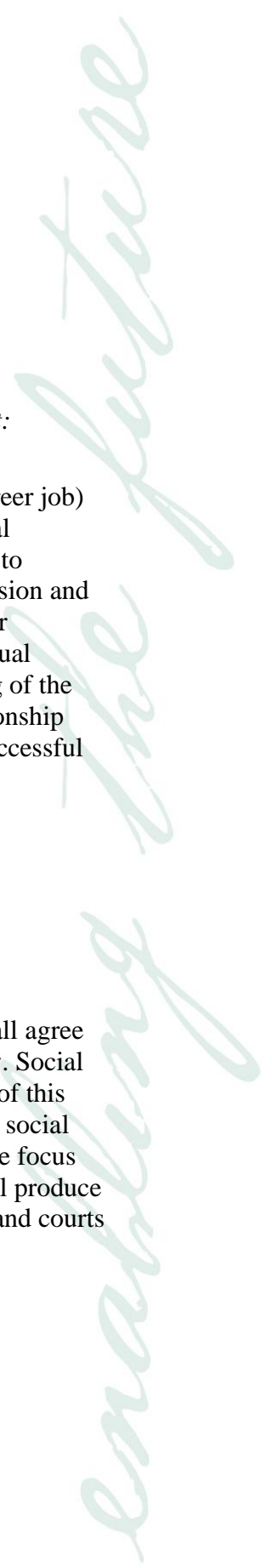
The Flinders University of South Australia (Contact: 08 8201 2965)

Courts, the judiciary and social change (DP1096888)

Summary: While few Australians have direct experience of courts, nearly all agree that courts are important to the community, though public confidence is low. Social changes and the ambiguous position of courts in relation to change are part of this tension. This project will undertake a concrete examination of one aspect of social change and the courts: the increasing number of women in the judiciary. The focus on how gender interacts with judicial work and the wider roles of courts will produce new and valuable understandings of gender and judging, gender and work, and courts and social change. Better knowledge about these complex relationships will strengthen Australian society and its legal integrity.

Chief Investigator: Professor Sharyn Roach Anleu

ARC funding: \$370,000 over 3 years





Australian Government
Australian Research Council

The University of Adelaide (Contact: 08 8303 4829)

Circular migration in Asia, the Pacific and Australia: Empirical, theoretical and policy dimensions (DP1096662)

Summary: Few issues have been more significant in contemporary Australia than international migration. It is of fundamental importance to Australia's future as it faces the global economic downturn, ageing, climate change and an ever-changing relationship with its Asia-Pacific neighbours. In the past Australia's migration relationship with its region has been almost totally seen as a source of skilled settlers. However, this relationship is increasingly a more complex one. Migration will continue to be fundamental to the nation's economy, society and security and this study seeks to provide an evidence base for better policy and practice in immigration and development.

Chief Investigator: Professor Graeme Hugo

ARC funding: \$844,000 over 5 years