

INDUSTRIAL RELATIONS

LINGWA

IRRC Annual Report 2018

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Industrial Relations Research Centre Annual Report 2018

Director's Overview

The Industrial Relations Research Centre (IRRC), founded in 1980, brings together research associates from inside and outside UNSW. We collaborate in conducting and diffusing research on workplace health and safety, workforce development, labour markets and in/equality and labour market policy implications of climate change.

We warmly thank its Head (our Deputy Director), Professor Michael O'Donnell.

For 2018, however, the Business School (Sydney) discontinued its scheme funding buyouts of half the teaching loads of faculty-based Research Centre Directors. Without this teaching relief, funding, research and industry engagement opportunities and engage in event organising on behalf of the IRRC.

Nonetheless, despite this unanticipated change, during 2018, the IRRC continued to meet its main source of operational funding.

CEA year of *The Economic and Labour Relations Review (ELRR)* and bridges economic, social and labour market policy research. In 2018, *ELRR* was in its 29th year and impacts. They deserve warm congratulations.

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Peter Sheldon

IRRC Governance in 2018

Presiding faculty: UNSW Business School

Chair: Professor Elizabeth Carson

Director: Professor Peter Sheldon, School of Management, UNSW

Deputy Director: Professor Michael O'Donnell, Head of School of Business, UNSW Canberra

Steering committee

Chair, Director and Deputy Director, plus:

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Professor Daryll Hull, Department of Marketing and Management, Macquarie University

Dr Sharron O'Neill, School of Business, UNSW Canberra

Dr Sue Williamson, School of Business, UNSW Canberra

IRRC Associates 2018

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- "Á Overseas associates may be appointed in a Visiting capacity
- "Á CE [!Áæ] []ã } c { ^ } c^!-! [{ Á [~ c^!á^!Á W P Ù Y Áæ!^!Áæ }] [Ç^!áÁ à ^ Ác@^!Á Ò ^æ } ÉÁ W P Ù Y Á Ó ~ •ã } ^••ÁÙ&@ [[!ÉÁ and appointments at Level D and E require additional approval of the Director, Human Resources, UNSW.

Honorary and Visiting Associates located in the IRRC office

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Associates located in UNSW Business School, UNSW

Professor Peter Sheldon, School of Management, Director

Professor Michael Quinlan, School of Management

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Dr Louise Fitzgerald, Management/Education Development Unit

Dr Sarah Gregson, School of Management

Dr David Morgan, School of Management

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Located in School of Business, UNSW Canberra

Professor Michael O'Donnell, Head, School of Business, UNSW Canberra; IRRC Deputy Director

Dr Sharron O'Neill, School of Business, UNSW Canberra

Dr Sue Williamson, School of Business, UNSW Canberra

Located in the Faculty of Arts and Social Sciences

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Located in the Faculty of Medicine

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External Appointees and Visitors during 2018

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Professor Elisabetta Magnani, Head, Department of Economics, Macquarie University

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Professor David Walters, Cardiff University, Wales

Professor Charles Woolfson, Linköping University, Sweden

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Research Assistants (casually employed)

Dr Tanya Carney

Ms Noa Sheer

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Professional and Technical Staff

T•Á Tæ! *æ!^cÁ Yæ!æ&^ÉÁÖæ~ æ!ÁÜ: [b^&cÁU-, &^!KÁ ELRR development, editorial and marketing

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IRRC KPIs for the 2018–2020 triennium

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- "Á SÚQÁ GKÁCE]] ^ Á - [! D • ^ & ~ ! ^ Á [} ^ Á ä ~ • c ! ^ É ~ } á ^ á Á ! ^ • ^ æ ! & @ Á ! [! b ^ & c Á each year (including from eg NGOs, unions, employer associations) relevant to IRRC research goals/expertise. SÚQÁ fully met
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The IRRC's 2018 performance relative to KPIs (and Objectives) for 2018–2020

KPI 1: Apply for/secure one major competitive research grant each year (eg ARC linkage) relevant to IRRC research goals/expertise

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Chief Investigators were: Ian Hampson (School of Management), Anne Junor Ç Ü Ü Ü Ö D É Á R æ • [] Á T ä ä ä ! ^ c [] Á ç Ü & @ [[! Á [- Á CE ç ä æ c á [] D É Á æ } á Á Sarah Gregson (School of Management and IRRC).

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KPI 3: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR) and 7 (emerging scholars).

KPI 4: Publish four issues of the journal

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 scores, *ELRR* moved into the 2nd ā~ æ!cā|Á [-Áb [~!} æ|•Á~ } ā^!Áà [c@Á±Ö& [] [{ ā&•Áæ} āÁÖ& [] [{ ^c!ā&•qĒ
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 CEÓÓÓÁb [~!} æ|Á|ā•cÁ , āc@ÁæÁ [] , ^!ÁÜRÜÁÇGÉFĪDÁ•& [!^Ác@æ] ÁELRR. For more meaningful comparison,
 we compared *ELRR*•Áā { } æ&cÁ { ^c!ā&•Á , āc@ÁCEĪ!æ} \^āÁb [~!} æ|•Áā } Ác•ÁFĪÉGÁØUÜÁ&æc^* [!^ÉÁā} &|~ āā} *Á
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 level phenomena.

~Á CE•ÁVæà|ÁÁHÁ•@ [] , •Á&|^æ!|^ÉÁ ***ELRR*'s 2017 SJR score sat within this group, but its 2018 SJR score brought it very comfortably into third place (out of 8).**

~Á Moreover *ELRR*•ÁÇGÉFĪDÁ **2-year Impact Factor exceeds all but one of the other journals' IFs, despite *ELRR* being B-ranked and the others all A-ranked.**

Table 3: Comparing ELRR to ABDC A-ranked FOR 1402 (Economics) comparators

Journal name	ABDC ranking	SJR 2017	SJR 2018	2-year IF 2017*
Ù [~c@^!} ÁÖ& [] [{ ā&ÁR [~!} æ	CE	€ĪĪĪ	€ĪFH	€ĪJĪ
Review of Industrial Organization	CE	€ĪĪĪ	€ĪHI	€ĪĪĪ
Economics of Transition	CE	€ĪJJ	0.352	€ĪĪJ
R [~!} æ Á [-Ác@^ÁRæ} æ} ^•^Áæ} āÁ International Economies	CE	€ĪĪG	€ĪIH	0.885
CE] ā^āÖ& [] [{ ā&•	CE	€ĪĪÍ	€ĪJJ	€ĪÍ€
Economics and Labour Relations Review				

V@^Á@ã* @^•cÁCE|c { ^c!ã&Á•&[!^•Á~ [!ÁELRR articles published in 2018 were:

- **90:** Á± Y æ* ^Ác@^-cÉÁ~ } á^!]æ^ { ^}cÁæ} áÁ~ }]æãáÁ, [! \Áã} Á { æ! \^c!•^áÁ• [&ãæ|Á&æ! ^qÁÇØÁ Tæ&á [}æ|áÉÁ ÒÁÓ^ }c@æ { Áæ} áÁRÁ Tæ| [] ^DÁGJÇFD
- **38:** Á± Y @ ^Áá [Á [] *Ááã•cæ} &^Ác! ~ \Áá!ãÇ^!•Á, [! \Á^çc!^ { ^| ^Á| [] *Á@ [~!•ÑqÁÇ T PÁÓ^! : ^!ÉÁ ÙCEÁ Ù^á [DÁ 29(1)
- **31:** Á± CEÁ& [] c^•c^áÁc^! :æã} KÁ Ù^D& [] &^] c~ æ|ã•ã} *Ác@^Á, ^|Éá^ã} *Á [-Á@ [{ ^, [! \^!•qÁÇØÁ Pæ : ÉÁÖÁ Bogenhold) 29(3)

Engagement through other scholarly contribution

ELRR is privileged to have the guidance of senior scholars in both economics and labour relations.

In recent years Emeritus Professor GC Harcourt has recruited contributions from eminent scholars including Lord Robert Skidelsky, Lord Nicholas Stern and Nobel Laureates Professor

and Identity in Higher Education. Paper presented at Precarity, Rights and Resistance, Ö []-^!^ } &^Á [-ÁV@^ÁCE~ •c!æ|æ} ÁÚ [&á [[*á&æ|ÁCE•• [&áæcá []ÉÁÖ^æ\á } ÁW } áç^! •ác~ÉÁÞ [ç^ { à^!ÁFFEGGÉÁ

- 5. **Peter Sheldon**, Featured speaker at Public Launch of Sheldon et al., *The Ruhr or Appalachia? Deciding the future of Australia's coal power workers and communities*. Sydney, 30 October 2018.
- 6. **Peter Sheldon** Featured speaker at community forum: *100% renewable: How NSW can quit coal*, hosted by Climate Change Balmain-Rozelle, Three Weeds Hotel, 11 December 2018. For report: <http://www.climatechangebr.org/page2.htm>

ÏÉÁ Cuifen Weng, **David E Morgan** and **Peter Sheldon**ÁÇG€F Ì DÈÁ±Q ã^ [[[*á&æ|ÁQ { } !á } c•KÁÚ [~!&^•Á [-ÁXæ!^ã } *ÁÔ [!] [!æc^ÁÚ [|áçá&æ|ÁCE&cáçáç^ Áæ&! [••ÁÔ@ã } ^•^ÁÔáçá^•qÉÁÖáçá•ã } æ|ÁÚæ } ^!ÁÚ••ã []ÉÁ CE&æá^ { ^Á [-ÁTæ } æ*^ { ^ } cÁ T^cá } *ÉÁÔ@ã&æ* [ÉÁQ|ã } [á•ÉÁCE~ *~ •cÁF€ÉF I É

8. Cuifen Weng, **Peter Sheldon** and **David Morgan**ÉÁÇG€F Ì DÈÁ±Q } •cáç~ cá [] æ|ÁŠ^*æ&á^•KÁÔç []|æá } á } *Á c@^ÁW } ^ç^ } ÁSæ } á•&æ } ^Á [-ÁÔ [!] [!æc^ÁÚ [|áçá&æ|ÁCE&cáçáç^ Áæ&! [••ÁÔ@ã } ^•^ÁÔáçá^•qÉÁÚ^~!^ÁÁ Úæ } ^!ÉÁQ } c^! } æcá [] æ|ÁCE•• [&áæcá [] Á- [!ÁÔ@ã } ^•^ÁTæ } æ*^ { ^ } cÁÚ^•^æ!&@ÁÇQCEÔ T ÚDÁ [c@ÁÔá^ } } ææ|Á Ô []-^!^ } &^ÉÁ Y ~ @æ } ÉÁÔ@ã } æÉÁFHEF Í ÁR~ } ^É

KPI 7: fully met.

This activity contributed to all IRRC Objectives except no. 4 (ELRR).

KPI 8: Run at least one event/conference per year relevant to IRRC research goals/ expertise

“Á Conference celebrating **Prof. Michael Quinlan’s lifetime academic contributions**, WPÚY ÁÇ Í ÁÚ^] c^ { à^!ÁG€F Ì DÈÁÔ [É [! *æ } á•^áÁ , áç@Áç@^ÁÚ&@ [[|Á [-ÁTæ } æ*^ { ^ } cÁæ } áÁ , áç@Á , } æ } &áæ|ææ } áÁ [c@^!Á•~]] [!cÁ-! [{ Áç@^ÁÔ~ •á } ^•^ÁÚ&@ [[|ÉÁV@^ÁÔá!^&c [!Á , æ•ÁæÁ|^æáÁ [! *æ } á•^!Á of the academic program, recruiting and liaising with speakers. The focus of the event , ^!^Áç@^Á { æá } Áæ!^æ•Á [-ÁÚ! [-ÉÁÚ~ã } |æ } q•Á& [] c!áà~cá [] •KÁCE~ •c!æ|ææ } Á|æá [~!Á@á•c [! ^Áæ } áÁ worker organisation; and the regulation and management of workplace health and safety. Presenters included IRRC associates, **Sarah Gregson** and **David Walters** (Cardiff). CEÁà [[\Áæ•^áÁ [] Áç@^ÁÁ [] ^!^! } &^Á } !^•^ } cæcá [] •ÉÁ [É^áçá^áÁ^ ÁÚ^c^!ÁÚ@^|á [] Áæ } áÁÚæ!æ@Á Gregson (et al.), will appear in 2020 (Routledge).

“Á Ö [[á { æ } ÉÁRÉÁYæ•~ \æ , æÉÁSÉÉÖæá [•ÉÁÞÉÉÁ **Junior, A.**, Brown, T., Strachan, G., Broadbent ÇG€F Ì DÁV@^ÁØ~ c^!^Á [-ÁCE&æá^ { á&Á Y [! \KÁCEÁÖ^|áá^!æçáç^ÁÔ []-^!^ } &^ÉÁJæ { É Í] { ÉÁ Í ÁÔ^&^ { à^!ÉÁ ÇCEcc^ } á^áÁà^ Á [ç^!ÁF€€Á] æ!cá&á } æ } c•LÁ **A Junior** contributed to overall organisation, ran a workshop and feedback session and contributed to compilation of results of the day’s á^|áá^!æcá [] •Á- [!Áá } |~ áá } *Áá } Áç@^ÁÚŠVÁ] [!b^&cÁ , } æ|Á!^! [!cÁ& [{] |c^áÁá } ÁTæ!&@ÁG€FJÉ

KPI 8: fully met

This activity contributed to all IRRC Objectives except no. 4 (ELRR).

KPI 9: Provide submissions to or serve on at least one government advisory body relevant to the centre’s research expertise

A JuniorÁÇG€F Ì DÁÔç [] ^!cÁ Y áç } ^•^ÁÚçæc^ { ^ } cÉÁÚ^ÁÔ! [, } ÁÔ [] [^^^ÁÇÚ&@ [[|ÁCEá { á } á•c!æçáç^Áæ } áÁ Ú~]] [!cÁÚçæ--DÁCE , æ!áÉÁÔæ•^ÁÞ [ÁG€F Ì Þ€€€JG] Ì HÉÁÚ~ á|á&ÁÚ^!çá&^ÁCE•• [&áæcá [] Áæ } áÁÚ! [-^•^á [] æ|Á U-, &^!•qÁCE•• [&áæcá [] ÁCE { æ|*æ } æc^áÁW } á [] Á [-ÁÞÚY Áæ } áÁÚ^&!^cæ!^ÉÁÔ^] æ!c { ^ } cÁ [-ÁÔá~ &æcá [] Áæ } áÁ Q } á~ •c!áæ|ÁÚ^!æcá [] •ÁÚ^&!^cæ!^ÉÁÔá|^áÁà^ ÁT&Þæ||ÁR [] •ÁÚçæ--ÉÁG Í ÁÚ^] c^ { à^!ÉÁÇ Í Í Á } æ*^•LÁæ•^áÁ on use of Spotlight tool).

D WaltersÉÁÔÁYæá• , [!c@ÉÁÚÁR [@] •c [] ^ÉÁSÁŠá]] ^!ÉÁM **Quinlan**ÉÁÚÁÓ@æccæ&@æ!^æáæ } áÁÚÁRæ { ^•^Á (2018) *The Role and Effects of Representing Miners in Arrangements for Safety and Health in Coal Mining: A global study. Vol. 1: A comparative analysis of findings from five countries*, Q } •cáç~ cá [] Á [-ÁÚ&&~ } æcá [] æ|ÁÚæ~^c^Áæ } áÁP^æ|c@ÁÇQ ÚÚP DÁÇWSDÉÁF Í Á]] É

- **Raja Junankar** { æā } cæā } ^āā@ā•ā* @ā] ; [, | ^ā - [! ^ā ^ç } ^ ! cā { ^ āāæā & [{ { ^ } cæ ! ^ Éā] æ ! cā & ~ | æ ! ^ ā [] ^ ā immigration and labour markets eg:
<https://newsroom.unsw.edu.au/news/general/australia-could-have-900000-more-migrants-if-we-no-longer-let-tourists>

KPI 11: fully met

This activity contributed to IRRC 5, 8 and 9.

Contributions towards the new IRRC Objectives for 2018–2020 triennium, not otherwise listed (Objectives 1–3, 5–6, 8–9)

Chapters in edited books and research papers

- **PN Raja Junankar** ÅÇÇ€F Ì DÁ T ^ * @ } æā Ö ^ • æā Ç F J I € È É Á } Á Ô [! á Ü È Ä Ç ^ á • DÁ *The Palgrave Companion to LSE Economics*. Palgrave Macmillan, London.
- **Dados, N., Junor, A** È Á B Á Y æ • ~ \ æ , æ È Á S È Á Ç Ç € F Ì D È Á Ù & @ [| æ ! ^ Á V ^ æ & @ á } * K Á V @ ^ Á Ô @ æ } * á } * Á Composition of Work and Identity in Higher Education. In D. Wache and D. Houston (Eds.), *Research and Development in Higher Education: (Re)Valuing Higher Education* È Á I F Ä Ç]] Á I J Á È Á Í J D È Á C E ä ^ | æ ä ä È Á C E ~ • c ! æ | æ È Á G È Í Á R ~ | ^ Á Ç € F Ì È Á
- **In Jun, Peter Sheldon** Á æ } á Á S æ } * È Ù ~ } * Á Š ^ ^ Á Ç Ç € F Ì D È Á ± V @ ^ Á S [! ^ æ Á Ô {] | [^ ^ ! • q Å Ø ^ á ^ ! æ c ä [] Á æ } á á c @ ^ Á á ^ ç ^ [] [{ ^ } c Á [- Á S [! ^ æ } Á á } á ~ • c ! ä æ | Á ! ^ | æ c ä [] • q È Á & @ È H Á Q } Á Y [~ } * È T ^ [] Á Š ^ Á æ } á Á Ô ! ~ & ^ Á Ò È Á S æ ~ - { æ } Á Ç ^ á • D È Á *The Evolution of Korean Employment and Industrial Relations*, Edward Elgar,
- **Peter Sheldon** (2018), 'Ò {] | [^ ^ ! • È Á T æ } æ * ^ ! • Á æ } á Á Ô {] | [^ { ^ } c Á Ü ^ | æ c ä [] • q È Á & @ È Á F H Á á } Á C E È Á Y ä | \ ä } • [] È Á V È Á Ö ~ } á [] È Á R È Á Ö [] æ * @ ^ Á æ } á Á C E È Á Ô [| ç ä } Á Ç ^ á • D È Á *The Routledge Companion to Employment Relations*, Routledge, London, 199-215.
- **Peter Kriesler** L Á Ö ^ [~ Á P æ ! & [~ ! c Á B Á R [@] Á P ^ ç ä | ^ Á Ç Ç € F Ì D È Á ± V @ ^ Á æ c c æ & \ • Á [] Á V @ ^ Á Ô ^ } ^ ! æ | Á V @ ^ [! ^ K Á P [, Á S ^ ^ } ^ • q • Á c @ ^ [! ^ Á , æ • Á [• c q È Á } Á Ô [, Á Ü L Á R ^ •] ^ ! • ^ } Á R L Á V ä | ^ Á Ö Ä Ç ^ á • D È Á *The General Theory and Keynes for the 21st Century* x J D È É

Statement of financial performance certified by the presiding faculty finance manager

Industrial Relations Research Ctr

Statement of Financial Performance For the Year Ended December 2018		Note	2018	2017	Difference	
			\$'000	\$'000	\$'000	%
Research Revenue:	1	29	27	2	7%	
Donations & Bequest - Draw downs		-	32	(32)	-100%	
UNSW Contributions		-	-	-	-	
Faculty Contributions	2	(3)	(0)	(3)	5428%	
Other Restricted Revenue	3	-	-	-	-	
Commercial Activity - Fees for Service		-	-	-	-	
Sundry Other Revenue		5	5	(0)	-2%	
Total Revenue		30	64	(33)	-52%	
Salaries, Oncosts and other staff costs		44	40	4	11%	
Scholarship Stipends		-	-	-	-	
Contract & Consulting Services		-	-	-	-	
Repairs and Maintenance		-	-	-	-	
Consumables		0	3	(3)	-97%	
Travel		1	0	1	7119%	
Equipment Non Capitalised		-	-	-	-	
Entertainment		-	-	-	-	
Marketing		-	-	-	-	
Miscellaneous Expenses		(36)	5	(41)	-769%	
Total Non-People Costs		(34)	8	(42)	-511%	
Total Expenses		10	48	(38)	-79%	
TOTAL CONTRIBUTION - SURPLUS/(DEFICIT)		\$ 20	\$ 15	5	33%	
Depreciation		-	-	-	-	

Industrial Relations Research Ctr



Statement of Financial Position

As at December 2018

		2018	2017
	Note	\$000	\$000
UNSW Australia Internal Cash	6	40	15
Accounts Receivable	7	-	-
Sundry Assets		-	-
Investments		-	-
Property Plant & Equipment	8	-	-
Creditors and Other Liabilities	1	(0)	

Funding sources

CE~•ci:æ jæ}ÁÜ&@ [[Á [-Á Business Grants to <i>The Economic and Labour Relations Review</i>	G€FH. G€Fì	> Á Ì È € € Á } æ Á } Á G€FH. G€F Ì Á as part of contract with ÙCEÖÖ	Production, strategic planning and marketing <i>ELRR</i>
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Statement of in-kind contributions

In-kind contributions — volunteer work by Associates and administrative staff

Staff Member	Time Donated	Value of Contribution
Professor Daryll Hull	IRRC Steering; research advice	\$10,000
Ò { ^!ac~•ÁÚ! [-^•• [!ÁÜæbæÁR~ } æ } \æ!	Full-time, CFMEU, ELRR	Retired
CE•• [&âæc^ÁÚ! [-^•• [!ÁR [&^] ^ } ÁÚâç ^ ^	Part-time, ELRR	Retired
Ú! [-^•• [!ÁR [@] ÁŠ [â^ , â\•	Editor, ELRR	Retired
Dr Neil Hart	Book review editor, ELRR	\$22,500
CE•• [&âæc^ÁÚ! [-^•• [!ÁCE } } ^ÁR~ } [!	Ø~ Ècá { ^ÉÁÒââc [!Éâ } ÈÖ@â^-ÁÖŠÜÜÉÁCEçæcá [} ÉÁ ÙVÖT T ÉÁÚÙCEÉÁCEÜÖÁŠâ } \æ*^	Retired
Total in kind		\$32,500

Donation of Royalties

Q}ÁG€FìÉÁÚÁÜ@^|â [}Á& [}cá } ~ ^âÁc [Áââ! ^&cÁc [Ác@^ÁQÜÜÖÁc@^Á! [^æ|cá^•Á-! [{ KÁÜ@^|â [} ÉÁŠâ { ÉÁŠâÁæ } âÁ
Warner (eds) (2011), *China's Changing Workplace: Dynamism, Diversity and Disparity*,
Routledge, London.

Infrastructure and other resources provided to the Centre

Ö~!â} *ÁG€FìÉÁc@^ÁQÜÜÖÁ [&&~] â^âÁ [-, &^Á•] æ&^Áæ } âÁæÁ { ^^cá } *Á! [[{ Áâ } Ác@^ÁÜ~ æâ!æ } *|^ÁÓ~â|ââ } *Á

Salaries — Imputed time spent on IRRC work by Associates located in Schools or at other Institutions, 2018

Staff Members	Work and Time Donated	Value of Contribution
<i>UNSW Business School</i>		
Professor Elizabeth Carson	Steering Committee and advisory work	ÅFî€€€
Tim Harcourt	ELRR editorial work	
Faculty administrative support	Ü^•^æ!&@Áæâçâ&^ÉÁPÜÁ•~] [icÉÁCE&& [~ } cá } * Á assistance	
<i>School of Management</i>		
Professor Michael Quinlan, Director	Steering Committee work	\$120,000
Professor Peter Sheldon, Centre Director	ELRR editorial work, Centre steering committee and ELRR media engagement, management	
Dr David Morgan	ELRR editorial work	
Dr Sarah Gregson	ELRR Editorial Committee work	
Dr Tracy Wilcox	ELRR Editorial Committee work	
<i>School of Economics</i>		
	IRRC Steering Committee, ELRR Executive Editor	\$10,000
<i>School of Business UNSW Canberra</i>		
Professor Michael O'Donnell	Work related to:	ÅFî€€€
Dr Sharron O'Neill	Steering Committee, ELRR editorial work	
Dr Sue Williamson	ELRR editorial work	
Total in kind		\$163,000

Details of consultancies, research projects, project outputs

Consultancies

Contractor	Date	Amount	Comment
ØTÒWÁR~•cÁV!æ}•âcá [}	5 November 2015	\$21,000	Finalised in 2018
ÚÙ€	H€ÁR~}^ÁGEFİ	ÅHHEHI İÊI€ÁÉÁÖÜV	Finalised in 2018

QÜÜÖÄÜ^•^æ!&@DCEâ { â } â•c!æcâç^ÁCE••â•cæ}cÁRæ• []ÁCE}c []^Á! [çââ^âÁæâ { â } â•c!æcâç^Á•~] [icÁ- [!Ác@^•^Á]] [b^&c•É