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INTRODUCTION

FROM THE DIRECTOR

Women’s work continues to be an important part of the national and international debate. Recent years have seen the establishment of a policy platform relating to women, work and family in Australia promoting women’s employment. Tentative policy moves to recalibrate men’s work and caring roles have also been undertaken, but the implications of these measures on women’s labour market opportunities are still unknown.

The Women & Work Research Group (WWRG) provides a unique academic research cluster in Australia for bringing together in a collaborative environment scholars and practitioners sharing interests in women, work, family and community. The WWRG has developed links with other groups interested in aspects of women’s working lives. For example, it has links with the Reibey Institute which works on women in leadership; and the WWRG maintains close links with Curtin’s Business School’s Women in Social and Economic Research group. The WWRG is also an active participant in the influential Work and Family Roundtable based at the Centre for Work + Life at the University of South Australia, which brings together feminist scholars working in the area of work and family. With the Australian Government’s publication of its White Paper, Australia in the Asian Century, providing a road map for Australia’s greater engagement with Asia, the WWRG’s increasing engagement with Southeast Asian issues is highly topical. In late 2011, the Director visited Vietnam to work with colleagues in International Business on women in entrepreneurship. At the end of the year the WWRG co-sponsored with the University’s Sydney Southeast Asia Centre (and others) a symposium on ‘Labour Dynamics in Indonesia and India: The Comparative Experience’. The WWRG intends to extend its activities working closely with scholars sharing its interests in the Asia-Pacific region.

This year, 2012, has seen significant scholarly and public engagement by the WWRG and its members, influencing the public policy and academic debates around women at work. A workshop on Out of School Hours Care and its role in promoting women’s workforce participation was held early in the year. It was organised with a range of not-for-profit organisations including the National Foundation for Australian Women. This is a surprisingly neglected area of research and policy development. Participants from all the relevant stakeholders (service providers, academic researchers and government) participated with enthusiasm and the workplace itself showcased recent, innovative research about patterns of use of OSHC by socio-economic background.

The WWRG also held a range of academic seminars during the year, including a major international workshop on the role of equality bargaining in promoting women’s employment rights. Eminent scholars in the field from Spain, the USA and the UK attended to discuss the latest research on this issue. Papers from the workshop will be published in a special issue of the Journal of Industrial Relations.

The WWRG has also held two extremely popular events providing an opportunity for external stakeholders to debate topical issues of relevance to women and work with academic researchers. The first, chaired by Jessica Irvine, formerly of Fairfax Media and now of News International, discussed work, care and ideas which change the world for women. Eminent UK economist Professor Diane Elson contributed to this event. The proceedings were broadcast on ABC radio’s ‘Big Ideas’ program.
The WWRG’s end-of-year event featured media commentators Catherine Fox and Anne Summers, and WWRG doctoral candidate Meraiah Foley, in a debate over *The Atlantic* magazine’s widely read article by Anne-Marie Slaughter, ‘Why Women Still Can’t Have it All’. The article, which questioned whether feminism had sold women a fiction by telling them that it was possible to have a brilliant career and a fulfilling home life, touched off an impassioned debate about families, the modern workplace and what it means to ‘have it all’. These were two of the most successful events the WWRG has held with between 100 and 140 participants at each enhancing the profile of the WWRG, the Business School and the University and its engagement on these issues.

The WWRG was also invited during 2012 to provide expert evidence to the Independent Review of the *Fair Work Act* and to the House of Representatives Standing Committee on Education and Employment Inquiry into the *Fair Work Amendment (Better Work/Life Balance) Bill 2012*.

In 2012, the WWRG Director has continued to participate in the Government’s Review into the Treatment of Women in the Australian Defence Forces (ADF). Phase One of this review was published in 2011 and focused on women in the Australian Defence Force Academy. This year has seen the publication of the far reaching review into the entire ADF, Phase Two of the Review. Currently Phase Three of the Review is under way and includes an audit of implementation of the Phase One review recommendations relating to ADF. This is a significant and groundbreaking series of reviews which, it is to be hoped, will assist in opening up the ADF to women but also assist in providing a blueprint for how to progress women in male dominated workplaces generally.

The WWRG has also continued to participate in the government-funded independent evaluation of the Commonwealth’s Paid Parental Leave scheme. The evaluation team published its Phase One report this year, which describes the availability of paid parental leave prior to the introduction of the scheme and provides a robust baseline against which to measure the impact of this landmark government initiative. WWRG members are involved in continuing research evaluating the impact of Paid Parental Leave in Australia, most recently involving the introduction of the Dad and Partner Pay scheme which was introduced from 1 January 2013.

The passage of the *Workplace Gender Equality Act* amending the former *Equal Opportunity for Women in the Workplace Act* marked another major achievement in 2012, encouraging employers to work harder to support women’s opportunities at work and men’s rights to care. In another major victory related to women’s work, more than 150,000 mostly-female community sector workers were awarded pay rises of between 19 and 41 percent after a historic equal pay decision by Fair Work Australia. Heralded by Prime Minister Julia Gillard as a “significant advance for equal pay for women”, the landmark decision is expected to boost the pay of the mostly-female workforce by between 40 to 65 percent over the next eight years, once award increases are taken into account. To pay for its share of the wage increases, the Government in 2012 created the *Social and Community Services Pay Equity Special Account*, which earmarks $2.8 billion to be used for supplementation payments to eligible organisations, so they can provide their workers with the increased equal pay to 30 June 2021.

In 2012 WWRG members participated in a wide range of national and international conferences and forums relating to women and work and family (see page 8). The WWRG Director was invited to speak at the AFL-CIO (the US equivalent of the ACTU) on women’s policy issues. Whilst in the US she also cemented links with US work and family academics.

In all, 2012 was a full year, with the WWRG continuing to make positive contributions to scholarship and practice. With 2013 an election year, more debate about women, work and policy is certain to occur and the WWRG is well placed to make positive contributions to the national discussion.
The WWRG has three main aims:

1. To provide a scholarly environment in which a community of inquiry on all aspects of women, work, employment, family and community is created.

2. To provide the bridge between academic work and policy work and to provide the research for the development of evidence based policy in matters pertaining to women, work and family.

3. To provide a focal point for collaboration with established and emerging scholars in the field, and with research centres with similar interests in the Asia-Pacific region, the USA, the UK and beyond.
Prof John W. Budd, University of Minnesota

Staff
Coordination and administration of the WWRG’s activities was performed in 2012 by the WWRG Administrative Assistant, Ingrid Wright, who is completing her Honours’ thesis on the emerging work and family area of paid domestic violence leave. Professor Marian Baird continued as Director of the WWRG.

New Members
The WWRG was pleased to welcome three new University members: Michele Ford, Director of the Sydney Southeast Asia Centre (SSEAC) and Associate Professor of Indonesian Studies at the University of Sydney; Associate Professor Nicola Piper, Director of the Asia Pacific Masters of Human Rights and Democratisation at the University of Sydney; and Meraiah Foley, a doctoral candidate in the discipline of Work and Organisational Studies at the University of Sydney researching the entrepreneurial motivations of self-employed mothers.

Visiting Scholars
The WWRG hosted two eminent international scholars in the area of employment relations this year, Professor John W. Budd from the United States and Professor Geraldine Healy from the United Kingdom.

Professor Budd is the Industrial Relations Land Grant Chair and Director of the Center for Human Resources and Labor Studies at the University of Minnesota. He is the author of ‘Employment with a Human Face: Balancing Efficiency, Equity, and Voice’, and ‘Labor Relations: Striking a Balance’, and coauthor of ‘Invisible Hands, Invisible Objectives: Bringing Workplace Law and Public Policy into Focus’.

Professor Healy is Director of the Centre for Research in Equality and Diversity (CRED) in the School of Business and Management, Queen Mary, University of London. Her recent work has explored inequalities in different contexts including the intersectionality between gender and ethnicity, gendered careers in academia, diversity, migration and gender in the health services, women in trade union leadership – a UK/US comparative study.

These scholars actively contributed to the WWRG by way of giving presentations (see page 7) and to Work and Organisational Studies by participating in its activities including meeting with doctoral candidates to discuss their work.
EVENTS AND ACTIVITIES IN 2012

During 2012, the WWRG seminar and events series covered wide-ranging and topical subjects and were well attended, with between 30-140 people participating in each event. Speakers included international and interstate scholars, enhancing the WWRG’s reputation for holding events of academic excellence. Panel events hosted by high profile media speakers provided a platform for debate of topical issues, and raised the profile of the WWRG and the University of Sydney. The seminars have cemented the WWRG’s reputation as a forum for stimulating discussion on women and work during a year when these issues have once again risen to the fore, particularly in relation to women and leadership. Attendees came from the university community, academics and students, and the private, public and not-for-profit sectors, ensuring lively and high level debates. The panel events also provided excellent networking opportunities.

International Women’s Day, March 2012 – WWRG Seminar
Geraldine Healy, Professor of Employment Relations and Director of the Centre for Research in Equality and Diversity (CRED) in the School of Business and Management, Queen Mary, University of London, and Dr Jennifer Tomlinson, now Professor of Gender and Employment Relations at Leeds University, presented their recent research on women managers and professionals in the UK labour market. Professor Healy spoke on ‘Gender, migration and place of qualification of UK doctors - perceptions of inequality, morale and career aspiration’ drawn from her recent book on ‘Diversity, Ethnicity, Migration and Work – international perspectives’ (with Franklin Oikelome, Palgrave, 2011). Dr Tomlinson presented on ‘Female part-time managers: career trajectories, role models and aspirations’ which highlighted the problems of maintaining career progression whilst working part-time.
Seminars

‘The Thought of Work’

This presentation by Professor John W. Budd, University of Minnesota was from his recent book of the same title. It provided an erudite and engaging interdisciplinary synthesis of ten meanings of work that illustrated the centrality of work in our lives, identity politics, and society.

Economic Approaches to Investigating the (Under) Valuation of Care Work in the Community Services Equal Remuneration Case

Dr Therese Jefferson presented on this topic. Dr Jefferson is an Associate Professor at the Curtin Graduate School of Business and a founding researcher with the Women in Social & Economic Research (WiSER) unit at Curtin University with which the WWRG has strong links.

Dr Jefferson’s presentation focused on research she has undertaken (with her colleagues Siobhan Austen and Alison Preston) that compares the methods and analyses of two contrasting economic analyses of gender and pay that were submitted to Fair Work Australia as part of the recent equal remuneration case for workers in the social and community services sector. The comparison demonstrates the different theoretical approaches to the analysis of labour exchange implicit in the alternative submissions. The researchers argue that understanding the key assumptions and definitions underlying each type of economic analyses can contribute to an improved comprehension of the different viewpoints on gender pay equity among economists.
Politics and Work Family Policies in the United States: Stalemate, Gender, Race and Class

This seminar was presented by Ariane Hegewisch, the Study Director, with responsibility for issues of workplace discrimination and work-life reconciliation, at the Institute for Women’s Policy Research, the premier U.S. think tank concerned with women’s economic and social equality, based in Washington, DC. She is also an associated scholar of the Center for WorkLife Law at the University of California Hastings School of Law, and a specialist in comparative human resource management, with a particular focus on working time, work life balance and labor market flexibility. She provided valuable insights for an Australian audience into how the US, alone of high income countries, manages to sustain high female labour force participation, comparatively low rates of part-time working, high birth rates and hardly any work family supports.

Workshops

International Workshop on Equality Bargaining

Using collective bargaining to bargain for improved gender equality in employment, for provisions such as paid parental leave, pay equity and domestic violence leave, is a practice known as ‘equality bargaining’. In March 2012 Professor Marian Baird and Dr Sue Williamson hosted a symposium which brought together leading international researchers to examine the latest conceptual and empirical developments on equality bargaining in their respective countries.

Participants included Professor Peter Berg and Mr Matt Piszczech from Michigan State University (USA); Professor Geraldine Healy, Queen Mary, University of London; Dr Jennifer Tomlinson, University of Leeds; Ms Lola Morillo, Trade Union Federation (Spain); Professor Glenda Strachan, Griffith University; Ms Ludo McFerran, Australian Domestic and Family Violence Clearinghouse, University of New South Wales; and Professor Marian Baird, Professor Bradon Ellem, Associate Professor Rae Cooper, Dr Sue Williamson, Ms Alexandra Heron and Ms Ingrid Wright of the University of Sydney.

All of the international visitors and most of the Australian participants presented papers and led discussions about their work. Additionally, several leading researchers from York University (Canada), Salford University (UK), University of Bath (UK) and London South Bank University (UK) contributed papers to the workshop which were also discussed by the participants. The symposium not only fostered conceptual and theoretical advances in the area of equality bargaining, but also established or strengthened ties between the Business School and a range of universities. A special edition of the Journal of Industrial Relations (eds. Professor Baird and Dr Williamson) will be published in 2014, building on the papers presented at the symposium.
Out of School Hours Care and Women's Labour Force Participation: Innovations in Provision & Supply

The WWRG, together with the National Foundation for Australian Women, the Equality Rights Alliance and Economic Security 4 Women organised and ran a workshop on Out of School Hours Care (OSHC) and Women’s Labour Force Participation: Innovations in Provision & Supply.

The workshop’s aim was to discuss the availability and accessibility of affordable, quality OSHC provision from a women’s workforce participation perspective and to address the issue of engaging the children who are the participant/potential participants in such programs.

This by-invitation-only workshop was very well attended by the full range of stakeholders - public, private and not-for-profit - in the area. The roundtable heard a number of speakers and aimed to identify innovative solutions to address the above issues. Speakers included Dr Jennifer Baxter and Kelly Hand, Australian Institute of Family Studies; Rebecca Cassells, NATSEM, University of Canberra; Sally Cowling, Social Justice Unit, UnitingCare Children, Young People and Families; and others from the Australian Sports Commission, the Department of Education, Employment and Workplace Relations and a private OSHC provider who addressed how to engage older children in such care.

Symposium

Symposium on Labour Dynamics in Indonesia and India: The Comparative Experience

The WWRG co-sponsored this symposium with the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ), the Sydney Southeast Asia Centre and the University’s South Asia Research Network. It marked an initial step in the development of a comparative research agenda on the labour movements, labour markets and industrial relations systems of Indonesia and India – two countries which rank in the top five most populous countries in the world, both of significant strategic interest to Australia. Speakers from India, Indonesia, the US and Australia contributed papers, including Professor Supriya Roy Chowdhury, Institute for Social and Economic Change, Bangalore, India. Gender issues critical to women’s participation in work were addressed in the presentations.

Roundtable

Managing in a Flexible Work Environment

Co-hosted by the WWRG with the Australian Institute of Management NSW & ACT (AIM), contributors to the Roundtable included Helen Conway, Director, Workplace Gender Equality Agency; Nareen Young, CEO, Diversity Council of Australia; Marian Baird, Director, WWRG; David Wakeley, CEO, AIM NSW & ACT and invited participants.

The event was held to launch AIM’s green consultation paper entitled ‘Managing in a Flexible Work Environment’. It focused on:

- The business case for flexibility: What are the drivers? The benefits? And the pitfalls (for employers and employees)?
- Mainstreaming workplace flexibility: What can be done to accelerate the process?
- Assisting managers to manage flexibility: What works well? What are the barriers?
Panel events

*Ideas That Change the World for Women*

The discussion was chaired by Sydney Morning Herald economics journalist Jessica Irvine, and provided attendees with insight into the role of gender in education, the workplace and the wider community.

The panelists included Professor Diane Elson from the University of Essex, who was in Sydney to deliver the 2012 Wheelwright Memorial Lecture. Professor Elson is a renowned feminist economist who has acted as advisor to organisations such as UNIFEM and Oxfam. Also on the panel were Dr Elizabeth Hill, lecturer in political economy at the University of Sydney, Professor Gabrielle Meagher, professor of social policy at the University of Sydney and Professor Marian Baird, professor of employment relations at the University of Sydney Business School, and Director of the Women & Work Research Group. Alison Aggarwal from the Australian Human Rights Commission Sex and Age Discrimination Unit provided commentary. A lively Q&A was held, touching on topics such as the role of school education in perpetuating gender differences, the need to change the gendered culture of workplaces and the need to get men involved in the gender debate.

*Beyond Babies and Briefcases: Work for Women and Men in 21st-century Australia*

Media commentators Catherine Fox and Anne Summers and WWRG doctoral candidate Meraiah Foley debated the much read Anne-Marie Slaughter article from *The Atlantic* magazine ‘Why Women Still Can’t Have It All’. The article, which argued in part that feminism had sold women a fiction by telling them that it was possible to have a brilliant career and a fulfilling home life, touched off an impassioned debate about families, the modern workplace and what it means to ‘have it all’. Forty years have passed since the feminist revolution promised equality for women in a man’s world. Yet women in Australia are still poorly represented in the highest ranks of most universities and careers, still do two-thirds of all household chores, and must work an extra 64 days a year to earn the same as their male colleagues. On the flip-side, recent research suggests that many young fathers would prefer to work a compressed work week, but very few do. Strong audience participation made the discussion lively and the event was followed by refreshments and the opportunity to network.
Collaborations across the Business School and the University

The WWRG Director, with the Law Faculty and Law School alumni of 1987, is undertaking a study of women’s and men’s careers in law. The study focuses on one cohort and compares the professional experiences and careers of men and women over the twenty-five years since they graduated.

The Women and Work Research Group has co-sponsored a symposium on Labour Dynamics in Indonesia and India: The Comparative Experience, with the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ), the Sydney Southeast Asia Centre, and the University’s South Asia Research Network.

Research, Reports and Projects undertaken by the WWRG

**Evaluation Research**

Professor Baird continues as part of the research consortium (based at the University of Queensland) which, in 2010, won the contract from FaHCSIA to evaluate the statutory paid parental leave scheme. The Phase One report was published in 2012. It contained an innovative study of Australian employers’ attitudes towards the introduction of the new scheme and the impact they anticipated it would have on their business. The scheme was undertaken by Professor Baird with the assistance of then WWRG Research Associate Alexandra Heron. This work is ongoing until 2013. In late 2012 the research team expanded their evaluation to the Australian Government’s new Dad and Partner Pay (DaPPIP) scheme. Meraiah Foley is assisting Professor Baird in this work.

**ARC Grant**

Dr Cooper and Professor Baird, with the expert assistance of research by Dr Sue Williamson, are progressing their research on ‘Flexibility for working parents in the ‘hybrid’ Fair Work system’. The *Fair Work Act (2009)* establishes a novel ‘hybrid’ system of workplace regulation encompassing individual rights and processes and a new collective bargaining regime. This project will investigate how the new framework can be utilised to establish flexible working arrangements for the benefit of families, employers and society. This research project is funded for 2012-2014 by the award of an ARC Discovery Grant.

**Business School Research Grants**

Dr Susan McGrath-Champ has a Business School Research Grant to investigate the gender pay gap in professional service firms. She commenced the research in 2011 in collaboration with the Curtin Business School enabling state-based comparison, particularly with Western Australia. This study will contribute to an understanding of the causal factors which underpin the pay gap across several sectors selected from: retail trade, accommodation and food services, finance, construction, manufacturing, and mining in contrasting (metropolitan and non-metropolitan) localities and public/private sectors in New South Wales. Finance has been selected as the sector for initial exploration.

Public Policy Submissions and Presentations

- The WWRG was invited to appear before the independent *Fair Work Act Review Panel* and provided expert evidence in relation to the need for expanding the right to request flexible working to a wider range of workers.
- The WWRG made a submission and was invited to give evidence to the House of Representatives Standing Committee on Education and Employment Inquiry into the *Fair Work Amendment (Better Work/Life Balance) Bill 2012*.

Industry Engagement

**Presentations and Talks**

- Old Nurses Union – Paid Paternity Leave
- UTS – Women and Engineering
- Public Service Association of NSW – Women and the Public Sector
- Australian Human Rights Commission – Defence Force Review panel member
- AFL-CIO and Families at Work, Washington DC, USA – Bargaining for Paid Parental and Carers’ Leave
- Xchange Insurance – Women and management
- Leichhardt Council – Empower a Woman, Empower a Nation
- FaHCSIA – Employers and Paid Parental Leave

**Magazine Articles**


Cutchler L, 2012 ‘Give older workers a $1,000 makeover to help them find work’, *Herald Sun*, 23 April 2012
The WWRG’s web page is updated regularly and is an invaluable resource for its visitors containing the PowerPoint displays of many presentations given as well as links to other important websites in the field of women and work. The WWRG web page receives an exceptionally high number of visits and is frequently complimented for its information and clarity.

The WWRG extends its sincere thanks to Mark Nearhos and his team for their IT and web support and hopes to develop the site further in 2013. The web page is at: http://sydney.edu.au/business/research/wwrg/

Membership of the group located at the University of Sydney continues to grow. The WWRG has 32 direct members in 2012. Members are included in a dedicated page on the website which also contains links to members’ homepages with up-to-date publication lists. The WWRG also has an expanding network of international members listed below, several of whom have visited the WWRG in recent years or are planning to in 2013.

<table>
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<tr>
<th>Member names</th>
<th>Position</th>
<th>Discipline/Faculty, University of Sydney</th>
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<tbody>
<tr>
<td>Prof Marian Baird</td>
<td>Director</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Rae Cooper</td>
<td>Associate Professor</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Leanne Cutcher</td>
<td>Associate Professor</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Teresa Davis</td>
<td>Senior Lecturer</td>
<td>Marketing/Business School</td>
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<tr>
<td>Dr Bradon Ellem</td>
<td>Professor</td>
<td>WOS/Business School</td>
</tr>
<tr>
<td>Ms Meraiah Foley</td>
<td>Doctoral candidate</td>
<td>WOS/Business School</td>
</tr>
<tr>
<td>Dr Michele Ford</td>
<td>Associate Professor</td>
<td>Director, Sydney Southeast Asia Study Centre</td>
</tr>
<tr>
<td>Ms Barbara Foweraker</td>
<td>Doctoral candidate</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Fiona Giles</td>
<td>Senior Lecturer</td>
<td>Letters, Art, and Media</td>
</tr>
<tr>
<td>Dr Melissa Gregg</td>
<td>Lecturer</td>
<td>Gender &amp; Cultural Studies/Arts and Social Sciences</td>
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</table>
Dr Dimitria Groutsis  Senior Lecturer  WOS/Business School
Ms Alexandra Heron  Doctoral candidate  WOS/Business School
Dr Elizabeth Hill  Senior Lecturer  PE/Arts and Social Sciences
Dr Suzanne Jamieson  Associate Professor  WOS/Business School
Dr David Johnstone  Professor  Finance/Business School
Ms Renee Kramer  Executive Assistant  BSRU/Business School
Dr Russell Lansbury  Emeritus Professor  WOS/Business School
Dr Jane Le  Lecturer  WOS/Business School
Dr Maree Murray  Assistant Director  EO Unit/Human Resources
Dr Gabrielle Meagher  Professor  Social Policy/Arts and Social Sciences
Dr John Murray  Lecturer  WOS/Business School
Dr Maree Murray  Assistant Director  EO Unit/Human Resources
Dr Susan McGrath-Champ  Associate Professor  WOS/Business School
Ms Karen Reeves  Doctoral candidate  WOS/Business School
Dr Joellen Riley  Professor  School of Law
Ms Lorraine Rivlin  Doctoral candidate  WOS/Business School
Dr Stuart Rosewarne  Chair of Discipline  PE/Arts and Social Sciences
Dr Belinda Smith  Senior Lecturer  School of Law
Dr Diane van den Broek  Senior Lecturer  WOS/Business School
Dr Sue Williamson  Research Assistant  WOS/Business School
Ingrid Wright  Honours candidate  WOS/Business School
Ms Jeaney Yip  Lecturer  Marketing/Business School

International Members

• Professor Lotte Bailyn, MIT, USA.
• Professor Peter Berg, Michigan State University, USA.
• Professor John W. Budd of the University of Minnesota.
• Ms Lisa Dancaster (PhD candidate) - Work and Organisational Studies, Faculty of Economics and Business, University of Sydney and Lecturer, University of Kwa Zulu Natal, South Africa.
• Professor Linda Dickens, Warwick Business School, University of Warwick, UK.
• Professor Judy Fudge, Lansdowne Chair in Law, University of Victoria, Canada.
• Professor Bernard Fusulier of Louvain University in Belgium.
• Professor Lonnie Golden, Pennsylvania State, Abington.
• Professor Geraldine Healy of Queen Mary College, London.
• Ms Ariane Hegewisch, Study Director, Institute for Women’s Policy Research, Washington, DC.
• Professor Susan Himmelweit, Professor of Economics, the Faculty of Social Sciences, the Open University, UK.
• Dr Jean Jenkins, Lecturer in HRM, Cardiff Business School, Wales.
• Professor Hyunsook Kim, Department of Economics, Soongsil University, Seoul, Korea.
• Professor Suzan Lewis, Middlesex University, UK.
• Professor Ruth Milkman, CUNY, USA.
• Dr Pamela Robinson, Lecturer in Comparative Industrial Relations, Birmingham Business School, Birmingham University, UK.
• Professor Jennifer Tomlinson, Senior Lecturer in Employment Relations, Leeds University Business School.
• Professor Mark Stuart, Director, Centre for Employment Relations Innovation and Change, Leeds University, UK.
• Leah Vosko, Professor and Canada Research Chair in Feminist Political Economy, York University.
• Professor Sue Yeandle, Director of the Centre for International Research on Care, Labour and Equalities (CIRCLE) at Leeds University in the UK.

The WWRG maintains a member contact list which includes a diverse external membership. Currently there are more than 300 on this list within the University and outside, comprising local and international academics, policymakers, members of community organisations, union officials, students and business representatives.
WWRG’s external collaboration with the wider community of stakeholders involved in the field of women and work has been cemented this year by its very successful panel events. Many of those outside the University also welcome the opportunity to attend and participate in more academic seminars which are always designed to be accessible to this community as well as stimulating for academic participants.

Two very successful events this year were co-hosted with important players in the field of women’s employment. The OSHC Roundtable described above was run in conjunction with National women’s peak bodies, the National Foundation for Australian Women, the Equality Rights Alliance and Economic Security 4 Women. The Roundtable on Managing in a flexible work environment, was funded and co-hosted by the Australian Institute of Management NSW & ACT (AIM).

The WWRG continues to have strong links with agencies interested in policy development around women’s leadership and work, e.g. the Australian Human Rights Commission (AHRC), the Equal Opportunities for Women in the Workplace Agency (EOWA), the NSW and Commonwealth public service women’s offices and the Federal Government’s Office for Women, the Women’s Electoral Lobby (WEL), the National Foundation for Australian Women (NFAW), the NSW Government’s Women’s Health at Work Program, as well as senior managers in corporate Australia, employers’ associations and trade unions. The Director’s membership of the Review into the Treatment of Women in the Australian Defence Force demonstrates these connections. The WWRG also collaborates with Tina Brothers, Reiby Institute, on women in leadership and participates in the Work and Family Policy Roundtable based in the Centre for Work + Life at the University of South Australia.

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**EXTERNAL LINKS AND COLLABORATION**

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**PUBLICATIONS AND CURRENT RESEARCH**

Journal articles, book chapters and conference presentations

**Journal Articles**


**Cooper R**, 2012 ‘The gender gap in union leadership in Australia: A qualitative study’, *Journal of Industrial Relations*, vol. 54:2, pp. 131-146

**Cooper R and Parker J**, 2012 ‘Women, Work and Collectivism’, *Journal of Industrial Relations*, vol. 54:2, pp. 107-113

**Cortis N and Meagher G**, 2012 ‘Recognition at last: care work and the Equal Remuneration Case’, *Journal of Industrial Relations*, vol. 54:3, pp. 377-385


**Charlesworth S and Heron A**, 2012 ‘New Australian Working Time Minimum Standards: Reproducing the Same Old Gendered Architecture?’, *Journal of Industrial Relations*, vol. 54:2, pp. 164-181


Conference Papers


Cooper R, 2012 ‘Women’s Work and Fair Work’, Griffith University Centre for Work, Organisation and Wellbeing Seminar Series, Brisbane, Australia, 8th August 2012


Cutcher L, 2012 ‘We’re Not a White Fella Organisation’: Exploring how forms of co-operation, race, gender and space intersect to create a different form of organization’, Gender, Work and Organization: 7th International Interdisciplinary Conference, Keele, United Kingdom, 27th June 2012


McGrath-Champ S, Jefferson T and Rainnie A, 2012 'Gender, geography and the pay gap in a global knowledge organisation', 26th Association of Industrial Relations Academics of Australia and New Zealand Conference AIRAANZ 2012, Gold Coast, Australia, 10th February 2012


Williamson S, 2012 'Bargaining for family provisions in Australia: The start of an equality bargaining continuum', 26th Association of Industrial Relations Academics of Australia and New Zealand Conference AIRAANZ 2012, Gold Coast, Australia, 10th February 2012

Reports

Book Sections

The WWRG is strongly committed to research and doctoral training. Many PhD students within the Faculty have attended WWRG events this year. There are currently six PhD students within the Faculty who are members of the WWRG or are being supervised by members of the Group.

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**PhD STUDENTS**

The WWRG is strongly committed to research and doctoral training. Many PhD students within the Faculty have attended WWRG events this year. There are currently six PhD students within the Faculty who are members of the WWRG or are being supervised by members of the Group.

**Steven Clibborn:**
The transfer of employment practices in multinational companies.

**Lisa Dancaster:**
Predictors of work and family policies in South African companies. The WWRG congratulates Lisa for completing her PhD. Lisa will graduate in 2013.

**Meraiah Foley:**
Mothers in Company: Exploring the lived experiences of self-employed working mothers in Australia.

**Barbara Foweraker:**
Mature-Age Employment: Organisational Responses to the Challenges and Opportunities of an Ageing Workforce.

**Karen Reeves:**
The rise of the female breadwinner.

**Lorraine Rivlin:**
Evaluating carers' discrimination employment complaints in NSW 2001-2011.

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In addition to undertaking research on topics related to the expertise of members of the Group, our PhD list for students have also benefited from attending a number of conferences, workshops and sessions under the hospices of the WWRG.
FUTURE PLANS

WWRG will continue its well attended WWRG academic seminar and policy roundtable series.

The WWRG will be co-hosting the 5th International Community, Work and Family conference in collaboration with Centre for Work and Family, UniSA and AIFS at the University of Sydney 17-19 July 2013. Find out more at: http://www.aomevents.com/CWFC2013/