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Introduction from the Director

National policy developments affecting women and paid work have been the theme of the Women & Work Research Group (WWRG) since its inception, and 2013 was no exception. The year began with the implementation of the new paid paternity leave scheme (Dad and Partner Pay) and ended with a new Government promising major changes in policies affecting women, men, work and family. These included a proposed major increase in the financial support for parents taking parental leave and a request to the Productivity Commission to undertake a public inquiry into childcare and early childhood learning provision. Improving women’s workforce participation - a much debated topic in 2013 - are major reasons given by the Government for both initiatives. Towards the end of 2013, the election witnessed a lively debate on whether or not to increase parental leave pay (as proposed by the then Opposition) from 18 weeks at the minimum wage to 26 weeks at full pay capped at a maximum payment of $75,000 ($150,000 annual salary). The new Government’s stated aim is for the increased payment for parental leave to take effect from July 2015.

Another major change in 2013 were the major extensions to the availability of the right to request flexible work arrangements under the Fair Work Act 2009. These enable requests to be made by employees who are carers whether of children or adults, employees with a disability, those experiencing domestic violence or providing support to those close to them experiencing such violence, and employees of 55 and over.

Significant progress was also made with implementing the new Workplace Gender Equality Act 2012 with the publication of the new reporting requirements which employers with 100 or more employees (outside the public sector) must comply with from 2014. In 2014, employers with 100 or more employees will be required to provide a detailed workplace profile to the Workplace Gender Equality Agency (WGEA), as well as provide responses to a set of questions on six Gender Equality Indicators (GEIs). These cover the gender composition of the workforce and employer governing bodies, equal pay, the availability and utility of flexible working arrangements and other work supports for carers, consultation with employees on issues regarding gender equality at the workplace and sexual harassment. Employers will be provided with a unique detailed report that compares how they are tracking against other employers of similar size and industry. In the long term, this information will produce useful and detailed longitudinal data on gender and employment in larger workplaces.

During the year, the Australian Human Rights Commission initiated a national inquiry entitled ‘Supporting Working Parents: Pregnancy and Return to Work National Review’ to investigate the prevalence, nature and consequences of discrimination in relation to pregnancy at work, taking parental leave and return to work after parental leave. Although there has been an enquiry into pregnancy in the workplace previously (HREOC, 1999) this is an exciting and novel development as it will also examine return to work and conduct Australia’s first nationally representative survey into the prevalence of pregnancy and leave related discrimination.

2013 also saw a new equal pay case under the Fair Work Act 2009 launched by unions representing long daycare centre workers which will continue throughout 2014. Previous Government initiatives to
assist women in the low-paid industries of aged care and childcare have been put on hold or redirected from wages to training.

In the light of ongoing significant changes around women and work, the WWRG has continued to provide a unique platform for seminars, workshops and debates where academics, policymakers and human resource and union practitioners can come together. The most significant event of the year for the WWRG was the co-hosting by the WWRG of the biennial international Community, Work and Family conference at the University of Sydney. This four-day event in July 2013, including a day dedicated to doctoral students and early career researchers, was attended by over 300 international scholars, policymakers and practitioners. The conference was opened by the Hon. Jenny Macklin MP, then Minister for Families, Community Services and Indigenous Affairs and Minister for Disability Reform. Keynote speakers included Professor Cindy Fan, Vice Provost for International Studies, the UCLA, US, Professor Rajni Palriwala, Professor of Sociology, University of Delhi, Professor Raewyn Connell, University Chair, University of Sydney and Jason Glanville, CEO, National Centre of Indigenous Excellence.

Other major events this year included the WWRG’s participation in the 2013 Equal Pay Day forum, which explored issues surrounding pay equity for women in small business. The WWRG also hosted academic seminars, presented by eminent scholars from the UK and Germany. Professor Rubery from the UK explored the role of the public sector in promoting gender equality and Ms Andreea Constantin from Germany gave a seminar on couples’ employment status and attitude towards gender roles across 45 European countries.

The WWRG continued to engage in collaborative research with a range of agencies and employers. Some of these latest joint research initiatives include partnering with Telstra to undertake research on the flexible workplace and built environment and on the legal careers of men and women, with Ashurst and Towers Watson.

The WWRG continued to facilitate discussions and research relating to women and work and has a wide range of events and research planned for 2014.

Marian Baird
Director WWRG
Professor of Gender and Employment Relations, Discipline of Work and Organisational Studies,
University of Sydney Business School

Aims of the WWRG

The WWRG has three 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 within similar interests in the Asia-Pacific region, the USA, the UK and beyond.
Events and Activities in 2013

In 2013, the WWRG continued to provide seminars and other events exploring various aspects of women and work. Topics included gender roles in the home and in the workplace, with seminars on Australian and international issues. WWRG activities have enhanced the reputation of the WWRG as a platform for discussions on women and work.

Events also provided excellent networking opportunities, with attendees from a wide range of the national and international research community and representatives from the private, public and not-for-profit sectors.

Visiting Scholars

The WWRG hosted two eminent international scholars in the area of employment relations this year, Professor Jill Rubery from the United Kingdom and Professor Andreea Constantin from Germany.

Professor Rubery is Professor of Comparative Employment Systems, at the University of Manchester Business School. She has been involved in a large number of research projects, sponsored by the ESRC, the Equal Opportunities Commission, the Leverhulme Trust, the ILO and the European Commission amongst others. Her research work and publications have covered labour market regulation policies and the role of minimum wages; new forms of work and flexibility; women's employment and women's pay; employers' working-time policies; and international comparative labour market analyses.

Andreea Constantin is a PhD student at the University of Cologne, and is currently working on topics related to attitudes towards gender roles, family-work reconciliation policies, religiosity, research methodology and statistics. Since 2008, Ms Constantin has been a member of the Romanian teams collecting data for the World Values Survey and the European Values Study.

Both scholars contributed to the WWRG by giving well attended presentations (see below).

Seminars

Public sector adjustment and the threat to gender equality

Professor Jill Rubery (of Manchester Business School) gave a seminar exploring how the public sector plays a significant role in integrating women into wage employment and promoting gender equality. She provided a detailed breakdown of characteristics of the public sector across Europe that contribute to gender equality and looked at policies that aid gender equality, including pay, pension and life-work balance.

Couples' employment status and attitudes towards gender roles: A study of 45 European countries

Ms Andreea Constantin (visiting PhD Scholar of the University of Cologne) presented on her analysis (using the symbolic interactionalism approach) of how the employment or unemployment of each
partner in a couple interacts to shape attitudes towards gender roles. She also looked at how a country’s level of social inequality affected the impact of labour market status on these attitudes.

2013 Equal Pay Day: Spotlight on pay equity for women in small business

Conducted on Australia's Equal Pay Day (4th September 2013), the forum included the not-for-profit women's organisation, economic Security4Women and covered four panel presentations: by the Workplace Gender Equality Agency on ‘Measures of the gender pay gap: current thinking’; by the Australian Women’s Chamber of Commerce and Industry, on ‘The Gender Pay Gap for Women Business Owners and Female Entrepreneurs: The National Research project on Women Business Owners & Female Entrepreneurs’; by Meraiah Foley, PhD Candidate University of Sydney, on ‘Entrepreneurial motivation among self-employed mothers in Australia: women leaving organised work after birth of child’; and by Professor Marian Baird, Director, WWRG, on ‘Paid Parental Leave: SME responses to a Government Scheme’.

International events

Fifth International Community, Work and Family Conference

This Conference, held at the University of Sydney, attracted over 300 participants from more than 40 countries. The event was a major success, resulted in two special issues of international journals in 2014 (Community, Work and Family and the Journal of Industrial Relations) and a large number of conference papers, all with significant contributions from University of Sydney academics including WWRG members.
Community, Work and Family Conference 2013: the Hon Jenny Macklin MP

The Conference was opened by the then Australian federal Minister for Families, Community Services and Indigenous Affairs and for Disability Reform, the Hon Jenny Macklin MP, and received front page coverage in the SMH. Keynote speakers covered a wide range of issues.
More than 40 PhD and early career researchers attended, from the University of Sydney and other universities around the world. They contributed both to the Conference and a special early career researchers’ forum.

Both the Conference and the forum fulfilled a major aim of the WWRG of promoting international collaboration amongst women, work and family scholars.

**Varieties of the Worker-Mother and the Challenges for Policy**

Professor Marian Baird delivered a presentation at Queen Mary, University of London on ‘worker-mothers’. This included exploring different aspects of this concept, including: worker-mothers returning to work after maternity or parental leave; worker-mothers who are female breadwinners; and worker-mothers who have opted for self-employment. Drawing on current research, the presentation discussed the characteristics of each group and the policy challenges they represent for government and employers in relation to gender equity.
New Projects

The Legal Careers of Men and Women

This is a unique multi-disciplinary academic and practitioner study of the legal career paths of graduates from the 1987 class of the University of Sydney Law School. The research focuses on this class in which, for the first time, the numbers of female and male law students graduating from the University of Sydney Law School were close to equal. Using survey and interview data, the project traces the career paths of these same men and women over the ensuing twenty-five years. The project was launched at an event at Ashurst’s Sydney office in April 2013.

Legal careers, the Research Team, L-R: Ms Kate Cato, Ashurst; Dr Catherine Lumby, Macquarie University; Dr Greg Tolhurst, Sydney University; Professor Marian Baird, Sydney University; Dr Nicky McWilliam, UTS and Mr Adam Hall, Towers Watson

Women, Work and Policy in the Asia Pacific

WWRG members Dr Liz Hill, Dr Belinda Smith and Professor Marian Baird initiated a new project on women, work and policy in the Asia Pacific. The team won a University of Sydney research network grant for their proposal to develop a cross-disciplinary research network with a focus on work and care policies and challenges in the Asia Pacific region. The exciting new network is developing a book proposal as well as holding regular lunch-time seminars for academic development and exchange.
Research projects undertaken by the WWRG

- Collaboration with Telstra on the flexible workplace and built environment.
- Women, work and policy in the Asia Pacific – SyReNS development project with colleagues from BIS, PE and SEASC
- Ongoing research into flexibility for working parents, with Wollongong Diocese, Telstra and NAB as part of the ARC Linkage Grant (Cooper and Baird)
- Ongoing research into Careers Paths of Lawyers, with colleagues from Ashurst, Towers Watson, Macquarie University and UTS.
- Ongoing research for the Paid Parental Leave Evaluation, with FaHCSIA (the then Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs).

Industry and Public Engagement

WWRG academic members have been invited to and spoken at a number of industry and public events, for example those hosted by:

- Work and Family Policy Roundtable
- Independent Teachers Union
- Westpac
- Zonta Club – City and North Sydney Branches
- Merck
- FaHCSIA (the then Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs)
- Industrial Relations Society of NSW
- Queen Mary College London
- Piper Alderman
- WA Industrial Relations Society

WWRG Website

The WWRG website provides visitors with up-to-date information and resources based on women and work, including powerpoint presentations from its key events and online resources.

sydney.edu.au/business/research/wwrg
Membership of the WWRG

In 2013 the WWRG had over 400 people on its mailing list locally and internationally, comprising academics, policymakers, members of community organisations, union officials, industry representatives, business representatives and unions.

University of Sydney members

There were 26 University of Sydney WWRG members in 2013. These members (and new ones since this Annual Report) are included in a dedicated page on the website which contains links to members’ homepages with publication lists.

<table>
<thead>
<tr>
<th>Member</th>
<th>Position</th>
<th>Discipline/Faculty, University of Sydney</th>
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</thead>
<tbody>
<tr>
<td>Professor Marian Baird</td>
<td>Director/Principal Researcher</td>
<td>WOS/Business School</td>
</tr>
<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>Associate Professor</td>
<td>Marketing/Business School</td>
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<tr>
<td>Dr Bradon Ellem</td>
<td>Professor</td>
<td>WOS/Business School</td>
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<tr>
<td>Ms Meraiah Foley</td>
<td>Doctoral Candidate</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Michele Ford</td>
<td>Professor</td>
<td>South East Asia Studies Centre</td>
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<tr>
<td>Ms Barbara Foweraker</td>
<td>PhD 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>
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<tr>
<td>Dr Dimitria Groutsis</td>
<td>Senior Lecturer</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Catherine Hardy</td>
<td>Senior Lecturer</td>
<td>BIS/Business School</td>
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<tr>
<td>Ms Alex Heron</td>
<td>PhD Candidate</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Elizabeth Hill</td>
<td>Senior Lecturer</td>
<td>PE/Arts and Social Sciences</td>
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<tr>
<td>Dr Suzanne Jamieson</td>
<td>Associate Professor</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr David Johnstone</td>
<td>Professor</td>
<td>Finance/Business School</td>
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<tr>
<td>Ms Renee Kramer</td>
<td>Executive Assistant</td>
<td>BSRU/Business School</td>
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<tr>
<td>Dr Russell Lansbury</td>
<td>Emeritus Professor</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Jane Le</td>
<td>Senior Lecturer</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Gabrielle Meagher</td>
<td>Professor</td>
<td>Social Policy/Arts and Social Sciences</td>
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<tr>
<td>Dr John Murray</td>
<td>Lecturer</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Maree Murray</td>
<td>Assistant Director</td>
<td>EO Unit/Human Resources</td>
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<tr>
<td>Dr Susan McGrath-Champ</td>
<td>Associate Professor</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Joellen Riley</td>
<td>Professor</td>
<td>School of Law</td>
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<tr>
<td>Ms Lorraine Rivlin</td>
<td>Doctoral candidate</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr. Stuart Rosewarne</td>
<td>Chair of Discipline</td>
<td>PE/Arts and Social Sciences</td>
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<tr>
<td>Dr Belinda Smith</td>
<td>Associate Professor</td>
<td>School of Law</td>
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<tr>
<td>Dr Diane van den Broek</td>
<td>Associate Professor</td>
<td>WOS/Business School</td>
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<tr>
<td>Dr Jeaney Yip</td>
<td>Lecturer</td>
<td>Marketing/Business School</td>
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International Members

- **Professor Lotte Bailyn**, MIT, USA.
- **Professor Peter Berg**, Michigan State University, USA.
- **Professor John Budd**, University of Minnesota.
- **Dr Lisa Dancaster**, 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**, Louvain University in Belgium.
• **Professor Lonnie Golden**, Pennsylvania State, Abington.
• **Professor Geraldine Healey**, Queen Mary, University of London.
• **Ms Ariane Hegewisch**, Study Director, Institute for Women’s Policy Research, Washington, DC
• **Professor Susan Himmelweit**, 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 Milksman**, CUNY, USA.
• **Dr Pamela Robinson**, Lecturer in Comparative Industrial Relations, Birmingham Business School, Birmingham University, UK.
• **Professor Jill Rubery**, Manchester Business School.
• **Professor Jennifer Tomlinson**, Leeds University Business School.
• **Professor Mark Stuart**, Director, Centre for Employment Relations Innovation and Change, Leeds University, UK.
• **Professor Leah Vosko**, 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.

**New Members**

The WWRG welcomed a new University member:

Dr Catherine Hardy, Senior Lecturer in BIS/Business School.

**External Links and Collaboration**

The WWRG continues to have strong links with agencies interested in policy development around women, gender and work. These agencies include Australian Human Rights Commission (AHRC), the Workplace Gender Equality Agency (WGEA), the Federal Government Office for Women, the Women’s Electoral Lobby (WEL), the National Foundation for Australian Women (NFAW) and Economic Security 4 Women as well as senior managers in corporate Australia, employers’ associations and trade unions. The WWRG’s active participation in and contribution to current policy debates is demonstrated by the Director’s membership of the Review into the Treatment of Women in the Australian Defence Force and the National Reference Group for the Pregnancy and Return to Work National Review conducted by the AHRC. The WWRG also collaborates with Tina Brothers of the Reibey Institute, on women and leadership and participates in the Work and Family Policy Roundtable based in the Centre for Work + Life at the University of South Australia.
Publications and Current Research

**Publications**: Journal articles, book chapters and conference presentations.

**Book Sections**


**Edited Books**


**Journal Articles**


**Conference Papers**


**Heron, Alexandra and Charlesworth, Sara**, 2013 ‘Regulatory responses to less favourable treatment during pregnancy’, 5th International Community, Work and Family Conference, University of Sydney, Australia, 19 July 2013


**Reports**


**Seminar Papers**

**Baird M**, 2013 ‘Paid Paternity leave in Australia, coming of age?’, Industrial Relations Society of NSW Annual Convention, Kiama, Australia, 18 May 2013

**Baird M**, 2013 ‘Women in Australia; Where are we now?’, ZONTA Club presentation, Sydney, Australia, 8 April 2013

**Current Research**

The WWRG has a number of continuing and upcoming research projects.

**Enhancing mothers’ engagement with the workforce in the preschool years 2013-2016**

Increasing the workforce participation of mothers is a key issue on the national policy agenda. This ARC Linkage Grant in which Professor Baird is participating, will produce unique data that provides insights into how leave arrangements, childcare, flexibility, job characteristics and individual circumstances interact to influence mothers' workforce engagement and how this varies for different groups of mothers.
**Flexibility for working parents in the 'hybrid' fair work system** 2012-2014

The Fair Work Act (2009) establishes a novel 'hybrid' system of workplace regulation encompassing individual rights and processes and a new collective bargaining regime. A project funded by an ARC Discovery Grant (2012-2014) has enabled A/Professor Cooper and Professor Baird (with the expert research assistance of Dr Sue Williamson) to investigate how the new framework can be utilised to establish flexible working arrangements for the benefit of families, employers and society.

**Parental Leave Evaluation 2012-2013**

Professor Baird, as part of a research consortium based at the University of Queensland, has continued with the Government funded evaluation of the Paid Parental Leave scheme which seeks feedback from families and employers on the affects and impacts of the scheme on family lives and workplaces. This includes evaluating the Dad and Partner Pay (DaPP) scheme, before and after its implementation from January 1 2013. Meraiah Foley and Rachael Chen are assisting Professor Baird with this work.

**PhD Students**

The WWRG provides quality research and doctoral training opportunities. In 2013 there were three PhD students either within the Group or being supervised by members of the Group.

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

**Alexandra Heron:**
Organisational responses to employees’ elder care responsibilities

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

**Future Plans**

The WWRG will continue its seminar and roundtable series and has scheduled the following seminar for the start of 2014.

**Academic Research Seminars**

Professor Jill Rubery – Pay Equity, February 2014