



Women and Work Research Group

Annual Report 2008



The University of Sydney
Faculty of Economics and Business

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Introduction *from the Convenor*

One of the most significant economic and social changes to affect business and family life in the past 20 years has been the rising participation rates of women in the paid workforce. Ongoing debates about the issues affecting women, work, family and community life have highlighted the need for quality research and policy development.

To address this need, the Women and Work Research Group (W&WRG) was established in 2005-06 to bring together colleagues with similar interests in the Faculty of Economics and Business and across the University of Sydney. Original seed funding was granted by the School of Business (2005-06) and in November 2007 the W&WRG successfully applied for further funding for 2008-2010 from the Faculty of Economics and Business. Since then, the W&WRG has grown and increased its profile within both the academic and practitioner communities.

The W&WRG website can be found at <http://wwrg.econ.usyd.edu.au>.

The aims of the Women and Work Research Group are:

- ➔ To establish a community of inquiry located in the Faculty of Economics and Business to research all aspects of women, work and family in Australia and the region. By so doing, to strengthen the Faculty's profile and expertise and to contribute to the development of theory, methodology and scholarship overall within the field of women and work.

- ➔ To build and foster research and consultancy relationships with business, union, government and community groups interested and active in the field of women, work and family.
- ➔ To conduct forums on women and work that link practitioners, policy makers and researchers.
- ➔ To assist organisations in the management of issues and development of policies relating to women, work and family.
- ➔ To provide a place for emerging researchers to study and collaborate on projects in the areas of women, work and family. In particular, to attract high-quality PhD candidates from Australia and the Asia-Pacific region to undertake research that fits within the broad ambit of women and work.

This year the W&WRG welcomed five new members: Professor Russell Lansbury (Work and Organisational Studies, Faculty of Economics and Business), Dr Belinda Smith (Faculty of Law), Ms Sue Williamson (doctoral candidate, Work and Organisation Studies, Faculty of Economics and Business), Mr John Murray (doctoral candidate, Work and Organisational Studies, Faculty of Economics and Business), and Ms Lisa Dancaster (doctoral candidate, Work and Organisational Studies, Faculty of Economics and Business, University of Sydney and lecturer, University of Kwa Zulu Natal, South Africa).

During the year members of the W&WRG were involved in a range of activities. Highlights included:

- ➔ A special colloquium to mark the 100th anniversary of International Women's Day.
- ➔ Research work, submissions and consultations in relation to the Productivity Commission's Inquiry into Paid Maternity, Paternity and Parental Leave.
- ➔ Hosting of international visitors Associate Professor Peter Berg and Professor Ruth Milkman.

The W&WRG appreciates the Faculty's support and the funds have enabled the W&WRG to broaden its reach and activities, which are reported in this, our first Annual Report, for the year November 2007 – November 2008.



**Marian Baird, Convenor,
Women and Work Research Group,
University of Sydney**

December 2008

Membership *of the group*

Membership of the Women and Work Research Group continues to grow steadily.

The W&WRG has 20 active members, plus a coordinator/research assistant.

Members of the W&WRG are:

- ➔ Associate Professor Marian Baird (Convenor) – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Dr Susan Ainsworth – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Dr Rae Cooper – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Dr Leanne Cutcher – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ 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
- ➔ Associate Professor Bradon Ellem – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Dr Dimitria Groutsis – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Dr Elizabeth Hill – Faculty of Arts, University of Sydney
- ➔ Professor Russell Lansbury – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Associate Professor Suzanne Jamieson – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Dr Susan McGrath-Champ – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Professor Gabrielle Meagher – Social Policy, Faculty of Education and Social Work Arts, University of Sydney
- ➔ Mr John Murray (PhD candidate) – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Ms Alison Page (Coordinator) – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Dr Stuart Rosewarne - Faculty of Arts, University of Sydney
- ➔ Dr Belinda Smith – Faculty of Law, University of Sydney
- ➔ Dr Diane van den Broek – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Ms Jeannie Yip – Marketing, Faculty of Economics and Business, University of Sydney
- ➔ Ms Sue Williamson (PhD candidate) – Work and Organisational Studies, Faculty of Economics and Business, University of Sydney
- ➔ Mr Sarah Wise – Workplace Research Centre, Faculty of Economics and Business, University of Sydney
- ➔ Ms Jenni Whelan (Associate member) – DARE Consulting

The research profiles of W&WRG members can be viewed at <http://wwrg.econ.usyd.edu.au/research.html>.

In 2008, three W&WRG members were promoted within the Faculty of Economics and Business, in recognition of their achievements in teaching and research. The W&WRG congratulates Dr Rae Cooper and Dr Leanne Cutcher who were both appointed Senior Lecturers, and Dr Suzanne Jamieson who was appointed Associate Professor.

External links *and collaboration*

Since its inception, W&WRG has become recognised as a viable and necessary research cluster. Through its seminars and events, W&WRG has established a strong external reputation as a key contributor to debates about issues involving women and work.

The W&WRG has developed and established external links with many agencies, including the Australian Human Rights Commission; the Equal Opportunity for Women in the Workplace Agency (EOWA); The National Foundation for Australian Women; the Women's Electoral Lobby (WEL); the Work and Family Policy Roundtable; Women's Equity Bureau in the NSW Office of Industrial Relations, Department of Commerce; the Office for Women's Policy, Department of Premier and Cabinet, NSW; and the Office for Women in the Federal Government.

The W&WRG also has developed strong relationships with senior managers in corporate Australia, representatives of employer's associations and union officials. Furthermore, W&WRG has positive links with the other two main women/work/family research groups in Australia – the Women in Social & Economic Research at Curtin University and the Work and Life Centre at the University of South Australia.

This year the W&WRG successfully continued to build on the relationships underpinning its external links. Key outcomes included:

- ➔ Providing the Women's Equity Bureau (NSW Office of Industrial Relations) with three background briefing papers on:
 - An international comparison of paid parental leave policies. This paper was used to inform the NSW Government's submission on the Productivity Commission's current inquiry into paid parental leave.
 - The intersection of the Sex Discrimination Act (C'wealth) and the National Employment Standards.
 - Mature-aged workers with caring responsibilities for elderly persons.

- ➔ Conducting a number of academic and policy events.
- ➔ Co-hosting seminars (EOWA), roundtables (HREOC) and consultations (National Foundation for Australian Women and Security For Women)
- ➔ Participating in policy roundtables regarding the Productivity Commission's inquiry into paid parental leave (Work and Family Policy Roundtable).
- ➔ Presenting at Women's Day Events, conferences and corporations - for example, the 2020 Summit, Sydney Water, International Women's Day, and the Australian Industrial Relations Commission.
- ➔ Linking with the Diversity and Equity Group being formed at the University of NSW.
- ➔ Contributing an article to the November 2008 edition of WISENET Journal entitled "Women♀Work Research Group – University of Sydney".
- ➔ Presenting research for the Australian Heads of University Colleges Association on work-life balance of college principals.

This year the W&WRG also continued to strengthen its international ties, especially with Michigan State University and UCLA.

All of the W&WRG's events this year were well-attended by a broad cross-section, including policy makers, academics, students, union officials and business representatives, with each event attracting from 40 to 70 people. This network continues to enhance the reputation and profile of the W&WRG and the Faculty.

This year the W&WRG continued to develop its external contacts database. There are now over 180 people on this database who are regularly updated about, and invited to, W&WRG initiatives.

Activities *this year*

This section outlines the activities of the Women and Work Research Group for this year, describing events, academic seminars, member publications, submissions, research students and presentations.

For profiles of members, their publications and W&WRG events, see the W&WRG website at <http://wwrg.econ.usyd.edu.au>. Papers, presentations and reports can also be downloaded.

Events

One of the W&WRG's key aims is to conduct events on women and work that link practitioners, policy makers and researchers. Event highlights for the W&WRG this year include:

'Research Matters', Academic Roundtable, WWRG and HREOC

20 November 2007

This Roundtable was hosted by the Women and Work Research Group in conjunction with the Human Rights and Equal Opportunity Commission's (HREOC's) Sex Discrimination Unit at the invitation of Commissioner Broderick, the newly appointed Sex Discrimination Commissioner. The event marked the first Academic Roundtable in Commissioner Broderick's national 'Listening Tour', which took place from November 2007 to early 2008. Commissioner Broderick used the outcomes of this tour to help formulate the agenda for her five-year term.

The Roundtable was attended by academics from the University of Sydney, the University of Western Sydney, the University of New South

Wales and the University of New England. It provided the opportunity for attendees to present their research relevant to the three themes of the 'Listening Tour', namely:

- ➔ Economic independence for women
- ➔ Work and family balance over the lifecycle
- ➔ Freedom from discrimination, harassment and violence

'Women's Business – Current issues and future agendas' - A special colloquium to mark the 100th anniversary of International Women's Day

7 March 2008

The theme of this special International Women's Day (IWD) colloquium was *'Women's Business – Current issues and future agendas'*. This event involved presentations on the latest research, debates, and interactions with policy makers as well as participant projections of the future for women, work and life in Australia. Over 70 people attended, with representatives from academia, business, unions and policy makers.

The event attracted strong media coverage with Radio National Life Matters, ABC News and Current Affairs and JJJ running extensive interviews with Associate Professor Marian Baird.

The Honourable Minister Tanya Plibersek MP, Federal Minister for the Office of Status of Women opened the International Women's Day colloquium. The Honourable Verity Firth MP, Minister for Women, NSW delivered the closing address. We thank these Ministers for their support.

Members of the W&WRG and academics from various universities presented their latest research on a range of topics relating to women in the workplace. Presenters and topics included:

- ➔ Ms Anna McPhee, Director of Equal Opportunity in the Workplace for Women Agency - on gender income distribution of top earners in ASX 200 companies.
- ➔ Ms Meg Smith, University of Western Sydney - on gender pay equity reform.
- ➔ Associate Professor Marian Baird, University of Sydney - on the status of paid maternity leave in Australia.
- ➔ Associate Professor Bradon Ellem and Dr Rae Cooper, University of Sydney - on women union leaders and the history of women in Australian unions.
- ➔ Associate Professor Suzanne Jamieson, University of Sydney - on institutions of equality for Australian working women.

- ➔ Dr Leanne Cutcher and Dr Susan Ainsworth, University of Sydney - on gendered ageism in the Australian labour market and consumption of products designed to arrest the ageing process.
- ➔ Professor Gabrielle Meagher, University of Sydney and Dr Natasha Cortis, University of NSW - on lessons from overseas for Australia's welfare to work programs.
- ➔ Dr Brigid Van Wanrooy, Workplace Research Centre - on women's current status in the Australian labour market.

A key outcome of the IWD Women's Business seminar is a special issue of the Australian Bulletin of Labour co-edited by Marian Baird and Alison Page, to be published in early 2009.



Verity Firth (centre top), Minister for Women, and W&WRG attendees at the International Women's Day colloquium

'Generation F', WWRG and EOWA

1 August 2008

This event released to the academic audience the Equal Opportunity for Women in the Workplace Agency (EOWA's) research report 'Generation F', which describes and analyses what women want from work. The report covers issues such as women's ambition, pay equity, and women and men's views of the 'boys club' and bullying and harassment. The research findings were presented by the Director of EOWA, Ms Anna McPhee. The W&WRG invited panelists whose recent work bears on EOWA's findings. Panelists and topics included:

- ➔ Dr Sara Charlesworth, RMIT - on attitudes towards gender equality at work (especially how these are shaped by government action/inaction);
- ➔ Dr Lyn Craig, Social Policy Research Centre, UNSW - on her path-breaking research on women's time use.
- ➔ Associate Professor Marian Baird, University of Sydney - on case study findings from the Parental Leave in Australia study.
- ➔ John Murray, PhD candidate, University of Sydney - on his thesis findings on work/life balance choices across three age cohorts: undergraduate, graduate and post-graduate.



W&WRG attendees at the Parental Leave forum

'Parental Leave: assessing impacts and refining policy directions'

24 November 2008

The W&WRG co-hosted with the University of Queensland an international forum, *'Parental leave: assessing impacts and refining policy directions'*, which brought together research on parental leave from internationally renowned scholars to inform contemporary policy debates and directions in Australia and overseas. This forum combined analysis of the impacts of parental leave on careers and parenting with parental leave policy analysis from a range of countries. Highlights of the forum included:

- ➔ Presentation of results from the Australian Research Council funded project *Parental leave in Australia: access, utilisation and efficacy*, conducted between 2004 and 2007 by Associate Professors Marian Baird and Gillian Whitehouse and researchers from the University of Queensland and University of Sydney. This study combines data from three levels of analysis – a survey of over 3,500 families, a set of detailed organisational case studies and one hundred household interviews. The study provides comprehensive insights into the experiences of parents in relation to maternity, paternity and parental leave in Australia.
- ➔ Presentation of parental leave policy perspectives and analyses of leave experiences by a distinguished group of researchers from New Zealand, the United Kingdom, the USA and Sweden.

Senior policy makers and guests from the Productivity Commission and Commonwealth, Queensland and NSW Government agencies attended the forum. Their contributions to the analysis and debate helped to make an engaging and stimulating day.



Commissioner Robert Fitzgerald,
Australian Productivity Commission



Sex Discrimination Commissioner Elizabeth Broderick (left)
with Susan Price from Bartier Perry



Marie Coleman, National Foundation for
Australian Women and Security for Women,
with Associate Professor Marian Baird

Paid Parental Leave, Productivity Commission Consultation

27 October 2008

This consultation was co-hosted by the W&WRG with the National Foundation for Australian Women and Security for Women (NFAW). It formed part of a national series coordinated by Marie Coleman for the National Foundation for Australian Women and Security For Women, with support from the Federal Minister for the Status of Women, the Hon. Tanya Plibersek.

Commissioner Robert Fitzgerald of the Australian Productivity Commission provided the keynote address. Over 40 people attended including Sex Discrimination Commissioner Elizabeth Broderick, representatives from WEL, the NSW government, unions, business and the W&WRG.

The purpose of this consultation was to provide an opportunity for representatives from academia, unions, government and business to discuss issues arising from the Productivity Commission's draft report "Paid Parental Leave: Support for Parents with Newborn Children", in order to assist the Commission's further deliberations and their final proposal for a paid parental leave scheme for Australia.

Academic Seminars

W&WRG hosted the following academic seminars this year:

A Conversation with Professor Judy Fudge 'Governing Work in the New Economy: Addressing Key Dimensions of Employment in Australia, Canada, the UK and the US'

15 February 2008

Professor Judy Fudge is Professor and Lansdowne Chair in Law at the University of Victoria, Canada. At this half-day workshop, co-hosted with the Faculty of Law, Professor Fudge focussed on her new project which examines the development of a new employment model across Australia, Canada, the UK and the US as a result of the decline of the Post World War Two model of standard employment. In particular, Professor Fudge focussed on how these countries address key dimensions of employment, such as the scope of labour law (especially with respect to atypical employment relationships), attributing employment-related responsibilities in triangular employment relationships, working time and work-life balance, and collective representation at work.



Professor Ruth Milkman



Professor Judy Fudge (left) with workshop attendees



Seminar with Yvonne Billing 'Going beyond the male norm in management'

13 March 2008

Yvonne Billing is an Associate Professor in the Department of Sociology at the University of Copenhagen and a leading European scholar in the study of gender and organisations. At this seminar, co-hosted with the Organizational Discourse Strategy and Change Group, Associate Professor Billing presented a paper which reflected on the continuous comparison of male and female leadership and explored whether there are alternatives to such gender dualisms. On the basis of interviews with managers in Scandinavia (primarily women), she argued that there is a need to develop more sophisticated ways of capturing women's experiences. This would require moving beyond simplistic concepts of 'the male norm' and 'organisations are inherently gendered'.

PhD Seminar with Professor Peter Berg 'International research and comparative methodologies'

18 November 2008

Peter Berg is an Associate Professor at the School of Labor and Industrial Relations at Michigan State University. His research interests include work-life flexibility policies and practices, high-performance work systems, and international comparisons of flexible work arrangements. In 2006, Professor Berg received a Fulbright Senior Scholar Award to the University of Sydney to study work-life flexibility in Australian organisations. At this seminar,

Professor Berg discussed developing a career in international research and the key elements of comparative methodologies. This seminar was aimed at emerging and early career researchers and provided a great opportunity for these researchers to share in Professor Berg's extensive knowledge and experience in mentoring junior colleagues.

Faculty and PhD Seminar with Professor Ruth Milkman 'Women and Work: Questions about the Past Present and Future'

27 November 2008

Ruth Milkman is Professor of Sociology at UCLA, where from 2001 through 2008 she also served as Director of the Institute for Research on Labor and Employment. Professor Milkman is a very dynamic researcher on issues surrounding work and labour organisation in the United States and she has published extensively in these areas. At this seminar Professor Milkman provided an overview of issues relating to women and work, particularly in the US. She considered how some of these have been resolved discussed key issues for the future. This seminar provided a great opportunity for researchers to share in Ruth's extensive knowledge and experience in this area.

Publications

Members of the W&WRG publish widely, in both Australian and international journals in relation to matters concerning work and family. Titles from 2008 include the following:

Book Sections

Baird M, Cooper R, Ellem B and Oliver D (2008) "Work Choices and Beyond: Industrial Relations Policy and Low-Paid Women Workers" in *Making the Link - Affirmative Action and Employment Relations*, ed. Davis EM, Baird M, McGraw P and Pratt V, CCH Australia Limited, Sydney, pp. 5-9.

Baird M (2008) "The Advent of Paid Maternity and Parental Leave in Australia" in *Making the Link - Affirmative Action and Employment Relations*, ed. Davis EM, Baird M, McGraw P and Pratt V, CCH Australia Limited, Sydney, pp. 51-52.

Jamieson S (2008) "The Role of Women's Groups in the Search for Pay Equity" in *New Employment Actors*, ed. Michelson G, Jamieson S and Burgess J, Peter Lang AG, Bern, pp. 135-152.

Smith B (2008), "Australian Anti-Discrimination Laws – Framework, Developments and Issues" in *New Developments in Employment Discrimination Law*, ed. Takashi Araki and Hiroya Nakakubo, Kluwer International.

Edited Books

Baird M, Davis EM, McGraw P and Pratt V (2008), *Making the Link - Affirmative Action and Employment Relations*, Volume 19.

Michelson G, Jamieson S and Burgess J, eds (2008), *New Employment Actors*, Peter Lang AG, Bern.

Journal Articles

Ainsworth S and Cutcher L (2008), "Expectant Mothers and Absent Fathers: Paid Maternity Leave in Australia", *Gender, Work and Organization*, Vol.15:4, July.

Baird M and Dancaster L (2008), "Workers with Care Responsibilities: Is Work-Family Integration Adequately Addressed in South African Labour Law?", *Industrial Law Journal including the Industrial Law Reports*, Vol.29:January, pp. 22-42.

Baird M (2008), "A New Province for Women and Work", *The Economic and Labour Relations Review: Special Issue - Beyond WorkChoices: Remaking Industrial Relations in Australia*, Vol.18:2, pp. 71-8.

Cutcher L (2008), "Playing Golf: Finding Better Paths to Pay Equity", *Australian Review of Public Affairs*, February.

Groutsis D (2008), "Space for Female Foreign-Trained Non-Greek Nationals in the Greek Labour Market", *Journal of South East Europe and Black Sea Studies*, Vol.8:1, March, pp. 1-16.

Kamvounias P, McGrath-Champ S and Yip J (2008), "Gifts in mentoring: mentees' reflections on an academic development program", *International Journal for Academic Development*, Vol.13:1, pp. 17-25.

Pocock B, Elton J, Preston A, Charlesworth S, MacDonald F, Baird M, Cooper R and Ellem B (2008), "The Impact of 'Work Choices' on Women in Low Paid Employment in Australia: A Qualitative Analysis", *Journal of Industrial Relations*, Vol.50:3, pp. 475-88.

Smith B (2008), "It's About Time – For a New Approach to Equality", *Federal Law Review*, Vol.36:2, pp. 1.

Smith B (2008), "From Wardley to Purvis: How far has Australian anti-discrimination law come in 30 years?", *Australian Journal of Labour Law*, Vol.21:1, pp. 3-29.

Smith B (2008), "The Human Rights and Equal Opportunity Commission: A new role for Equality Advocate?", *New Employment Actors: Developments from Australia*, ed. Michelson G, Jamieson S and Burgess J, Peter Lang AG, pp. 89-108.

Submissions

W&WRG members have submitted numerous responses to the following State and Commonwealth Government Inquiries:

Whitehouse G, Hosking A and Baird M (2008), "Returning too soon? Australian mothers' satisfaction with maternity leave duration", *Asia Pacific Journal of Human Resources*, Vol.46:3, pp. 288-302.

Yip J (2008), "Warrior, Princess, Daughter: Representations of Women in a Contemporary Church", *9th ACR Conference on Gender, Marketing and Consumer Behaviour*, Boston, USA.

Reports

Baird M, Whelan J and Page A (2008), "Paid maternity, paternity and parental leave for Australia: An evaluation of the context, evidence and policy options", Report to the Office of Industrial Relations, Department of Commerce, NSW Government, Women and Work Research Group, 112 pages.

Page A, Whelan J and Baird M (2008), "Mature age workers with elder care responsibilities – The research and international models", Report to the Office of Industrial relations, Department of Commerce, NSW Government, Women and Work Research Group, October.

Charlesworth S, Whitehouse G and Baird M (2008), Submission to Productivity Commission, "Inquiry into Paid Maternity, Paternity and Parental Leave", June.

Cutcher L and Milroy T (2008), Submission on behalf of W&WRG to Productivity Commission, "Inquiry into Paid Maternity, Paternity and Parental Leave" November

Smith B (2008), Submission to Department of Justice, Victoria, Equal Opportunity Review, January.

Smith B (2008), Submission to Senate Standing Committee on Legal and Constitutional Affairs, "Inquiry into the Effectiveness of the Sex Discrimination Act 1984 (C'wealth) in Eliminating Discrimination and Promoting Gender Equality", July (Senate Hearing evidence, 9 September 2008).

Smith B (2008), Submission to Productivity Commission, "Inquiry into Paid Maternity, Paternity and Parental Leave", June.

PhD Students

The W&WRG is strongly committed to research and doctoral training. Many PhD students within the Faculty have attended W&WRG events this year. In November 2008 the Group hosted two seminars lead by international scholars (Professor Peter Berg and Professor Ruth Milkman) specifically aimed at PhD students within the Faculty.

There are currently three PhD students within the Faculty who are members of the W&WRG and have made valuable contributions to W&WRG outcomes. For example, Mr John Murray presented at the W&WRG joint seminar with EOWA on Generation F in July 2008. Ms Sue Williamson has presented several papers at academic conferences. Ms Lisa Dancaster has also jointly published journal articles with Associate Professor Marian Baird.

Presentations

W&WRG members are very active conference presenters on matters relating to women, work, family and community.

Invited Conference Papers and Presentations

Baird M (2008), paper presented at Australian *Industrial Relations Commission Annual Conference*, 19 February.

Baird M (2008), paper presented at *International Women's Day Conference*, Parliament of Australia, 10 March.

Baird M (2008), paper presented at *Unions NSW Women's Conference*, 11 March.

Baird M (2008), paper presented at 2008 *Biennial Social Welfare Employment Relations Conference*, Catholic Commission for Employment Relations, 14 March.

Baird M, participant *2020 Summit*, Parliament House Canberra, 19-20 April 2008.

Baird M (2008), paper presented at *Future of Industrial Relations*, University of NSW, 16 June.

Baird M (2008), "Pay Equity", *Women in Management and Employment Relations Conference*, Macquarie University, 24-25 July.

Baird M (2008), "Work and Family Policy", *Queensland IR Society*, Annual Convention, 22 August.

Baird M (2008), "Academic Woman and the Path to Normal Life", Inaugural Lecture, *Sydney University Women's network and UTS*, 28 August.

Baird M (2008), "Work-Life-Family in Balance?", Heads of Colleges, University of Sydney, 3 September.

Baird M (2008), "Women, Work and IR Policy: a need for constant attention", *Independent Teachers Union Women Committee*, 17 September.

Baird M (2008), "The Pandora's Box of Part-Time Work", UTS Sydney, September.

Baird M (2008), "The Politics of Parental leave in Australia", *International Parental Leave Network*, Belgium, 13-15 October.

Cooper R, participant *2020 Summit*, Parliament House Canberra, 19-20 April 2008.

Cutcher L (2008), guest speaker *Women@Work Forum, Sydney Water, International Women's Day*, 6 March.

Kamvounias P, McGrath-Champ S and Yip J (2008), "Reflections on a formal mentoring program", Conference proceedings, *Sixth Annual Hawaii International Conference on Education*, 5-8 January, (published on CD-ROM ISSN #1541-5800).

Groutsis D and Taksa L (2008) "The impact of cultural diversity on work and management: An Australian case-study", *Hellenic Foundation for European and Foreign Policy Research (ELIAMEP)*, Athens, Greece.

Murray J (2008), "Gendered Expectations or Economic Preferences? The "Gen F" Report", *Women Work and Research Group Seminar on the EOWA Report, Generation F: Attract, Engage Retain*, Sydney, 1 August.

Smith B (2008), "Australian Anti-Discrimination Laws – Framework, Developments and Issues", *9th Japan Institute of Labor Policy and Training Tokyo Comparative Labor Law Seminar*, Tokyo, 19 February.

Smith B (2007), "Positive Equality Duties (UK)", *A National Workshop on the Future of Australian Anti-Discrimination Law*, University of Melbourne Law School, 15 November.

Smith B (2007), "Implications of the High Court decision in Purvis", *Conference of the Members, Administrative Decisions Tribunal New South Wales, Equal Opportunity Division*, Sydney, 2 November.

Taksa L and Groutsis D (2008), "The Need for Union Engagement with Migrant Workers and Diversity Management", *IR Round Table: Industrial Relations for the 21st Century*, CPSU House, Sydney, 24 June.

Taksa L and Groutsis D (2008), "Lucy Taksa and Dimitria Groutsis - Managing Diverse Commodities: From Factory Fodder to Business Asset", *Workshop: Is Labour a Commodity?*, University of Sydney, 19 September.

Taksa L and Groutsis D (2008), "The convergence and decoupling of multiple identities in the workplace: lessons for diversity management?", paper presentation before the *'Beyond Gender and Diversity?'*, *Gender and Diversity Workshop* (running adjacent to the *Australian and New Zealand Academy of Management Conference*), School of Business, Auckland University of Technology, Auckland, New Zealand, 1 December.

Taksa L and Groutsis D (2007), "Bridging or bonding social capital? Interpreting migrant responses to EEO initiatives in NSW Railways during the early 1980s", presentation at *Seminar Series for the Labour-Management Studies Foundation*, Division of Economic and Financial Studies, Macquarie University, Sydney, 19 November.

Williamson S (2008), "Family Provisions and Prospects for Equality Bargaining in Australia", seminar to the Institute for Work and Employment Research, Massachusetts Institute of Technology, Boston, USA, May.

Williamson S (presented with Baird M) (2008), "Varieties of Unionism: Different approaches to bargaining and implementing flexibility in US and Australian universities", *AIRAANZ 2008*, February.

Refereed Conference Papers

Groutsis D (2008), "Recruiting Migrant Nurses to Fill the Gaps: Critical insights employing the case of Greece", *13th International Metropolis Conference - Mobility, Integration and Development in a Globalised World*, Bonn, Germany.

Murray J (2008), "Gendered Expectations or Economic Preferences? Findings and Analysis' Workers, Corporations and Community: Facing Choices for a Sustainable Future", proceedings of the *22nd Conference of the Association of Industrial Relations Academics of Australian and New Zealand (AIRAANZ) Conference*, Melbourne, 6-8 February.

Taksa L and Groutsis D (2008), "Respect or responsibility for differences? Migrant workers, inter-cultural relations and barriers to EEO and diversity-related initiatives", 4Rs conference, Rights, Respect, Reconciliation, Responsibility, Planning for a socially inclusive future for Australia, UTS, 30 September–3 October, Sydney.

Taksa L and Groutsis D (2007), "The Struggle to Manage Workforce Diversity in the NSW Railways: The Impact of Social Capital on Equal Employment Opportunity Initiatives in Historical Perspective, Managing Our Intellectual and Social Capital", *Australia and New Zealand Academy of Management Conference*, Sydney, 4-7 December.



W&WRG members Dr Rae Cooper, Associate Professor Bradon Ellem and Associate Professor Marian Baird

Future Plans

In addition to ongoing activities, specific priority areas for 2009 for the Women and Work Research Group are:

- ➔ Writing an ARC Discovery Grant on mature age workers and elder care – to include all interested members of the W&WRG.
- ➔ Conducting research on work-life balance of college principals.
- ➔ Continuing to engage with business through establishing a reference group.
- ➔ Increasing PhD student involvement through invited seminars and research activities.
- ➔ Increasing international presence and recognition – principally via an event conducted with the “Work, Family and Community stream” at the *International Industrial Relations Association Conference*, Sydney, 2009.
- ➔ Conducting research into workforce ageing and age discrimination in employment and the extent to which people consume “anti-ageing” goods and services in order to remain or become employable (research project of Drs Cutcher and Ainsworth).
- ➔ Conducting a diversity workshop with particular focus on issues related to women and work.
- ➔ Updating the web page of the W&WRG.
- ➔ Establishing an External Reference Group with members from the public, private and not-for-profit sectors, unions and women’s organisations.





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