

WOMEN & WORK



RESEARCH GROUP ANNUAL REPORT 2010



THE UNIVERSITY OF
SYDNEY
Business School

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Women & Work Research Group



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Introduction from the Director

The Women and Work Research Group (WWRG) was first established in 2006 with a small seed grant from the School of Business. This year marks the end of the 2008-2010 trimester of support funding received from the Faculty of Economics and Business. The WWRG has grown considerably in that time thanks to the support of the broad and diverse network of scholars, practitioners and policy makers with whom we engage. We are grateful to all of our friends and colleagues for their ongoing interest in our work and for helping to bring the important issues associated with women's working lives on to the public agenda.

Last year was a particularly significant one for women with the decision to introduce paid parental leave and the coming into force of the new Fair Work Act 2009 National Employment Standards including the right to request flexible working for certain parents. The review of the Equal Opportunity for Women in the Workplace Act and Agency was launched in the middle of the year and the House of Representatives' Inquiry into pay equity and associated issues related to increasing female participation in the workforce was published.

This year has been quieter, with no government initiatives announced on either of the above issues. It has been marked by the passage of the Paid Parental Leave Act and the lively debate during the general election about paid parental leave. This raised a number of issues about existing government policy. These included whether the

level of remuneration of paid parental leave capped at the minimum wage was adequate and whether 18 weeks paid leave was sufficient. The Government's announcement during the election campaign that it would introduce two weeks paid paternity leave from July 2012 was a welcome move indicating that the role of men as parents has started to be addressed. This will be capped at the minimum wage, however, so it remains to be seen if it will in practice enable men to take leave at the time of birth. Ideas for creating a system of genuinely shared parental leave are still missing from the national policy debate. The Work and Family Policy Roundtable, with which the Women and Work Research Group collaborates, issued its 'Benchmarks for Work and Family Policy in Election 2010', to advocate policies to facilitate greater gender equality at work including more equal sharing of care during the child's first year.

A significant innovation for women and work researchers occurred in the second half of 2010 when the Australian Bureau of Statistics (ABS) introduced a Gender Topics Page to facilitate access to data focusing on gender issues. It is also working on the Australian Gender Indicators Project.

The WWRG continues to be the only academic research cluster of its kind in NSW and the States/Territories of QLD, Vic, SA, TAS, NT and ACT and fills a specific and relevant need in this area. The WWRG provides a Sydney hub for research of this kind. It is recognised as successfully bringing together academics

and practitioners with a shared interest in women and work and is regarded as a sound research community. During 2010, 2009 research commissioned by NSW Industrial Relations exploring research on mature-age workers with eldercare responsibilities and the challenges they face was highly commended in the opening address of the Institute of Public Affairs (Australia) 2010 Ageing Workforce Conference by Brendan O'Reilly, former Director-General, Department of Premier and Cabinet. See the WWRG website for the report at: <http://sydney.edu.au/business/research/wwrg/publications>

The WWRG's links with the relevant business and policy communities are described below. The WWRG's website (also described below) is regularly updated and frequently visited. It has recently been complemented by a major investment bank for its design. It is hoped to expand its scope in 2011.

Staff

In 2010, three key staff continued to direct and coordinate the WWRG's activities:

- The WWRG Director, Professor Marian Baird
- The WWRG Research Associate, Alexandra Heron
- The WWRG Coordinator, Karen Reeves

New members

The WWRG welcomed two new members during 2010, Ms Lorraine Rivlin, who is undertaking a Ph.D. and Ms Renee Kramer of the Faculty Research



Marian Baird | Director

Unit. New international members who are leaders in their fields include Professor Hyunsook Kim, Department of Economics, Soongsil University, Seoul, Korea and Professor Mark Stuart, Director: Centre for Employment Relations Innovation and Change, Leeds University, UK.

Visiting Scholar

A highlight of the year was the visit by Dr Ian Roper, Director of Human Resource Management Programmes, Department of Human Resource Management, Middlesex University, London, UK. Dr Roper was an Economics and Business Faculty Visiting Scholar to the WWRG and WOS. His very interesting and well received seminar on 'Future trends in regulatory reforms of work-life balance in the UK' is on the WWRG website. Dr Roper contributed to other events in the Faculty while he was here and mentored several PhD students.

Aims of the Women and Work Research Group

The WWRG has four main aims:

- To provide a scholarly environment in which a community of inquiry on all aspects of women, work, employment, family and community is created.
- To engage in and support high quality research on women and work.
- To provide a bridge between academic work and policy work and to provide research for the development of evidence based policy in matters pertaining to women, work and family.
- 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.

Left to right: Dr Melissa Gregg, Dr Gerry Redmond, Dr Ian Roper and Dr Leanne Cutcher



Events and activities in 2010

During 2010, the WWRG continued its well attended events program. Attendees numbered between 30-60 at these events.

Workshops

Children of the Recession

The WWRG co-hosted an Academy of the Social Sciences in Australia (ASSA) sponsored workshop with Professor Michael Bittman from the University of New England on the impact of the recession on children and families. This brought together an eminent group of health, gender, sociology and economics researchers (February 2010). Further work with this group is planned for 2011.

Roundtable

Roundtable on Women and Tax: The Impact of the Henry Tax Review.

The WWRG organised and co-hosted with the NSW Office for Women's Policy and the National Foundation for Australian Women, a Roundtable on Women and Tax: The Impact of the Henry Tax Review. Associate Professor Miranda Stewart, University of Melbourne, Professor Patricia Apps, Australian National University and Dr Justine McNamara, University of Canberra and discussants addressed the implications for women's financial well-being of the Review and what its childcare funding proposals would mean for working women. (July 2010)

Seminars

International Women's Day - the impact of technology on work-life balance.

Dr Melissa Gregg, Gender and Cultural Studies Department, Faculty of Arts, and Dr Kristine Dery, Work and Organisational Studies, Faculty of Economics and Business gave presentations on their research in this area. Melissa drew on her study of information professionals looking at the way that new technology affects work and home life. Kristine, in her study of 19 managers in major financial institutions in Australia and France, examined the impact of the use of BlackBerries in terms of increased job demands and perceived job control. (March 2010)

Future trends in regulatory reform of work-life balance in the UK

Dr Ian Roper presented this seminar on the eve of the UK general election and generated considerable interest amongst the attendees. (April 2010)

Great expectations – women's and men's work-life decisions

Dr John Murray of Work and Organisational Studies, presented findings from his recently completed PhD. In it he examined the process through which gender affects decision-making about work and family in households and its implications for gender equity at work and at home. (November 2010)

Events and activities in 2010 cont'd

Book Launch

The WWRG hosted a book launch, 'Among the Chosen: the Life Story of Pat Giles' by Lekkie Hopkins and Lynn Roarty of Curtin University. Pat Giles was a trade union activist and feminist campaigner who became an ALP Senator and UN representative under the Hawke and Keating Governments. (April 2010)

Collaborations across the Faculty and the University

With the Faculty Careers Office, Professor Marian Baird was part of a panel debate organised for International Women's Day 2010 (March 2010)

With the Women's College, Professor Marian Baird spoke at several events including Equal Pay Day (August 2010)

With the Human Resources Team - Alexandra Heron presented on international and national perspectives on best practice trends in workplace flexibility to a University Human Resources managers' lunchtime seminar on flexible working (October 2010).

Professor Marian Baird and the WWRG collaborated with the Business and Professional Ethics Research Group to present a workshop on 'Work-Life Balance: Making it work' (November 2010).

Professor Marian Baird collaborated with Melissa Gregg (Arts Faculty) in an international symposium on the technologies of gender and labour (December 2010).

The WWRG has also assisted Honours' students particularly where they are considering dissertations on paid parental leave or flexible working.

Reports & Projects undertaken by the WWRG

- 'Pathways to care and flexibilities at work – Gains and losses for working carers of older people since the Family Provisions Test Case of 2005', October 2010. Research commissioned by NSW Industrial Relations.
- 'The Effect of the Global Economic Downturn on Women', November 2010. Research commissioned by the Federal Office for Women (undertaken with Dr Sara Charlesworth of the RMIT University)
- 'Profile of women's employment in NSW: trends and issues', November 2010. Research commissioned by the NSW Office of Women's Policy (undertaken with the Workplace Research Centre,)
- Evaluation of the Paid Parental Leave Scheme - Professor Marian Baird is 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. This work is ongoing until 2013.

Submissions

The WWRG made several submissions in relation to parental leave in 2010 including a submission to the Senate enquiry into the Paid Parental Leave Bill.

The Australian Bureau of Statistics in its consultation on the second Pregnancy and Employment Transitions Survey in 2011 invited Professor Baird and Alexandra Heron to prepare a submission and the ABS team visited the WWRG for face-to-face consultations.

WWRG

Website

The WWRG has an updated logo and in line with Faculty policy the web page is updated regularly. A feed feature has recently been added to enable subscribers to it to be notified automatically of forthcoming events. The WWRG web page is the most visited of the Faculty Research Groups' websites. The WWRG extends its sincere thanks to Mark Nearhos and his team for their IT and web support and hopes to develop the site in 2011. The web page is at:

<http://sydney.edu.au/business/research/wwrp/>

- Alexandra Heron to the conference of the Society of Heterodox Economists on 'Assisting migrant women into work: factors contributing to success across six OECD countries', in Sydney (December).



Karen Reeves, Marian Baird & Alexandra Heron

Presentations

Members of the WWRG have given several presentations at seminars and conferences this year including:

- Professor Marian Baird to Carroll & O'Dea, lawyers, with the Premier Kristina Keneally on 'Women and Work in NSW' in Sydney (August).
- Professor Marian Baird to the Senior Executive Service of the Australian Public Service on 'Organisational effectiveness and the flexible workplace' in Canberra (August).
- Professor Marian Baird gave the keynote speech at the conference 'Our Work, Our Lives: Women and Industrial Relations' on 'Paid Parental Leave and Flexible Work Arrangements in Australia – A New Generation of Policies', in Darwin (August).
- Professor Marian Baird to the Western Australian Industrial Relations Society on Women, Work and Public Policy (September).
- Alexandra Heron to the conference 'Egalite homes/femmes et articulation travail /famille: vers un nouveau modele?' on 'Flexible and part-time work in Australia: some responses to the need for work-life balance', (from a paper co-authored with Professor Marian Baird and Dr Sara Charlesworth, Principle Research Fellow, RMIT University), in Paris (September)
- Professor Marian Baird judged the Equal Opportunity for Women in the Workplace Agency Business Achievement Awards (October).

Membership of the Group

Membership of the group located at the University of Sydney continues to grow. The WWRG has 29 members in 2010 including its Director, Coordinator and Research Associate. Members are included in a dedicated page on the website which also contains links to members' homepages with up-to-date publication lists.

University of Sydney

- Professor Marian Baird | Director Work and Organisational Studies, Faculty of Economics and Business
- Dr Rae Cooper | Senior Lecturer Work and Organisational Studies, Faculty of Economics and Business
- Dr Leanne Cutcher | Senior Lecturer Work and Organisational Studies, Faculty of Economics and Business
- Dr Teresa Davis | Senior Lecturer Marketing/E&B
- Dr Bradon Ellem | Assoc Professor Work and Organisational Studies, Faculty of Economics and Business
- Dr Melissa Gregg | Lecturer Gender & Cultural Studies Faculty of Arts
- Dr Dimitria Groutsis | Senior Lecturer Work and Organisational Studies Faculty of Economics and Business
- Ms Alexandra Heron | Research Associate, Faculty of Economics and Business
- Dr Elizabeth Hill | Lecturer PE/Arts
- Suzanne Jamieson | Assoc Professor Work and Organisational Studies, Faculty of Economics and Business
- Dr Anja Kirsch | Lecturer Work and Organisational Studies, Faculty of Economics and Business
- Ms Renee Kramer | Executive Assistant FRU/E&B
- Dr Russell Lansbury | Emeritus Professor, Work and Organisational Studies, Faculty of Economics and Business
- Ms. Helena Liu | Doctoral candidate Work and Organisational Studies, Faculty of Economics and Business
- Dr Gabrielle Meagher | Professor Social Policy/Education and Social Work
- Dr John Murray | Lecturer Work and Organisational Studies, Faculty of Economics and Business
- Dr Susan McGrath-Champ | Assoc Professor, Work and Organisational Studies, Faculty of Economics and Business
- Ms. Karen Reeves | Doctoral candidate, Work and Organisational Studies, Faculty of Economics and Business
- Dr Joellen Riley | Professor School of Law
- Ms Lorraine Rivlin | Doctoral candidate, Work and Organisational Studies, Faculty of Economics and Business

- Dr. Stuart Rosewarne
Chair of Discipline, PE/Arts
- Dr Belinda Smith | Senior Lecturer
School of Law
- Dr Raymond Trau | Postdoctoral
Research Fellow, Work and
Organisational Studies, Faculty of
Economics and Business
- Dr Diane van den Broek | Senior
Lecturer, Work and Organisational
Studies, Faculty of Economics and
Business
- Ms Sue Williamson | Doctoral candidate
Work and Organisational Studies,
Faculty of Economics and Business
- Ms Sarah Wise | Research Analyst
Workplace Research Centre
- Ms. Jeaney Yip | Lecturer
Marketing/E&B
- Professor Lonnie Golden,
Pennsylvania State, Abington, USA.
- 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 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.

International Members

- Professor Lotte Bailyn, MIT, USA.
- Associate Professor Peter Berg,
Michigan State University, USA.
- Ms Lisa Dancaster (PhD candidate)
- Work and Organisational Studies,
Faculty of Economics and Business and
lecturer, University of Kwa Zulu Natal,
South Africa.
- Professor Linda Dickens, Warwick
Business School, The University of
Warwick, UK.
- Professor Judy Fudge, Lansdowne Chair
in Law, University of Victoria, Canada.

The WWRG maintains an updated member contact list which has an increasingly diverse external membership. The WWRG currently has about 250 on this list within the University and outside, comprising of local and international academics, policy makers, members of community organisations, union officials, students and business representatives.

External links & Collaboration

The WWRG has actively participated in the Women and Family Policy Roundtable of feminist academics in the development of its 2007 and 2010 Election Benchmarks. Professor Marian Baird is currently working on two projects jointly with colleagues in Melbourne: the ARC funded Victoria Work and Life Project and commissioned contract research for the federal Office for Women. She has recently commenced working with the University of Queensland in its government funded evaluation of the statutory paid parental leave scheme, having been one of the successful consortium from UQ bidding for the contract.

Associate Professor Susan McGrath-Champ has been awarded a research grant by the Faculty of Economics & Business for a project titled: 'Explaining the Gender Wage Gap: The New South Wales Experience'. The research will develop a detailed NSW-state profile concerning gender pay equity enabling state-based comparison, particularly with Western Australia. Dr McGrath-Champ will work with researchers at Curtin University and UWA. Dr Leanne Cutcher contributed to the collection of articles in *The Good Mother: Contemporary Motherhoods in Australia*, (see under publications for full details)

The WWRG also has positive links with other women/work/family research groups in Australia including NATSEM, University of Canberra and Women in Social and Economic Research (WISER), Curtin University, WA and the Women and Work Research Group, RMIT University, Victoria.

WWRG's external collaboration with the wider community is very strong. It has successfully developed and maintained a high external profile and sustained links with external bodies through collaborative projects and its seminar and Roundtable events.

Many attendees at its events come from organisations outside the University. The events receive regular press coverage for example in the Sydney Morning Herald for its last Roundtable on the Henry Tax Review. In the last year there has been a significant increase in the number of members from the private sector, including from finance and banking and property development. Recently the WWRG has been increasingly approached by companies to discuss and provide advice on the operation of their diversity programs and the quality of jobs for women.

The WWRG has strong links with agencies interested in policy development around women's employment, 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 (Women's Equity Bureau in the NSW Office of Industrial Relations; the NSW Government's Office for Women's Policy; 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.

Arising from these links, the WWRG has undertaken funded research projects and events with the NSW Government and the federal Government in 2010 (see above).

Journal articles, book chapters and conference presentations

Book sections

- Baird M 2010 'Women and Work: A Historical and Theoretical Overview' in Murray, P. et al., Women and Work in Australia, Tilde, Melbourne.
- Bray M, Waring P and Cooper R 2010 Forthcoming 'Advances in Australian Employment Relations: July 2008 to March 2009', McGraw-Hill Australia Pty Limited, Sydney, Australia.
- Cutcher L and Milroy T 2010 'Misrepresenting Indigenous Mothers: maternity allowances in the media' in The Good Mother, ed. S Goodwin and K Huppatz, Sydney University Press, Sydney, Australia, pp: 153-174.
- McGrath-Champ S, Fee A and Yang X 2010 'Performance management of expatriates in China' in Strategic HRM: Contemporary Issues in the Asia Pacific Region, ed. J Connell and S Teo, Tilde University Press, Prahan, VIC, Australia, pp. 284-306.
- McGrath-Champ S, Zou M and Taylor L 2010 'Deploying Student Diversity as a Microcosm of the World: Teaching Work and Employment Issues in an Internationalised Classroom' in Internationalising Teaching and Learning in an Academic Setting: Engagement, Collaboration and Sustainability, ed. Fran Waugh and Lindsey Napier, University of Sydney Press, Sydney, Australia, pp. 110-132

Journal articles

- Baird M and Williamson S 2010 'Women, Work and Industrial Relations in 2009', Journal of Industrial Relations, vol.52:3, pp. 355-369.

- Baird M and Williamson S 2010. 'Madwomen' and Paid Maternity Leave – Past and Present, un-refereed papers, AIRAANZ Sydney, <http://airaanzweb.weebly.com/2010-conference-main.html>
- Cutcher L and Davis T 2010 Forthcoming 'Indigenous Mothers in Australia: The Cycle of Reproduction and Production of White Nationhood', Gender Work and Organization Conference: 6th Biennial International Interdisciplinary Conference, Keele University, Staffordshire, United Kingdom, 23rd June 2010.

Conference papers

- Baird M, Charlesworth S and Bamberry L 2010 'Is the grass greener? Preliminary findings from the VicWal Survey', 24th Conference Association of Industrial Relations Academics of Australia and New Zealand AIRAANZ 2010, Sydney, Australia, 5th February 2010.
- Baird M, Cooper R and Charlesworth S 2010 'Restructuring and Australian Jobs through a Gender Lens', Special Symposium on Restructuring and Jobs, 9th European congress of the International Industrial Relations Association IIRA 2010, Copenhagen, Denmark, 1st July 2010.
- Cooper R 2010 'The 'New' Industrial Relations and International Economic Crisis: Australia in 2009', Journal of Industrial Relations, vol.52:3, pp. 261-274.

Journal articles, book chapters and conference presentations cont'd

Conference papers cont'd

- Cooper R 2010 'Are we there yet? Stocktaking of women's equality in 2010', Powerup: ACTU Organising Conference 2010, Sydney, Australia, 29th April 2010.
- Cooper R 2010 'Women and Equality in Australia', NSW Teachers Federation Annual Women's Conference 2010 - "Federation Women - Informed and Empowered", Sydney, Australia, 27th March 2010.
- Cooper R 2010 'Fair Work and Bargaining for Low-Paid Women', 24th Association of Industrial Relations Academics of Australia and New Zealand AIRAANZ Conference 2010 - "Work in Progress: Crises, Choices and Continuity", Sydney, Australia, 5th February 2010.
- Cutcher L and Ainsworth S 2010 'If 50 is the new 40 and 40 is the new 30 where does that leave me?', Gender, Work & Organization 2010: 6th Biennial International Interdisciplinary Conference, Keele, United Kingdom, 23rd June 2010.

Report

- Haynes K, Charlesworth S, Baird M, Bamberry L and Campbell I 2010 'Victorian Work And Life Survey (VicWAL)-Technical report', Centre for Applied Social Research, RMIT University.

Seminar Papers

- Cooper R 2010 'Contradictions for women at work and in policy', Money and Power-Catalyst Australia Conference, Waters Edge, Sydney, Australia, 6 August 2010.
- Cooper R 2010 'Fair work and bargaining for women', Fair Work Act (nearly) one year on: A preliminary verdict, Commercial Law Association of Australia seminar, Sydney, Australia, 14 May 2010.

Future Plans

WWRG will continue its well attended WWRG academic seminar and policy roundtable series, covering national and international issues in the field of women and work.

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 eight 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*
- Helena Liu: *Leadership through Crisis - A Media Discourse Analysis of Banking CEOs'.*
- Karen Reeves: *The rise of the female breadwinner*
- Lorraine Rivlin: *Evaluating carers' discrimination employment complaints in NSW 2001 - 2011.*
- Sue Williamson: *Family Provisions and Equality Bargaining in Australia: Symbolic or Emerging?* Sue submitted her thesis in October 2010 and will graduate with her PhD in April 2011. Sue was awarded the Julian Small Prize for her outstanding research proposal in the area of labour law and industrial relations, which will enable her to follow this research up.
- Jeaney Yip: *Branded Religion: the Discursive Construction of a Mega-Church's Corporate Identity through Artefacts and Performance*
- Shamika Almeida: *Employer role in skill underutilisation of immigration professionals.* Shamika finalised her thesis in December 2010 and will graduate with her PhD in April 2011.

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



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