Opposite: Dr Susan McGrath-Champ and Dr Elizabeth Hill.

Below: Dr Teresa Davis, Dr Leanne Cutcher and Talia Milroy.
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The Women and Work Research Group (WWRG) was established in 2006, meeting an urgent need to connect academic and practitioner interests relating to women’s working lives. Since then, the WWRG has grown in size and influence by conducting research to positively inform policy making and by engaging with business, unions and government to understand women’s working lives.

2011 marked the 100th anniversary of International Women’s Day and the year has been a busy and eventful one for the WWRG. Our seminar program has covered a wide variety of topics with several presenters from overseas. Additionally, Marian has participated in two major government reviews relating to equal opportunities for women in Australian workplaces. These were the Australian Government’s Implementation Advisory Group on the reforms to the Equal Opportunity for Women in the Workplace Act and Agency, and the Government’s Review into the Treatment of Women in the Australian Defence Forces. The latter is ongoing into 2012. The work of the former is close to conclusion and the introduction of legislation into Parliament to create more robust legislation in support of women’s opportunities at work (and men’s opportunities to care) should occur in 2012. The new legislation will be entitled the Workplace Gender Equality Act. Both Marian and Alex have also participated in the evaluation of the Paid Parental Leave implementation. Our research has directly contributed to these policy developments.

The year has been an important one for women in the workplace. 1 January saw the start of Australia’s government funded paid parental leave scheme. This provides 18 weeks paid leave at the minimum wage to approximately 85% of Australian women workers. During the first six months the government paid this directly to women eligible to claim it and from 1 July, employers have made the payment directly to their employees (after receiving the funds from the government). In October, the government announced that 72,000 parents have received or are receiving paid parental leave. The significance of this social policy achievement for working women, supported by all the political parties, cannot be overstated. The introduction of two weeks paid paternity leave (to be called ‘Dad and Partner Pay’), due to have been introduced from July 2012, has been postponed until 1 January 2013.

The decision (in May) in the equal pay case brought before Fair Work Australia by the Australian Services Union on behalf of about 200,000 community services
workers, also marks a significant win for women in the workplace. Fair Work Australia decided that these workers were not receiving equal pay in comparison to those doing work of equal or comparable value in the state and local government sectors. However, although it attributed this in part to gender, Fair Work Australia said it did not have the information to enable it to decide how much of the pay gap is due to gender and how much of a pay rise should be granted. Negotiations on this issue are ongoing (in December 2011). The Federal Government’s commitment to pay its share of any increase made late in the year marks significant progress in reaching a successful conclusion to the case, which should occur in 2012.

With an ageing workforce and population, there was also increased attention to employees with eldercare responsibilities. The WWRG has just completed a successful exploratory research project in this area with two major Australian employers. This research on employee and employer responses to employee eldercare responsibilities is described on page 9. This has built on work by the WWRG in previous years. Another major area of concern raised recently is the lack of women in leadership positions. The WWRG has established close links with other groups working in this area and looks forward to initiating new research on it over the next twelve months.

The WWRG continues to be the only academic research cluster of its kind in NSW, providing a Sydney hub for research into women and work. Nationally, the WWRG and the Women in Social and Economic Research group at Curtin Business School, are the two main academic research bodies focusing specifically on women and work. The two groups are working on developing closer links. During 2011 the WWRG also developed closer links with women’s research institutes in the USA and the UK.

The WWRG’s links across the University, with other academics nationally and internationally and with the relevant business and policy communities are outlined on page 6. Funds secured from the University of Sydney Business School for 2012 will enable us to continue our well attended seminar program, maintain our website and provide a platform from which we can continue research and consultancy into women and work.

Marian Baird (Director) and Alexandra Heron (Research Associate)

Alexandra Heron
Aims of the Women and Work Research Group

The WWRG has four 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 engage in and support high quality research on women and work.

3. 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.

4. 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.
Staff
Two staff continue to direct and coordinate the WWRG’s activities.
- The WWRG Director, Professor Marian Baird
- The WWRG Research Associate, Alexandra Heron

Our thanks to Karen Reeves who was the WWRG Co-coordinator between 2009-2010 for her excellent work in that role. Karen remains a member of the WWRG.

New members
The WWRG was pleased to welcome two new members in 2011, Dr Maree Murray, Assistant Director, Staff and Student Equal Opportunity Unit in the University’s Human Resources Department, and Dr David Johnstone, Professor in the Business School’s Discipline of Finance.

Visiting Scholar
Professor Bernard Fusulier, University of Louvain, Belgium was a visiting scholar to the WWRG in December and gave a well-received presentation (see page 8). Professor Fusulier is an expert in work/life research and is currently researching work/life balance in occupations such as nursing, the police, social work and scientific careers. He is an expert on European Union institutions and measures promoting work/life reconciliation.
Events and Activities in 2011

During 2011, the WWRG continued its well attended events program with between 25-60 people participating in each. This year, the majority of seminars were given by international visitors (from Canada, the UK and Belgium) cementing the WWRG’s international links and further enhancing our international reputation.

International Women's Day
March 2011 - Panel event

Educating women for life-long careers: Celebrating 100 years of International Women's Day

This panel discussion about women’s education and career opportunities past, present and future, with a short video of alumnae talking about the opportunities and challenges encountered in education and career, was facilitated by Professor Marian Baird, Director of the Women and Work Research Group. A short presentation was given by Dimity Hodge, Head of Women in Leadership, Westpac, entitled Identifying Leadership. Contributing panellists were:

- Kaiya Charnelle Aboagye, Indigenous Cadet, the University of Sydney Business School
- Kate O’Reilly, Director, Optimiss Consulting
- Yolanda Vega, Director, the Australian Women’s Chamber of Commerce and Industry.

Seminars

Regulating decent work for domestic workers? Promises and perils of international standard setting

This seminar was co-hosted by the Law School and the WWRG. Adelle Blackett, Associate Professor, Faculty of Law, McGill University, Canada gave a presentation which discussed international standard setting that seeks to establish specific standards for regulating a socially marginalised group of informal workers (domestic workers). She also addressed how regulation can challenge supply, and whether effective regulation is possible in the face of increased demand for transnational domestic workers due to cuts in nation states' public provision of social welfare services (March).

Scratching Below the Surface of Gender Equality: understanding how local labour markets fail women and undermine gender equality

Sue Yeandle, Professor of Sociology, University of Leeds, UK discussed this topic, drawing on an extensive body of evidence collected in the Gender and Employment in Local Labour Markets research programme. This project produced 12 detailed Gender Profiles of labour markets in England and a set of six comparative studies on aspects of women’s employment. Arguing that local
level analysis is crucial to understanding why public policy relating to employment so often fails women, the paper considers some of the ‘myths, puzzles and problems’ about women’s employment situations outlined in Policy for a Change: local labour market analysis and gender equality (Policy Press, 2009). It is illustrated with evidence about why some women find it so difficult to access employment, and how job design and working hours trap many women in jobs that waste their skills and talents, leaving them ‘working below potential’ in poorly paid part-time work (March).

'Stolen Children: Stolen Wages': Aboriginal women as reproducers and producers in white Australia

Leanne Cutcher, Teresa Davis and Talia Milroy (University of Sydney Business School) co-presented this seminar. In recent years Aboriginal women have come forward to tell their stories to Federal and State government inquiries into the ‘Stolen Generation’ and ‘Stolen Wages’. The presenters have, in their research study, drawn on these narratives, interview data and other cultural artifacts to explore the ways in which government policy has shaped Australian Aboriginal women’s roles as both producers and reproducers.

Who cares? Employer and employee responses to employee eldercare responsibilities

Alexandra Heron and Marian Baird presented this paper which provided results from a research project funded by the Business School about employee and employer responses to employee eldercare responsibilities. The study is an exploratory one based in two large organisations, one in the public sector, the other in the private sector. The study is aimed at identifying a more detailed agenda for future research (see page 9 for more details) (July).

Through these first person accounts they offer a counter-narrative to the dominant narrative that continues to mis-represent Aboriginal women as mothers and renders their unpaid work as invisible (September).
Family leave policies and organisational mediation: how workplace organisation influences the take-up of family-related leaves

Professor Bernard Fusulier, University of Louvain, Belgium discussed his research into how organisational culture influences the take-up of statutory and organisational family-related leave measures, and the views of human resource managers about the benefits and costs of such measures. The presentation was based on a study of 67 medium-sized and large organisations in the private and not-for-profit sector in Belgium and in-depth case studies in six of these organisations (December).

Collaborations across the Business School and the University

Professor Baird presented at a well attended breakfast seminar in the Business School's 'Taking the Lead' series. The presentation was called Paid Parental Leave - Opportunity or Challenge for Employers (July).

At the invitation of the University's Women in Science Project, sponsored by the Faculty of Science, Professor Baird addressed its very successful lunchtime seminar on 'Women in the academic workplace: the state of the nation and beyond' (August). Professor Baird's presentation was called Women in Australia: Women in Science.

Professor Baird attended an AusAid forum held at Hanoi University on 'Women, Work and Entrepreneurship', in conjunction with Dr Richard Seymour, International Business, University of Sydney (December).
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. This work is ongoing until 2013.

**ARC Grant Success**
Dr Cooper and Professor Baird were awarded an ARC Discovery Grant 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.

**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.

Professor Baird and Alexandra Heron successfully completed an innovative preliminary research study made with the assistance of a Business School Research Grant. This was undertaken in collaboration with two large Australian employers (one in the private and one in the public sector), and built on previous consultancy research of the WWRG (Taking Care: Mature Age Workers with Eldercare Responsibilities, 2009). It examined employer and employee responses to employee eldercare responsibilities. Outcomes include:
- A workshop for practitioners and academics (July)
- A presentation to the 2011 conference of the Society of Heterodox Economists (December)
- A paper for presentation to 2012 AIRAANZ is under preparation
- Excellent links created with two large Australian employer organisations.

**Submissions**
- The WWRG, together with Professor Andrew Stewart of Adelaide University, made a submission in relation to the Federal Government’s new ‘Paid Dad and Partner Leave’ policy.
- The WWRG made a submission to the Australian Government in support of the extension of the right to request flexible working from parents of young children to all carers including those of older adults.
Events and Activities in 2011 continued

Presentations and Talks


Professor Baird and Alexandra Heron presented to the NSW Premier’s Expert Advisory Council for women on the research into women’s employment in NSW, trends and issues, commissioned by the NSW Office of Women’s Policy and undertaken the previous year by the WWRG and the Workplace Research Centre (February).

Dr Rae Cooper presented to the ‘Women @Maritime - “Oceans of Opportunity” Conference’, held by the NSW Maritime Department. She and Alexandra Heron participated in its panel discussion on flexible working (June).

Professor Baird presented a seminar ‘The Rise of Women’ to HR@Work, a network of human resource professionals from small and medium-sized organisations (August).

Professor Baird, at the invitation of Sony Australia, conducted a participant workshop on ‘Women in management, strategies for success’ (September).

Alexandra Heron presented a seminar on women’s labour force participation to a WEA class (September).

Professor Baird presented to the Brotherhood of St Laurence Inclusive Growth in Australia Roundtable, ‘Women, Work & Family: Building equity, voice and efficiency’ (October).


Professor Baird also presented in the USA in June to:

- the Institute for Women’s Policy Research, Washington DC, ‘Family Policy and Workplace Flexibility: Lessons from Australia’

WWRG Website

The WWRG’s website is updated regularly. It 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 2012. The website is at:

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

Membership of the group located at the University of Sydney continues to grow. The WWRG has 30 direct members in 2011 including its Director 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. The WWRG also has an expanding network of international members, several of whom have visited the WWRG in recent years or are planning to in 2012.

### University of Sydney

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<thead>
<tr>
<th>Member Name</th>
<th>Position</th>
<th>Discipline / Faculty (Usyd)</th>
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<tbody>
<tr>
<td>Professor Marian Baird</td>
<td>Director</td>
<td>WOS / Business School</td>
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<tr>
<td>Dr Rae Cooper</td>
<td>Senior Lecturer</td>
<td>WOS / Business School</td>
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<tr>
<td>Dr Leanne Cutcher</td>
<td>Senior Lecturer</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>Assoc Professor</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 Melissa Gregg</td>
<td>Lecturer</td>
<td>Gender &amp; Cultural Studies / Arts and Social Sciences</td>
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<td>Dr Dimitria Groutsis</td>
<td>Senior Lecturer</td>
<td>WOS / Business School</td>
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<tr>
<td>Ms Alexandra Heron</td>
<td>Research Associate</td>
<td>WOS / Business School</td>
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<td>Dr Elizabeth Hill</td>
<td>Lecturer</td>
<td>PE / Arts and Social Sciences</td>
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<td>Dr Suzanne Jamieson</td>
<td>Assoc Professor</td>
<td>WOS / Business School</td>
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<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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<td>Dr Russell Lansbury</td>
<td>Emeritus Professor</td>
<td>WOS / Business School</td>
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<td>Dr Jane Le</td>
<td>Lecturer</td>
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<td>Ms Helena Liu</td>
<td>Doctoral candidate</td>
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<td>Dr Maree Murray</td>
<td>Assistant Director</td>
<td>EO Unit / Human Resources</td>
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<td>Dr Gabrielle Meagher</td>
<td>Professor</td>
<td>Social Policy / Arts and Social Sciences</td>
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<td>Dr John Murray</td>
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<td>Doctoral candidate</td>
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Membership of the WWRG

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<td>Dr Joellen Riley</td>
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<td>Ms Lorraine Rivlin</td>
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<td>WOS / Business School</td>
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<td>Dr Stuart Rosewarne</td>
<td>Senior Lecturer</td>
<td>PE / Arts and Social Sciences</td>
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<tr>
<td>Dr Belinda Smith</td>
<td>Senior Lecturer</td>
<td>School of Law</td>
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<td>Dr Diane van den Broek</td>
<td>Senior Lecturer</td>
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<tr>
<td>Ms Brenda Ware</td>
<td>Doctoral candidate</td>
<td>WOS / Business School</td>
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<tr>
<td>Dr Sue Williamson</td>
<td>Research Assistant</td>
<td>WOS / Business School</td>
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<tr>
<td>Ms 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, USA.
- **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**, Louvain University, Belgium.
- **Professor Lonnie Golden**, Pennsylvania State University, Abington, USA.
- **Professor Geraldine Healy**, Queen Mary, University of London.
- **Professor Susan Himmelweit**, Professor of Economics, 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.
- **Dr Jennifer Tomlinson**, Senior Lecturer in Employment Relations, Business School, Leeds 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.
- **Professor Sue Yeandle**, Director of the Centre for International Research on Care Labour and Equalities (CIRCLE), Leeds University, UK.

The WWRG maintains a member contact list which includes a diverse external membership. Currently there are about 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.
Professor Baird, Dr Hill and Alexandra Heron contributed to the Women and Family Policy Roundtable of Australian feminist academics, which met in Sydney in November. This academic grouping engages with community debates about work and family by, for example preparing Election Benchmarks as it did in 2007 and 2010.

Other WWRG collaborations include Professor Marian Baird’s joint work with colleagues in Melbourne on their ARC funded Victoria Work and Life Project. She continues to work with the University of Queensland on 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’s award of a research grant by the Business School for a project titled ‘Explaining the Gender Wage Gap: The New South Wales Experience’ is described on page 9. This research, which will develop a detailed NSW state profile concerning gender pay equity enabling state-based comparison, particularly with Western Australia, has progressed during the year and is ongoing. Dr McGrath-Champ is working with researchers at Curtin University. Dr Cooper continues her collaboration with the trade union movement to examine the gender gap in union leadership in Australia.

WWRG’s external collaboration with the wider community is very strong and it has an extensive member contact list to whom notification of its seminar and Roundtable events are circulated. In this way, the WWRG assists with the dissemination of academic research to a wide audience, beyond the University. The presentations given by its members to audiences of employers and employees (as outlined on previous pages), also illustrates our links to the wider community. This year, considerable publicity was generated for the WWRG research into employees’ eldercare responsibilities and employer responses to them. This included items on the front page of the University website (8/08/2011), an article published in the Conversation (9/08/2011), and coverage in the Australian Financial Review and in radio interviews (ABC News and 2UE, 7/09/2011). This research, made possible by a Business School research grant, was facilitated by the WWRG’s strong links with employers enabling it to find partner organisations (one private and one public) willing to participate in the research.

The WWRG continues to have 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 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. The Director’s membership of the Australian Government’s Implementation Advisory Group on the reforms to the Equal Opportunity for Women in the Workplace Act and Agency, and of its Review into the Treatment of Women in the Australian Defence Force, demonstrates these connections.

To consolidate and develop these links, the WWRG has established an Advisory Board. Its role will be to advise on future directions and promote external collaboration with other Disciplines and Faculties in the University, with other academic institutions and with major players in the women and work field in business, unions, NGOs and the public sector. Members include academics, public servants involved in policy formation and members of the private and non-government sectors. Marie Coleman AO has accepted the role of Chairperson of the Advisory Group and she brings enormous expertise and networks with her. She received the Order of Australia in 2011 for her service to the advancement of women. Ms Coleman was the first woman in Australia to head a statutory authority when she chaired the Whitlam Government’s Social Welfare Commission in 1973 and has had a long and distinguished career in public service. She was awarded a Public Service Medal in 1990 and a Centenary Medal in 2001. She was a founding member in 1989 of the National Foundation for Australian Women.
Publications and Current Research

Journal articles, book chapters and conference presentations

Book Sections


Edited Books


Journal Articles


Conference Papers


Conference Proceedings


Reports

Baird M, Charlesworth S, Cooper R and Heron A, 2011 ‘Women, Work and the Global Economic Downturn’, A report commissioned by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)


Seminar Papers

Cooper R, 2011 ‘Women and leadership: a qualitative study’ (Invited presentation), Unions NSW Women’s committee, Sydney, Australia, 24 August 2011

Cooper R, 2011 ‘Leadership and Gender in Australian unions’ (Invited presentation), ACTU Executive, Melbourne, Australia, 14 July 2011
PhD Students

The WWRG is strongly committed to research and doctoral training. Many PhD students within the Business School have attended WWRG events this year, and a number of them 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.

Meraiah Foley
An interpretive phenomenological analysis of Australian ‘mumtrepreneurs’.

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

Future Plans

WWRG will continue its well attended WWRG academic seminar and policy roundtable series. Events planned for 2012 include:

- Professor John Budd of the University of Minnesota, USA, will give a seminar on ‘The Thought of Work’: a presentation on his recent book, which is an interdisciplinary synthesis of ten meanings of work that shows the centrality of work in our lives, identity politics, and society.

- An IWD special event with two leading feminist scholars:
  - Professor Geraldine Healy of Queen Mary, University of London, is visiting the WWRG in 2012 and will give a seminar on her forthcoming co-authored book (with Franklin Oikeholme) Diversity, Ethnicity, Migration and Work - International Perspectives (Palgrave 2011).
  - Dr Jennifer Tomlinson, Senior Lecturer in Employment Relations, Leeds University, UK will present on ‘Female part-time managers, career trajectories, role models and aspirations’.

- Dr Jane Le, University of Sydney Business School, will speak on ‘Blue through and through: Female air force personnel and work-life balance’.

- A roundtable on childcare and out-of-school hours care issues: the state of play/the way forward, with the National Foundation for Australian Women bringing together academics and policymakers and other stakeholders.

- Dr Therese Jefferson, Curtin University will give a seminar on ‘Valuing care and the Australian aged care workforce.’

- Dr Susan McGrath-Champ, University of Sydney Business School, will present on ‘The gender pay gap in professional services firms.’
Above: WWRG end of year event.