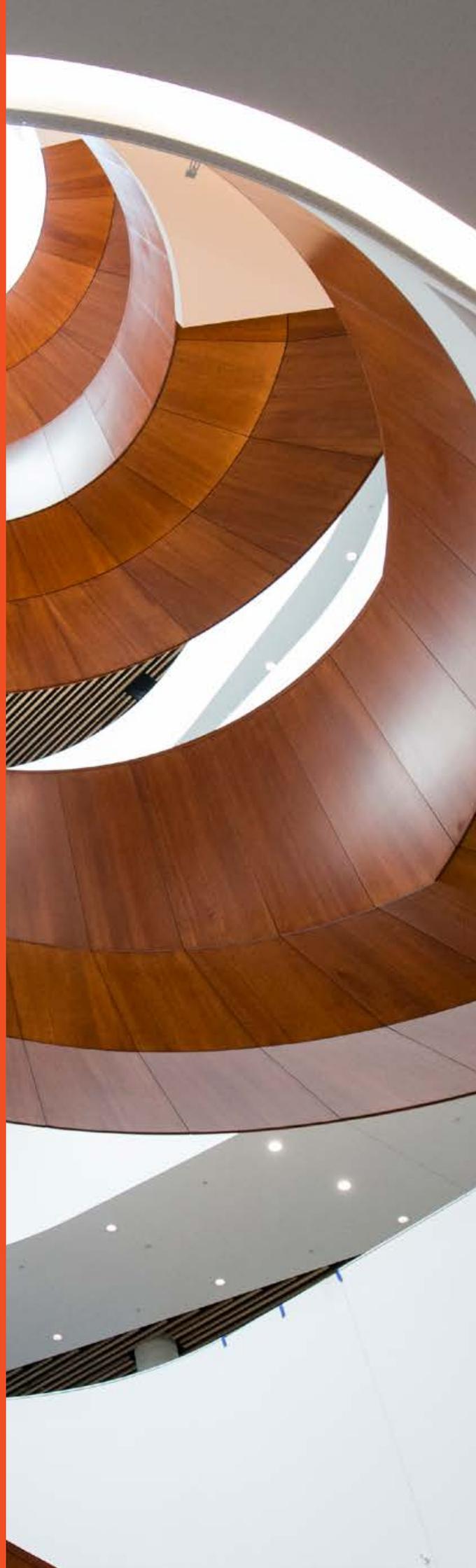




THE UNIVERSITY OF
SYDNEY
—
Business School

Women and Work Research Group

Annual Review 2016





sydney.edu.au

Women and Work

The University of Sydney

Page 2

Contents

Aims of the Women and Work Research Group (WWRG)	3
Introduction from the Director	4
Events in 2016	7
Activities in 2016: external engagement and collaboration	11
WWRG research and submissions on women and work	13
WWRG media engagement: website, social and other media	15
Membership of the WWRG	16
Academic leadership: members' research and its dissemination	19
Future plans	23

Aims of the Women and Work Research Group

Our aims:

- To provide a scholarly environment in which a community of enquiry on all aspects of women, work, employment, family and community is created.
- To provide the bridge between academic work and policy work and provide research necessary for the development of evidence informed 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 Australia and internationally.

Our 2016 team:

Director:

- Professor Marian Baird

Deputy Director:

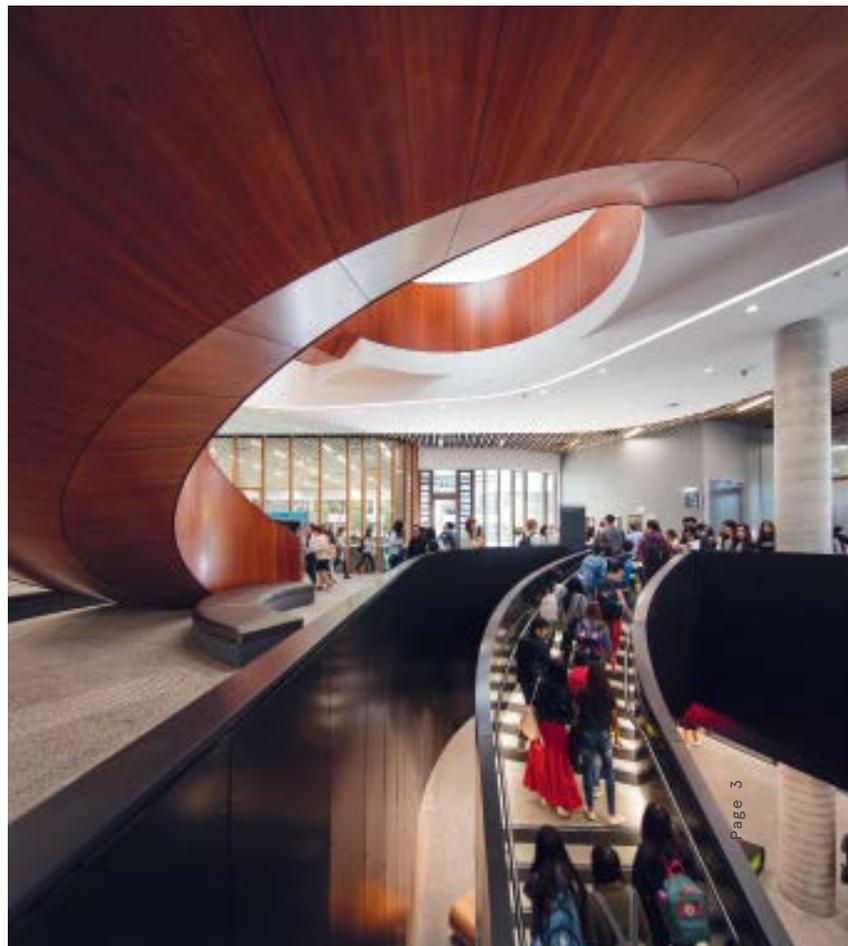
- Associate Professor Rae Cooper

Research Associate:

- Alexandra Heron, doctoral candidate

Research Affiliates:

- Dr Andreea Constantin
- Ludo McFerran



Introduction from the Director



Professor Marian Baird

2016 has been another challenging policy year for working women, with a revised version of the reductions in government paid parental leave being introduced by the newly elected Coalition Government late in the year and no positive policy change in relation to childcare. Little progress has occurred in the equal pay claim by childcare workers, the government has opposed including paid domestic violence leave in the Modern Awards and supported the reduction of Sunday penalty rates to those payable on Saturday. These last three issues are under consideration by the Fair Work Commission with decisions due in 2017. During 2016 there was continued debate about the lack of women in leadership and an increasing interest in promoting non-traditional areas of work to women, particularly in the science, technology, engineering and mathematics (STEM) fields.

The leadership in research and public discussion provided by the Women & Work Research Group (WWRG) continues therefore to be as relevant as ever. The WWRG has published a further analysis of the latest Government proposals for cuts to the paid parental leave scheme and made a submission to

the Senate Committee considering these. This work contributes to the provision of a sound academic basis for opposing the proposed changes in view of their likely adverse impact on women.

On a very positive note, however, I am pleased to announce that in 2017 we are expanding the scope of the WWRG to become the Women, Work and Leadership Research Group, with substantial support from the University of Sydney Business School. I am also very pleased to announce that Associate Professor Rae Cooper who is currently Deputy Director of the WWRG will become a Co-Director with myself of the new WWLRG. This builds on a wonderful eleven years for the WWRG to date, injecting research evidence into many of the key policy debates in Australia, from paid parental leave to paid domestic violence leave, from feminism at work to flexibility at work, and from women in low-paid jobs to women in high paid leadership roles. The expanded Group will have greater research capacity and we will be entering an exciting new phase. We look forward to continuing to work with you to research and promote positive policy changes for working women.

The WWRG in 2016

As the leading academic research group on women and work in Australia, the WWRG also provides advice and consultancy to those in the public, private and not-for-profit sectors on many issues relating to women's working lives. WWRG members are currently involved in international academic research as part of a large three year grant from the Department of Foreign Affairs and Trade 'Investing in Women in Indonesia, Myanmar, the Philippines and Vietnam' with the Sydney Southeast Asia Centre. Other significant research projects are described below. One new project we wish to highlight is the inclusion of the WWRG in the high profile Centre of Excellence in Population Ageing Research (CEPAR). In an extremely competitive process the Australian Research Council (ARC) awarded CEPAR new funding for seven years. I am excited to have become a Chief Investigator with the project which cements the work the WWRG has been doing for some years on midlife and older women and workforce participation.

The WWRG continues to provide informative seminars and workshops relevant to policy development on women, work and family. A number of significant research reports have been prepared this year including one led by the Deputy Director Associate Professor Rae Cooper with Dr Meraiah Foley and myself for the United States Studies Centre on 'Women at work: Australia and the United States.' Policy submissions in relation to Senate Inquiries on Paid Parental Leave, childcare, sole parents (these last two with the Work and Family Policy Roundtable) and tackling the gender pay gap have also been prepared during 2016 as well as an analysis of the provision by workplace enterprise agreements of domestic violence leave and other arrangements.

The WWRG continues to strengthen its collaborations across faculties in the University and beyond. Within the University of Sydney the WWRG has a close working relationship with the Sydney Southeast Asia Centre, with the Gender and Cultural Studies Department (in the Faculty of Arts and Social Sciences), with Health Sciences, with the US Studies Centre and with the Menzies Centre. In 2016 the WWRG undertook a survey of influential women with the Menzies Centre for Health Policy to explore women's views on what they consider to be the most pressing societal issues currently affecting Australia and what priority actions are required to redress them. A follow up Roundtable of women opinion leaders is being organised for 2017.

More leadership success was demonstrated by the WWRG when late in 2016 key WWRG members won an important Sydney University Research Engagement Initiative (SREI) grant to develop and conduct the 'Australian Women's Work Futures' survey. This is the first of its kind and will enable us to track the preferences and experiences of Australian women from all walks of life and all ages. We are particularly interested in what the future of work might hold for young women and for women from culturally and linguistically diverse backgrounds.



Associate Professor Rae Cooper,
WWRG Deputy Director
(Co-Director from 2017)



WWRG Research Affiliate
Dr Andreea Constantin



WWRG Research Associate
Alexandra Heron

In 2015, I mentioned the significant University of Sydney grant to study women, work and care policy in the Asia-Pacific which the WWRG won with other colleagues from across the University. As planned, a research workshop was held with the grant, involving national and international leading and early career academics who had agreed to contribute to the proposed edited book of essays on women, work and care in the Asia-Pacific. The book, a first for drawing together contributions on this topic from developed and developing economies, will be published by Routledge in 2017.

Externally, the WWRG continues to work closely with the Work + Family Policy Roundtable (W+FPRT) comprising 32 researchers from 16 universities and research institutions with expertise on work, care and family policy. The WWRG hosts the website for the W+FPRT and made several submissions to Senate inquiries jointly with it this year. The WWRG's close association with the W+FPRT assists its policy and academic engagement. The WWRG maintains close links to other relevant research clusters in leading tertiary institutions such as the Institute for Social Science Research (ISSR) at the University of Queensland and at the Women in Economic and Social Research (WiSER) in the Curtin Business School. Additionally WWRG international orientation continues to grow. It has strong international links to Europe, the United States and Asia, with a

significant number of associated members from overseas academic institutions. Excellent links include ones with Manchester and Leeds Business Schools and Queen Mary, University of London in the UK, Michigan State University and MIT in the US, Stockholm University in Sweden and the Delhi School of Economics, in India.

Finally, I was very honoured to be awarded a Queens' Birthday Order of Australia for my service to improving the quality of women's working lives and for contributions to tertiary education. This Award is important because it reflects the work I have been able to do with many colleagues in the WWRG and which could not have been done without their input. I wish to sincerely acknowledge the efforts of all.

The launch of the Women, Work and Leadership Research Group in 2017 will open a new chapter in our research into gender and work in Australia.

Marian Baird, AO
Director, Women and Work Research Group
Professor of Gender and Employment Relations,
The University of Sydney Business School

Events in 2016

The WWRG had a number of events this year including seminars, invitation only workshops and an interview panel debate on the future of work for women.

Visiting Scholars

Each year the WWRG hosts international visitors which contributes to developing its strong overseas collaborative network.

Dr Malina Voicu was the first international scholar visiting the WWRG in 2016. Malina is Senior researcher with GESIS Leibniz Institute for the Social Sciences Data Archive for the Social Sciences in Cologne, Germany. Malina studied Psychology and Sociology and she received her PhD in Sociology from the University of Bucharest in 2004. Her thesis dealt with legitimation and social support for social policies in Romania during the post-communist period. Malina is the Vice-Chair of the Executive Committee of the European Values Study and of the Theory Group of the European Values Study and co-editor of Religion and Society in Central and Eastern Europe. She gave a very stimulating seminar to the WWRG on the interconnections between religious, ethnic and linguistic diversity.

Dr Tanya van der Lippe Professor of Sociology of Households and Employment Relations at the Department of Sociology and Research School (ICS) of Utrecht University visited later in the year and presented a fascinating paper on how working from home has both benefits and detriments for employees and their employer.

Dr Annick Masselot, an Associate Professor in law at the University of Canterbury, New Zealand, was our final international visitor for 2016. She gave an excellent presentation on the gender implications of a social investment approach to welfare policy.

See below for further information on all events.



Associate Professor
Annick Masselot



Australian Human Rights Commission (AHRC) with the WWRG

Seminars

The WWRG held seven academic seminars in 2016 by Australian and international scholars. More information on all the WWRG events is provided below and on the WWRG webpage at:

– sydney.edu.au/business/research/wwrg

A seminar for International Women’s Day – An international treaty against gender-based violence at work? How Australian policies can influence the debate

The first seminar of the year celebrated 2016 International Women’s Day and drew over 60 participants. Trailblazing work undertaken by one of the WWRG’s Research Affiliates, Ludo McFerran, in promoting and analysing gender-based enterprise bargaining developments for paid domestic violence leave in Australia and internationally was presented. The WWRG was also delighted to welcome Ms Jane Hodges, the former Director of the Gender Equality Bureau in the International Labour Organisation who described the work done by the ILO in this area (see further below).

Ludo McFerran, and Jane Hodges co-presented this seminar, describing how Australia’s innovative policies and practices in these areas have developed, outlined their international impact to date and explained how they can shape a proposed International Labour Organisation instrument on workplace gendered violence.

Lured or pushed? Autonomy and the ‘motherhood’ motive in self-employment

Dr Meraiah Foley then as a University of Sydney Business School doctoral candidate, presented this well received paper which excited considerable media interest. She described how autonomy is commonly cited by men and women in developed economies as a key motivation for becoming an

entrepreneur, with women additionally citing family-related motives. Her research based on qualitative interviews with 60 self employed mothers developed the existing push-pull, necessity-opportunity theory frequently used to explain entrepreneurial motivation. Meraiah did this by exploring the experience of autonomy within a particular subset of female entrepreneurs: women who start their own businesses after having children.

Diversity and family: an enquiry into the effects of ethnic, linguistic and religious factionalization on family values

Dr Malina Voicu, Senior researcher with GESIS Leibniz Institute for the Social Sciences, Data Archive for the Social Sciences, Cologne, Germany focused on the connection between three forms of diversity—religious, ethnic, and linguistic—and attitudes towards gender roles and family values. Her research builds on the idea that diversity challenges social identity and people react by returning to traditional family values in order to protect their social identity and the in-group culture. The paper, examining data from 35 European countries, contained her findings. These included that religious diversity is associated with traditional attitudes regarding marriage and gender roles, ethnic diversity goes together with lower support for marriage, but has no connection with attitudes toward gender roles, while linguistic diversity is not associated with attitudes towards gender roles or with family values.

Gender, Migration and the Global Race for Talent

Dr Anna Boucher from the University of Sydney’s Department of Government and International Relations provided insights from the innovative indicators she has developed to assess the gender awareness of skilled immigration policies

normatively and empirically. Currently the implications of highly skilled immigration policy for gender equality principles are under appreciated. This research provides a model for assessing gender awareness in selection policies applying to highly skilled immigrants and outlines how governments may improve gender awareness in such policies.

The impact of a social investment strategy on gender equality: the case of childcare in the European Union and welfare policies on lone parents in New Zealand

Associate Professor Annick Masselot of the University of Canterbury, New Zealand (NZ) provided an assessment of the impact of social investment as a distinctive welfare policy strategy on the gender equality agenda. To do this, it analysed EU childcare policy and welfare benefits for lone parents in NZ. In recent years, the EU and NZ have increasingly made reference to “social investment” in social policy developments which encourage women’s labour force participation and support work-family policies. The central aims of social investment is to invest in children in order to develop their human capital so as to prepare them for future employment and to end the intergenerational transfer of poverty. Such child-centred policy should necessarily concern gender because women continue to do most of the unpaid care. Annick’s research has, however, concluded that EU childcare policies and NZ policies on lone-parents’ welfare benefits have undermined the independently valuable goal of gender equality. Instead these policies have become unidimensional instruments designed to realise economic and demographic aims. The focus on children is moreover furthering a narrow concept of motherhood, which limits possibilities for gender equality.

Happy workers and productive organisations in Europe: a study of European organisations and employees

Professor Tanja van der Lippe of Utrecht University in the Netherlands presented on this highly topical subject drawing on her analysis of data relating to 11,000 employees nested in 260 organizations in nine European countries. Her presentation addressed pressing questions about working from home and the benefits for the employee and the organization: How many hours working from home is optimal, and how can we explain this? Home-working employees sometimes perform better, but an often-cited concern is that working from home leads to social and professional isolation, which is detrimental to performance. Her research examines this concern and looks at how working from home may affect collaboration and the willingness of workers to share crucial job knowledge.

Women’s representation in business leadership

The WWRG co-sponsored with the University of Sydney Business School’s Global Government and Management Research Group, the keynote address by the Workplace Gender Equality Agency (WGEA) to the Second Governance and Management Research Workshop. The WGEA’s Research Director Andrew McMahon and Janin Bredehoeft Senior Research Adviser, explored women’s role in leadership using three years of WGEA data. They demonstrated the underrepresentation of women in management categories as well as the increasing gender pay gaps within more senior roles. Unfortunately many employers are not taking action to identify and address the underrepresentation of women in management and to close the pay gaps, though the presenters did provide some examples of best practice initiatives which they found.



AHRC meeting 2016



AHRC meeting 2016



Mongolian delegation



Mongolian delegation

Panel debate

The end of the year was marked by a panel debate on 'The future of work: who cares?'

The future of work is very topical: yet the impact of automation and digitalisation on the already gendered world of work is rarely debated. Jo-anne Schofield, National Secretary of United Voice, the childcare (and other) workers union joined Business School members Dr Anya Johnson, Associate Professor Catherine Hardy and Alexandra Heron, doctoral candidate, on a panel providing short 'takes' from their research of their ideas about what may influence the future of work for women. Professor Therese Jefferson from the Curtin University Business School was the discussant. Nearly 100 people attended with debate ranging from the impact of emotional labour on workers and workplaces to the role of algorithms in determining future work opportunities for women. The event was chaired by WWRG Deputy Director Associate Professor Rae Cooper who also gave a lively roundup of the WWRG's achievements in 2016, following which was a networking event to celebrate these.

Workshops

The 2015 Childcare Equal Remuneration Decision

The WWRG welcomed Justice Iain Ross, President of the Fair Work Commission, to discuss the Commission's 2015 Equal Remuneration Decision with participants. This was a small invitation only academic workshop promoting serious discussion of the decision.

Australian Human Rights Commission

Kate Jenkins, the newly appointed Sex Discrimination Commissioner came to meet WWRG members to discuss research being undertaken on gender issues at the University and current issues in the gender equality area. It was a very animated and successful event, and well attended by WWRG members from across the University.

The Future of Work

The WWRG organised a small academic workshop to hear from Jim Stanford, Economist and Director of the Centre for Future Work at the Australia Institute about the work which the Institute is doing in this area.

WWRG members' meetings

In keeping with the WWRG constitution adopted in 2014, the WWRG held its third successful AGM in May 2016. The 2016 General Meeting was held in October. At both meetings, an update of activities for the year and plans for the future were discussed. Minutes of Annual General and other General Meetings are publicly available on the WWRG website.

Activities in 2016: external engagement and collaboration

In keeping with its strong engagement with the business, not-for-profit and policy-making communities, WWRG members have fulfilled many speaking engagements to policy makers in these sectors. The main ones are listed below.

Industry

- 'Talk Together – Women, Work and Care in the Asia-Pacific region' the WWRG Director in conversation with Gabriela Ramos, Chief of Staff, G20, Sherpa & Special Counsellor to the Secretary-General, OECD, OECD Forum 2016, Paris, France
- A presentation to the Australian Education Union for International Women's Day 2016
- A presentation to Gilbert and Tobin solicitors, on discrimination at work
- A presentation to the Queensland Gallery of Modern Art
- A presentation to the WAVE (Woman in Adult and Vocational Education) 2016 annual conference
- A presentation to the Public Service Association's annual women's conference
- A presentation to Baker McKenzie solicitors, on flexible working
- A presentation to Maurice Blackburn solicitors, on equal pay
- A presentation to the Male Champions of Change on Domestic Violence policies in the workplace
- A presentation to the conference on Domestic Violence policies in the workplace convened by PricewaterhouseCoopers
- A presentation to Watson Towers solicitors, on flexibility at work
- Panel member, NTEU panel on violence and women at its 2016 National Conference
- Keynote speech to the Breakthrough Conference Victoria on parental leave and care policies
- Keynote speech to United Voice on equal pay
- Keynote speech to the ACTU Executive on 'Gender Equality and leadership in Australian Unions'
- A presentation on 'Gender equality, unions and work', to Unions WA Executive Roundtable
- Keynote speech 'International Women's Day address', Unions WA in Perth
- Panel member, 'New Year for Women Roundtable', convened for NCOSS, NSW
- Keynote speech to Fragomen (Australia) Pty Limited, Global Mobility Network Meeting, 'Gen Y Women and Careers'
- A presentation on 'Managers and flexibility', to the ALERA Conference, Sydney.
- Panel member, 'Diversity at work', Chartered Accountants ANZ
- Keynote speech to Brilliant Business Kids! (Rare Birds)
- Keynote speech at launch of WWRG research report 'Women at Work: Australia & the United States' (with USSC and Macquarie Group)
- Panel member 'Mindfulness (good jobs) and workplaces', Sydney Ideas, University of Sydney



Dr Meraiah Foley

Government

- Keynote speaker at 'Equality Matters' conference, NSW Department of Industry, for International Women's Day
- Keynote speech 'IWD Celebration' Leichhardt Council for International Woman's Day
- A presentation on 'Gender Diversity in work and leadership', Senior Executive Brief, NSW Forestry.
- Keynote speech on 'Flexible equality', Transport for NSW, Senior Executive Briefing.
- **Collaboration with the Delhi School of Economics, University of Delhi**, on women, work and care in the Indian economy.
- **Collaboration with the University of Toronto** to seek a significant grant with other international partners from the Canadian Social Sciences and Humanities Research Council on the impact of domestic violence at the workplace.

International and other academic projects

Within Australia, the WWRG has close links with the Work + Family Policy Roundtable and the Women in Economic and Social Research (WiSER) in Curtin Business School.

WWRG members also have a strong international orientation to Europe, the United States, South Africa and Asia as demonstrated by the following projects.

- **Flexible Careers International Research Network:** WWRG Director Marian Baird and Deputy Director Rae Cooper co-convened this high profile Network bringing together University of Sydney academics, with those from Leeds and Middlesex Business Schools, Bristol Law School, Auckland Law School, MIT and Michigan State University. In continuing this work in 2016, Professors Tomlinson, Berg, Baird and Cooper met in Sydney to further their work in editing a special issue in the prestigious journal, Human Relations on flexible careers.
- **Collaboration on a Canadian Social Sciences and Humanities Research Council grant 'Gender, Migration and the Work of Care: Comparative Perspectives'** led by the University of Toronto.

- The WWRG contributed to **MAMPU: teaching women in leadership in East Asia** as part of the Empowering Indonesian Women for Poverty Reduction (MAMPU) Program, sponsored by the Australian Department of Foreign Affairs and Trade, and delivered by the Sydney Southeast Asia Centre: <http://sydney.edu.au/southeast-asia-centre/>
- The WWRG contributed a seminar on women and work in Australia to a visiting delegation of emerging leaders from Mongolia as part of the **Mongolian Leadership Program**.
- The WWRG Director presented on **women and mid-life employment** to an academic workshop, convened by the Centre of Excellence in Population Ageing Research.

University contributions

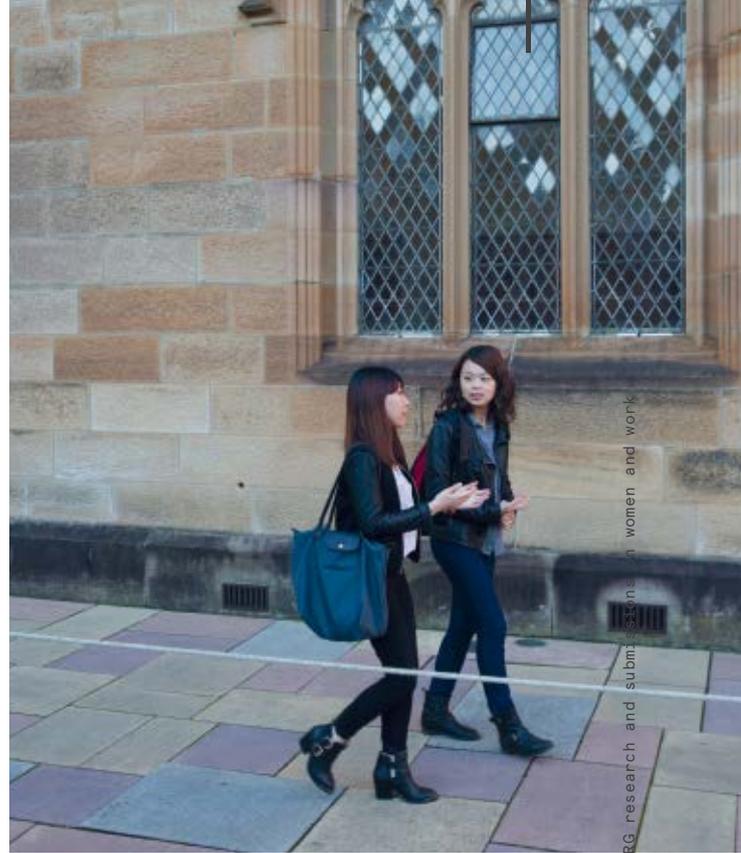
- **International Women's Day Panel Discussion**, University of Sydney Business School, was chaired by the WWRG Deputy Director .
- **Women in leadership in the US and Australia.** The WWRG undertook a joint project with the US Studies Centre on 'Women, work and leadership: outcomes and levers to enable gender equality in careers and leadership.' A high profile launch was held of the project report at Maquarie Bank, with the WWRG Deputy Director Rae Cooper in conversation with former NSW Premier Kristina Keneally.



Dr Meraiah Foley



Sally Hanna Osborne, WWRG Deputy Director
Rae Cooper & Director Marian Baird



WWRG research and submissions on women and work

WWRG research and submissions on women and work

Research Projects

- **Paid Parental Leave analysis.** The WWRG prepared an analysis of the MYEFO proposed federal Government changes to Paid Parental Leave (revised Government proposals in late 2016). This was undertaken by Professor Marian Baird & Dr Andreea Constantin for Fair Agenda.
- An evaluation of the **Women at Sydney - Actively sponsoring culturally and linguistically diverse female leadership program** was concluded.
- **A report and recommendations were delivered to Sydney Water by the WWRG investigating** the potential for boosting women's employment and participation in leadership.
- The **Commonwealth Office for Women:** the WWRG was commissioned to deliver a major literature review on attitudinal drivers for women to enter the workforce which was finalised (though it is not yet public) in 2016.
- **Australian Women's Music Awards and the Media Entertainment and Arts Alliance (MEAA):** the WWRG has been funded (2016-2017) to undertake a literature and desktop analysis of leading practice in the music industry to promote gender equality in the performance, business and technical parts of the industry. The research will inform the inaugural Women's Music Awards in 2017.
- The WWRG has won a large three year grant from the **Department of Foreign Affairs and Trade** 'Investing in Women in Indonesia, Myanmar, the Philippines and Vietnam' with the Sydney Southeast Asia Centre.
- **Australian Human Rights Commission - Diversity in Leadership.** The WWRG Deputy Director worked with the Australian Human Rights Commission (funded by discretionary funding from the Dean of the Business School) to produce a literature review on cultural diversity in leadership and strategies to address deficiencies. The project has resulted in a strong research relationship with the AHRC and a major Blueprint report.



Policy Submissions

The WWRG has submitted four submissions this year to Senate Inquiries on women and work policy issues. These also contribute to maintaining its external profile.

1. To the Inquiry by the Senate Standing Committee on Community Affairs Legislation into the Social Services Legislation Amendment (Budget Repair) Bill 2015 (cutting education allowances to amongst others sole parents) - with the Work + Family Policy Roundtable.
2. On the childcare proposals to the Inquiry by the Senate Standing Committees on Education and Employment into the Family Assistance Legislation Amendment (Jobs for Families Child Care Package) Bill 2015 - with the Work + Family Policy Roundtable.
3. To the Inquiry by the Senate Education and Employment Legislation Committee into the Fair Work Amendment (Gender Pay Gap) Bill 2015.
4. To the Inquiry by the Senate Community Affairs Legislation Committee into the Fairer Paid Parental Leave Bill 2016.

Grants/tenders

- The WWRG Director is a Chief Investigator for the ARC funded **Centre of Excellence in Population Ageing Research (CEPAR II)**, which had new funding granted for seven years, commencing in 2017.
- The WWRG has won a Sydney University Research Engagement (SREI) grant application for university funding, in collaboration with colleagues in the Department of Political Economy for a project 'Australian Woman's Work Futures' for \$150,000.

Domestic Violence@Work

The WWRG is engaged in cutting edge academic, policy and business engagement work in this area to progress the rights of those experiencing domestic violence at work through its Research Affiliate Ludo McFerran. Ludo is the leading Australian authority on this issue and has led the development of Australia's innovative policies and practices in partnership with the ACTU and progressive employers. Ludo monitors the quality of domestic and family violence (DFV) clauses in enterprise agreements and has appeared before the Fair Work Commission as an expert witness on the matter of the ACTU modern award claim for a new right to paid DFV leave. The WWRG is a member of the international Domestic Violence@Work Network and Ludo has attended the 2016 ILO Expert Group Meeting discussions of a gendered violence based international standard that includes domestic violence.

Other DFV projects in 2016 included:

1. Undertaking an analysis for the ACTU of the current DFV clauses in enterprise agreements for the modern award claim.
2. Preparation of material on the impact of domestic violence at the workplace for the Workplace Gender Equality Agency.
3. Providing advice and training on best workplace practice to assist employees experiencing domestic violence for public, private and not for profit organisations.

WWRG media engagement: website, social and other media

WWRG members and the Director and Deputy Director in particular are much cited for their expertise on work and gender issues in the print and broadcast media.

The WWRG Director has played an important part in clarifying to the press the likely adverse impact on women of the proposed reductions by the federal Government to the paid parental leave scheme, mentioned earlier. The Deputy Director has been much interviewed about her research on flexible working and also on the comparison of working women in the US and Australia (a study undertaken with Meraiah Foley and Marian Baird for the US Studies Centre in the University of Sydney).

The WWRG website continues to be an additional route for disseminating research and events held by the WWRG, the Business School and the University as a whole regarding women, work and family issues. It is also a useful resource for those conducting research and policy work in this area.



The Future of Work with Dr Jim Stanford, Centre for Future Work



WWRG members at the WWRG workshop: the Future of Work

Membership of the WWRG

New Members

The WWRG welcomed 6 new University members in 2015:

- Ms Alifa Bandali, Doctoral Candidate, Gender and Cultural Studies/Arts and Social Sciences
- Dr Kay Double, Associate Professor, Biomedical Sciences/Medical Sciences
- Ms Lisa Heinze, Doctoral Candidate, Gender and Cultural Studies/Arts and Social Sciences
- Ms Ludo McFerran, Research Affiliate, WOS/Business School
- Dr Karyn Wang, Postdoctoral Research Fellow, WOS/Business School
- Ms Yuehan Wu, Master's student, Gender and Cultural Studies/Arts and Social Sciences

University of Sydney and Business School Membership

The Business School and the University of Sydney members numbered 55 in 2016. Members are included in a dedicated page on the WWRG website which contains links to member homepages with publication lists. Membership continues to expand across the University beyond the Business School, testifying to the WWRG's growing recognition and relevance.

Member	Position	Discipline/Faculty, University of Sydney
Dr Marian Baird	Professor/Director Researcher	WOS/Business School
Dr Rae Cooper	Associate Professor/Deputy Director	WOS/Business School
Ms Alifa Bandali	Doctoral Candidate	Gender and Cultural Studies/Arts and Social Sciences
Ms Raja Alsaffar	Masters Student	WOS/Business School
Dr Cornelia Beck	Lecturer	Accounting/Business School
Dr Jyotirmoyee Bhattacharjya	Lecturer	Institute of Transport & Logistics Studies/Business School
Ms Vlasta Chiang Soto	Student Adviser	Student Information/Business School
Dr Andreea Constantin	Research Affiliate	WOS/Business School
Dr Teresa Davis	Associate Professor	Marketing/Business School
Dr Kay Double	Associate Professor	Biomedical Sciences/Medical Sciences
Ms Maryanne Duggan	Tutor	WOS/Business School
Dr Bradon Ellem	Professor	WOS/Business School
Ms Susan Ellicott-Darke	Editor/Project Officer	Learning & Teaching/Business School
Ms Sarah Fletcher	Director, Careers Services	Careers and Employability Office/Business School
Dr Meraiah Foley	Doctoral Candidate	WOS/Business School
Dr Michele Ford	Professor	Sydney Southeast Asia Centre
Dr Fiona Giles	Senior Lecturer	Literature, Arts & Media/Arts and Social Sciences
Dr Dimitria Groutsis	Senior Lecturer	WOS/Business School
Ms Sally Hanna Osborne	Doctoral Candidate	WOS/Business School
Dr Catherine Hardy	Associate Professor	BIS/Business School
Ms Lisa Heinze	Doctoral Candidate	Gender and Cultural Studies/Arts and Social Sciences
Ms Alexandra Heron	Doctoral Candidate	WOS/Business School
Dr Elizabeth Hill	Senior Lecturer	PE/Arts and Social Sciences

Member	Position	Discipline/Faculty, University of Sydney
Dr Suzanne Jamieson	Associate Professor	WOS/Business School
Dr Anya Johnson	Lecturer	WOS/Business School
Dr David Johnstone	Professor	Finance/Business School
Dr Jim Kitay	Honorary Associate Professor	WOS/Business School
Dr Angela Knox	Associate Professor	WOS/Business School
Ms Renee Kramer	Executive Assistant	BSRU/Business School
Ms Fiona Krautil	Director	Equity & Diversity Strategy
Ms Amanda Lacey	Doctoral candidate	Centre for Computer Supported Learning and Cognition/ Education and Social Work
Dr Russell Lansbury	Emeritus Professor	WOS/Business School
Dr Jane Le	Senior Lecturer	WOS/Business School
Dr Margaret Matanda,	Associate Professor	Business Education/ Business School
Ms Ludo McFerran	Research Affiliate,	WOS/Business School
Dr Susan McGrath-Champ	Associate Professor	WOS/Business School
Ms Josette Moffat	Senior Manager	Talent & Organisational Development/Human Resources
Dr Maree Murray	Director	Wingara Mura Leadership Program
Dr Sabina Nielsen	Professor	International Business/Business School
Ms Tanya O'Dea	Masters Student	WOS/Business School
Dr Kate O'Loughlin	Associate Professor	Behavioural & Social Sciences in Health/Health Sciences
Ms Sally Hanna Osborne	Doctoral Candidate	WOS/Business School
Soehang Pak	Doctoral Candidate	Social Policy/ Arts and Social Sciences
Dr Joellen Riley	Professor	School of Law
Dr Lorraine Rivlin	Tutor	WOS/Business School
Dr. Stuart Rosewarne	Chair of Discipline	PE/Arts and Social Sciences
Ms Anmol Saini	MBA student	Business School
Ms Despina Sfakinos	Tutor	Business Program Unit/Business School
Dr Belinda Smith	Associate Professor	School of Law
Dr Diane van den Broek	Associate Professor	WOS/Business School
Dr Sandra van der Laan	Associate Professor	Accounting/Business School
Dr Archana Voola	Postdoctoral Fellow	Education and Social Work
Dr Karyn Wang	Postdoctoral Research Fellow	WOS/Business School
Ms Yuehan Wu	Master's student	Gender and Cultural Studies/Arts and Social Sciences
Dr Jeaney Yip	Lecturer	Marketing/Business School

Additionally, in 2016 the WWRG has continued its close ties within the University with:

- the Sydney Southeast Asia Centre (SSEAC)
- the US Studies Centre
- the University of Sydney Equity and Diversity Unit
- the Health Sciences Department
- the Department of Political Economy
- the Gender and Cultural Studies Department
- the Menzies Centre for Health Policy

International Associate Members

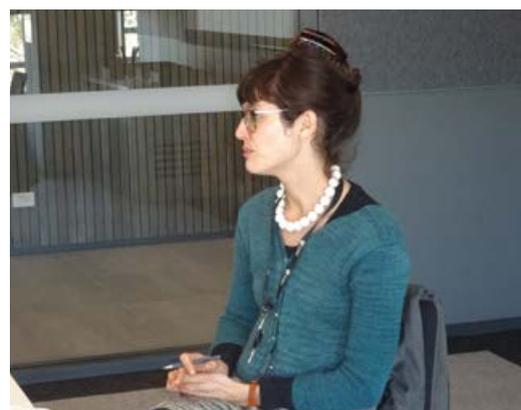
- **Agnieszka Althaber PhD candidate**, Freie Universität Berlin
- **Professor Dominique Anxo**, Departments of Economics & Statistics, Linnaeus University, Sweden
- **Professor Lotte Bailyn (Emerita)**, MIT, USA
- **Professor Peter Berg**, Michigan State University, USA
- **Professor John Budd**, University of Minnesota, USA
- **Dr Lisa Dancaster**, University of Kwa Zulu Natal, South Africa
- **Professor Linda Dickens**, Warwick Business School, University of Warwick, UK
- **Professor Judy Fudge**, Kent Law School, University of Kent, UK
- **Professor Bernard Fusulier**, Louvain University, Belgium
- **Professor Lonnie Golden**, Pennsylvania State, Abington
- **Professor Geraldine Healy**, Queen Mary University of London, UK
- **Ms Ariane Hegewisch**, Study Director, Institute for Women's Policy Research, Washington DC, USA
- **Professor Susan Himmelweit (Emeritus)**, Faculty of Social Sciences, the Open University, UK
- **Dr Jean Jenkins**, Senior Lecturer in HRM, Cardiff Business School, Wales
- **Professor Gill Kirton**, Professor of Employment Relations School of Business and Management, Queen Mary University of London
- **Professor Suzan Lewis**, Middlesex University, UK
- **Professor Tanja van der Lippe**, Utrecht University, Netherlands
- **A/Professor Annick Masselot**, Canterbury University Law Department, New Zealand
- **Professor Ruth Milkman**, CUNY, USA
- **Dr Susan Milner**, Reader in European Politics, University of Bath, UK
- **Dr Pamela Robinson**, Lecturer in Comparative Employment Relations, Department of Strategic and International Business, Birmingham University, UK
- **Professor Jill Rubery**, Manchester Business School, UK
- **Professor Jennifer Tomlinson**, Leeds University Business School, UK
- **Professor Mark Stuart**, Director, Centre for Employment Relations Innovation and Change, Leeds University, UK
- **Professor Leah Vosko**, Canada Research Chair in the Political Economy of Gender and Work, York University, Canada
- **Dr Malina Voicu**, Senior researcher, GESIS Leibniz Institute for the Social Sciences, Data Archive for the Social Sciences in Cologne, Germany
- **Professor Sue Yeandle**, Director of the Centre for International Research on Care Labour and Equalities (CIRCLE), the University of Sheffield, UK

Mailing list

In 2015 the WWRG had over 600 people on its mailing list locally and internationally, comprising academics, policymakers, members of community organisations, union officials, industry representatives, business representatives and unions.



WWRG meeting attendees



Dr Anna Boucher presenting to the WWRG



Academic leadership: members' research and its dissemination

With the University of Queensland and others, the WWRG Director won an ARC Linkage Grant (2013-2016), 'Enhancing mothers' engagement with the workforce in the preschool years'. Her work on this and the now completed Government funded evaluation of the Paid Parental Leave Scheme has resulted in a range of research outputs which have been disseminated within Australia and internationally (see journal articles and reports below).

With colleagues from the Department of Political Economy, the China Studies Centre and the Sydney Southeast Asia Centre, the WWRG won a University funded SyReNS project in 2014. This resulted in an international two-day workshop early in 2015. Resulting from this, an edited book on women, work and care in several Asia-Pacific countries is in press and will be published in 2017.

WWRG involvement in the **renewed funding for the Centre of Excellence in Population Ageing Research (CEPAR II)** and WWRG's significant role in the **Flexible Careers International Research Network** have been described earlier in this Review.

The major research outputs of WWRG members relating to women, work, care and community in 2016 include those below.

Book sections

- **Baird M** 2016 'Maternity, Paternity and Parental Leave' in A Wilkinson & S Johnstone (eds) *Encyclopaedia of Human Resource Management*, Edward Elgar, Cheltenham, United Kingdom.
- **Baird M** 2016 'Policy Tensions: Women, Work and Paid Parental Leave' in K Hancock and R D Lansbury (eds) *Industrial Relations Reform: Looking to the Future*, Federation Press, Sydney, Australia.
- **Cooper R** 2016 'Dead, Buried, Cremated and Exhumed?' *Consensus in Industrial Relations Policy and Politics in Australia 2007-2015* K Hancock and R D Lansbury (eds) *Industrial Relations Reform: Looking to the Future*, Federation Press, Sydney, Australia.
- **Rosewarne S** 2016 'Transnationalization and the Capitalization of Labor: Female Foreign Domestic Workers' in Zahra Meghani (ed) *Women Migrant Workers: Ethical, Political and Legal Problems*, Routledge.

Journal Articles

- Dancaaster L and **Baird M** 2016 'Predictors of the adoption of work-care arrangements: A study of South African firms', *International Journal of Human Resource Management*, vol.27:4, pp. 456-75.
- Good L and **Cooper R** 2016 "But it's your job to be friendly!' Young service sector employees responding to sexual harassment', *Gender, Work and Organization*, vol.23:5, pp. 447-69.
- **Heron A** and Charlesworth S 2016 'Effective protection of pregnant women at work: Still waiting for delivery?', *Australian Journal of Labour Law*, vol.29:1, pp. 1-24.
- **Johnson A**, Nguyen H, Groth M, Wang K and Ng J L 2016 'Time to change: a review of organisational culture change in health care organisations', *Journal of Organizational Effectiveness: People and Performance*, vol.3:3, pp. 265-88.
- Nguyen H, Groth M and **Johnson A** 2016 'When the Going Gets Tough, the Tough Keep Working: Impact of Emotional Labor on Absenteeism', *Journal of Management*, vol.42:3, pp. 615-43.
- **Voola (née Jetti) A** 2016 'Gendered poverty and education: Moving beyond access to expanding freedoms through microfinance policy in India and Australia', *International Education Journal: Comparative Perspectives*, vol.15:1, pp. 84-104.

Reports

- **Cooper R, Foley M and Baird M** 2016 'Women at work: Australia and the United States', United States Studies Centre, the University of Sydney.

Conference Papers

- Milner S, **Cooper R, Baird M and Heron A** 2016 'Gender pay reporting: institutions, mechanisms, and organisational change', *Gender, Work and Organization 2016 9th Biennial International Interdisciplinary Conference*, Keele University, Keele, United Kingdom, 1st July 2016.
- Yerkes M, **Baird M** and Whitehouse G 2016 'Employer-paid maternity leave post-parental leave legislation: influences on private sector provisions', *Work and Family Researchers Network WFRN Conference on "Careers, Care, and Life-Course 'Fit': Implications for Health, Equality, and Policy"*, Washington, D.C., United States, 25th June 2016.
- **Baird M** 2016 'Talk Together – Women, Work and Care in the Asia-Pacific region' in conversation with Gabriela Ramos, Chief of Staff, G20, Sherpa & Special Counsellor to the Secretary-General, OECD, *OECD Forum 2016*, Paris, France, 1st June 2016.
- **Cooper R** 2016 'Women in unions in Australia: From marginal unionists to the union heartland?', *Gender, Work and Organization 2016 9th Biennial International Interdisciplinary Conference*, Keele University, Keele, United Kingdom, 1st July 2016.
- **Cooper R** 2016 'Workplace flexibility: The role of managers', *Australian Labour and Employment Relations Association National Conference*, Sydney, Australia, 28th May 2016.
- **Groutsis D, Bertone S and van den Broek D** 2016 'The Neglect of Cultural Diversity: A Comparative Study', *Equality, Diversity and Inclusion Conference*, Nicosia, Cyprus, 24th June 2016.



WWRG meeting attendees



WWRG meeting on domestic violence at work



WWRG Research Affiliate Ludo McFerran

Seminar Papers

- **Cooper R and Heron A** 2016 'Women, Work and Care in Australia', Queen Mary University of London Centre for Research in Equality and Diversity Seminar Series, London, United Kingdom, 6 July 2016.
- **Heron A** 2016 'Mind the Gap, some comparisons of the Gender Pay Gap in Australia and Britain and institutional arrangements for tackling it', Presentation to the Centre for Research in Equality and Diversity (CRED), Queen Mary, London, United Kingdom, 23 March 2016.

PHD Students and Early Career Researchers

In 2016 the WWRG provided quality research and doctoral training opportunities as well as having a focus on supporting early career researchers. In 2016 there were four PhD students. Congratulations to Meraiah Foley for completing her PhD in 2016.

Meraiah Foley

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

Women with young children are significantly more likely to be self-employed than other female workers in Australia, at least for a period of their lives. This study applies a theoretically-informed thematic analysis to the career narratives of 60 self-employed mothers to answer the central research question: what motivates some women to become self-employed after motherhood? Drawing on the

predominant push-pull theory of entrepreneurship, and the sociological literature examining the work-family nexus, this study proposes that women fall into four motivational categories based on the extent to which self-employment is a proactive or reactive response, grounded in the women's preferences for career, family, or both. The study finds that women's motivations for becoming self-employed after motherhood are heterogeneous, and do not fit a single, family-driven narrative. However, for a majority of women, the transition to self-employment is motivated by a complex interplay between their preferences for career and family, in a context of constraint rather than choice.

Mihajla Gavin

The Strategic Response of the New South Wales Teachers' Federation in Times of Neoliberalism: The Case of Teachers' Work and Conditions

This thesis investigates how the New South Wales Teachers' Federation has strategically responded to neoliberal educational reform that has affected the work and conditions of public school teachers in New South Wales since the mid-1980s. This research will analyse how the Federation has protected and advanced the interests of their members and the teaching profession overall in the last 30 years across key areas such as salaries, staffing and professional status. It will also consider how the union's organisational structures and decision-making processes can support the role and experience of women within the Federation.

Alexandra Heron**Organisational responses to employees' eldercare responsibilities**

Alexandra's thesis examines the interaction of government policy (on eldercare) with organisational policy in this area. The thesis also explores the role of line managers in mediating the relationship between government and organisation policy and employee needs. It asks how external and internal institutional and regulatory pressures and policies influence practice in organisations in relation to eldercarers' responsibilities and how gender norms interact with these. This work is timely as there is currently little known about how, (and how effectively), organisations are responding to employee eldercare responsibilities in Australia at a time when eldercare needs are increasing.

Sally Hanna Osborne**The Workplace Health and Safety of Women Paramedics**

Paramedics play a critical role in the emergency service and health care systems in Australia, and demand for ambulance services has grown significantly in recent decades. The paramedic occupation in Australia was exclusively male for most of the 20th century but there has been a dramatic increase in the number of women working as paramedics in recent decades. Researchers are yet to explore masculinist organisational cultures and behaviours amongst paramedics in the Australian context, and moreover, are yet to explore the implications of organisational masculinities for women paramedics' work health and safety outcomes and experiences. This thesis seeks to address the dearth of research focusing expressly on women paramedics' health and safety experiences by giving voice to the perspective of the female paramedic.

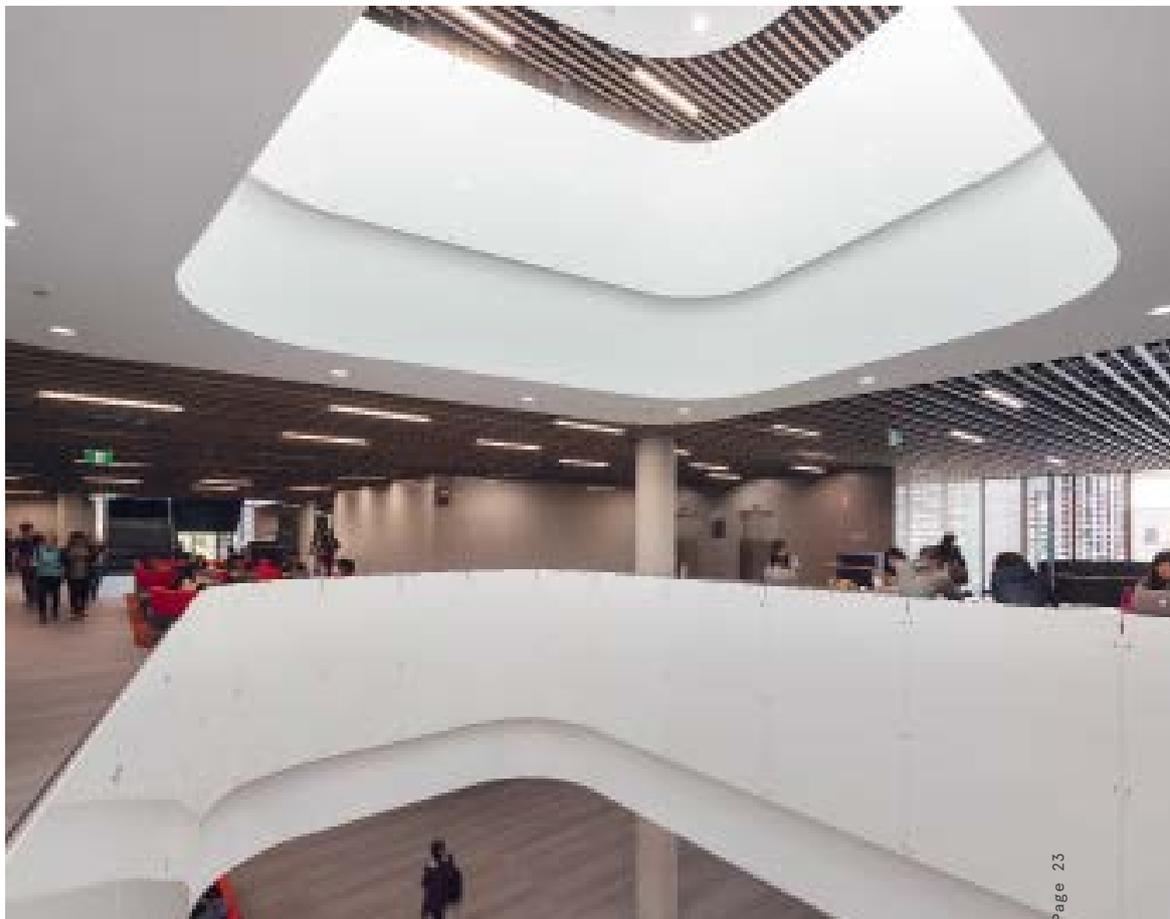


WWRG end of year event

Future plans

From 2017, the Women and Work Research Group will become the Women, Work and Leadership Research Group to reflect more accurately its wide research remit which also includes women in leadership and senior management. In its new form, it will continue the popular seminar and roundtable series and respond to policy debates as they emerge.

To celebrate International Women's Day, in March 2017 the WWLRG will collaborate with the Business School to hold a conversation around the role of individuals, business and society in addressing barriers to gender equality. Internationally renowned scholars from the UK and Sweden will also give seminars during the first half of the year.



The University of Sydney Business School
sydney.edu.au/business

Women and Work Research Group
sydney.edu.au/business/research/wwrg

sydney.edu.au

The University of Sydney

CRICOS 00026A