



Submission to the Senate Select Committee on the Future of Work and Workers

The Women, Work and Leadership Research Group

Professor Marian Baird, Co-Director, the Women, Work and Leadership Research Group
Professor Rae Cooper, Dr Elizabeth Hill, Professor Elspeth Probyn and Professor Ariadne
Vromen

The University of Sydney, Business School

- Contacts:
Marian Baird
Rae Cooper
Liz Hill

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

The Women, Work & Leadership Research Group (WW&LRG) at the University of Sydney Business School provides a focal point for collaboration between leading scholars, business practitioners and policy makers with an interest in women and work, in building more equitable workplaces and more sustainable careers for women.

The WW&LRG engages closely with debates about the megatrends impacting the workforce, including the feminisation of the workforce, population ageing, flexibility and technological change and emerging issues which lead to changing expectations of employers, employees and of the organisation of work.

The debate about the future of work in Australia has been blind to the issues that women face, in particular the tensions resulting from achieving career growth combined with meeting expectations of reproduction and care.

In 2017 the WWLRG commissioned a survey and focus groups to examine the expectations and experiences of young Australian women about work and their futures at work: **The Australian Women's Work Futures Study**.

We provide a much needed focus on women, particularly younger women (aged 18-40). The results show that young Australian women are willing and enthusiastic to engage in the paid workforce over their life course, but face a number of hurdles including, lack of respect at work, training and skill development and flexibility options.

An analyses of the results of this study and our recommendations presented to the ILO's Conference on the Future of Work for Women in South East Asia (January 2018) are attached for the consideration of the Senate Select Committee. The full report of **The Australian Women's Work Futures** report is available from March 6th at

<http://sydney.edu.au/business/research/wwlrg> (Please note, the report is embargoed until that date.)

Yours sincerely,