



## Work and Equalities Institute

### Second Annual Lecture

# Young women and men and the future of work and family formation

Professor Marian Baird

University of Sydney

Tuesday 4<sup>th</sup> June

4pm to 6pm (tea and coffee at 3.45pm)

Room: 3.006a

Canapés to follow



Most literature and public debate on the future of work revolves around the impact of technology, potential for job loss, changes in work design and new concepts of organisation and leadership. There is much less analysis of the gendered implications of work and labour market change. Using survey data from the Australian Working Women's Future project, with a sample of 2,100 women and 500 men, augmented with focus group data from women in high and low skill, secure and precarious jobs, this presentation will focus on the experiences and expectations of young workers (16-40 year olds) in Australia.

The results highlight the discrepancies between women's and men's current experiences at work and some similarities in how they foresee the future of work and family formation. Our survey data show a convergence between men and women who are parents and young women who are not parents stating the importance for their futures of flexibility and work-family leave policies. Our qualitative data suggest having children is considered in similar ways by young women, regardless of skill level and job security, with the opportunity cost of child bearing versus work, and costs associated with child care and housing rating high in their considerations. These results portend a change in gender relations amongst younger working parents and have implications for policy at state and firm levels about work and family formation.

## About the speaker

Marian Baird AO became Professor of Gender and Employment Relations in 2009, distinguishing her as the first female professor in industrial relations at the University of Sydney. In 2018 Marian is a **Pro-Chancellor** of the University of Sydney and a Fellow of the Senate of the University of Sydney. She is Head of the [Discipline of Work and Organisational Studies](#) and Co-Director of the [Women, Work and Leadership Research Group](#) in the University of Sydney Business School. Marian is a Fellow of the Academy of Social Sciences of Australia (ASSA), a Co-Editor of the [Journal of Industrial Relations](#) and past-President of the Industrial Relations Society of New South Wales. She is editor of the policy series of Sydney University Press and she has been visiting scholar at MIT, Michigan State University, University of Nottingham, Leeds University Business School and Queen Mary University of London Business School.

Marian was awarded an AO (Officer of the Order of Australia) for outstanding services to improving the quality of women's working lives and for contributions to tertiary education in 2016. In 2018, Marian was named in [Apolitical's Top 100 Most Influential People in Gender Equality](#) list. In 2014 she received the Edna Ryan Award for making positive change for women in the workforce, in 2013 she received the AFR/Westpac Women of Influence Award in Public Policy, and in 2015 and 2003 she won the University of Sydney's Business Schools most engaged researcher awards.

Marian is one of Australia's leading researchers in the fields of women, work and care. She is CI on a number of significant research grants, including the Centre of Excellence on Population Ageing Research (CEPAR) and The Australian Women's Work Futures project. Marian is a very engaged researcher, working with many government departments, organisations, unions and not-for-profits to improve the position for women in the workforce and society.