

## **AIRAANZ Stream proposal:**

### **Workplace Gender Equality: Where are we now, and where to next?**

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Gender inequality in the workplace remains stubbornly persistent in relation to occupational, professional and industry segregation; pay; the distribution of work and care; and harassment and other forms of violence against women (Kaine, 2016, 2017; Kaine and Boersma, 2018; Williamson, Foley and Cartwright, 2019). Regulation and policy have not adequately addressed the drivers and outcomes of these inequalities. This stream, and resulting publications, aim explicitly to advance understanding of the current barriers to gender equality and to understand future enablers for change. Papers submitted to this stream may be empirical or theoretical, but must address the following questions: ‘where are we now?’ and ‘where should we go next?’, in terms of research and practice on workplace gender equality in the following areas:

- **Occupations, professions, and industries:** What can be done to address occupational gender segregation? What are challenges of achieving gender equality in feminised and/or male-dominated industries?
- **Pay:** What is the state of pay equity across the globe? What are the pay equity regimes in different national contexts? How well do regulatory regimes serve the purpose of ameliorating gender pay inequality?
- **Work and care:** How can governments and organisations equalise the provision of care between men and women and/or increase gender equality in household decision making? Are there caregiver penalties for women and/or men, and do they differ? How does organisational policy impact on gendered access to flexible working opportunities, for women and men? What is the experience of work and care for LGBTIQ+ people? How do culturally and linguistically diverse (CALD) and First People women and men experience gender equality at work?
- **Violence against women:** How do sexual harassment and other forms of violence against women affect targets? How do workplaces deal with sexual harassment and how effective is this? How have movements like #MeToo affected the experience of targets or the policy and practice of organisations?
- **Regulation and policy:** How might unions, collective bargaining, and government regulation shape the contours of gender equality at work? Can we construct a gender equitable future of work? What is the role of institutions, organisations, and

individuals in this process? How will technological change and increased automation affect employment opportunities for men and women?

The conveners of the stream are editing a special issue of the *Journal of Industrial Relations* (for publication in late 2021). Papers accepted in this stream may be considered for submission to this SI at a later date, as will other papers responding to a later open call.

**References:**

Kaine S (2016) Women, work and industrial relations in Australia in 2015, *Journal of Industrial Relations*, 58(3): 324-339.

Kaine S (2017) Women, work and industrial relations in Australia in 2016. *Journal of Industrial Relations*, 59(3): 271-287.

Kaine S and Boersma M (2018) Women, work and industrial relations in Australia in 2017. *Journal of Industrial Relations*.

Williamson S, Foley M, and Cartwright N (2019) Women, work and industrial relations in Australia in 2018. *Journal of Industrial Relations* <https://doi.org/10.1177/0022185619834051>