



THE AUSTRALIAN NATIONAL UNIVERSITY



*families*  
australia

# WORK, FAMILIES & WELLBEING

Families Australia  
Family Issues Series  
No. 1

Report

May 2006

Families Australia is the national peak not-for-profit organisation dedicated to promoting the needs and interests of families.

Families Australia prepares reports on contemporary family issues, drawing on expert forums, focus groups, and in-house research. The results are shared broadly, including with Families Australia Members, the family and community sector, business and governments at all levels.

Titles in the *Family Issues* series:

Report 1: *Work, Families and Wellbeing* (May 2006)

Report 2: *Grandparenting: present and future* (December 2006)

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## **Work, Families and Wellbeing**

### **1. Summary**

The 2<sup>nd</sup> Work, Families and Wellbeing Forum on 4 and 5 May 2006 involved over 50 high level participants from public, private, community, union and academic sectors from Australia and overseas.

Issues raised included: the looming problem in elder care, access to high quality children's services, the relationships between job quality and wellbeing (for adults and children), and the importance of cross-government and cross-sectoral approaches.

Ideas for the future included: developing a more robust business case demonstrating financial and human benefits of better work/family practices, addressing research gaps, and establishing a clearinghouse for information on practice and research to practically assist public, private and community sectors.

Participant feedback was highly favourable, with a strong wish for another such gathering which engages all key sectors.

### **2. Aims**

The 2<sup>nd</sup> Work, Families and Wellbeing Forum was held at The Australian National University on 4 and 5 May 2006. It was an initiative of the National Centre for Epidemiology and Population Health (NCEPH) and Families Australia. The principal aims were to showcase latest Australian research and, by involving representatives from business, government, academia, unions and the community sector, generate a well-balanced discussion to encourage greater public debate and uptake of practical ideas to enhance the balance between work and family life.

### **3. Participants**

There were over 50 participants from Australia and overseas. Presenters and discussants included: Professor Linda Duxbury, Professor at the School of Business at Carleton

University in Canada, Dr Willem Adema, Head of Asian Social and Health Outreach in the OECD's Directorate for Employment, Labour and Social Studies in Paris, Dr Alison Morehead, Head of the Parent Policy Branch of the Department of Employment and Workplace Relations, Ms Maxine Lacey, Diversity Manager, AMP, Professor Alan Hayes, Director, Australian Institute of Family Studies, Professor Barbara Pocock, University of South Australia, Associate Professor Jan Nicholson, Griffith University, Ms Robyn McKay, Head of Social Policy Group, Department of Families, Community Services and Indigenous Affairs, Ms Sharan Burrow, Federal President of the Australian Council of Trade Unions, and Dr Lyndall Strazdins, Research Fellow, NCEPH, Canberra. Ms Pru Goward, Federal Sex Discrimination Commissioner gave a dinner presentation on the work of the Human Rights and Equal Opportunity Commission in relation to work and family. A full list of participants is attached.

The organisers wish to thank all participants for their involvement. The organisers would have liked to have seen involvement in the Forum by some key central government agencies as well as by larger private sector companies and peak business organisations, and would encourage a wider level of participation in the event that another Forum is conducted.

The organisers wish to gratefully acknowledge the support of the Public Health Education and Research Program Innovations Grant "Lifecourse Perspectives on Health", the Department of Health and Ageing, the ANU College of Medicine and Health Sciences, the Department of Families, Community Services and Indigenous Affairs, the ACT Human Rights Office, and Coles Myer Limited.

#### **4. Structure**

The Forum, which was conducted under Chatham House rules to ensure confidentiality and encourage free-flowing discussion, comprised six main sessions: work/life balance initiatives in Canada; latest Australian research on work, families and health; linking research and policy; 'babies and bosses' – findings and insights from the OECD's review of work and family; 'beyond the balancing act' – discussion on the key challenges in the

work, family and wellbeing arena; and, synthesis and open discussion – where is there consensus? What are the gaps?

## **5. Presentations – some ideas arising**

All formal presentations can be viewed on the Families Australia website. The following section lists a series of issues and ideas raised in various presentations as noted by the organisers, and should not be taken to represent the views of any one participant or participants, nor the consensus of the Forum.

- Demographic changes in Australia seem likely to add pressure on employers to offer better work/family conditions. This is already happening in some overseas countries where incentives are offered to employment in low labour supply markets.
- A major issue ahead for Australia is coping with the ageing population and elder care. Elder care issues will impact upon men as well as women. Increasingly, men will find they are confronted by the need to decide about work/life/family balance issues.
- Young people's attitudes to work appear to be changing – older notions of loyalty to one or a limited number of employers may be reducing and increasingly dependent on employer ability to offer better work practices.
- The 'baby boomers' are finding that they are increasingly sandwiched between child rearing and elder care responsibilities.
- There is a strong business case for improved work/family practices in some countries (eg Canada), but the aggregate costs of doing nothing are yet to be recognised widely in Australia.
- The health costs of overload and work/family difficulties are significant. They impact upon business functioning and productivity, and so should be included in the business case. They affect the nation in terms of health care costs, both mental and physical. In the future this will reduce participation and the capacity of older adults to continue working, posing a serious problem in the context of the aging population and skill. Shortages. It was noted that in Australia the health costs are notably absent in debate.
- There is no current and adequate Australian survey of workplace or industry conditions that track work/life balance issues.

- The major drivers of poor work/family balance appeared to be: workload, managers' attitudes, and workplace culture.
- Australian research points to a strong linkage between high quality jobs (eg in terms of perception of control) and high levels of ability to cope and lower levels of depressive illness.
- There appears to be a link between job quality and child wellbeing.
- Optimal wellbeing is positively related to quality jobs where there is engagement and control.
- Research suggests a link between non-standard work hours and heightened levels of work/family stress.
- Mothers still undertake the bulk of household responsibilities. Without major attitudinal changes (especially young men), women will be hindered in finding work and continue to bear disproportionately high costs of juggling work and family responsibilities.
- Gender is an important factor in the work/family debate – it is a matter of concern that women enter retirement with far less savings than men, due mainly to having to undertake part-time work as a result of child care responsibilities.
- Good family/work policies require a cross-government approach (based on OECD experience).
- Greater thought could be given to offering a continuum of support to parents and carers at various stages of the caring lifecycle.
- More attention is required on the needs of low income families in the work and family debate.
- Children's services could be funded by employers too – that occurs in some OECD countries.
- Paid universal maternity leave, including in the private sector, would advance work/family balance.
- Costs of improved family/work practices on the part of businesses (especially small business) could be subsidised by government.
- Young 'teens' require special focus in terms of after school care before parents arrive home after work as well as in relation to school holiday care.

- State and Territory governments, as well as the Federal government, have important roles to play in improving work/family practices.
- Talk of ‘work/family balance’ is restrictive – it may be better to talk about work and life.
- In future, many people will have to become carers; that brings its own difficult questions, eg ‘what will happens to us?’
- The ‘care’ economy exists alongside the market economy: it is useful to see them as equally interconnected and the care economy recognised as subsidising the market economy.

Particularly strong feedback was received during and after the Forum that there should be far greater engagement on the issue of work and family by the business and government sectors, and that the business case and costs (also to the nation) need to be made louder and clearer. The case should highlight in financial and human resources terms the health and productivity costs of failing adequately to address the issues.

## **6. Ideas about ways forward**

As with the foregoing section, the following ideas were raised in the Forum, but do not necessarily represent the views of any one participant or participants, nor the consensus of the Forum. The following list contains ideas for further policy action, research and service delivery.

- A more robust and comprehensive *business case* should be developed in Australia to highlight the financial and human costs and benefits of better work/family practices. The business case should be made at industry level as well as whole-of-economy level. This work should include consideration of the costs of doing nothing and the costs of better practices (including who should pay).
- More work is required to identify and fill *research gaps*, eg on elder family care needs. Attention should be given, for example, to the needs of people without partners who have elder care responsibilities (eg what happens to them in terms of how

work/life balance looks?). The Australian Workplace Industrial relation Survey (1995) should be repeated.

- The *health and wellbeing of children* needs to be emphasised in future policy development, including the synergies between the health and wellbeing of parents and their children. Paid maternity leave is important. High quality, accessible and affordable child services are vital to improved workforce and work/family outcomes.
- Government is encouraged to take a leading role in an *integrated approach* to work/family issues.
- A clearinghouse for *information on practice and research* (one stop shop) could be helpful across public, private and community sectors.

Participant feedback was highly favourable, with a wish for another such gathering which engages all key sectors and which includes more opportunity for open discussion. In the event that another Forum is run in the next 1-2 years, the organisers hope for broader participation, especially from across Federal and State government and the business sectors.

**2<sup>nd</sup> Work, Families and Wellbeing Forum 4-5 May 2006: Participants**

<b>Speakers, Discussants, Chairs at Forum</b> # denotes a speaker	Families Australia	The University of New South Wales	Mr Roger Barson FACSIA
	Ms Sally Moyle# Human Rights and Equal Opportunity Commission	Dr. Marian Baird# The University of Sydney	Ms Helen Moyle FACSIA
	Ms Jenny Earle# ACT Human Rights Office	Professor Barbara Pocock# University of Adelaide	Mr Michael Kortt FACSIA
	Ms Maxine Lacey AMP	Ms Prue Warrilow# National Association of Community Based Child Care	Ms Bev Orr Families Australia
	Ms Sharan Burrow Australian Council of Trade Unions	Dr. Lyndall Strazdins# National Centre for Epidemiology and Population Health	Assoc Prof Gillian Whitehouse# University of Queensland
	Professor Alan Hayes Australian Institute of Family Studies	Dr. Dorothy Broom# National Centre for Epidemiology and Population Health	Ms Lynne Wannan VCC
	Dr. Matthew Gray# Australian Institute of Family Studies	Dr. Willem Adema# OECD	<b>Attendees</b> Prof Judy Wacjman ANU
	Professor Linda Duxbury# Carleton University Canada	Ms Lee Emerson Office for Women	Ms Julie Smith ANU
	Dr Sara Charlesworth# CASR	Dr. Jan Nicholson Queensland University of Technology	Ms Dorrit Schultz Australian Federal Police
	Ms Helen Innes Department of Employment and Workplace Relations	Ms Pru Goward# Sex Discrimination Commissioner	Mr Tony Cotton Australian Federal Police
	Dr. Alison Morehead# Department of Employment and Workplace Relations	Ms Thérèse Bryant Shop, Distributive and Allied Employees' Association	Mr Michael Alexander Australian Institute of Family Studies
	Mr Peter Morris Department of Health and Ageing	Ms Megan Kingham The Australian Gas Light Company	Dr Jennifer Baxter Australian Institute of Family Studies
	Ms Robyn McKay FACSIA	Professor Peter Brandon# The Australian National University	Ms Drew Menzies- McVey Canadian High Commission
	Mr Brian Babington# Families Australia	Professor Michael Bittman#	Ms Stephanie Rollason DEWR
	Ms Sandie de Wolf#		Ms Sandra Jackson DEWR

# Work, Families & Wellbeing Forum



## Program

4-5 May 2006

Old Canberra House, Acton





# Work, Families and Wellbeing Forum

Canberra, Australia

4-5 May 2006

The National Centre for Epidemiology and Population Health (NCEPH), in conjunction with Families Australia, are convening a second Work, Families and Wellbeing Forum in May 2006.

Unprecedented social, demographic and economic changes over the last decades have lent urgency to how people, especially parents, manage their work and family commitments. Furthermore, future prosperity and wellbeing will depend on how nations deal with fertility and an ageing population, and better work and family practices will be integral to the solution. These issues are being addressed in a variety of legal, research and policy contexts, nationally and internationally.

The 2006 Forum will be the second in a series of gatherings to examine the issues surrounding work and families. The principal aims of the 2006 Forum are to showcase latest Australian and international research on work, family and wellbeing, and, by involving representatives from business, government, families, academia, equal opportunity and human rights, unions and the community, to generate balanced discussion and encourage common understanding of the issues.

This second forum aims to not only consolidate policy-research-practitioner linkages, but also to ensure these are informed by international and comparative perspectives. It is intended to publish a discussion paper, which will be presented to the Australian Government and other stakeholders.

## Aims

The Forum aims to:

- present the latest Australian and international research evidence on work, families and wellbeing;
- consider the intersection of economic, social and health policy agendas;
- engage with key policy challenges associated with demographic, industrial and social trends;
- encourage dialogue and collaborative working between academic researchers and policy analysts across key sectors; and
- identify research gaps and future priorities.

The Forum provides an opportunity for those in a range of policy, research, business and community roles to hear from each other, and identify and debate key issues in the area of work, families and wellbeing.



## PRESENTERS



### *LINDA DUXBURY*

Linda Duxbury is the leading Canadian researcher in work and family issues. She is a Professor at the School of Business, Carleton University. She is the principal investigator of a three-University research team that has recently completed a major study on balancing work and family. Dr. Duxbury has published widely in the areas of work-family conflict, supportive work environments, stress, telework, and supportive management. Dr. Duxbury is also currently conducting research which evaluates the organizational and individual impacts of E-mail, portable office, cellular telephones, telework, compressed work week, flextime, shiftwork, regular part-time work and on-site day care programs, and studying what makes a "supportive" manager. She received a BSc and MSc in Chemical Engineering and a PhD in Management Sciences from the University of Waterloo.



### *WILLEM ADEMA*

Willem is currently Head, Asian Social and Health Outreach, OECD Directorate for Employment, Labour & Social Affairs, Paris. He has written extensively on a wide range of labour market, fiscal and welfare policy issues and was editor of the first issue of *Society at a Glance: OECD Social Indicators*. More recently he was project manager and editor of the OECD *Babies and Bosses* Reviews on the reconciliation of Work and Family Life in OECD countries. Willem is responsible for the OECD Social Expenditure Database for which he developed the framework for analysis of private and net (after tax) social spending indicators, and he is also responsible for the development of an on-line OECD database on Family Outcomes and Family Policies in 2006. He graduated from the Erasmus Universiteit in Rotterdam, and holds a doctorate from St Edmund Hall, University of Oxford. Willem is married to Caroline with two sons: Andries and Ruben.



### *SANDIE DE WOLF*

Sandie de Wolf is Chair of Families Australia, a national body set up to advise the Federal Government on family policy. She is a member of the Ministerial Advisory Committee on Child and Family Support; the DHS Sector Development Plan Reference Group; Chair of the Workforce Working Group; and Secretary of the Child and Family Welfare Association of Australia (CAFWAA). Sandie was appointed Chief Executive Officer of Berry Street Victoria, the largest independent child and family welfare organisation in Victoria, in 1994. In 2001, Sandie was awarded Life Membership of the Children's Welfare Association of Victoria and the Vida Goldstein Award for Women in the Professions – Welfare.



### *DOROTHY BROOM*

Dorothy Broom is a Senior Fellow at the National Centre for Epidemiology and Population Health at ANU. She is a health sociologist whose main research focuses on gender and health, the experience of chronic conditions, the interplay between paid work and health, and social trends underlying the rise in obesity. NCEPH is a multi-disciplinary centre conducting research and research training on a range of population health issues, with special expertise in communicable diseases, environmental health, and the social determinants of health.



### *LYNDALL STRAZDINS*

Dr. Lyndall Strazdins is a research fellow at the National Centre for Epidemiology and Population Health. Her research and publications have focused on contemporary work and family life, including; work at unsociable times and parent and child well-being; employed mothers, time pressure and musculoskeletal pain; job insecurity and adult mental health and; the impact of high job quality (jobs with autonomy, security, flexibility and family friendly provisions) on parent wellbeing, family functioning and children.



### *MATTHEW GRAY*

Dr Matthew Gray is Deputy Director at the Australian Institute of Family Studies. He has published widely on economic and social policy issues, including the economic consequences of divorce, work and family, determinants of labour force status, welfare reform in the United States. Dr Gray was a member of the Ministerial Taskforce on Child Support.

The Australian Institute of Family Studies is an independent statutory authority that originated in the Australian Family Law Act (1975). The Institute undertakes research on issues affecting Australian Families.



### *BARBARA POCOCK*

Barbara has been researching work, employment and industrial relations since 1981.

She joined the University of South Australia in January 2006, after fourteen years at the University of Adelaide. Her research has included work, industrial relations, trade unionism, pay and pay equity, vocational education, inequality in the labour market and the relations between work, family and community. Barbara's latest book is *The Work/Life Collision. What Work is Doing to Australians and What to Do About It*. Her next book (out in 2006) is about work, care, young people, and the links between work, consumption and household relations.



### *PETER BRANDON*

Peter Brandon is a Professor and ARC Fellow in the Demography and Sociology program at ANU. His interests include families, especially poverty in families over the life-course and how families juggle work and care-giving responsibilities.



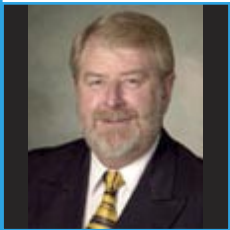
### *MICHAEL BITTMAN*

speaker biography



### *JAN NICHOLSON*

Jan Nicholson is a Research Fellow with interests in the influence of family and socioeconomic circumstances on children's health and development. Jan has a background in child development, family psychology, epidemiology and health promotion. Her research has included longitudinal studies, and she is Team Leader for the Family Functioning Design Team on the Longitudinal Study of Australian Children. The Griffith Psychological Health Research Centre supports a program of broad research that includes longitudinal studies of couples and families across key life transition times and examines the impact of work, family structure, couple relationships and illness on individual outcomes.



### *ALAN HAYES*

Alan Hayes has been Director of the Australian Institute of Family Studies since 9 September 2004. Prior to this, he was Dean of the Australian Centre for Educational Studies at Macquarie University, Sydney. He is immediate past Chair of the Australian Council for Children and Parenting (ACCAP), and is Deputy Chair of the Stronger Families and Communities Partnership. His research and scholarship have been disseminated in books, chapters, refereed journal articles, conference proceedings and films. He has completed substantial reports flowing from commissioned major evaluation and policy projects. He has had a longstanding interest in issues related to early intervention and prevention, and their implications for the pathways children and adolescents take through life. The role of families in supporting and sustaining development, across life, is the focus of his current research and scholarship.



### *GILLIAN WHITEHOUSE*

Gillian Whitehouse is a Reader in Political Science at the School of Political Science and International Studies at the University of Queensland. Her research interests include gender pay equity, working time and parental rights in employment, both in Australia and internationally. She has published widely on these topics, and has provided expert advice to a number of recent pay equity inquiries and cases in Australia.



### *ROBYN MCKAY*

Robyn McKay is the Group Manager, Families and Children, in the Australian Government Department of Families, Community Services and Indigenous Affairs (FaCSIA), where she has responsibility for policy and programs for families and children, including family relationships and child support policy, child care policy and programs and a range of community-based programs. From late 2002 to mid 2005, she was Minister-Counsellor (Social Policy) in the Australian Delegation to the OECD in Paris. This followed on a period of four years as Executive Director (Families and Children) in the former FaCS, where she carried strategic responsibility for all income support and services policy for families, children and young people.

## CHAIRS & DISCUSSANTS



*LEE EMERSON*

speaker biography



**KATIE SPEARRITT**

Dr Katie Spearritt is the Diversity Manager for Coles Myer. She was appointed to this role in April 2005 to develop and implement a diversity strategy for the organisation. Katie previously spent eight years at Hewlett-Packard, in a variety of HR management, diversity management and business consulting roles. Katie played a leading role in the local integration of HP & Compaq (the world's largest IT merger) during 2002. Most recently, she was responsible for managing diversity programs across HP in Asia Pacific. Katie holds a PhD in Business & Economics from Monash University, Melbourne and a Bachelor of Arts (First Class Honours) from the University of Queensland.



*PETER MORRIS*

speaker biography



*MAXINE LACEY*

Maxine Lacey is Diversity Manager at AMP, a leading wealth management company that operates primarily in Australia and New Zealand and has A\$104 billion in assets under management. AMP employs over 3,500 staff throughout Australia and New Zealand. Maxine has recently joined AMP where there is a strong focus upon development of the work/family agenda. She has many years experience as an equity practitioner and director in employment and education, as well as being a psychologist, educator and lawyer.



### *BRIAN BABINGTON*

Brian Babington is Chief Executive Officer of Families Australia, Australia's peak independent not-for-profit body representing the interests of families. He is Deputy Chair of the Australia Council for Children and Parenting, and President of Parentline (ACT). Since inception in 2001, Families Australia has been actively engaged on work/family and family wellbeing issues, including through hosting the 2004 Families Australia Conference on Globalisation, Families and Work.



### *SHARAN BURROW*

Sharan Burrow is President of the Australian Council of Trade Unions. The ACTU is the only peak council and national centre representing the Australian workforce and is made up of 46 affiliated unions representing around 1.8 million workers. It includes trades, sales, clerical, technical and professional workers amongst its affiliated union membership. ACTU policies and the most important operational decisions are established through democratic processes, which involve an Executive of around 50 members which meets three times a year and a Congress of around 800 delegates representing all ACTU affiliates which is held every three years. Sharan is also President of the international peak body, the International Confederation of Free Trade Unions.



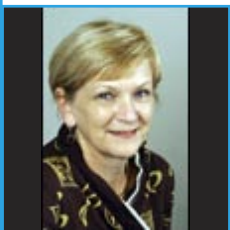
### *ALISON MOREHEAD*

Alison Morehead manages the Parent Policy Branch in the employment area of the Department of Employment and Workplace Relations (DEWR). The Branch has been helping to develop and implement the Australian Government's Welfare to Work reforms as they relate to principal carer parents. Prior to this she spent 12 months at the Australian Institute of Family Studies in Melbourne where she was Deputy Director, Research. In the 1990s she worked in DEWR on workplace relations issues. Her PhD from the University of Sydney is about how mothers allocate time to work and family. Her publications are in the areas of work and family and workplace relations.



### *JENNY EARLE*

Jenny Earle has a long history of involvement in policy research, and advocacy on work and family issues in both the UK and Australia. The ACT Human Rights Office is a small independent statutory agency with complaint-handling functions under the Discrimination Act 1991 and review, advisory and education functions under this Act and the Human Rights Act 2004, which is Australia's first Bill of Rights. Jenny wrote a submission to HREOC's 'Striking the Balance' Inquiry on behalf of several State and Territory anti-discrimination agencies, and to the current Select Committee on Working Families in the ACT. She was also responsible for the Women's Electoral Lobby intervention in the AIRC Family Provisions Testcase (<http://www.airc.gov.au/fullbench/PR082005.htm> )



### *LYNNE WANNAN*

Lynne Wannan is Chairperson and Member of the Adult, Community and Further Education (ACFE) Board. Lynne is a social policy analyst who has worked in senior management positions in local government in Victoria, in the private sector and in state government. She has a strong and diverse history in her voluntary role as an advocate for social policy reform. Lynne has been an adviser to government at both the state and national levels and at grass roots level over the past 25 years. She has worked in the broad community and health services industry for the past 20 years and was a founding member of the Western Institute, the inaugural Deputy Chancellor of Victoria University of Technology and convener of the Victorian Women's Consultative Council.



### *JENNY HARRISON*

Jenny Harrison is Branch Head, Industry Strategies Taskforce, Department of Employment & Workplace Relations. She has led the Industry Strategies Taskforce for the last two years. The Taskforce was established in 2003 to work with industry/employers and employment services to assist addressing labour and skill shortages through increasing the workforce participation of unemployed people.



### *SALLY MOYLE*

Sally Moyle has been the Director of the Sex Discrimination Unit in the Human Rights and Equal Opportunity Commission since December 1997. The most recent project of the unit is the Striking the Balance project on women, men, work and family. In this position Sally also undertakes international work including recently assisting the Government of Vietnam in developing its Gender Equality Law. Sally has also been a team leader at the Australian Law Reform Commission and a senior investigator at the Office of the New South Wales Ombudsman, investigating complaints against police, as well as a lawyer and academic.



### *MEGAN KINGHAM*

Megan Kingham has been with AGL for 17 years, working in the area of Health (now Wellbeing) Safety & Environment. During this time her roles have changed from that of an Occupational Health Nurse for a NSW based company to that of Wellbeing Manager for AGL, now a national energy company. Megan is a Fellow of the Australian College of Occupational Health Nurses and has recently been elected to the executive of an International Commission on Occupational Health Scientific Committee.



### *THERESE BRYANT*

Thérèse Bryant is National Women's Officer and National Education and Training Officer for the Shop, Distributive and Allied Employees' Association (SDA). The SDA is the largest trade union in Australia. Its members are primarily from the Retail Industry but also from the Hairdressing, Beauty and Modelling Industries.



### *PRUE WARRILOW*

Prue Warrilow is Chief Executive Officer, Families At Work and a Board Member of Families Australia. Families At Work provides expert consulting to Australian, New Zealand and Singapore business and government in all areas of work|life effectiveness.



## *MARIAN BAIRD*

speaker biography



## *SARA CHARLESWORTH*

Sara Charlesworth is a Senior Research Fellow at the Centre for Applied Social Research (CASR), RMIT University. Sara's research interests include gender equality in employment, the impact of industrial and anti-discrimination legislation, and the intersection of work and family. She has undertaken consultancy work for the Victorian government, including around pay equity and work/life balance. Sara currently holds an ARC Post-Doctoral Fellowship and is working on a project around discourses of discrimination in the workplace. She is also working with CASR colleagues on two ARC funded projects around 'quality' part-time work, and

# DINNER SPEAKER

## *PRU GOWARD*



Pru Goward became federal Sex Discrimination Commissioner for a five year period in July 2001. Following the introduction of the Age Discrimination Act in 2004, Pru Goward was also appointed Commissioner Responsible for Age Discrimination. In this role the Commissioner undertakes educational activities to promote the law which aims to reduce barriers faced by younger and mature age people in public areas of life.

Commissioner Goward is an economist by training and a broadcaster by practice. She spent 19 years with ABC TV and Radio as a current affairs journalist and later as a political reporter and commentator. She also wrote extensively for newspapers and magazines during that time.

Commissioner Goward has also been a high school teacher, a university tutor in Economics, a Broadcast Journalism lecturer at Canberra University, a media consultant and freelance writer. In 1997 she became Executive Director of the Office of the Status of Women in the Department of Prime Minister and Cabinet, serving a number of ministers as well as the Prime Minister. During that time the Office became responsible for a \$50 million Domestic Violence Prevention Programme and advised the Government on the fairer division of superannuation assets for divorcing couples.

Commissioner Goward was also Government Spokesperson during the Sydney Games and was responsible for developing Olympic and Paralympic media strategies for all Commonwealth agencies.

Commissioner Goward is also the author of *A Business of Your Own*, a study of success strategies for women in business, and, together with her husband David Barnett, authored a biography of the Prime Minister, John Howard. She is the patron of the ANU's Aussie Rules Football Club, Anglicare, Flair and Good Beginnings. She is Chair of the Advisory Panel on the Marketing in Australia of Infant Formula, and sits on the boards of the John Curtin School for Medical Research and the Council of Australian Arab Relations.

In 2004 she was nominated by *The Australian* as one of the most forty influential Australians and by the *Australian Financial Review* as one of the country's top cultural and industrial relations influencers. Her speeches have been reproduced in published collections and in 2001 she was awarded a Centenary Medal for her services to journalism and women's rights.

# General Information



## The City

Home to some 320,000 people, Canberra is one of the world's few planned cities; a city in a park, with golden autumn leaves and glorious spring blooms. Surrounded by native bushland, Canberra is perfect for getting back to nature.

But hidden beneath the leafy surrounds is a thriving modern city with stylish restaurants, hip bars, boutique shopping, fun for the kids and a busy calendar of events and festivals.

The surrounding region offers more than 30 wineries, historic townships, beautiful coastlines and the famous Snowy Mountains.

Canberra has distinct seasons - summers are warm to hot; in autumn millions of trees turn gold to red; winters are crisp and cool with occasional frosty mornings clearing to blue skies; and in spring, Canberra comes alive with glorious floral blooms. May is autumn in Canberra - warm sunny days and cool nights are the norm. The average autumn temperature in Canberra ranges from 7-20 degrees Celsius.

## The Venue

Old Canberra House and its surroundings has a rich and varied history and were the administrative, residential and social focus of Canberra during the formative years of the territory from 1911 to the early 1920's. It has been the setting for political intrigue associated with Walter Burley Griffin's sacking as territory architect, and of visits by Australian Prime ministers, British parliamentarians and crowned heads of state. Designed by Scottish-born JS Murdoch (designer of Old Parliament House), and erected in 1913, it is the first substantial dwelling associated with the new capital. Originally known as 'The Residency' (later renamed 'Canberra House') it was built for the first Administrator of the ACT, Colonel David Miller.

Since 1916 the house was used variously as the residence for the Chief Commissioner of the Federal Capital Commission (1926) and the residence for a number of British High Commissioners (1931-1953). In 1910 the Commonwealth Minister for Home Affairs, King O'Malley, determined that the land on which Canberra House stood be set aside for a university. Construction of The Australian National University began in the early 1950s, and the house was formally handed over to the university in 1954. The name 'Canberra House' went to the new residence of the British High Commissioner in Deakin and the building at Lennox Crossing became known around campus as 'Old Canberra House'.

From 1965 until 1999, it was used as the University Staff Centre, and was a popular place for staff to socialise on the lawns, especially in the summer months. In 1999 the University agreed with the suggestion, made in 1953 by FS Nadel, Parliamentary Librarian and Harold White, that Old Canberra House would be a fitting home for the arts. Refurbishment took place in 1999 and 2000, including the restoration of many of the original features such as the fireplaces, wood panels in the foyer, and central wooden staircase. The building is now home to the University's Humanities Research Centre and the Centre for Cross-Cultural Research.

The grounds contain many trees planted under the direction of CT Weston and demonstrate his design ideas for gardens of important residences. British High Commissioner Earnest Crutchley noted that many of the trees had been planted by 'quite famous hands... including WM (Billy) Hughes, the Prince of Wales, the Duke and Duchess of York and Lady Denman'. The grounds also include a 'chauffeurs cottage' and the new WEH Stanner Building. The buildings are linked by a courtyard which references connections the site has with Ngunnawal people; it contains a major sculptural piece by Fiona Foley.

# Program

Thursday 4 May 2006

12.00–1.00 Arrivals and lunch

1.00–1.15 **Welcome and introductions.**

Ms Sandie de Wolf (Families Australia)

1.15–2.30 **Opening session: *Standing still is not an option: Work/life balance initiatives in Canada***

Professor Linda Duxbury will talk about the connections between work, health and family wellbeing, drawing on the findings of the groundbreaking Health Canada national survey (40 mins).

Discussants: Ms Lee Emerson (government policy, Office for Women) and Dr Katie Spearrit (business sector, Coles Myer Ltd) (10 mins each).

Chair: Mr Peter Morris (government policy, Department of Health and Ageing).

2.30–3.30 ***Latest Australian research on work, families and health***

Dr Dorothy Broom and Dr Lyndall Strazdins (National Centre for Epidemiology & Population Health, ANU), Dr Matthew Gray (Australian Institute of Family Studies [AIFS]), Associate Professor Barbara Pocock (Centre for Work and Life, University of South Australia) (15 mins each).

Chair: Ms Maxine Lacey (business sector, AMP)

3.30–4.00 Afternoon Tea

4.00–6.00 ***Linking research and policy: What do we have and what do we need?***

Insights from Australian data and policy—research pressure points – does policy have what it needs?

Panel and open discussion, with presentations from Professor Peter Brandon (Demography & Sociology Program, ANU), Professor Michael Bittman (University of New England), Associate Professor Jan Nicholson (Griffith University), Associate Professor Gillian Whitehouse (University of Queensland), Professor Alan Hayes (AIFS) (15 mins each)

Commentary: Ms Robyn McKay (family & children's policy, Department of Families, Community Services and Indigenous Affairs) (20 mins).

Chair: Mr Brian Babington, Families Australia.

6.15–7.00pm Drinks Vivaldis.

7.00–9.30 Dinner (at Vivaldis)

Guest speaker – Federal Sex Discrimination Commissioner, Pru Goward, on *Striking the Balance: women, men, work and family*.

## Friday 5 May 2006

- 9.00–10.30 ***Babies and bosses – findings and insights from the OECD review of work and family.***  
Dr Willem Adema, (OECD Directorate for Employment, Labour & Social Affairs) (40 mins).  
Discussants: Dr Alison Morehead (government policy, Department of Employment and Workplace Relations), Sharan Burrow (trade unions, Australian Council of Trade Unions) (10 mins each).  
Chair: Ms Jenny Earle (policy, ACT Human Rights Office).
- 10.30–11.00 Morning Tea
- 11.00–12.30 ***Beyond the balancing act – panel discussion on the key challenges in the work, family and wellbeing arena.***  
Can we combine economic, social and health goals? How to ensure business success while addressing some of the key challenges, including: promoting family well-being; achieving gender equity; making work sustainable across the life cycle; valuing, retaining and developing the skills of parents and carers; promoting job quality and family-friendly workplaces. Each panel member will consider these questions and what their sector can contribute.  
Panel discussants (5–10 mins each): Lynne Wannan (childcare, Victorian Children's Council); Jenny Harrison (Industry Strategies, Department of Employment and Workplace Relations); Ms Sally Moyle (Human Rights Human Rights & Equal Opportunities Commission); Ms Megan Kingham (private sector, AGL); Ms Thérèse Bryant (trade unions, Shop, Distributive and Allied Employees Association); Dr Marion Baird (research, University of Sydney).  
Facilitator: Dr Sara Charlesworth (Royal Melbourne Institute of Technology).
- 12.30 –1.00 Lunch
- 1.00–2.15 ***Synthesis and open discussion – where is there consensus? What are the gaps?***  
led by Ms Prue Warrilow (Families Australia Board).
- 2.15–2.30 ***Rounding up:*** Dr Lyndall Strazdins and Mr Brian Babington.
- 2.30 –3.30 Afternoon tea and departures.

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