

# OUR WORK OUR LIVES

**Women and Industrial Relations**  
Darwin August 12th & 13th 2010

Proudly presented by Northern Territory  
Working Women's Centre, with the support  
of the University of Western Australia



## Acknowledgement of country

This conference is being held on the traditional lands of the Larrakia people. We wish to acknowledge Larrakia people as the traditional custodians of this land and pay respects to their elders past and present.

## Welcome

We are thrilled to welcome you to the 3rd national Our Work Our Lives conference. This conference proudly follows the inaugural conference in Queensland 2006 presented by Queensland Working Women's Service and Griffith University, followed by the 2007 conference presented by the Working Women's Centre of South Australia and the University of South Australia.

We continue the original intent of the conference series to bridge the gap between the worlds of academia, practitioners and community based individuals and organisations. The program has been explicitly designed to bring together those who make and implement policy at various levels and those upon whom policy impacts.

A year on from the introduction of the Fair Work Act and on the cusp of Australia's first Paid Parental Leave scheme, industrial relations issues facing women are challenging and real. On the eve of a federal election contested by Australia's first ever female Prime Minister, this conference will make a significant contribution to public debate and knowledge about how women workers are faring and responding in the new IR environment.

The NT Working Women's Centre is proud to be your host. Operating since 1994, our unique role is recognised in the NT and nationally as an advocate for women workers. Our specialist role includes a contribution to public awareness and debate on issues such as workplace bullying, pay equity, issues affecting Aboriginal workers and sex workers. The NT Working Women's Centre is funded by the Fair Work Ombudsman and the Northern Territory Government Department of Employment Education and Training.

We are pleased that the position of vulnerable women in the workplace is one that many speakers have chosen to focus on. The NT Working Women's Centre looks forward to vigorous debate on this issue and the capacity of conference delegates to influence policy directions post 2010.

Finally welcome to Our Work Our Lives 2010. Enjoy the opportunity to share ideas with colleagues, make new connections and consider the issues presenters raise over these 2 days in the unique and tropical environment of the Top End.

Romi Slaven (Chair, NTWWC) Anna Davis (Co-Coordinator, NTWWC), Rachael Uebergang (Co-Coordinator, NTWWC), Trish Todd (Professor, Employment Relations, University of Western Australia)



## Thank You

This conference would not have been possible without the support and assistance of many people. Firstly we would like to thank Professor Trish Todd from the University of Western Australia who coordinated the organisation and presentation of conference papers. A special thank you also to Arminda and Katie at Dreamedia Event Production and to our tirelessly supportive Working Women's Centre sisters in Brisbane and Adelaide, particularly Sandra Dann and Kerriann Dear. Finally, thank you to Elizabeth Broderick, Marian Baird, Marion Scrymgour and Trish Crossin who supported the conference when it was in its infancy. Thank you to Zipprint for their support of the conference.

## Acknowledgement of Sponsors

NT Office of Women's Policy, NT Department of Education and Training, Department of the Chief Minister, Industrial Relations Society of Australia, Clayton Utz, Hesta.



CLAYTON UTZ





3rd National Conference  
Women & Industrial Relations  
August 12-13, DARWIN

## DAY ONE: Thursday August 12th Darwin Convention Centre

8.15 – 9.00 Registration

9:00 – 9.15 Welcome to Country (Larrakia Nation)  
Conference Opening and Welcome: Anna Davis

9.15 – 10.00 **Keynote Speaker – Senator Jacinta Collins, Special Advisor on Pay Equity and Work Life Balance**  
**Chair: Senator Trish Crossin**

10.00 – 10:30 Morning Tea

10.30 – 11:40

### SESSION 1

#### Stream 1 Discrimination, and the International perspective

Chair: Dr Paula McDonald  
Meeting Room 4

1. Adverse Action- a brave new world or same old same old? – Susan Price
2. Workplace Discrimination – the who, the what and the how of legal advocacy - Sofie Georgalis
3. From Colonisation to Global Economy – black women workers in South Africa and the Northern Territory, Australia – Ailsa Purdon

#### Stream 2 Pay Equity

Chair: Katrine Hildyard  
Meeting Room 3

1. The wage gap in Australia, what it costs us, why it's still here and will it ever go? – Rebecca Cassells
2. Pay Equity and Women in the Workplace: A Northern Territory Perspective - Janette Galton, Naomi Porrovecchio
3. Why and How Gender Wage Inequality Persists – Dr Christine Short

11.40 – 12.30

### SESSION 2

#### Stream 1 Bullying

Chair: Justine Davis  
Meeting Room 4

1. 'They wouldn't dare do it to a man': Women managers' experiences of workplace bullying - Dr Jacquie Hutchinson
2. The national hazard of workplace bullying: implications of an Australian study - Dr Donna - Louise McGrath

#### Stream 2 Pay Equity (cont.)

Chair: Katrine Hildyard  
Meeting Room 3

4. Queensland's first Equal Remuneration case: what has been the impact for dental assistants in private practice in Queensland?-Ms Tricia Rooney and Professor Gillian Whitehouse
5. Pay Equity Test Case - Katrine Hildyard





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12:30 – 1:30 Lunch

1:30 – 2.30 **Keynote Speaker – Elizabeth Broderick, Federal Sex Discrimination Commissioner**  
“Gender equality in the workforce: A feminist approach”  
Chair: Romi Slaven

2.30 – 3.20

**SESSION 3**

**Stream 1 Domestic Violence**

Chair: Sandra Dann  
Meeting Room 4

1. Domestic violence and multidimensional factors: investigating the impact of domestic violence on women’s health, employment and housing – Assoc Prof. Suzanne Franzway, Dr Carole Zufferey, Dr Nicole Moulding, Assoc. Prof. Donna Chung
2. Domestic Violence: Workplace Rights and Entitlements – Ludo McFerran

**Stream 2 Work Life balance**

Chair: Prof. Marian Baird  
Meeting Room 3

1. The Sandwich Generation: On a Tightrope – Dr Kristen van Barneveld
2. ‘A Daughter Called Jasmine’ And A ‘Hot Smokin’ Blonde’: Young Peoples’ Aspirations For Work Family Integration – Dr Paula McDonald, Barbara Pini, Assoc. Prof. Janis Bailey, Robin Price

3:20 – 3:50 Afternoon Tea

3:50 – 4.40

**Stream 1 Domestic Violence (cont.)**

Chair: Sandra Dann  
Meeting Room 4

3. Employment as a path to financial independence: why work matters to women experiencing domestic violence - Isobelle Barrett Meyering
4. Domestic violence and the employment relationship: is statutory protection necessary?- Alana Heffernan, Lee Mataheare

**Stream 2 Work Life balance (cont.)**

Chair: Prof. Marian Baird  
Meeting Room 3

3. How can Government support Work Life Balance? – Michelle Hogan
4. ‘Worklife balance’: a misnomer disguising much more substantial problems in our work and society – Prof. Trish Todd

**END OF DAY ONE**

**5.45 Free bus leaves to go to Sunset Drinks and Canapes at Mindil Beach Markets.**

Coaches will collect delegates from Medina Vibe Hotel (opposite Darwin Convention Centre) & Palms City Resort. If you are not staying at either of these hotels and would like a transfer, please make your way to one of these hotels 5 minutes before the scheduled pick up time. The coaches will be parked in designated coach parking close to the hotel.

Pick up times as follows:

Medina Vibe:	5.40pm
Palms City Resort:	5.50pm

**6:15 – 8:30**

**Sunset Drinks and Canapes at Mindil Beach Markets (free for conference delegates).** Return transfers to Medina Vibe and Palms City Resort will be at 8.45pm from Mindil Beach (at the same location as drop off). If you would like to leave earlier or stay longer to enjoy the markets, there is a taxi rank located at the Markets.

## DAY TWO: Friday August 13th Darwin Convention Centre

8.15 – 9.00 Registration

9 – 10.15 Welcome to Day 2: Rachael Uebergang

### Plenary Panel - Indigenous Women and Work

**Ngaree Ah Kit, Gemma Benn, Susan Murray, Joy Cardona, Moogie Patu and Priscilla Collins**

**Chair: Marion Scrymgour MLA**

10.15 – 10:45 Morning Tea

10:45 – 12.30

#### SESSION 4

##### Stream 1: The growing role of Working Women's Centres – nationally and internationally

Chair: Kerriann Dear

Meeting Room 3

1. Moving Towards Cultural Competency - Minh Nguyen
2. Vulnerable women workers: are the regulatory changes improving their position? Issues for vulnerable women accessing Working Women's Centres – Sandra Dann, Sonya Carmody, Teresa Von Wasserling and Milijana Stojadinovic
3. Reaching out: enhancing the accessibility of an employment rights advisory service for migrant women - Dr Kaye Broadbent, Prof Glenda Strachan, Assoc. Prof Janis Bailey, Susan Ressia
4. Women and Work in Timor-Leste - Elisabeth de Araujo, Sandra Dann

##### Stream 2: Women, Diversity and the Workplace

Chair: Janette Galton

Meeting Room 4

1. Closing the gap between policy and practice: employing indigenous women in the Northern Territory – Kim Davis
2. Women's experiences in the Western Australian mining industry: a snapshot in 2010 - Susan Barrera, Jenness Gardner, Bob Horstman
3. The Career Stage Effect on Women in ICT: An Overview of the ACS-W Survey – Dr Susan Bandias and Dr Leoni Warne
4. Green jobs and a just transition for women workers? – Dr Helen Masterman-Smith

12.30 – 1.30 Lunch

1.30 – 2:30

### Keynote Speaker – Professor Marion Baird

**“Paid Parental Leave and Flexible Work Arrangements in Australia – A New Generation of Policies”**

**Chair: Dr Sara Charlesworth**

2:30 – 3.40

#### SESSION 5

##### Stream 1: The Fair Work Act

Chair: Assoc. Prof. Janis Bailey

Meeting Room 4

1. Telephone or Face-to-Face? Women's Experience of Conciliation Conferences - Bridget Partridge
2. Flexible Work in 2010 – the impact of the Fair Work Act 2009 on employer control of, and employee access to, flexible working hours. – Jeane Wells
3. The Fair Work Act and “Flexibility” Clauses: AWAs In Another Guise? – Kali Yuan, Zoe Hutchinson

##### Stream 2: Sexual Harassment

Chair: Dr Helen Masterman-Smith

Meeting Room 3

1. “It's not sexual harassment but...” legal and other understandings of sexual harassment in the workplace - Dr Sara Charlesworth, Dr Paula McDonald, Somali Ceris
2. Experiences of sexual harassment amongst young women workers: an exploration of power and opportunity – Anne Purdy, Nadine Levy

3.40 – 4.00 Afternoon Tea

4:00 – 4:30

**Closing address: Minister Malarndirri McCarthy, NT Minister for Women's Policy**

**Conference Summary and Closing: Prof. Trish Todd**



### Senator Jacinta Collins

Jacinta Collins has represented Victoria in the Commonwealth Senate for over a decade. She was chosen for the Senate by the Victorian Parliament in 1995 and since then has been elected to the Senate in 1998 and re-elected in 2007. Prior to entering Parliament, Senator Collins held a number of positions in the Shop, Distributive and Allied Employees' Association. This included five years as the union's National Industrial Officer. During her time in Parliament, Senator Collins has been a member of numerous Senate Committees. This has included being chair of the Employment, Workplace Relations, Small Business and Education References Committee, chair of the Economics References Committee, a member of the Scrutiny of Bills Committee and deputy chair of the Privileges Committee. Senator Collins was also a member of the Senate Select Committee into "A Certain Maritime Incident" which

reported in 2002. Senator Collins was the Opposition spokesperson in the Senate on workplace relations for several years, firstly as Parliamentary Secretary representing the Shadow Ministers for Industrial Relations and Employment, Training and Population from October 1998 to November 2001. From June 2003 to October 2004, Senator Collins was the Shadow Minister for Children and Youth. In this capacity, Senator Collins promoted a number of policies that have since been implemented by the Rudd Government. Senator Collins is currently Special Adviser on Work and Family Balance and Pay Equity, Chair of the Senate Regulations and Ordinances Committee, a member of the Finance and Public Administration Committee, and a member of the Education, Employment and Workplace Relations Committee.



### Elizabeth Broderick

Sex Discrimination Commissioner and Commissioner responsible for Age Discrimination  
Elizabeth Broderick is a lawyer, mentor and social change agent, a Telstra NSW Business Woman of the Year and Australian Corporate Business Woman of the Year. Prior to her appointment as Sex Discrimination Commissioner and Commissioner responsible for Age Discrimination, Elizabeth was a partner at Blake Dawson and developed the firm's business case for flexibility in the workplace. Her efforts contributed to creating a workplace where more than 25 percent of the law firm's workforce now uses flexible work arrangements. Elizabeth has travelled the length and breadth of Australia listening to women and men's concerns about gender equality and age discrimination. She has been a strong advocate for Australia's national paid parental leave scheme, age discrimination and more recently

has championed the changes to the ASX Corporate Governance Principles to increase the number of women at decision making level. In 2009, she accompanied a group of Aboriginal women to the Commission on the Status of Women in the United Nations to tell their story of rebuilding their community following years of alcohol abuse. This enabled community women's voices to be heard on a global stage and their promising practices to be shared around the world. Elizabeth is an adviser to the Australian Chief of the Defence Force on women's issues, a member of the UTS Advisory Board, the Vic Health Advisory Board and the ANU Centre for International and Public Law. Elizabeth is married and has two young children Tom and Lucy.



### Marion Scrymgour

Marion is married to David Dalrymple and has three children, Cherise, Richard and Helen. She is also a Grandmother of four to Kiara, Lena, Cherise and Richard. Marion was born in Darwin in 1960 and is one of 11 children. Through her mother, Claire Mollimini, Marion has inherited Tiwi identity and obligations as a member of the Miyartuwi Skin Group. Her father, Jack Scrymgour, was removed as an infant from Central Australia and is apart of the Stolen Generation. He was taken to the Methodist Mission on Croker Island via the Bungalow. Marion attended primary school at St Paul's in Nightcliff and St Mary's in Darwin's CBD. She also completed most of her secondary education in Darwin at St John's College with the exception of attending Technical College in Sydney for a year. As a mature-age student Marion has undertaken correspondence courses in book-keeping, accounting, administration

and health economics. Her employment has included administration duties at Batchelor College and the Northern Land Council and Office Manager at the Nguju Community Government Council. She then went on to be Director, Wurli Wurlijang Aboriginal Corporation and co-ordinated community care trials for Commonwealth and Territory Governments in health service provision in the Katherine West Region. Prior to her election, Marion was the CEO of Katherine West Health Board Aboriginal Corporation. Marion's hobbies and interests include spending quality time with her family, fishing and various sporting activities, most notably softball.



## Marian Baird

Professor of Work and Organisations University of Sydney

Professor Marian Baird is a leading researcher in the fields of women, work and family and industrial relations. Marian is the Director of the Women Work Research Group at Sydney University, a research group which brings together academics, practitioners and policy makers from women's groups, unions, private, public and not-for-profit organisations to inform policy making. Marian frequently provides commentary on women and work issues in the press. She was a member of the Prime Minister's 2020 Summit and a member of the Federal Government's Reference Group, Review of the Equal Opportunity in the Workplace Agency. Marian also teaches in both the undergraduate and graduate programs of the Faculty of Economics and Business. She is widely published in Australia and internationally and is the co-author of *Human Resource Management: Strategies and Processes* (2008), a major Australian HRM text.



## Malarndirri McCarthy

Malarndirri McCarthy is a Yanyuwa woman from Borroloola in the Northern Territory and was first elected to the Northern Territory Parliament as the Labor Member for ARNHem on 18th June 2005. She was re-elected unopposed on 9th August 2008. The seat of ARNHem covers an area of 99,269 square kilometres of Arnhem Land, Bickerton Island and Groote Eylandt in the Top End of the Northern Territory, and includes 11 communities and the mining town of Alyangula. The ARNHem boundary begins north of her traditional country of the Sir Edward Pellew Islands and coastal region near Borroloola on the Gulf of Carpentaria. Malarndirri was born in Katherine and grew up in Borroloola and Alice Springs, before going to Sydney to further her education at St Scholastica's in Glebe, where she was elected School Captain in 1988. In 1989 Malarndirri joined the ABC under the Aboriginal Journalist Cadet program and worked in news and current affairs for 16 years in

Sydney, Canberra, Darwin and Alice Springs. Malarndirri worked on the award winning documentaries – 'Stolen Children' and 'A Dying Shame'. Malarndirri also co-established, with her husband Norm Grogan, the Borroloola Radio Station 102.9 FM 'The Voice of the Gulf', the Lijakarda Arts Culture and Media Training Centre and two festivals. Over the years Malarndirri has participated on the Australia Arts Council's 'Community Development Fund', contributed on behalf of Indigenous women on the Federal Government's Office of Women committees, is a member of EMILY'S LIST, Women's Network NT and is patron for SIDS & KIDS NT. Malarndirri was appointed Minister in the NT Government on 18th August 2008, and currently holds the portfolios of Local Government; Regional Development; Indigenous Development; Tourism; Women's Policy; and Statehood. She is one of 5 Indigenous Members and one of 8 women politicians in the 25 member Chamber of the 11th Assembly of the NT Parliament. Malarndirri is married to Norm Grogan and they have two boys.





## Logistical Information

Location: The Darwin Convention Centre is located at Stokes Hill Rd, Darwin.



**Parking:** There is free parking around the surrounds of the Darwin Convention Centre (not undercover) however this is limited. The Darwin Convention Centre does however have secure undercover parking which is \$5 per day.

**Conference Registration:** The conference registration desk will be open from 8.15am – 9.00am on Thursday 12th and Friday the 13th of August for registration and will be staffed for the duration of the conference.

**Taxi Services:** Darwin Radio Taxis – 131 008, City Radio Taxis - 8981 3777

Conference papers: Conference papers will be available after the conference online at [www.ntwwc.com.au](http://www.ntwwc.com.au)

**Sunset drinks:** Sunset drinks are being held at Mindil Beach Sunset Markets on Thursday 12th August. Transfers have been arranged and coaches will collect delegates from Medina Vibe Hotel at 5.40pm, & Palms City Resort at 5.50pm. If you are not staying at either of these hotels and would like a transfer, please make your way to one of these hotels 5 minutes before the scheduled pick up time. The coaches will be parked in designated coach parking close to the hotel. Return transfers to Medina Vibe and Palms City Resort will be at 8.45pm from Mindil Beach (at the same location as drop off). If you would like to leave earlier or stay longer to enjoy the markets, there is a taxi rank located at the markets.

**Messages:** If messages are received throughout the conference, they will be available at the registration desk. Please check with the registration desk if you are expecting any messages.

**Mobile telephones:** As a courtesy to other delegates and presenters, please ensure that your mobile telephone is switched off during all conference sessions.

**Questions:** Please direct any questions to Arminda Mengin from Dreamedia. Arminda can be contacted on 0419 835 930. You may also direct any queries to the staff or committee of management members of NT Working Women's Centre. They are wearing yellow name tags with the NTWWC logo on them.

