The Effects of Parenthood on Men’s and Women’s Participation in Paid Work

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Research project in collaboration with ACTU

Overview
The Australian Council of Trade Unions (ACTU) is the peak body for Australian unions, representing 46 affiliated unions and approximately 1.8 million working Australians and their families.

Under s 156 of the Fair Work Act 2009, the Fair Work Commission must review all modern awards every four years (the four yearly review). As part of the current four yearly review, in 2017 the ACTU applied to the Commission to vary most modern awards to include a right for working parents and carers to work part-time or on reduced hours to accommodate their responsibilities as parents and/or carers, with a right to revert to their former working hours afterwards.

Outcomes
I was engaged by the ACTU to provide the Commission with my expert commission on the following matters:

- The impact, if any, of (a) being a parent and/or (b) being a carer on male and female employees, including impacts of labour force participation, the experience of paid work, industry and enterprise, skill, and lifetime earnings and superannuation
- Gender difference in the impacts of parenthood and other care roles
- The report has been filed with the Commission. Hearings are scheduled for October 2017. I am likely to be called upon to attend the hearings.