



17 - 19 July 2013, University of Sydney, NSW, Australia

Fifth International

Community, Work and Family Conference

Changes and Challenges in a Globalising World

PROGRAM & ABSTRACTS HANDBOOK

Welcome from the Organising Committee

Dear Conference Participant,

Welcome to the 5th Community, Work and Family Conference!

We are delighted to have you with us at this important international event - whether you are a new or experienced researcher or policy maker, a post graduate, or an interested observer. The Conference gives us all the opportunity to discuss the latest research evidence and its implications for how we can help improve community, work and family arrangements around the world.

A special welcome to all of those who have travelled to join us, to our keynote speakers and to those presenting papers, convening symposiums or chairing sessions: we appreciate all of your efforts!

We are delighted with the response to the call for papers and the breadth, depth and quality of submissions received. We think you will agree that the program offers a rich menu of ideas, country experiences, symposiums and keynote addresses.

All submissions for Conference streams were refereed and abstracts that did not meet the requirements of the organising committee were rejected.

As the first Community, Work and Family Conference held outside Europe, we have tried to give some focus to issues and experiences in Asia and Oceania as well as amongst Indigenous Australians, and our keynote addresses reflect this.

We are particularly delighted to welcome many young, new researchers and policy makers to the conference, and to include a post graduate workshop in the program, reflecting the strength of interest and growing capability in relation to community, work and family challenges in Australia and around the world.

We hope you will enjoy all of the social events that are part of the program and have the chance to meet new people as well as old friends. We also hope that you will enjoy beautiful Sydney and the University of Sydney and all that its surrounds have to offer.

Thank you in advance for the contributions we know you will make to ensuring that this Conference is an enjoyable, friendly, challenging and enriching experience.

We would also like to thank our sponsors for their support for the conference: The Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), the University of Sydney Business School, the Workplace Gender Equality Agency, the University of Queensland, the Union Strategy Research Group, University of Sydney Business School, the Hawke Research Institute, the Diversity Council, the CWF Journal Publishers, the Federation Press and Alera. We would also like to acknowledge the support of our home institutions for the Conference: the Australian Institute of Family Studies, the University of Sydney and the University of South Australia.

Michael Alexander
Australian Institute of Family Studies

Marian Baird
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Conference Hosts & Organising Committee

Australian Institute of Family Studies - Dr Michael Alexander

Centre for Work + Life, Hawke Research Institute, University of South Australia - Professor Barbara Pocock

Women and Work Research Group, University of Sydney Business School - Professor Marian Baird

Call for Papers for the Two Special Journal Issues Arising from the Fifth Community Work and Family Conference, Sydney, 2013.

If you would like the paper you give at the Fifth Community, Work and Family Conference in Sydney to be considered for one of the two special issues that are being edited out of the Conference presentations, please see below the details of when and how to make your submission.

Journal of Industrial Relations: Special Issue

Edited by Marian Baird, Michael Alexander and Barbara Pocock

Please submit your full paper to rawya.mansour@sydney.edu.au by Friday 9th August

The Journal of Industrial Relations is an ISI-ranked, peer-reviewed international journal administered by the Australian Labour and Employment Relations Association (ALERA). The editors invite scholarship from a range of disciplinary perspectives, examining any aspect of employment relations. Contributions exploring the traditional concerns of industrial relations as well as studies addressing the intersection of workplace, family and community are welcome. The Journal publishes rigorous qualitative and multi-method analyses, including theoretically-informed case studies and international and comparative papers.

Community, Work & Family Journal: Special Issue

Edited by Marian Baird, Michael Alexander and Barbara Pocock

Please submit your full paper to workandlife@unisa.edu.au by Friday 9th August

The aims of the *Community, Work & Family* Journal are:

- to publish theoretical, research-based, policy and practical contributions in the growing area of community, work and family and their interface
- to provide an international forum for debate in the field and reflect the range of approaches to community, work and family in different contexts, by encouraging contributions from academics and practitioners from around the world
- to foster the development of theory, research, policy and practice
- to highlight the experiences of those members of communities, organisations and families whose voices are seldom heard
- to encourage critical examination of existing frameworks and practices to promote research which employs methods with the potential to lead to social action

The Journal recognises the contested nature of community, work and family; highlights the perspectives of multiple stakeholders in communities, work organisations and families; explores dimensions of social and organisational change; includes voices which are often not heard and are 'hidden'; emphasises research and practice; targets academics and professionals and is interdisciplinary within the social sciences; reports research using diverse methods and with implications for policy and practice; encourages new ways of thinking about diversity and equality; promotes international debate and collaboration and legitimises reflexivity in research in practice.

Symposium & Stream Abstracts

Becoming an autistic adult: exploring the transitions of young people with autism from education/care to working life

O'Dell, Lindsay, Brownlow, Charlotte, Bertilsdotter Rosqvist, Hanna

1. The Question/Problem

Within disability studies a central theme is the study of the processes that create the person as 'disabled'. Work is seen as a central process in the transition to adulthood (Holmqvist, 2008). To stand outside the ordinary labour market means to be more dependent on social interventions, less involved or integrated into society and to remain outside the social status and self-identity it means to have work (Holmqvist, 2008). Leaving school and moving out from one's parent's home into a home of one's own is therefore a significant milestone in young people's lives. However, the transition from school is more complex for disabled young people (Murray, 2007) and research evidence suggests that transition to adulthood is the beginning of lifelong inequalities and difficulties faced by adults with autism. Transition for young people with autism is further complicated because of the often hidden nature of the disability (Adreon & Durocher, 2007). Several studies within the growing field of autism and work life have shown that individuals with autism, despite great potential, have found it difficult to find and keep a job that is commensurate with their abilities and managing social relationships in the workplace (Hendricks, 2010). Impediments to a successful working life can be a lack of awareness of people with autism's specific needs and characteristics of employers and workplaces, with a general lack of strategies that promote success (Smith-Myles & Smith, 2007). Several studies therefore stress the importance of both education, special support and special employment opportunities (job and task-matching) for people with autism to enable them to get and keep a job (see for example Hendricks, 2010). Within autism research inspired by Disability Studies, an internationally growing field of research that is referred to as a critical autism studies, examines how autism and people with autism are related to different types of social barriers, such as discrimination (see for example Baker, 2008), and various forms of social exclusion (see for example Bertilsdotter Rosqvist, 2012). A central concept is neurodiversity and an emphasis on the importance of neurodiversity from a critical perspective. In line with the social model of disability, the starting point is that autism is to be seen as manifestations of neurological diversity rather than a deficiency that should be cured/corrected.

2. The Method

In this paper we draw on our previous and ongoing research on neurodiverse spaces for children and adults with autism. A key way in which people with autism are getting their voices heard is through new technologies, particularly via the Internet and an increasing number of people with autism are using the Internet as a forum for self-advocacy (see for example Dekker 2000; Ward & Meyer 1999). The focus of the paper is to draw on an understanding of autism as neurodiversity to document the experiences of young people with autism, their parents/carers and families and professionals involved in the processes of transitions to young adulthood with a special focus of transition into worklife.

3. Policy Implications

The implications for refocusing an examination on transitions into work by people with autism through a lens of neurodiversity are far reaching in terms of how people with autism fashion their own positive identities and how service providers negotiate opportunities for some, and how workplaces shift in terms of accommodating difference.

4. The Findings

The findings indicate that alternative representations of autism may lead to more call for inclusive and diverse workspaces, where the strengths of some adults with autism can be integrated into a shared neurodiverse and neurotypical space.

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Symposium & Stream Abstracts

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Australian Unions support workers to stay Safe at Home and Safe at Work

O'Donnell-Pirisi, Jennifer

This contribution will reflect on the findings of a research and action project about family/domestic violence, work and improving industrial rights to protect those workers affected by family/domestic violence. Existing research shows that two-thirds of women experiencing family/domestic violence are in paid employment. Women with a history of family violence have a more disrupted work history, are on lower personal incomes, have had to change jobs more often and are employed at highest levels in casual and part time work than women with no experience of domestic violence. Staying in employment is critical to reducing the effects of violence. By introducing family violence clauses to support women to remain in paid employment, workplaces can assist women on their pathway out of violence and keep the whole workplace safer.

The impacts of family/domestic violence may stop women working or adversely affect their work performance, due to injuries, sleep deprivation, child minding problems or prevention from leaving the home. This is unacceptable. Being in paid employment can be a key pathway for women to leave a violent relationship.

The Victorian Trades Hall Council the peak body of unions in Victoria has been an active partner in a research project conducted through the University of New South Wales Safe at Home, Safe at Work project. It is a federally funded project, the aim of which is to support unions and employers to introduce industrial provisions for Family/Domestic Violence largely through the bargaining process. As a result of this project and the union movement, particularly the women's lobby, over one million Australian workers now have access to Family/DV entitlements.

The Australian Services Union Authorities and Services Victorian/Tasmanian Branch introduced the first FV clause giving workers 20 days paid leave for reason of family violence. (Victoria was the first state in Australia to successfully negotiate the first FV clause in October 2010. Many Australian workers in the public and private sectors including local government are now covered by domestic violence entitlements.

The VTHC worked actively through their women's committee and subsequently through other union networks to lobby for this issue to be on the agenda for all unions, specifically the VTHC Affiliates. One of the strategies has been the training and development of firstly the Anna Stewart Memorial Project participants, a training development program for women union activists and now a strategy for Organisers, Industrial Officers and union delegates more broadly. The training is aimed at offering strategies for negotiating and organising for Union staff, Union Officials and other relevant target audience.

Some of the provisions made available by the standard clause are:

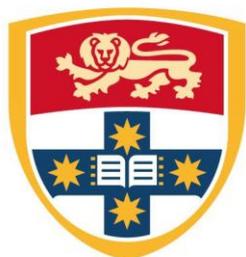
" Paid leave to assist with relocation, legal matters or medical attention, and (in addition to all other leave entitlements) " A commitment that no adverse action will be taken against an employee if their attendance or performance at work suffers as a result of being a victim of family violence.

" Individual support to provide a safe work environment. This may mean changes in work patterns, relocation, changes to email or phone contact or any other appropriate measures.

This contribution will reflect on the ways in which family violence is a workplace issue and possible responses to it using industrial means, through trade unions.



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