
From: Robyn Mayes
Sent: Thursday, 13 May 2021 5:32 PM
To: Future of work; Penny Williams
Subject: Re: Select Committee on the impact of technological and other change on the future of work and workers in New South Wales - Post-hearing responses - 19 April 2021

Dear Helen

Thank you for this opportunity to review the transcript and provide responses to questions on notice. Please see our responses below.

best wishes Robyn and Penny

Corrections to the transcript:

Page 52 Mayes (first paragraph) 'birth parents' should read 'mothers'

Page 53 (middle of the page), Dr Williams: The sentence that reads: "Certainly the largest portion of homeless people at the moment are women over 50 who do not have sufficient income retirement savings and..." Should read: "Certainly the largest *growing* portion homeless people...."

Responses to Questions on Notice:

1. Dr Williams was asked to provide a link to the Online Labour Index mentioned on page 55 of the transcript.

The link to the Oxford Internet Institute's Online Labour Index is: <https://ilabour.oii.ox.ac.uk/online-labour-index/>

2. Prof Mayes offered to provide further information on research on the policy objectives, uptake, motivations and consequences of parental leave for fathers.

This research includes work on parental leave schemes including leave for fathers in Norway (2002) and more recently in Spain (2013) and Korea (2019) (see references below). Findings point to outcomes that deviate from the policy objectives; the effects of a rights based approach; varying consequences for fathers across class lines; and the important role of organisational culture in shaping uptake, motivations and outcomes

Brandth, Berit and Kvande Elin (2002) 'Reflexive Fathers: Negotiating Parental Leave and Working Life' *Gender, Work and Organization* Volume 9, Issue 2.

Pedro Romero-Balsas Dafne Muntanyola-Saura Jesús Rogero-García (2013) 'Decision-Making Factors within Paternity and Parental Leaves: Why Spanish Fathers Take Time Off from Work' *Gender, Work & Organization* Volume 20, Issue 6

Seo-Young Byun Sook-Yeon Won, (2019) Are they ideological renegades? Fathers' experiences on taking parental leave and gender dynamics in Korea: A qualitative study. *Gender, Work & Organization* Volume 27, Issue 4