

**THE GLOBAL  
INSTITUTE  
FOR WOMEN'S  
LEADERSHIP**



## **It's time for an upgrade of Australia's gender pay gap reporting system**

While Australia was once a leader in gender equality, a new [report](#) from GIWL at King's College London placed Australia equal last on an international scorecard on gender pay gap reporting. GIWL ANU led the Australian arm of the six country study, and together with researchers from the College of Business and Economics at ANU, have developed a companion report [Gender pay gap reporting in Australia -- Time for an upgrade](#). The report takes a deep dive into Australia's current reporting regime and puts forward three concrete recommendations for change.

We are very excited to introduce two new members of the GIWL ANU team this month, with women's safety and equality advocate [Brittany Higgins](#) joining us as our inaugural visiting fellow and [Dr Gosia Mikolajczak](#) coming on board as a post-doctoral research fellow. You can read more about them, and what they're going to be working on below.

Also this month our Director, Professor Michelle Ryan, joined Julia Gillard in conversation for the latest episode of [A Podcast of One's Own](#). Michelle recalls reading an article in *The Times*, which pointed out the absurdity of women

sitting on company boards, as their presence drove share prices down. The resulting outrage at this claim laid the foundation for new research, which showed that women were more likely to be put in precarious or risky leadership roles, thereby setting them up for failure - uncovering the concept of the 'glass cliff'.

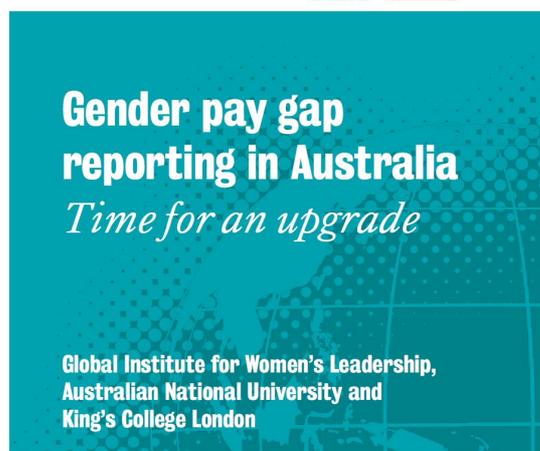
The call for papers for the [Re-theorizing Gender and Politics from Asia and the Pacific](#) conference on 3-4 February is now closed, but organisers are willing to accept last minute abstracts submitted to [tanya.jakimow@anu.edu.au](mailto:tanya.jakimow@anu.edu.au) by 23 October. Submissions of short papers for the [2022 Gender and Sexuality at Work Conference](#) on 15 February in Melbourne have also closed, but you can still submit a case study or full paper for the special issue associated with the conference.

Finally, it was too hard to choose one piece of research for our spotlight this month, so we have two! The first is an excellent piece of [research](#) by ANU PhD student, Medha Majumdar on the toll harassment, abuse and stalking takes on women in parliament and how violence against women creates barriers to female representation. The second is a great new [article](#) from Dr Kerry Baker and Dr Sonia Palmieri in the ANU's Department of Pacific Affairs on whether female 'dynasty' politicians can break the norms of male leadership in the Pacific.

Natalie Barr

COO, GIWL ANU

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New Research from GIWL ANU

### Three ways Australia can improve its Gender Pay Gap reporting

The Workplace Gender Equality Act 2012 is essential for equipping advocates and activists with evidence of gender inequality, without which acknowledgement of the problem would be limited. However, the legislation is not sufficient to achieve significant

change due to the absence of any mandate for positive action. Researchers from College of Business and Economics and GIWL, ANU, [recommend three ways Australia can do better](#).

This report has been authored by Dr Miriam Glennie, Dr Anna von Reibnitz, Dr Jananie William, Dr Sally Curtis and Associate Professor Sarbari Bordia.

[Read more](#)

Introducing the newest additions to the GIWL team!!

## GIWL welcomes Brittany and Gosia



Inaugural Visiting Fellow

### Brittany Higgins

Former political staffer and women's safety and equality advocate Brittany Higgins has been appointed as our inaugural Visiting Fellow.

As part of GIWL, Ms Higgins will help advance work on [a proposed code of conduct](#) to prevent and respond to abuse, harassment and sexual misconduct in Parliament House and parliamentary workplaces.

Ms Higgins will also collaborate with GIWL on other key issues, including the implementation of the Respect@Work report, advancing the outcomes of the Independent Inquiry into the Commonwealth's Parliamentary Workplaces expected in November 2021 and highlighting the importance of young women's leadership.

Ms Higgins said she was looking forward to working as a conduit between Government, academics



Postdoctoral Research Fellow

### Dr Gosia Mikolajczak

Gosia Mikolajczak is a Research Fellow at the Global Institute for Women's Leadership.

Her recent work includes an Australian Research Council Linkage Project looking at the career trajectories of women in local government in Australia (with Leah Ruppanner, Andrea Carson and in partnership with Victorian Local Governance Association), and research examining women's opposition to gender equality.

Dr Mikolajczak completed her PhD in Social Psychology at the University of Warsaw. Before joining the GIWL, she worked as Postdoctoral Research Fellow at the School of Social and Political Sciences (University of Melbourne) and Australian Research Centre in Sex, Health and Society (La Trobe University).

and those in the field to ensure best practice models are adopted to bring about systemic change in Australia.



### **A Podcast of One's Own**

Moving from a disused railway station, built in the 1880's, in rural England, to Australia to set up GIWL ANU, and everything in between. Listen to Michelle Ryan in conversation with Julia Gillard.

[Listen here](#)

Gosia's looking forward to applying new research methods and conducting collaborative research that can inform gender policy in Australia.



### **2021 Wilson Dialogue**

In case you missed it, Tanya Plibersek, Hannah McGlade, Virginia Haussegger and Michelle Ryan discuss opportunities to improve the status of women and gender equality in Australia.

[Listen here](#)



### **A feminist analysis of Australian political biographies**

In a new article, GIWL Research Fellow Dr Blair Williams argues there are more women in Australian politics than ever before, yet there remains a lack of political biographies covering their stories.

[Read more](#)



### **Audette Excel -- A Podcast of One's Own**

Julia Gillard in conversation with Audette Excel, a trailblazer who combines the high-flying world of high finance with humanitarian work that impacts the lives thousands of people in poverty globally.

[Listen here](#)

# Research Spotlight



## The Missing Women of Australian Politics

The Julia Gillard Next Generation Internship Report 2020–21 by Medha Majumdar examines the impact violence against women in politics has on the progress of women's political leadership in Australia.

The report investigates why it happens, how widespread it is and what the consequences are.

The study revealed that at each stage, experiences of abuse and harassment force some women to abandon their aspirations for political leadership and at times, a political career entirely.

[Read more](#)



## Can women dynasty politicians disrupt norms of leadership?

Dr Kerryn Baker and Dr Sonia Palmieri examine whether the norms that legitimise men as leaders, and undervalue women's leadership can be overcome by 'dynasty' politicians. The article explores how women dynasty politicians, whose legacy connections have provided them with an initial pathway into politics, are able to disrupt these norms. Looking at women dynasty politicians in the Pacific Islands, the authors find that while some are seen as 'placeholders', others can and do challenge and extend the social norms of leadership.

[Read more](#)

## Global Institute for Women's Leadership



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