

A selection of interesting research papers and information

[Respect@Work: national inquiry into sexual harassment in Australian workplaces](#)

6 MAR 2020

[Australian Human Rights Commission](#)

Workplace sexual harassment is prevalent and pervasive: it occurs in every industry, in every location and at every level, in Australian workplaces. Australians, across the country, are suffering the financial, social, emotional, physical and psychological harm associated with sexual harassment. This is particularly so for women.

This behaviour also represents a very real financial impost to the economy through lost productivity, staff turnover and other associated impacts.

In June 2018, against the backdrop of the momentum of the #MeToo movement and recognition of the prevalence of, and immense harm caused by sexual harassment in Australian and global workplaces, the Sex Discrimination Commissioner, Kate Jenkins, and the then Minister for Women, the Hon Kelly O'Dwyer, announced the National Inquiry into Sexual Harassment in Australian Workplaces.

[Reimagining job-sharing](#)

5 MAR 2020

[Rosalind Dixon](#), [Jessie Zhang](#) and [Rose Vassel - University of New South Wales](#)

This report proposes a new model for job sharing that seeks to increase gender equality in the workforce, with a particular focus on senior levels of management. It reimagines traditional, horizontal job-sharing arrangements and unlocks leadership potential by allowing for a more flexible division of responsibility and working hours between professionals at different stages of their careers, often with the allocation of responsibility for the job share arrangement to one "senior" job share partner.

This approach draws on three distinct modes of flexibility that can be used alone or in combination with other modes:

- **Inter-generational sharing** - Sharing between employees at different stages of their career, to form a partnership between a senior and mid-career professional. This enables the senior

partner to reduce their workload and for the junior partner to develop their skills and experience.

- **Flexible time-based sharing** - Allocation of working hours in the job sharing arrangement according to the circumstances of the partnership, not based on a traditional division of working days, with the hours ranging from 20-80 per cent to 50-50 per cent split. This provides both partners with more flexibility than fixed calendar-based model.
- **Vertical sharing** - Division of responsibility for the overall relationship resting with one “senior” job share partner. As opposed to a more traditional ‘horizontal’ model of dividing responsibilities, certain ‘senior’ decision-making is vested in one partner.

Client violence towards workers in the child, family and community welfare sector

5 MAR 2020

[Karen Broadley](#) and [Nicole Paterson - Child Family Community Australia](#) and [Australian Institute of Family Studies](#)

This paper explores the prevalence and presentation of client violence towards workers, considering any violent or aggressive behaviour from clients, direct associates of clients, and friends or family members of clients. It compares current research on client violence towards workers to official data reports, and considers why there might be a discrepancy between the two sets of data. It details the effects that client violence has on workers personally and the implications for their practice. Finally, it outlines strategies for improving responses to client violence towards workers, including practical responses that can be implemented at an organisational, educational and policy level.

‘Don’t Gig Up!’

The ‘Don’t GIG up!’ project, co-funded by the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission, and aimed at improving expertise and knowledge on the role unions and social dialogue can play with regard to the protection of gig workers. Running for 24 months (February 2018 – January 2020), the project brings together unions and research centres to analyse features and challenges of the gig economy in a set of selected countries, namely Germany, France, Italy, Poland, Spain, and Sweden.

More precisely, the scope of the project is work carried out through labour platforms. At the onset of the research, such platforms were divided into four groups according to their core activities

[‘Don’t Gig Up!’: Final Report](#)

This full report on the project explores

The project Final Report sums up and compares project’s findings exploring similarities and differences in the gig economy and the different approaches developed by social partners and policy makers to address the related challenges.

- The features, similarities and differences of platform-based businesses with a focus on the environment in the six European countries.
- The strategies and achievements for protection of platform-based workers through social dialogue (union and employer partnership), government intervention through legislation, and union influence and possible new forms of union organisation and workplace representation for gig workers.

[Don't GIG Up! Project Resources:](#)

This site provides an overview on debate, data, and initiatives in the area of gig economy in Germany, France, Italy, Poland, Spain and Sweden and includes the 'State of the Art Report', the final report and the policy recommendations.

On this site explore which initiatives have been implemented to protect gig workers? Which business models did they face? What were their outcomes? The Case Studies provide a focus on selected practices in the countries covered by the project.

What next? The **Don't GIG up! Policy Recommendations** briefly illustrate 13 measures meant to improve working conditions and social protection of gig workers, also by changing the use made of new technologies.