

GLOBALISATION, GENDER AND TEACHERS' EMPLOYMENT

Larissa Bamberry

**A thesis submitted in fulfilment of
the requirements of the degree of Doctor of Philosophy**

**School of Policy and Practice
Faculty of Education and Social Work
University of Sydney**

March 2005

Abstract: Globalisation, Gender and Teachers' Employment

This thesis examines the nexus between globalisation and patterns of gendered employment in the education industry in New South Wales, Australia. Globalisation has had an impact on employment and gender relations in Australia through economic restructuring, through the transformation of the labour market and through public sector reform. A number of theories of globalisation recognise its impact on employment practices, but many fail to examine its impact on gender relations. This study brings the gendered aspects of globalisation into focus.

The changing nature of employment in the education industry is located within the broader context of globalisation and economic restructuring in Australia. Using statistical information from the Australian Bureau of Statistics and other sources, this thesis traces the impact of globalisation on the Australian economy, labour market and, in particular, the public sector. The thesis also traces historically the institutional changes in Australia that have contributed to the globalisation process.

A field study was undertaken to examine casual teachers' experiences of globalisation, economic and labour market restructuring and public sector reform in New South Wales. Interviews were conducted with 20 casual school teachers working in the New South Wales public education system. Men and women teachers, working in rural and urban locations, were asked about their experiences of globalisation and its impact on gender relations in the workplace and in the home.

Although household and workplace structures in Australia are changing as a result of globalisation, these structures remain gendered. Gender relations in the household continue to structure access to the workplace. There are elements of systematic discrimination in the treatment of casual teachers in public education in New South Wales, and teachers are penalised for adopting non-standard forms of work. Globalisation has individualising and peripheralising impacts on casual teachers; however, they have developed mechanisms for resisting these aspects of globalisation. Although individuals are formed by and respond to the structural conditions created by globalisation they are able to make choices about employment patterns and gender divisions between home and paid work.

Statement of Authorship

I certify that this thesis is original and it has not been previously submitted for another degree. I also certify that the thesis has been written and researched by me. Any support and assistance that I have received in the preparation and writing of this thesis has been acknowledged. In addition, I certify that the sources from the published literature have been acknowledged in the thesis.

Signature of candidate

Acknowledgements

This thesis would never have reached completion without the support and assistance of a large number of people. I could not have commenced the thesis without the financial assistance of a scholarship granted through the *Gender Equity in Public Institutions* project which was principally funded by the Australian Research Council, with industry partner funding from two New South Wales Government agencies and in-kind contributions by seven government agencies and the University of Sydney. I would particularly like to thank my supervisors, Professor R.W. Connell and Dr Toni Schofield, as well as all the members of the *Gender Equity in Public Institutions* project whose intellectual stimulation and support has been invaluable.

In the latter part of my candidature, the understanding and support of my workplace colleagues at acirrt has been greatly appreciated. Ron Callus has provided me with sufficient leave and flexible work practices to enable me to efficiently combine work and study, and I would like to thank Dr John Buchanan for his thoughts and comments on an earlier draft of chapter four.

The teachers who participated in the study did so with enthusiasm and good grace and I am grateful for the insights about their lives and work that they shared with me.

Family and friends have also provided crucial support and understanding of the anti-social nature of the thesis writing process. I would especially like to thank my father Dr Geoff Bamberry for his encouragement and his constant willingness to read and re-read my every draft and provide useful comments at all times. Thanks are also due to my fellow Muggletonians for their academic and secular encouragement. And of course in a thesis that examines gender relations in the home and the workplace I could not ignore the importance of the contribution made by my partner Haldane Palmer whose household labour has made this thesis possible and has demonstrated that equitable gender relations in the household are entirely possible.

Globalisation, Gender and Teachers' Employment

Table of Contents

Chapter 1 Introduction and method	5
Introduction.....	6
Chapter structure.....	9
Method	11
Chapter 2 Theoretical dimensions of globalisation	16
Introduction.....	17
Concepts of globalisation	17
Globalisation and the education industry in Australia	20
World systems theory	23
Disorganised capitalism.....	29
Post-modernism	35
Reflexive modernisation	44
Gender critiques of globalisation	52
Conclusions.....	58
Chapter 3 Structural change in Australia	60
Introduction.....	61
Defining structural change.....	62
Dimensions of economic restructuring in Australia	65
Trade and investment.....	66
Industry	70
Production	75
Restructuring the state	77
Development of the Keynesian settlement in Australia	77
Government policy	82
A hollow state?	96
Social restructuring.....	97
Class restructuring	97
Gender restructuring	100
Conclusion.....	105
Chapter 4 Labour market restructuring.....	107
Introduction.....	108
Changes in the social relations of employment – the growth of non-traditional employment	108
Underlying factors in labour market restructuring	123
Changing attitude and behaviours.....	123
Demographic change	124
Education and skills.....	127
Occupational structure of industry	129
Institutional change in the Australian labour market	135
The Fraser era.....	136

The Hawke/Keating era.....	137
The Howard era.....	143
Impact of labour market restructuring.....	145
Conclusion.....	150
Chapter 5 Public Sector Reform.....	152
Introduction.....	153
Ideological underpinnings of public sector reform	153
Social democratic.....	153
Neoliberalism or economic rationalist.....	154
Managerialist.....	157
Post-modern.....	158
Global dissemination of public sector reform.....	160
The changing parameters of the public sector.....	162
New managerialist techniques.....	166
Privatisation.....	167
Commercialisation and competition policy	167
Devolution and decentralisation	172
Implications of public sector reform for gender relations	176
Implementation of new managerialism in the New South Wales public school system.....	178
Implications of new managerialism in education	184
Conclusion.....	189
Chapter 6 Casual teaching and its consequences	191
Introduction.....	192
Participants.....	192
The impact of economic and labour market restructuring on participants....	195
The economic and labour market structure of Sydney and Regional Centre	196
Participants' geographical boundaries.....	197
Career structure	199
The impact of public sector reform	200
Types of casual work in public education	201
Pay, superannuation, status, performance management and professional development for casual teachers	205
The impact of risk and individuation	208
Discipline and child protection issues for casual teachers.....	209
Union membership	212
Political, ideological and professional consciousness	213
Conclusion.....	220
Chapter 7 Gender relations and casual teaching	222
Introduction.....	223
Gender relations in the workplace	223
Career choices	223
Reasons for working casually.....	225
Gendered nature of teaching as an occupation.....	226
Gender bias in employment patterns.....	227

Discrimination.....	232
Gender relations in the household.....	236
Preference theory and casual employment.....	242
Conclusion.....	249
Chapter 8 Case Studies	251
Introduction.....	252
Penny	252
Commentary.....	257
Val	258
Commentary.....	261
Michael.....	262
Commentary.....	266
Rachel	268
Commentary.....	271
Ann.....	272
Commentary.....	275
Roger.....	275
Commentary.....	280
Conclusion.....	282
Chapter 9 Conclusion	284
Review.....	285
Findings.....	290
The household.....	290
Agency and structure	292
Risk and individuation	293
The workplace	294
The labour market	297
The restructured economy	299
Bibliography.....	302

Figures and tables

Figure 2.1 Post-Fordist Labour Market Structure	39
Figure 3.1 Gross Domestic Product by Sector, Australia, 1901-2001.....	70
Figure 3.2: Sector contributions to Australian economic activity, 2000-01.....	71
Figure 3.3 Industry contributions to national output 2001	72
Figure 3.4: Annual average trend growth in Australian industries, 1974- 75 to 2000-01 (Constant 1999-00 prices).....	74
Figure 4.1 Post-Fordist forms of employment.....	111
Figure 4.2 Trends in hours of work.....	119
Figure 4.3 Distribution of hours of work, men	120
Figure 4.4 Distribution of hours of work, women	120
Figure 4.5 Married women's participation rate by age.....	125
Figure 4.6 Non-married women's participation rate by age	126
Figure 4.7 Men's participation rate by age.....	126
Figure 4.8 Apparent school retention rates Australia, 1969-2001.....	128
Figure 4.9 Proportion of all employed people in the production and service industries.....	130
Figure 4.10 Change in employment New South Wales, 1984-2000	130
Figure 4.11 Change in employment by gender, NSW, 1985-2000	131
Figure 5.1 Public Expenditure: GDP Percentage (including defence)	164
Figure 6.1 Distribution of part-time work by age and sex	195
Table 3.1 Geographical destination of Australian exports 1951-1996 (percent).....	66
Table 3.2 Composition of Australian commodity exports: 1970-71 to 1996-97 (percent).....	67
Table 3.3 Geographical sources of Australian imports 1951-1996 (percent).....	67
Table 4.1 Proportion of white collar workers in each industry.....	133
Table 4.2 Fastest growing occupation groups, 1986-87 to 1995-96.....	133
Table 4.3 Fastest shrinking occupation groups, 1986-87 to 1995-96.....	134
Table 4.4 Ratio of women's to men's earnings 1984-2004.....	147
Table 6.1 Characteristics of respondents	193