John Burgess, Lindy Henderson, Glenda Strachan*

Women Workers in Male Dominated Industrial Manufacturing Organisations: 
Contrasting Workplace Case Studies from Australia**

This study compared women’s roles, expectations and experiences in two comparable, male dominated industrial manufacturing companies in Australia. Both organisations are subject to legislated equal opportunity program and reporting requirements. The research was conducted to examine the differences between what is submitted in their EEO reports and the experience of women workers in the organisations. Good jobs and poor jobs existed in the same legislative and industrial framework and in the same local labour market. The differences are located in a combination of organisational and cultural conditions.

Key words: Equal Employment Opportunity, Job Quality, Human Resources Management, Workplace Culture

* Dr. John Burgess & Lindy Henderson, Employment Studies Centre, University of Newcastle, Callaghan NSW 2308, Australia. Phone ++61 2 49215028l, fax ++61 2 49216911, e-mail john.burgess@newcastle.edu.au.
Professor Glenda Strachan, School of Management, Griffith University, Nathan, Queensland 4111, Australia, e-mail: g.strachan@griffith.edu.au.

** Article received: April 30, 2005
Revised version accepted after double blind review: September 20, 2005.