Local Government Victoria has developed the Local Government Listen, Learn and Lead Gender Equity Program to support councils advancing women in local government leadership.

Gender equity

Gender equity is an important social and economic goal. Societies with greater gender equity have lower rates of violence towards women and children, and better outcomes for women in terms of social, political and economic participation.

Organisations with greater gender equity in management and senior leadership roles outperform their counterparts in both organisational and financial performance. These organisations are considered ‘Employers of Choice’ and attract the best talent.

All levels and sectors of government should reflect the community that they serve in order to ensure that decisions made and services provided best meet the needs of the community. As the level of government closest to the community, councils are uniquely placed to play a strong leadership role in advancing gender equity within their governance and organisational settings. This will have a strong and positive impact on both the local government sector and the broader Victorian community.

Victorian local government peak bodies are working to advance gender equity through a number of well-established programs and strategies. A number of Victorian councils have demonstrated strong leadership in advancing gender equity and diversity in their organisations and local communities.

Current Victorian local government gender equity statistics

- 54.9% of the local government workforce are women
- 16% of Chief Executive Officers are women
- 38% of Councillors are women
- 41% of Mayors are women
- 34% of Director and 39% of Manager positions are occupied by women
- All Victorian councils have at least one female Councillor

Source: Victoria Grants Commission, Local Government Professionals, Australian Centre for Excellence in Local Government Report

Opportunities for significant impact in the local government sector

The Ministerial Statement on Local Government (Action 17) and the current review of the Local Government Act 1989 provide a solid platform to drive change. In addition, the connection between the Local Government Listen, Learn and Lead Gender Equity Program and the Victorian Male Champions of Change Program, through the Department of Environment, Land, Water and Planning (DELWP) and City of Melbourne, provides a robust strategy to share insights and learnings.

The Ministerial Women’s Roundtable and the Victorian State Government’s Gender Equality Strategy will also help drive positive change.
The Listen, Learn and Lead Strategy

A number of Victorian councils have demonstrated strong leadership in advancing gender equity and diversity in their organisations and local communities. These councils are willing to share their insights and learnings with the rest of the sector about what actions are working to address gender and diversity inequality within their own organisations.

The Local Government Listen, Learn and Lead Gender Equity Program for Victorian councils is based on the successful Male Champions of Change Program. It includes the themes of stepping up as leaders, creating accountability, disrupting the status quo, and dismantling barriers.

The Program’s objectives are to:

• Develop a deeper level of insight into the barriers to gender equity that need to be tackled within councils
• Inform the development or enhancement of gender equity actions
• Share learnings and insights, and identify opportunities for sector wide actions where combining efforts will lead to a greater impact.

The Local Government Listen, Learn and Lead Gender Equity Program requires council Chief Executive Officers to demonstrate a strong commitment and personal engagement so that they develop a deep understanding of the personal experiences of staff and the impacts of gender inequality on both women and men in their organisations.

How does the Local Government Listen, Learn and Lead Gender Equity Program work?

As councils are at varying levels of maturity in addressing gender equity and diversity in their organisations and local communities, the Local Government Listen, Learn and Lead Gender Equity Program will be tailored and scalable to an individual council’s current position.

All councils are invited to participate in the Local Government Listen, Learn and Lead Gender Equity Program, which includes:

• A Local Government Listen, Learn and Lead Gender Equity Program Workshop to bring program participants to a baseline understanding of gender equity more broadly and specific to local government.
• A Local Government Listen, Learn and Lead Gender Equity Program Guide that includes supportive tools and templates, snapshot of facts on gender equity in local government, and a contact list of sector, government partners, organisational leaders and diversity and inclusion experts.
• Access to a Local Government Listen, Learn and Lead Gender Equity Program Network of Chief Executive Officers to enable peers to share learnings and insights.
• Local Government Victoria guidance for participating council CEOs to support the Program’s focus group sessions.
Listen, Learn and Lead Process

The Listen and Learn process involves Chief Executive Officers of local government demonstrating a strong commitment and personal engagement to develop a deep understanding of the personal experiences of staff and the impacts gender inequality has on women in their organisation. It also provides an opportunity to apply a Chief Executive Officer lens to issues that have otherwise often prove intractable to solve. The Listen, Learn and Lead process is outlined below:

1. Identify a Listen, Learn and Lead Coordinator

Participating council CEOs should nominate a staff member who is considered an up-and-coming leader within the organisation to undertake the role of the Listen, Learn and Lead Coordinator. It is recommended that women who are trusted; considered an ‘informal leader’ and enjoy credibility across the organisation are considered for the role.

The role of the Listen, Learn and Lead Coordinator is to work with the Chief Executive Officer to manage and coordinate focus group sessions, and promote the sessions to staff with support from Local Government Victoria.

2. Communicate key messages of the Program to staff

Local Government Victoria will provide councils with the key messages of the Local Government Listen, Learn and Lead Gender Equity Program and the broader gender equity focus in local government. Local Government Victoria will also provide councils with suggestions on how to communicate these messages to staff so there is a deeper understanding of the barriers and opportunities to address gender inequality. It is important that there is a consistent set of messages about the purpose and objectives of the Program in local government.

3. Select focus group participants

Focus groups should include the following three cohorts: senior women, up-and-coming women and senior leadership.

The Chief Executive Officer will select a sample of people from within council to participate in focus group sessions. A maximum number of 20 participants is recommended for each focus group session.

1. **Senior women** to understand the conditions and cultural factors (internal and external) that they believe enabled them to advance/thrive, and the barriers that held them back.

2. **Up and coming women** to understand their aspirations, how they differ from women who hold senior positions, and the conditions and cultural factors (internal and external) that they believe will support their future success.

3. **Senior leadership women and men** to understand their view on what more could be done to increase representation of women in leadership roles in local government. Two separate sessions for men and women respectively may be considered to enhance open and robust conversations.

To capture diverse views and ensure robust conversations around the questions posed in focus groups, it is important that these sessions include participants of different age groups, backgrounds, job functions, and those with and without carer responsibilities.

4. Run Listen, Learn and Lead sessions

The Chief Executive Officer will facilitate a 90-minute focus group session for a maximum of 20 participants, with the Listen, Learn and Lead Coordinator scribing and supporting the Chief Executives Officer. As the sessions encourage staff to engage in an open conversation directly with the Chief Executive Officer, staff must feel comfortable to challenge the status quo and voice their ideas. Therefore, it is strongly recommended that no other support staff attend the sessions.

To ensure that a safe space is created for staff members to have an open and honest conversation, it is important the Chief Executive Officer and Coordinator reassure participants the focus group sessions provide a unique opportunity to deeply and actively listen to staff members’ experiences, thoughts and suggestions without challenge or attempts to solve issues raised in the session. The focus group sessions are an opportunity for the Chief Executive Officer to listen to staff and learn from them.

The choice of location for focus group sessions should be considered carefully. Neutral locations that will facilitate open and frank conversations should be given a high priority. A roundtable set up
may be more conducive to facilitating an open and robust conversation than a theaterette style set up.

Suggested focus group questions are provided at Attachment 1.

5. Collate feedback from sessions

The Listen, Lean and Lead Coordinator will collate feedback from the focus group sessions which can be used to inform the development or enhancement of the council’s gender equity plans. The Chief Executive Officer should also use feedback from the sessions to directly communicate with participants and council staff about his/her reflections, key themes and proposed actions either through an email or via a reflective session for all focus group participants.

6. Submit feedback to Local Government Victoria

It is suggested the Listen, Learn and Lead Coordinator complete a Summary Feedback Template (see Attachment 2) of each session for each of the three cohorts, noting the barriers and ideas for change.

Local Government Victoria will synthesize the information from the Summary Feedback Templates received, share de-identified learnings and insights with the sector, and identify sector-wide strategies where a combined effort will have a greater positive impact in advancing gender equity.

7. Submit feedback to the leadership team

The Chief Executive Officer and the Listen, Learn and Lead Coordinator should report to council’s leadership team on the de-identified key themes, issues and comments that arose from all the focus group sessions.

8. Identify actions and agreed next steps

The Chief Executive Officer and the Listen, Learn and Lead Coordinator will summarise, share learnings and identify actions to implement in their organisation.

9. Develop and implement a Gender Equity Action Plan

The Chief Executive Officer and the Listen, Learn and Lead Coordinator will either enhance an existing, or develop a new Gender Equity Action Plan including actions to be implemented.

10. Monitor and report on the progress of agreed actions

The Chief Executive Officer and the Listen, Learn and Lead Coordinator should monitor and report on the progress of the agreed Gender Equity Action Plans.

The Listen, Learn and Lead process is shown below:
### Attachment 1 – Focus Group Questions

<table>
<thead>
<tr>
<th>Senior women</th>
<th>Up-and-coming women</th>
<th>Executive team and Senior Management</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>To understand the conditions and cultural factors (internal and external) that they believe enabled them to advance/thrive or have held them back.</strong></td>
<td><strong>To understand their aspirations, how they differ from women who hold senior positions, and the conditions and cultural factors (internal and external) that they believe will support their future success.</strong></td>
<td><strong>To understand their view on what more could be done to increase representation of women in leadership roles in local government.</strong></td>
</tr>
<tr>
<td>Question 1) Thinking about your career - what are the conditions and culture you believe have helped you to perform, develop, progress and thrive?</td>
<td>Question 1) Thinking about your career - what are the conditions and culture you believe have helped you to perform, develop, progress and thrive?</td>
<td>Question 1) Thinking about the women in your leadership team what are the conditions, culture, policies and practices that you believe have or will need to be created to help them to perform, develop, progress and thrive?</td>
</tr>
<tr>
<td>Question 2) Thinking about our organisation - what policies and/or practices has supported your advancement?</td>
<td>Question 2) Are there any barriers within our organisation that you feel have impeded or may impede your advancement?</td>
<td>Question 2) What do you perceive are the barriers to women's advancement in our organisation?</td>
</tr>
<tr>
<td>Question 3) Are there any barriers within our organisation that you feel have impeded your advancement?</td>
<td>Question 3) Do you have role models in our organisation? If so, why? If not, what would a role model look like?</td>
<td>Question 3) Thinking about your leadership in the organisation - do you believe that you are a role model to your up-and-coming women?</td>
</tr>
<tr>
<td>Question 4) What are two changes we could make in our organisation that you believe would make the most significant difference in advancing more women into leadership positions?</td>
<td>Question 4) What are two changes we could make in our organisation that you believe would make the most significant difference in advancing more women into leadership positions?</td>
<td>Question 4) What are two changes we could make in our organisation that you believe would make the most significant difference in advancing more women into leadership positions?</td>
</tr>
</tbody>
</table>
Attachment 2 – Summary Feedback Template

It is suggested that the Listen, Learn and Lead Coordinator:

- Completes the Summary Feedback Template of each session for each of the three cohorts, noting the barriers and ideas for change.
- Returns this feedback to Local Government Victoria for synthesising.

<table>
<thead>
<tr>
<th>Session #</th>
<th>Cohort (e.g. Senior women)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Culture, conditions, policies and practices that support women’s advancement</td>
</tr>
<tr>
<td>1.</td>
<td>1.</td>
</tr>
<tr>
<td>2.</td>
<td>2.</td>
</tr>
<tr>
<td>3.</td>
<td>3.</td>
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<tr>
<td>4.</td>
<td>4.</td>
</tr>
<tr>
<td>5.</td>
<td>5.</td>
</tr>
</tbody>
</table>
Key messages of gender equity and the Local Government Listen, Learn and Lead Gender Equity Program

Gender equity

- Gender equity is an important social and economic goal. Societies with greater gender equality have lower rates of violence towards women and children, and better outcomes for women in terms of social, political and economic participation.
- Organisations with greater gender equity in management and senior leadership roles outperform their counterparts in both organisational and financial performance.
- All levels and sectors of government should reflect the community that they serve in order to ensure that decisions made and services provided best meet the needs of the community.
- As the level of government closest to the community, councils are uniquely placed to play a strong leadership role in advancing gender equity within their governance and organisational settings.

Gender equity and Local Government

- While women account for the majority of staff (55 per cent), this is not reflected in Council Chambers and senior management roles. Only 16 per cent of women currently hold positions of Chief Executive Officers and 2016 council elections data has shown that only 38.1 per cent of women are councillors.
- There has been an increase in the number of women councillors for the 2016 council elections. The number of women councillors is up by 4.2 per cent from 33.9 per cent at the 2012 elections to 38.1 per cent at the 2016 council elections.
- Victorian local government peak bodies are working to advance gender equity through a number of well-established programs and strategies. A number of Victorian councils have demonstrated strong leadership in advancing gender equity and diversity in their organisations and local communities.

The Local Government Listen, Learn and Lead Gender Equity Program objectives

- The Local Government Listen, Learn and Lead Gender Equity Program for Victorian councils is based on the successful Male Champions of Change Program. It includes the themes of stepping up as leaders, creating accountability, disrupting the status quo, and dismantling barriers.
- The key objectives of the Local Government Listen, Learn and Lead Gender Equity Program are to: develop a deeper level of insight into the barriers to gender equity that need to be tackled within councils; inform the development or enhancement of gender equity actions; and share learnings and insights, and identify opportunities for sector wide actions where combining efforts will lead to a greater impact.
- The Local Government Listen, Learn and Lead Gender Equity Program requires council Chief Executive Officers to demonstrate a strong commitment and personal engagement so that they develop a deep understanding of the personal experiences of staff and the impacts of gender inequality on both women and men in their organisations.

Listen, Learn and Lead Process

- The Listen and Learn process involves Chief Executive Officers of local government demonstrating a strong commitment and personal engagement to develop a deep understanding of the personal experiences of staff and the impacts gender inequity has on women in their organisation. It also provides an opportunity to apply a Chief Executive Officer lens to issues that have otherwise proven intractable to solve.
Appendix A  Gender Equity Supporting Materials

To bring the Local Government Listen, Learn and Lead Gender Equity Program participants to a baseline understanding of gender equity more broadly and specific to local government, Local Government Victoria has included a number of supporting materials.

1. Australia’s gender equality scorecard: key findings from the Workplace Gender Equality Agency’s 2015-16 reporting data

2. International gender equality statistics

3. The gender pay gap: fact or fiction?

4. What drives and reinforces violence against women?

5. 10 ways local government can advance gender equity fact sheets
1. Australia’s gender equality scorecard

Key findings from the Workplace Gender Equality Agency's 2015-16 reporting data
November 2016

Source: Workplace Gender Equality Agency
www.wgea.gov.au
Australia’s gender equality scorecard

Key findings from the Workplace Gender Equality Agency’s 2015–16 reporting data

November 2016
Introduction

The Workplace Gender Equality Agency's dataset is a world-leading resource, mapping the landscape of workplace gender equality in Australia to assist in illuminating a path forward.

Our 2015-16 dataset shows some encouraging signs – a continued downward trajectory of the gender pay gap and increased women’s representation in leadership. But progress is modest at best.

Employers tell us that reporting to the Agency has prompted them to take a close look at their data and face up to their own gender equality ‘hot spots’ – whether it is rates of return to work after parental leave, representation of women in leadership or technical roles, or access to flexible work arrangements.

Ultimately, we will only see a significant shift in gender equality indicators across our dataset when employers take responsibility for improving outcomes in their own workplaces, encouraged and questioned by employees and by boards demanding evidence-based reporting and improvements.

WGEA dataset

4 million+ employees | 4,697 reports | 12,000+ employers

Composition by employment status

The Agency’s dataset covers 40% of employees in Australia and comprises:

- Full-time permanent employees: 51.5% (50.3% Men, 49.7% Women)
- Part-time permanent employees: 19.8%
- Contract and casual employees: 28.6%

Note:

Percentages may not add to 100% due to rounding, or may exceed 100% where multiple responses were allowable.

Learn more

Visit data.wgea.gov.au to explore the data contained in this summary report in more detail.

On the Agency’s website www.wgea.gov.au you can also view the public reports of reporting organisations.

Reporting organisations can access their confidential Competitor Analysis Benchmark Reports via www.wgea.gov.au by logging into the online portal using their AUSkey, where they can choose up to 12 comparison groups with which to compare their organisation’s performance. An Insights Guide and a Technical User Manual are available on the site to help organisations interpret their results.
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- Contract and casual employees: 28.6%

50.3% Men  |  49.7% Women
### Data snapshot

**Pay gap**

- **23.1%**
  - Full-time total remuneration gender pay gap, with men earning on average $26,853 a year more than women

**Industry segregation**

- **60.9%**
  - Of employees work in an industry that is dominated by one gender

**Full-time work**

- **69.1%**
  - Of men are employed full-time compared with
  - **40.7%**
  - Of women

**Women in leadership**

- **16.3%**
  - Of CEOs and
  - **28.5%**
  - Of key management personnel are women

**Pay equity**

- **27.0%**
  - Of employers conducted a gender pay gap analysis

**Support for caring**

- **48.0%**
  - Of organisations offered paid primary carers’ leave

**Women on boards**

- **24.7%**
  - Of board directors are women

**Gender equality action**

- **70.7%**
  - Of employers have a gender equality policy and/or strategy in place

**Manager appointments**

- **57.4%**
  - Of manager-level appointments were awarded to men

**Family or domestic violence**

- **39.3%**
  - Of organisations have a family or domestic violence policy and/or strategy
Data snapshot

Pay gap
23.1% full-time total remuneration gender pay gap, with men earning on average $26,853 a year more than women.

Industry segregation
60.9% of employees work in an industry that is dominated by one gender.

Family or domestic violence
39.3% of organisations have a family or domestic violence policy and/or strategy.

Pay equity
27.0% of employers conducted a gender pay gap analysis.

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70.7% of employers have a gender equality policy and/or strategy in place.

Support for caring
48.0% of organisations offered paid primary carers’ leave.

Women on boards
24.7% of board directors are women.

Manager appointments
57.4% of manager-level appointments were awarded to men.

Full-time work
69.1% of men are employed full-time compared with 40.7% of women.

Women in leadership
16.3% of CEOs and 28.5% of key management personnel are women.

Pay equity
24.7%

Gender equality action
70.7%
Key findings

Percentage point (pp) changes in the Agency’s dataset from 2013-14.

-2.2pp  Base salary gender pay gap 17.7%

-1.6pp  Total remuneration gender pay gap 23.1%

+2.4pp  Key management personnel who are women 28.5%

+4.5pp  Organisations with a gender equality policy and/or strategy 70.7%

+7.1pp  Employers who have a domestic violence policy and/or strategy 39.3%

+3.0pp  Employers who have conducted a gender pay gap analysis 27.0%

Overall gender pay gap

The overall gender pay gap (GPG) reflects a range of complex, inter-related factors including the concentration of women in low paying roles and industries and the concentration of men in the highest paying roles and industries.

We calculate gender pay gaps across the dataset by industry and by management and non-management categories, excluding CEO salaries. The Agency’s gender pay gap data does not reflect comparisons of women and men in the same roles. Our data shows a gender pay gap in favour of men in every industry.

Base salary gender pay gap

$ 17.7%  ($16,219)  FULL-TIME BASE

$ 23.1%  ($26,853)  FULL-TIME TOTAL

Gender pay gap: the difference between the average male full-time earnings and average female full-time earnings expressed as a percentage of male earnings.
Overall gender pay gap

The overall gender pay gap (GPG) reflects a range of complex, inter-related factors including the concentration of women in low paying roles and industries and the concentration of men in the highest paying roles and industries.

We calculate gender pay gaps across the dataset by industry and by management and non-management categories, excluding CEO salaries. The Agency’s gender pay gap data does not reflect comparisons of women and men in the same roles. Our data shows a gender pay gap in favour of men in every industry.

Base salary gender pay gap

- Women’s average full-time base salary across all industries and occupations is 17.7% less than men’s.

17.7%  
$16,219  
FULL-TIME BASE

Total remuneration gender pay gap

- Women’s average full-time total remuneration across all industries and occupations is 23.1% less than men’s.

23.1%  
$26,853  
FULL-TIME TOTAL

Key management personnel who are women 28.5%

Organisations with a gender equality policy and/or strategy 70.7%

Employers who have a domestic violence policy and/or strategy 39.3%

Employers who have conducted a gender pay gap analysis 27.0%
Gender pay gaps by manager category

Pay gaps increase with seniority

Gender pay gaps increase at higher levels of management. The high gap in total remuneration for key management personnel in part reflects the role of non-salary benefits, such as bonuses, in exacerbating the pay gap in favour of men in this management category.

Gender pay gaps are traditionally lower in non-manager categories due to less discretionary pay and greater reliance on awards and collective agreements.

Gender pay gaps by industry

All industries have a pay gap in favour of men

- Financial and Insurance Services remains the industry with the highest total remuneration gender pay gap, although it has decreased since 2013-14.
- The gender pay gap decreased most sizeably in Administrative and Support Services.
- Construction and Rental, Hiring and Real Estate Services saw consecutive increases in gender pay gaps over the past two years.

Table 1: Total remuneration gender pay gap by industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>2013-14 (%)</th>
<th>2014-15 (%)</th>
<th>2015-16 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial and Insurance Services</td>
<td>36.1</td>
<td>35.0</td>
<td>33.5</td>
</tr>
<tr>
<td>Rental, Hiring and Real Estate Services</td>
<td>25.6</td>
<td>28.4</td>
<td>29.3</td>
</tr>
<tr>
<td>Construction</td>
<td>25.4</td>
<td>26.3</td>
<td>28.0</td>
</tr>
<tr>
<td>Professional, Scientific and Technical Services</td>
<td>27.9</td>
<td>27.3</td>
<td>27.5</td>
</tr>
<tr>
<td>Information Media and Telecommunications</td>
<td>25.4</td>
<td>23.3</td>
<td>23.5</td>
</tr>
<tr>
<td>Transport, Postal and Warehousing</td>
<td>22.6</td>
<td>21.4</td>
<td>21.8</td>
</tr>
<tr>
<td>Agriculture, Forestry and Fishing</td>
<td>21.6</td>
<td>20.9</td>
<td>21.8</td>
</tr>
<tr>
<td>Arts and Recreation Services</td>
<td>22.8</td>
<td>21.0</td>
<td>21.1</td>
</tr>
<tr>
<td>Electricity, Gas, Water and Waste Services</td>
<td>19.3</td>
<td>21.5</td>
<td>20.0</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>17.6</td>
<td>15.5</td>
<td>16.2</td>
</tr>
<tr>
<td>Mining</td>
<td>17.2</td>
<td>17.6</td>
<td>15.8</td>
</tr>
<tr>
<td>Administrative and Support Services</td>
<td>23.0</td>
<td>20.7</td>
<td>14.8</td>
</tr>
<tr>
<td>Other Services</td>
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</tr>
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<td>16.4</td>
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<td>Manufacturing</td>
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<td>14.2</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>11.7</td>
<td>10.9</td>
<td>11.4</td>
</tr>
<tr>
<td>Public Administration and Safety</td>
<td>9.1</td>
<td>8.7</td>
<td>10.5</td>
</tr>
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<td>Wholesale Trade</td>
<td>11.6</td>
<td>10.5</td>
<td>10.0</td>
</tr>
<tr>
<td>Education and Training</td>
<td>9.6</td>
<td>9.3</td>
<td>9.4</td>
</tr>
<tr>
<td>All industries</td>
<td>24.7</td>
<td>24.0</td>
<td>23.1</td>
</tr>
</tbody>
</table>

Gender pay gaps are calculated on full-time employees only, excluding CEOs and managers who report to someone overseas who is a more senior than the CEO.

* Changes of at least + or - 1pp since 2013-14.
Base salary and total remuneration gender pay gaps have reduced since 2013-14.

Gender pay gaps increase with seniority

Gender pay gaps increase at higher levels of management. The high gap in total remuneration for key management personnel in part reflects the role of non-salary benefits, such as bonuses, in exacerbating the pay gap in favour of men in this management category.

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<td>21.4</td>
<td>21.9</td>
</tr>
<tr>
<td>Agriculture, Forestry and Fishing</td>
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<td>20.9</td>
<td>21.8</td>
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<tr>
<td>Arts and Recreation Services</td>
<td>22.8</td>
<td>21.0</td>
<td>21.1</td>
</tr>
<tr>
<td>Electricity, Gas, Water and Waste Services</td>
<td>19.3</td>
<td>21.5</td>
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<tr>
<td>Retail Trade</td>
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<td>15.5</td>
<td>16.2</td>
</tr>
<tr>
<td>Mining</td>
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<tr>
<td>Administrative and Support Services</td>
<td>23.0</td>
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<td>Other Services</td>
<td>17.3</td>
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<td>11.7</td>
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<td>Public Administration and Safety</td>
<td>9.1</td>
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<td>Wholesale Trade</td>
<td>11.6</td>
<td>10.5</td>
<td>10.0</td>
</tr>
<tr>
<td>Education and Training</td>
<td>9.6</td>
<td>9.3</td>
<td>9.4</td>
</tr>
<tr>
<td>All industries</td>
<td>24.7</td>
<td>24.0</td>
<td>23.1</td>
</tr>
</tbody>
</table>

Gender pay gaps are calculated on full-time employees only, excluding CEOs and managers who report to someone overseas who is more senior than the CEO.

* Changes of at least + or - 1pp since 2013-14.
**Workforce composition**

**Women in management**

The most senior roles are heavily male-dominated

The representation of women declines steadily with seniority. However, the representation of women across all management categories has grown since 2013-14.

![Chart 3: Proportion of women by management category](chart)

<table>
<thead>
<tr>
<th>Management Category</th>
<th>2014 - 15</th>
<th>2013 - 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO/Head of Business in Australia</td>
<td>16.3%</td>
<td>15.4%</td>
</tr>
<tr>
<td>Key management personnel</td>
<td>28.5%</td>
<td>27.4%</td>
</tr>
<tr>
<td>Other executives/ general managers</td>
<td>30.1%</td>
<td>29.3%</td>
</tr>
<tr>
<td>Senior managers</td>
<td>34.1%</td>
<td>33.0%</td>
</tr>
<tr>
<td>Other managers</td>
<td>40.8%</td>
<td>40.0%</td>
</tr>
</tbody>
</table>

**Women’s representation on governing bodies**

There has been a slight increase in the representation of women on governing bodies, but a decline in female chairs.

- The proportion of female directors was 24.7%, up from 23.6% in 2014-15.
- The proportion of female chairs was 12.9%, down from 14.2% in 2014-15.

**Appointments and promotions**

A higher proportion of men are appointed and promoted to manager positions than women. However, as women currently represent 37.4% of managers, they are being appointed and promoted at a proportionately higher rate than their current representation.

<table>
<thead>
<tr>
<th>Position</th>
<th>Manager (%)</th>
<th>Non-Manager (%)</th>
<th>Total (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Appointments</td>
<td>42.6</td>
<td>57.4</td>
<td>51.0</td>
</tr>
<tr>
<td>Promotions</td>
<td>44.1</td>
<td>55.9</td>
<td>49.0</td>
</tr>
</tbody>
</table>

**Women’s representation in non-management occupations**

Women make up 51.0% of all non-manager roles and are concentrated in traditionally female occupations including community and personal service and clerical and administrative.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>% women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerical and administrative</td>
<td>75.1</td>
</tr>
<tr>
<td>Community and personal service</td>
<td>71.5</td>
</tr>
<tr>
<td>Sales</td>
<td>59.6</td>
</tr>
<tr>
<td>Professionals</td>
<td>53.4</td>
</tr>
<tr>
<td>Other</td>
<td>40.8</td>
</tr>
<tr>
<td>Labourers</td>
<td>31.3</td>
</tr>
<tr>
<td>Machinery operators and drivers</td>
<td>11.9</td>
</tr>
<tr>
<td>Technicians and trade</td>
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</tr>
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</table>

* Indicates change since 2013-14.*
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**Chart 3: Proportion of women by management category**

- **CEO/Head of Business in Australia**: 16.3%
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Female managers overall 37.4%

6.1% of all managers are employed on a part-time basis

---

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**Appointments and promotions**

A higher proportion of men are appointed and promoted to manager positions than women. However, as women currently represent 37.4% of managers, they are being appointed and promoted at a proportionately higher rate than their current representation.

**Table 2: Proportion of women and men appointed or promoted by management status**

<table>
<thead>
<tr>
<th></th>
<th>Manager (%)</th>
<th>Non-Manager (%)</th>
<th>Total (%)</th>
</tr>
</thead>
<tbody>
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Women in management by industry

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Women represent the majority of managers in only one industry, Health Care and Social Assistance.

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<tbody>
<tr>
<td>Health Care and Social Assistance</td>
<td>69.3</td>
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</tr>
<tr>
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<td>48.4</td>
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</tbody>
</table>

*Changes of at least + or - 1pp since 2013–14.

Industry segregation

Across the workforce, many industries are dominated by employees of one gender.

Chart 4: Gender composition by industry

Chart 5: Proportion of workforce working in male, female and mixed–industries

Workforce composition by gender dominance

Around six in 10 employees work in industries that are dominated by one gender.

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</tr>
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<td>30.9</td>
<td>31.6</td>
<td>32.5</td>
</tr>
<tr>
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<td>31.0</td>
<td>32.0</td>
<td>32.4</td>
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Women (%)

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<th>Financial and Insurance Services</th>
<th>Accommodation and Food Services</th>
<th>Arts and Recreation Services</th>
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<th>Construction</th>
<th>Mining</th>
<th>All industries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>80.2%</td>
<td>63.4%</td>
<td>58.4%</td>
<td>55.7%</td>
<td>51.8%</td>
<td>50.1%</td>
<td>43.5%</td>
<td>43.4%</td>
<td>39.0%</td>
<td>36.8%</td>
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Workforce composition by gender dominance

Around six in 10 employees work in industries that are dominated by one gender.

Chart 5: Proportion of workforce working in male, female and mixed-industries

*Changes of at least + or - 1pp since 2013–14.
Graduate and apprentice composition

The composition of graduates by industry suggests little change to current industry gender composition patterns - it closely matches the industry composition for 16 of the 19 industry categories.

- There are 35,855 apprentices and 19,612 graduates in the 2015-16 dataset. Apprenticeships represented in the dataset are heavily male-dominated, with only 4,801 females (13.4%).
- The 9,276 female graduates represent nearly half (47.3%) of all graduates.
- Apprenticeship gender composition was heavily male-dominated in all industries except Health Care and Social Assistance.

Table 5: New female graduates and apprentices entering industries

<table>
<thead>
<tr>
<th>Industry</th>
<th>Female graduates (%)</th>
<th>Female apprentices (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care and Social Assistance</td>
<td>Female Dominated</td>
<td>87.7</td>
</tr>
<tr>
<td>Administrative and Support Services</td>
<td>Mixed</td>
<td>65.3</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>Mixed</td>
<td>48.0</td>
</tr>
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Workforce by employment status

The Agency’s 2015–16 dataset covers an additional 50,482 employees compared to 2014–15. This increase has been recorded in female-dominated (Health Care and Social Assistance) and mixed industries (Retail Trade and Administrative Support Services), with a reduction in employee numbers in male-dominated industries (Mining, Construction, Manufacturing). Our dataset shows a decline in full-time permanent employment and growth in casual employment.
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<td>3.3</td>
</tr>
<tr>
<td>Mining</td>
<td>Male Dominated</td>
<td>33.9</td>
<td>10.1</td>
</tr>
<tr>
<td>Agriculture, Forestry and Fishing</td>
<td>Male Dominated</td>
<td>33.6</td>
<td>14.9</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>Male Dominated</td>
<td>32.9</td>
<td>4.1</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>Male Dominated</td>
<td>31.4</td>
<td>2.9</td>
</tr>
<tr>
<td>Electricity, Gas, Water and Waste Services</td>
<td>Male Dominated</td>
<td>29.0</td>
<td>6.1</td>
</tr>
<tr>
<td>Transport, Postal and Warehousing</td>
<td>Male Dominated</td>
<td>21.8</td>
<td>9.5</td>
</tr>
<tr>
<td>Construction</td>
<td>Male Dominated</td>
<td>20.7</td>
<td>2.1</td>
</tr>
<tr>
<td>Public Administration and Safety</td>
<td>Male Dominated</td>
<td>19.6</td>
<td>1.9</td>
</tr>
<tr>
<td>All industries</td>
<td>Mixed</td>
<td>47.3</td>
<td>13.4</td>
</tr>
</tbody>
</table>

Workforce by employment status

The Agency’s 2015–16 dataset covers an additional 50,482 employees compared to 2014–15. This increase has been recorded in female-dominated (Health Care and Social Assistance) and mixed industries (Retail Trade and Administrative Support Services), with a reduction in employee numbers in male-dominated industries (Mining, Construction, Manufacturing). Our dataset shows a decline in full-time permanent employment and growth in casual employment.

Chart 7: Female employees by employment status

Chart 8: Male employees by employment status
Employer action on gender equality

The data suggests improvements in employer action on workplace gender equality in a number of areas

Encouragingly, there has been an increase in the proportion of organisations with an overall gender equality policy and/or strategy from 66.2% in 2013-14 to 70.7% in 2015-16.

Organisations also report having targeted policies and/or strategies in place to support gender equality through their human resources functions. Fewer than one in four organisations link key performance indicators for managers to gender equality.

Chart 9: Percentage of policies and/or strategies supporting specific human resource functions

<table>
<thead>
<tr>
<th>Function</th>
<th>2013-14</th>
<th>2014-15</th>
<th>2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment</td>
<td>78.6%</td>
<td>70.8%</td>
<td>68.4%</td>
</tr>
<tr>
<td>Training and development</td>
<td>70.8%</td>
<td>70.8%</td>
<td>70.8%</td>
</tr>
<tr>
<td>Performance management processes</td>
<td>68.4%</td>
<td>68.4%</td>
<td>68.4%</td>
</tr>
<tr>
<td>Promotions</td>
<td>62.3%</td>
<td>55.3%</td>
<td>52.1%</td>
</tr>
<tr>
<td>Talent/high potential identification</td>
<td>54.6%</td>
<td>54.6%</td>
<td>52.1%</td>
</tr>
<tr>
<td>Resignations</td>
<td>48.2%</td>
<td>48.2%</td>
<td>48.2%</td>
</tr>
<tr>
<td>Key performance indicators for managers relating to gender equality</td>
<td>23.4%</td>
<td>23.4%</td>
<td>23.4%</td>
</tr>
</tbody>
</table>

Action on pay equity

- 27.0% of organisations reported a remuneration gap analysis had been conducted, compared with 26.3% in 2014-15.
- An increasing number of organisations are taking action as a result of their remuneration gap analysis (56.0%, up from 50.7%)
- More organisations are reporting pay equity metrics to the governing body (14.4%, up from 9.7%) and to the executive (25.4%, up from 19.4%).

Flexible working

- 62.9% of organisations have either a policy and/or strategy for flexible working arrangements, up from 60.2% in 2014-15.
- Organisations were more likely to offer formal arrangements around part-time, job-sharing and leave, but informal arrangements for flexible hours, time-in-lieu, compressed working weeks and telecommuting.

Support for employees with caring responsibilities

- 53.5% of employers offered non-leave based measures to support employees with caring responsibilities (down from 56.4%).
- The most common non-leave based measure was breastfeeding facilities (28.7%).
- Provision of employer-funded childcare was low, with 5.1% of employers offering on-site childcare and 3.1% offering employer-subsidised childcare.
- 4.0% of employers offered a return to work bonus, while 8.3% offered coaching for employees returning to work from parental leave.

Parental leave

- The proportion of organisations offering paid leave for primary and secondary carers has remained stable since 2013-14, with a decline in the average length of primary carers’ leave offered.
- 48.0% of organisations offer paid primary carers’ leave while 36.2% offer paid secondary carers’ leave.
- Primary carers’ leave: average of 9.7 weeks paid primary carers’ leave offered as a minimum, which is down from 11 weeks in 2014-15.
- Secondary carers’ leave: average of 1.5 weeks paid secondary carers’ leave offered as a minimum, which is the same as 2014-15.
- 7.6% of all employees on parental leave ceased employment while on parental leave.
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</tr>
<tr>
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</tr>
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<tr>
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Family or domestic violence

- 39.3% of organisations have a domestic violence policy and/or strategy, up from 34.9% in 2014-15.
- 74.8% of organisations offer support to employees experiencing family or domestic violence through a range of measures. The most common measures were employee assistance programs, access to paid and/or unpaid leave (52.6%), flexible working arrangements (48.6%) and referral services (26.9%).
- 11.0% of organisations train key staff to handle cases where employees experience domestic violence.

Sex-based harassment

- There has been an increase in the number of employers conducting management training on sex-based harassment prevention, from 81.5% in 2014-15 to 83.8% in 2015-16.
- 97.7% of employers have a policy and/or strategy on prevention of sex-based harassment.

Research and resources

The Agency has a range of research and resources on our website to help employers promote and improve gender equality.

Visit [www.wgea.gov.au](http://www.wgea.gov.au) to learn about employer best practice and download practical tools to increase gender equality in your workplace.

You can find helpful toolkits and research on the following topics:

- Setting gender targets
- Creating a gender equality strategy
- Analysing and addressing pay gaps
- Pay equity for small businesses
- Flexibility strategies and implementation
- Gender equality statistics
- Industry and occupational gender segregation
- Business case for gender equality

WGEA Data Explorer

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WGEA Data Explorer

Explore the data for yourself at data.wgea.gov.au

WGEA data for 2015-16 covers more than four million employees in Australia.

You can explore the data across detailed industry classifications and compare gender pay gaps, workforce composition and employer action on gender equality.

Advice and assistance

For further advice and assistance, please contact:

Workplace Gender Equality Agency
Level 7, 309 Kent Street
Sydney NSW 2000

t: 02 9432 7000 or 1800 730 233
e: wgea@wgea.gov.au
www.wgea.gov.au

Follow us on social media:

@WGEAgency
@wgeagency
Search Workplace Gender Equality Agency
2. International gender equality statistics

May 2016

Source: Workplace Gender Equality Agency
www.wgea.gov.au
International gender equality statistics

To better understand gender equality in Australia, it is important to consider Australia’s position within a global context. This fact sheet presents statistics on gender diversity in economic security, education, leadership and care work in 28 countries. These comparative statistics highlight that gender inequality is a global phenomenon.

It should be noted that comparability can be complicated as countries measure gender equality differently, and not all data points are available for each country.¹ Most data is sourced for the latest available years from the Organization for Economic Cooperation and Development (OECD) and the World Bank. Where data was missing, this was supplemented from other research agencies, such as Catalyst, the Australian Bureau of Statistics (ABS) and the Workplace Gender Equality Agency (WGEA or Agency).

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¹ Figures provided are reflective of the most available time period.
Economic security

The following section outlines a series of measures that frame the workforce in an international context, including the gender pay gap, workforce participation, and workforce participation compared to board representation.

Gender pay gap

The gender pay gap is the difference between women’s and men’s average weekly full-time equivalent earnings, expressed as a percentage of men’s earnings. The gender pay gap is influenced by a number of interrelated work, family and societal factors, including stereotypes about the work women and men ‘should’ do, and the way women and men ‘should’ engage in the workforce. Other factors that contribute to the gender pay gap include:

→ Women and men working in different industries (industrial segregation) and different jobs (occupational segregation).\(^2\) Historically, female-dominated industries and jobs have attracted lower wages than male-dominated industries and jobs.\(^3\)

→ A lack of women in senior positions, and a lack of part-time or flexible senior roles.\(^4\) Women are more likely than men to work part-time or flexibly because they still undertake most of society’s unpaid caring work and may find it difficult to access senior roles\(^5\)

→ Women’s more precarious attachment to the workforce (largely due to their unpaid caring responsibilities)\(^6\)

→ Differences in education, work experience and seniority\(^7\)

→ Discrimination, both direct\(^8\) and indirect.\(^9\)

Figure 1 displays the gender pay gap by the 22 available countries. Results are ordered from the largest gender pay gap to the smallest gender pay gap.


Of the 22 countries listed by the OECD (2013/2014):

- There is a gender pay gap favouring men in every country.
- Only five countries have gender pay gaps below 10%: Denmark; Norway; Belgium; New Zealand; and Hungary.
- Three countries have gender pay gaps that exceed 20%: Korea; Japan; and Finland.
- Australia ranks 16th, with a gender pay gap of 18.0% (based on 2014 results; Figure 1).
- Note that the current national gender pay gap for Australia is 17.3% (November 2015),\(^\text{10}\) while the Agency’s gender pay gap for non-public sector employers with 100 or more staff is 24.0% (2015).\(^\text{11}\)


**Workforce participation**

Workforce participation is the proportion of people who are employed or actively seeking employment. It takes the number of women or men actively involved in the workforce, and expresses them as a percentage of the population of women or men, respectively. The following section covers women and men aged between 15 and 64 years.

Figure 2 displays men’s and women’s participation rates for available countries. Men’s participation rates are displayed on the left side in grey, while women’s participation rates are displayed on the right side in yellow. Results are ordered from the highest participation rate for women to the lowest participation rate for women.

**Figure 2: Workforce participation of women and men aged 15 - 64 (available data)**


---

Results based on a comparison of OECD countries reveal:

- The overall OECD participation rate for women is 67.2%.
- Australia’s participation rates for both women (70.5%) and men (82.2%) are slightly above the average of all OECD countries.
- The highest participation rate for women is in Iceland (84.2%), followed by Sweden (79.3%) and Switzerland (79.0%).
- The lowest participation rate for women is in Turkey (33.6%), followed by Mexico (46.8%), and Italy (55.2%).

Women’s workforce participation and board representation

Figure 3 combines women’s workforce participate rates and women’s share of board positions (boards of publicly listed companies) to see if there is a relationship between these two measures.

Note that countries displayed in Figure 3 had the two gender equality indicators available. The vertical axis represents women’s workforce participation rates for each country. The horizontal axis represents women’s share of board positions for each country.

Figure 3: Workforce participation of women and board representation of women (available data)

Figure 3 shows that:

- There is a possible link between women’s workforce participation and women’s board representation.
- For example, some of the countries with the highest representation of women on boards have the highest participation rates for women overall (e.g. Iceland).
- Likewise, some of the countries with the lowest representations of women on boards have the lowest participation rates for women (e.g. Mexico).

However, while Australia has a relatively high participation rate for women (70.5%), it has a fairly low percentage of women serving on boards (12.3%; Figure 3).

Leadership

This section explores gender comparisons in leadership across a range of countries. These measures include a comparison of women’s workforce participation, the representation of management roles in the workforce, and gender composition of parliamentary seats.

Gender composition of boards

Gender composition refers to women’s and men’s share of positions. The gender composition of boards is calculated by taking the number of women or men on a given board and expressing that as a percentage of the total number of board positions.

Figure 4 displays the gender composition of the boards of publicly listed companies for available countries. Women’s percentage of board positions are displayed on the left side in yellow, and men’s percentage of board positions are displayed on the right side in grey. Results are ordered from the lowest percentage of women on boards to the highest percentage of women on boards.

Based on the gender composition of boards across an international comparison:

- Men hold the majority of board positions across all countries.
- Women account for only one in five board members in Australia (19%). However, WGEA results show that women hold nearly one in four (23.6%) board positions in non-public sector organisations with 100 or more employees.13
- Only Iceland appears to have achieved equitable representation of women and men on boards (44% women compared to 56% men; Figure 4).

---

Figure 4: Gender composition of boards on the largest publicly listed companies (available data)


Note: As of 2012, however, Icelandic companies were required to have 40% gender representation by September 2013.

* Based on 2014 results. All other data reflects 2015 results.
Proportion of female and male employees who are managers

The proportion of female and male employees who are managers is calculated by taking the number of female managers or male managers and expressing this as a percentage of all female or all male employees.

Figure 5 displays the percentages of employed women and men that hold managerial roles. The percentages of male employees who are managers are displayed on the left side in grey, and the percentages of female employees who are managers are displayed on the right side in yellow. Results are ordered from the highest percentage of female employees who are managers, to the lowest percentage of female employees who are managers.

Figure 5: Proportion of female and male employees who are managers (available data)

<table>
<thead>
<tr>
<th>Country</th>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>13.3</td>
<td>8.9</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>12.7</td>
<td>7.9</td>
</tr>
<tr>
<td>Iceland</td>
<td>11.6</td>
<td>7.5</td>
</tr>
<tr>
<td>Estonia</td>
<td>14.4</td>
<td>7.3</td>
</tr>
<tr>
<td>Israel</td>
<td>12.5</td>
<td>6.9</td>
</tr>
<tr>
<td>Slovenia</td>
<td>9.4</td>
<td>6.8</td>
</tr>
<tr>
<td>Switzerland</td>
<td>10.5</td>
<td>6.2</td>
</tr>
<tr>
<td>Ireland</td>
<td>9.7</td>
<td>5.9</td>
</tr>
<tr>
<td>Belgium</td>
<td>11.0</td>
<td>5.9</td>
</tr>
<tr>
<td>Norway</td>
<td>9.1</td>
<td>5.6</td>
</tr>
<tr>
<td>Poland</td>
<td>6.9</td>
<td>5.4</td>
</tr>
<tr>
<td>Portugal</td>
<td>9.1</td>
<td>5.3</td>
</tr>
<tr>
<td>France</td>
<td>9.1</td>
<td>4.8</td>
</tr>
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<td>6.7</td>
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</tr>
<tr>
<td>Netherlands</td>
<td>9.4</td>
<td>3.8</td>
</tr>
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<td>Czech Republic</td>
<td>6.6</td>
<td>3.3</td>
</tr>
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<td>Austria</td>
<td>6.3</td>
<td>3.1</td>
</tr>
<tr>
<td>Spain</td>
<td>5.7</td>
<td>3.0</td>
</tr>
<tr>
<td>Slovak Republic</td>
<td>5.5</td>
<td>3.0</td>
</tr>
<tr>
<td>Mexico</td>
<td>3.4</td>
<td>3.0</td>
</tr>
<tr>
<td>Germany</td>
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<td>2.8</td>
</tr>
<tr>
<td>Greece</td>
<td>4.7</td>
<td>2.6</td>
</tr>
<tr>
<td>Italy</td>
<td>4.8</td>
<td>2.4</td>
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<td>2.3</td>
</tr>
<tr>
<td>Finland</td>
<td>3.5</td>
<td>1.9</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>3.8</td>
<td>1.4</td>
</tr>
<tr>
<td>Denmark</td>
<td>3.0</td>
<td>1.2</td>
</tr>
<tr>
<td>Japan</td>
<td>3.5</td>
<td>0.6</td>
</tr>
<tr>
<td>Korea</td>
<td>2.4</td>
<td>0.4</td>
</tr>
</tbody>
</table>


14 Managers plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. . International Standard Classification of Occupations (ISCO-08). http://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm
Based on the proportions of working women and working men that hold manager positions:

- There are a higher proportion of working men holding managerial positions than working women across all available countries.
- Australia has the highest proportion of female employees that are managers (8.9%), and the second-highest proportion of male employees that are managers (13.3%).
- Korea has the lowest proportion of female managers (0.4%) and male managers (2.4%; Figure 5).

**Proportion of parliamentary seats held by women**

The proportion of parliamentary seats held by women is calculated by taking the number of women that hold parliamentary seats and expressing them as a percentage of total parliamentary seats.

Figure 6 displays the percentages of parliamentary seats held by women in available countries. Results are ordered from the highest representation of women in parliamentary seats to the lowest representation of women in parliamentary seats.

**Figure 6: Proportion of seats held by women in national parliaments (available data)**

A comparison of women’s representation in parliamentary seats shows that:

- Men hold the majority of parliamentary seats in all countries.
- The average representation of women in parliamentary seats across OECD countries is 28.6%.
- Australia is just below the average, with women holding over a quarter (26.7%) of parliamentary seats.
- Just five countries have reached gender equality (40:40:20) with parliamentary seat representation: Sweden; Mexico; Finland; Iceland; and Spain.
- The highest representation of women is in Sweden, where women hold over two in five seats (43.6%; Figure 6).

## Unpaid care work

The following section explores the time that women and men devote to unpaid care work. Unpaid care work includes activities undertaken that provide necessary health, well-being, maintenance, and protection of someone. The individuals performing these activities are not remunerated.¹⁵

### Unpaid care work gender ratio

Figure 7 displays the unpaid care work gender ratio, calculated by taking the average number of hours that women devote to unpaid care work and dividing this by the average number of hours that men devote to unpaid care work. For example, a ratio of 1 would indicate an equal amount of unpaid care work is performed by women and men, but a ratio of more than 1 indicates that, on average, women commit more time to unpaid care work than men. Results are ordered from the largest ratio to the smallest ratio.

A comparison of unpaid care work between women and men, expressed as a ratio, shows:

- Women commit more time to unpaid care work than men across all available countries.
- For every one hour that Australian men commit to unpaid care work, Australian women commit one hour and 48 minutes.
- The country with the greatest gender disparity in time is Turkey, where women commit over six hours for every one hour that men commit to unpaid care work.
- Denmark is the most balanced in the time undertaken in unpaid care work, with women devoting one hour and 18 minutes for every one hour that men engage in unpaid care work (Figure 7).

---

Figure 7: Ratio of time women spend devoted to unpaid care work, compared to men (available data)

Educational attainment

This section explores the level of education attained by women and men. Educational attainment is defined as the highest level of education an individual has successfully completed and is expressed as a percentage of the population.

Bachelor degree attainment rates

Figure 8 displays the rates at which women and men achieve a bachelor degree or equivalent in available countries.

The attainment rates of men are displayed on the left side in grey, and the attainment rates of women are displayed on the right side in yellow. Results are ordered from the highest percentage of women attaining a bachelor degree or equivalent, to the lowest percentage of women attaining a bachelor degree or equivalent.

A comparison of women and men’s educational attainment rates by country reveals:

→ For 26 of the 34 OECD countries women have higher attainment rates of bachelor degrees than men.
→ Australia ranks 4th overall for women’s and men’s educational attainment rates. Women have a slightly greater rate of attaining a bachelor degree or equivalent than men (26.1% compared to 21.4%).
→ Japan has the largest disparity in the attainment rates of women and men, with 18.5% of women attaining a bachelor degree or equivalent compared to 36.7% of men (Figure 8).
Figure 8: Educational attainment of women and men aged 25-64 years, bachelor degree or equivalent (available data)

* Korea, Japan and Mexico masters and doctoral attainment categories combined under bachelor.
3. The gender pay gap: fact or fiction?

April 2016

Source: Workplace Gender Equality Agency
www.wgea.gov.au
### Fiction

- **It’s illegal not to pay women and men equally, so the gender pay gap no longer exists.**

  The gender pay gap is the difference between women’s and men’s average weekly full-time equivalent earnings. While Australia has had equal pay legislation since 1972, when ‘equal pay for equal work’ was introduced as law to the industrial relations landscape, this type of prohibited discrimination is just one of the many factors resulting in differences between women’s and men’s earnings. So while the equal pay legislation provides a legal requirement for employers to pay women and men the same for work of equal or comparable value, it cannot control the many events over the life course that contribute to women’s pay disadvantage.


### Fact

- **Of course there is a pay gap when so many women work part-time.**

  The gender pay gap is calculated as the difference between women’s and men’s average weekly full-time equivalent earnings, expressed as a percentage of men’s earnings. The national gender pay gap is based on the Australian Bureau of Statistics’ Average Weekly Full-Time Earnings data (cat. no. 6302.0).


### More detailed information

- [Different Genders, Different Lives](http://www.wgea.gov.au)
- [Different Genders, Different Lives](http://www.wgea.gov.au)
- [Supporting Careers – Mentoring or Sponsorship?](http://www.wgea.gov.au)
- [Women and Negotiation](http://www.wgea.gov.au)
- [Different Genders, Different Lives](http://www.wgea.gov.au)
- [Gender workplace statistics at a glance](http://www.wgea.gov.au)
<table>
<thead>
<tr>
<th>Fiction</th>
<th>Fact</th>
<th>More detailed information</th>
</tr>
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| **The gender pay gap can be explained because women leave the workforce to have children, so they often have less cumulative work experience than men.** | Yes, women often take time out for child rearing, but the main impact on the gender pay gap is the financial penalty they suffer when they return to full-time work. Research has shown that women returning from one year of maternity leave can expect reduced earnings growth. This ‘motherhood penalty’ increases with longer periods of maternity leave. For example, a three year leave period can result in a fall in wages growth of more than 10%. | Parenting, Work and the Gender Pay Gap  
Women’s Economic Security in Retirement |
| **Women choose to work part-time to focus on family, contributing to the gender pay gap.** | While it is certainly true that women undertake most of society’s unpaid care work, the ‘choices’ women and men make around work and caring responsibilities are constrained by workplace practices and cultures. As a result, women carry most of the caring load, partly because workplace cultures don’t encourage men to work flexibly. Of particular concern is research that shows a ‘wage scarring’ effect once a woman goes back to full-time employment after a period of part-time work. | Parenting, Work and the Gender Pay Gap  
Different Genders, Different Lives |
| **The gender pay gap is partly caused because men and women hold different types of positions and men tend to have more senior management positions.** | Actually this one is true. However, women are not necessarily in less senior positions because they choose to be. Women’s careers often stall after they take career breaks or work part-time when they have children. Sure, we all have to make compromises around family and work, but until both women and men feel they can access flexible work practices to juggle career and family responsibilities, it is often not a real ‘choice’ that families are making. Better quality part-time work would enable women to continue to progress their earning and career potential, and also encourage fathers to engage in part-time work. | All industries snapshot  
Different Genders, Different Lives  
Parenting, Work and the Gender Pay Gap |

You can learn more about pay equity by visiting the Agency’s website: [https://www.wgea.gov.au/learn/about-pay-equity](https://www.wgea.gov.au/learn/about-pay-equity)

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4. What drives and reinforces violence against women?

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and Vic Health (2015).

www.ourwatch.org.au
What drives and reinforces violence against women?

The triangle represents the gendered drivers of violence against women

Factors outside the triangle can reinforce the gendered drivers to increase the probability, frequency or severity of violence against women

Condoning of violence in general
- Normalised or valorised as an expression of masculinity
- Condoned or excused for men in certain circumstances

Experience of and exposure to violence
- Witnessing violence against women
- Child abuse
- Racist violence, lateral and community violence, conflict/war

Weakening of pro-social behaviour
(e.g. harmful use of alcohol)

Backlash factors
(increases in violence when male dominance, power or status is challenged)

Socio-economic inequality and discrimination

And support the normalisation, justification and tolerance of violence against women

Underpin and produce these specific drivers of violence against women

The structures, norms and practices of gender inequality, in the context of other social inequalities

Condoming of violence against women

Rigid gender roles and stereotypical constructions of masculinity and femininity

Men's control of decision-making and limits to women's independence in public life and relationships

Male peer relations that emphasise aggression and disrespect towards women

Gender inequality in public and private life

...and in the context of other forms of social inequality

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).

Figure 6 The interactions between gendered drivers of violence against women and the reinforcing factors
Gendered drivers
Particular expressions of gender inequality consistently predict higher rates of violence against women:

1. Condoning of violence against women
2. Men’s control of decision-making and limits to women’s independence in public and private life
3. Rigid gender roles and stereotyped constructions of masculinity and femininity
4. Male peer relations that emphasise aggression and disrespect towards women.

Reinforcing factors – within the context of the gendered drivers – can increase frequency or severity of violence:

5. Condoning of violence in general
6. Experience of, and exposure to, violence
7. Weakening of pro-social behaviour, especially harmful use of alcohol
8. Socio-economic inequality and discrimination
9. Backlash factors (increases in violence when male dominance, power or status is challenged).

Higher probability of violence against women

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).
As the influence and/or number of these factors increases...

Gendered drivers of violence against women, and reinforcing factors

...so does the probability of violence against women

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).

Figure 7 Model for understanding the probability of violence against women
The gendered drivers of violence against women

And support the normalisation, justification and tolerance of violence against women

Underpin and produce these specific drivers of violence against women

The structures, norms and practices of gender inequality, in the context of other social inequalities

Gender inequality in public and private life

... and in the context of other forms of social inequality

Condoning of violence against women

Rigid gender roles and stereotyped constructions of masculinity and femininity

Male peer relations that emphasise aggression and disrespect towards women

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).

Figure 5 The gendered drivers of violence against women
Essential actions to address the gendered drivers of violence against women

1. Challenge condoning of violence against women
2. Promote women’s independence and decision-making in public life and relationships
3. Foster positive personal identities and challenge gender stereotypes and roles
4. Strengthen positive, equal and respectful relations between and among women and men, girls and boys
5. Promote and normalise gender equality in public and private life.

Supporting actions to address the reinforcing factors

6. Challenge the normalisation of violence as an expression of masculinity or male dominance
7. Prevent exposure to violence and support those affected to reduce its consequences
8. Address the intersections between social norms relating to alcohol and gender
9. Reduce backlash by engaging men and boys in gender equality, building relationship skills and social connections
10. Promote broader social equality and address structural discrimination and disadvantage.

Lower probability of violence against women

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).
Figure 2 The relationship between primary prevention and other work to address violence against women

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).

- **Primary prevention**: Whole-of-population initiatives that address the primary ('first' or underlying) drivers of violence.

- **Secondary prevention or early intervention**: Aims to ‘change the trajectory’ for individuals at higher-than-average risk of perpetrating or experiencing violence.

- **Tertiary prevention or response**: Supports survivors and holds perpetrators to account (and aims to prevent the recurrence of violence).
Since the age of 15:

1 in 5
Australian women had experienced sexual violence

1 in 3
Australian women had experienced physical violence

1 in 4
Australian women had experienced physical or sexual violence by an intimate partner

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).
The social context necessary for violence against women to occur

Gender inequality

Other forms of social, political and economic discrimination and disadvantage

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).

Figure 4 Gender inequality as the necessary condition or root cause of violence against women.
Figure 3 Socio-ecological model of violence against women

Examples of structures, norms and practices found to increase the probability of violence against women, at different levels of the social ecology:

- Dominant social norms supporting rigid roles and stereotyping, or condoning, excusing and downplaying violence against women
- Failure of systems, institutions and policies to promote women’s economic, legal and social autonomy, or to adequately address violence against women
- Organisation and community systems, practices and norms supporting, or failing to sanction, gender inequality, stereotyping, discrimination and violence
- Individual adherence to rigid gender roles and identities, weak support for gender equality, social learning of violence against women, male dominance and controlling behaviours in relationships

Source: Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, ANROWS and VicHealth (2015).
5. 10 ways local government can advance gender equity Fact Sheets

Source: Gender equity in Local Government Partnership, led by Victorian councils, Regional Women’s Health Services and supported by the Municipal Association of Victoria and Vic Health.
www.mav.asn.au
The fact sheets, *Ten ways local government can advance gender equity*, are part of a resource package designed to build the capacity for local governments to consider gender equity in their planning, policy and service delivery.

Local government plays an important role in creating and supporting environments that enable community to achieve optimal health and wellbeing. Reducing gender inequity for women is a key strategy in achieving this goal, as it allows for a more just, inclusive and fair society for both women and men. The fact sheets include practical information and practice examples of ways local government can advance gender equity for women.

The ten fact sheets are:

1. Why gender matters
2. Gender analysis
3. Infrastructure
4. Land use planning and design
5. Promoting women in leadership
6. Workplaces
7. Sports and recreation
8. Access to services
9. Key concepts and definitions
10. Further resources

What is gender?

‘Gender’ refers to the socially constructed roles, behaviours and attributes assigned to women, men, girls and boys. Unlike the biological characteristics and differences between women and men known as sex, gender roles are socially learnt, differ among cultures and change over time. While it would appear that women and men have all the same formal opportunities, gender inequity causes many women to experience significant disadvantage, impacting on their physical, mental and social health and wellbeing. To ensure that community needs are considered and responded to in the most informed and appropriate way, it is essential to consider gender when developing local government policy, planning and service delivery.

What is gender equity?

Gender equity is an important social justice goal. The concept recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities. Gender equity is the process of being fair to women and men by recognising diversity and disadvantage and directing resources and services towards those most in need to ensure equal outcomes for all. A gender equity approach therefore acknowledges that different strategies are often necessary for women and men.

Why is it important for local government to consider gender?

Local government has a critical role in creating and supporting environments that enable everyone in our community to achieve optimal health and wellbeing.
This role is legislated under the Public Health and Wellbeing Act (2008) section 24 and the Local Government Act 1999 (3c) (3d), which mandates councils to act as representative, informed and responsible decision makers in the interests of their communities. This means responding to the interests and needs of both women and men across all aspects of council activity. Councils are also bound by legislation such as the Victorian Equal Opportunity Act 2010 and Sex Discrimination Act 1984, which aim to eliminate discrimination and sexual harassment and promote greater equity in our community. Finally, compliance with the Victorian Charter of Human Rights and Responsibilities Act 2006 requires councils to uphold human rights, including the rights of women, as an essential component of a democratic, equitable and inclusive society. Achieving gender equity requires our elected political representatives to drive and champion policy, program and workplace reforms that build a fairer community for all.

The Victorian Local Government Women’s Charter highlights the need for increased women’s participation in key decision making roles through three principles: gender equity, diversity and active citizenship. In Victoria, 63 of the 79 local councils have endorsed the Charter, with many councils developing action plans to support the development of these objectives. The Charter is consistent with state, national and international protocols which highlight equal rights and opportunities as central to good governance.

How can local government advance gender equity?

There are a number of ways councils can advance gender equity. Strategies include integrating a gender equity strategy into council’s core business that enables mapping and analysis of the potential impact of council policies and programs on women and men. A gender analysis examines the differences in women and men’s lives, including those that lead to social and economic inequity for women, and applies this understanding to decision-making, policy development and service delivery. Overcoming gender inequity requires councillors, staff and organisations as a whole, to acknowledge difference and disadvantage and to challenge the stereotypes and attitudes that can lead to discrimination and marginalisation.

<table>
<thead>
<tr>
<th>Gender inequity facts</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FACT:</strong> Freedom from violence is a human right. Yet for many women and girls this right is violated. Intimate partner violence is the leading contributor of preventable death, disability and illness for Victorian women aged 15–44.</td>
</tr>
<tr>
<td><strong>FACT:</strong> Women spend almost triple the amount of hours per week caring for children when compared with men.</td>
</tr>
<tr>
<td><strong>FACT:</strong> Australian women on average earn 18% less than men in similar positions, which is equivalent to 82 cents to every dollar. The average amount of superannuation savings for men aged 25–64 years was $69,050 compared to $35,520 for women.</td>
</tr>
</tbody>
</table>

1 Please note the Ten ways local government can advance gender equity fact sheets will for the most part refer to women and men. When considering gender it is also important to take into account the needs of girls and boys to ensure that planning, policy and service development and delivery is not blind to the differing and diverse needs of children.
7 ABS Average Weekly Earnings, Australia, February 2010, Catalogue No 2302.2
9 Initiated by the Women’s Participation in Local Government Coalition, endorsed by the Minister for Local Government, the Municipal Association of Victoria and the Victorian Local Governance Association.
Gender analysis

What is gender analysis?
Gender analysis, also known as gender reporting, is a method of assessing difference in the lives of women and men and the impacts that policies, programs and services have on particular groups of women and men. A gender analysis takes into account the diversity among women and men by considering variables such as socio-economic status, age, family structure, ability and cultural and linguistic background. The World Health Organisation defines gender analysis as

… a dynamic process that assesses the impact a policy, program or project has on diverse women and men and informs actions to address inequalities that arise from the different roles of women and men or the unequal power relations between them.1

Gender analysis is a key tool that enables us to consider whether or not a policy, program or project is producing equitable outcomes for diverse groups of women and men.

Why is a gender analysis important for local government?
Evidence shows that when it comes to health and wellbeing gender does matter. The World Health Organisation recognises gender as a social determinant of health. Women’s health is therefore an important matter for council to take action on.2 Gender analysis is now recognised at all levels of Australian government as part of comprehensive policy, programs and service planning and delivery. It can be undertaken by an organisation at a point in time for a specific project or more globally for strategic, service and operational matters.

Developed by the Gender Equity in Local Government Partnership, led by Victorian councils, Regional Women’s Health Services and proudly supported by the Municipal Association of Victoria and VicHealth
Gender analysis is important as it ensures that policies, programs and services are not unfairly disadvantaging women or men. It is necessary to undertake a gender analysis in order to:

- Prompt the thorough examination of an issue
- Achieve better health outcomes for women and men
- Identify and redress inequity and disadvantage
- Develop targeted programs and policies that assess and reduce barriers and negative impacts and increase participation and engagement of all community members including women
- Ensure local government services are relevant to the needs of the community through the provision of measurable, evidence-based data for women and men.

Gender analysis provides a mechanism to support officers to analyse, research, evaluate and understand the different needs, capacities and experiences of women and men in their municipality and therefore support sound decision-making. Councils that are informed by a strong, accurate evidence base can ensure positive outcomes for their community.

How can local government undertake a gender analysis?

The following five questions are important to consider when looking at how gender relates to a policy, program or service.

1. **How does it affect women? How does it affect men?**
   To help build this picture, use sex-disaggregated data and consult with women’s groups and organisations.

2. **How will you ensure that the specific needs of women and men are considered?**
   Examine whether specific policies or programs are required and look at modifying existing practice to ensure it is gender equitable.

3. **How will diverse groups of women and men be included?**
   Gather data, research and feedback from community members who identify as having a disability, being gay, lesbian, transgender or intersex, from a culturally and linguistically diverse background or from a lower socio-economic background.

4. **How might your own values, biases and assumptions affect the process?**
   Consider whether you have specific beliefs about women and men’s role in society and how this could impact on your decision-making.

5. **How does the policy, program or service perpetuate or overcome existing stereotypes and gender inequities?**
   Reflect on whether there are measures in place to rectify gender inequities to ensure that women and men have equal opportunities, and are equally valued and respected.

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The fact sheets, *Ten ways local government can advance gender equity*, are part of a resource package designed to build the capacity for local governments to consider gender equity in their planning, policy and service delivery.

Local government plays an important role in creating and supporting environments that enable community to achieve optimal health and wellbeing. Reducing gender inequity for women is a key strategy in achieving this goal, as it allows for a more just, inclusive and fair society for both women and men. The fact sheets include practical information and practice examples of ways local government can advance gender equity for women.

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Local government’s role in infrastructure

Local government provides a wide range of essential infrastructure. This includes the construction and maintenance of local roads, lighting, bridges, footpaths, drainage and waste disposal. Local government is responsible for vital social infrastructure and community facilities, such as community centres, arts and cultural facilities, playgrounds, maternal and child health centres, parks, libraries and recreation facilities. These facilities play a significant role in providing opportunities for community inclusion, participation and social connection.

Why is gender relevant to infrastructure?

The provision, design and maintenance of infrastructure within our municipalities has a significant impact on the way people use public spaces and community facilities and how they interact with their community.

Planning and designing community infrastructure that is responsive to and respectful of the needs of women and men means analysing how public spaces are used and creating ways to make them more inclusive. This involves investigating who uses community infrastructure, when and for how long, as well as which community groups don’t use a particular space and why.

Infrastructure that is poorly maintained can impact on people’s use of public spaces, as well as their perceptions of safety. Factors such as poor lighting, graffiti, low levels of natural surveillance, rubbish and cracked footpaths can affect the real and perceived safety of both women and men.
However, there can be particularly negative impacts on women and girls’ use of community infrastructure. For example, if path access to a community facility is poorly lit during the evening, women’s participation could decline due to safety concerns including increased risk of assault. A well-lit pathway increases visibility and safety.

In addition to the built environment, the operation of community facilities also impacts on women’s sense of safety, comfort and subsequent use of these facilities. For instance, the types of programs offered, opening hours, staff composition and the visuals displayed within a facility can have as much of an effect on women’s use of services as factors in the built environment. For example, sporting clubs that have sexist posters in their club rooms can create barriers for women and girls’ access and participation.

How can local government ensure that infrastructure is gender equitable?

To ensure that all members of our community are able to participate fully in community life, it is essential that community infrastructure is designed, maintained and programmed to be inclusive. Council infrastructure needs to be usable, welcoming, relevant and safe for everyone.

Simple ways to ensure that infrastructure is gender equitable include:

- Conduct an audit of council facilities to determine whether the needs of women and men are being met.
- Ensure any community consultation that is undertaken to assess community infrastructure or facilities involves women, including women who currently use the facility as well as those who do not.
- Include gender analysis as part of regular council maintenance process.
- Ensure that ‘Crime Prevention through Environmental Design’ principles are used in all infrastructure design.
- Ensure that staffing and programs at community facilities cater for women and men.
- Use sex-disaggregated data and research to inform infrastructure development.
- Consider ways to utilise council infrastructure, including buildings, sports grounds and vehicles. Facilities can play a very public role in supporting gender equity and preventing violence against women.

A case study of women’s transport needs

Research suggests that women and men use public transport differently, which is linked to their employment patterns and family and household responsibilities. Women are less likely to have access to a car and are more likely to walk and use public transport. When travelling on public transport, women are often carrying shopping and accompanied by small children. Women collecting children from school and childcare usually travel outside of peak hour and across towns and cities. However, most public transport is designed for people who travel in and out of city and town centres, at peak hour and without children, prams and shopping. In recent years there has been increasing recognition that a gender analysis of transport infrastructure is necessary so that the differing transport needs of men and women can be met.

Examples

1. In 2008, Maribyrnong City Council conducted an audit of eleven of its facilities to assess how safe and welcoming these facilities were for women. The assessments were completed using a Preventing Violence Against Women (PVAW) Assessment Tool, which was specifically designed for this assessment. A number of recommendations were made for each facility. The assessment tool is available at: [http://www.mav.asn.au](http://www.mav.asn.au)

2. The Darebin Leisure Services Strategy 2010–2014 includes five actions that support greater inclusion and participation of women.
Ten ways local government can advance gender equity

Land use planning and design

Local government’s role in land use planning and design

Land use planning refers to how spaces are designed and used and the planning policies and processes that shape conditions in which people live, work and play. Local councils make many land use planning decisions that affect their municipality, such as public transport infrastructure, the size of shopping centres, the location of parks, bike paths and new roads. Every municipality has its own planning scheme, which sets out policies and provisions for the use, development and protection of land for an area. As such, local government plays an important role in creating well designed environments that all members of the community can enjoy. Such places are accessible, environmentally sustainable, affordable and safe for everyone. They enhance the cultural, social, physical and environmental diversity of a region and help foster healthy, socially inclusive communities.

Why is gender relevant to land use planning and design?

Planning policies and processes can unintentionally exclude or discriminate against groups in our community. Planning policy can ignore the fact that women and men use public space differently. It has been argued that urban and suburban spaces support stereotypically male activities and planning methodologies reflect a male dominated society.
Given the relationship between gender, space and power, the form and function of the built environment can make a difference to women and men’s use of a space and should not be overlooked.¹

For example, women consistently express greater fears for their personal safety in urban environments than do men.² However, built environments are often developed with little consideration of women’s needs. Utilising the ‘Safer Design Guidelines for Victoria’ is therefore important as well designed and maintained urban environments are essential to improve safety and perceptions of safety for women in our community.

Planners and practitioners involved in land use planning and design are becoming increasingly sensitive to gender perspectives in response to the past tendency to exclude the experiences of women in urban space when defining, interpreting and acting upon planning issues. Planning courses are now including subjects such as gender and planning that aim to explore, examine, analyse and challenge conventional planning thought and practice from a gender perspective.³

How can local government advance gender equitable land use planning and design?

Opportunities for local government to consider gender inequity and effectively integrate gender into land use planning and design include:

- **Improve the understanding of gender equity and how it relates to planning and design.** Undertake a gender audit on existing policies and strategies and consider where there are gaps. For example, women generally seek a home that is located within proximity to services, family networks, public transport, educational opportunities and employment. When developing housing it is important to understand these considerations.⁴

- **Improve knowledge on the ways that consideration of gender can influence building requirements.** For example, building design and assessment should consider location and access, childcare, baby changing facilities, public toilets, lighting and accessible facilities.

- **Develop and implement gender impact assessments.** This will assist decision making and input into the planning scheme, and will involve considering who is affected and how, as well as how planning will impact on a given group in the community including women, men, youth or older residents.

- **Plan for appropriate data collection and research.** Use sex-disaggregated data and research to highlight the different experiences and needs of females and males in relation to land use and design. Doing so will identify and respond to the potential experiences of both sexes when undertaking planning decisions. This will better ensure that local government knows the community it is designing for, both now, and into the future.

- **Ensure consultation includes gender equity considerations.** This could involve recruiting a group of local women to go on a ‘walkabout’ around the city or site with planners and designers at the early planning stage or project scoping. Their views could be included in the designer’s planning brief and ongoing consultations. Consultation with a women’s advisory committee and reference groups is another important way of ensuring that land use planning and design is responsive to the needs of women in the community.

A Case Study of Safety in Public Urban Space

The Women’s Design Service’s Making Safer Places Project worked with groups of women to produce safety audits on local parks. Better lighting and maintenance of clear sight lines by cutting back vegetation was a common recommendation. Women also suggested giving pedestrians priority over traffic, and in particular removing pedestrian subways. Clear signage was also considered important from a safety perspective, while the presence of CCTV made women feel that an area was unsafe. The most important factor contributing to women’s sense of safety was the presence of other people. One way to attract a wide range of people to a public urban space is to make it beautiful – a concept rarely considered in the context of community safety and wellbeing.⁵

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² Women’s Design Service: http://www.wds.org.uk/index.htm
³ W. Bell, Women’s and Community Safety, Bell Planning Associates: South Australia, 1998.
⁵ Women’s Design Service: http://wds.org.uk/www/pub_current.htm
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**Why focus on women and leadership?**

A gender analysis of who has the capacity and opportunity to contribute to community decision-making highlights that women are often absent or under-represented in leadership roles and positions of power. Despite making up 45 per cent of the Australian workforce, women are significantly under-represented in senior leadership and management positions. In an effort to strengthen the representation of women at decision-making levels, the Australian Government has set a target of achieving a 40 per cent representation of women on federal government boards by 2015.

Increasing the representation of women in leadership positions will help challenge and shift workplace cultures and provide women with a greater capacity to participate in the development and implementation of legislation, policies and services that affect their lives. Women’s voices and perspectives need to be sought and respected in order to ensure that policy, planning and decision-making best reflects the diversity of the community. Without processes that are specifically designed to increase women’s involvement in decision-making, women will continue to be excluded from leadership positions in the community, government and business sectors.
Why should local government promote women’s leadership?

Local government is in a unique position to encourage and foster women’s leadership and decision-making, and ensure that women have equal representation. Local government is legally obliged to comply with the rights and responsibilities outlined in the Victorian Charter of Human Rights and Responsibilities. This includes Section 18, which specifically refers to the right for all persons to take part in public life. Local government therefore has a responsibility to work towards enabling the full participation of all women within their municipality in all aspects of community and public life.

How can local government promote women’s leadership?

Local governments can strengthen women’s leadership both within their organisation and through their work with the community. There are many supporting frameworks that local government can implement. The following is a list of suggested activities which has been adapted from the Victorian Women’s Charter Checklist:1,2

1. Endorse the Victorian Local Government Women’s Charter 3
2. Review women’s representation on council and council committees and establish annual targets and timelines for achieving gender equity
3. Designate a council committee with responsibility for increasing women’s participation or create a women’s portfolio to be led by a councillor and resourced and supported by council officers
4. Establish and resource a mentoring program for newly elected women councillors, senior women executives and women officers
5. Establish links and partnerships with women leaders and representatives from Aboriginal groups and agencies, women from culturally and linguistically diverse (CALD) backgrounds, women with a disability and same sex-attracted women, to encourage their participation and leadership
6. Ensure that diverse groups of women have the opportunity to participate on council and community decision-making bodies by identifying and rectifying any exclusion barriers. For example, meeting times, lack of childcare, inaccessible venues or lack of transportation.

Gender inequity facts

FACT: Despite comprising slightly more than half of the Victorian population, only 25% of mayors and 29.8% of local government councillors are women

FACT: In the Victorian state parliament cabinet only 4 of the 22 Ministers appointed by the Baillieu government are women2

FACT: Currently, less than 30 per cent of Victorian councillors are women. Six councils have no female representation, and in 14 councils there is only one female representative.

Examples of local governments working to promote women in leadership

Darebin City Council has established the Darebin Women’s Advisory Committee to provide advice and strategic direction on issues affecting women back to council. This committee is made up of community members with councillor representation.

Darebin Council also supports an internal Women’s Leadership and Equity Group made up of staff to inform workplace development, gender equity and leadership opportunities for women.

City of Port Phillip (CoPP) has developed a Gender Equity Action Plan which identified CoPP as an employer of choice for women, with women totalling more than 50% of staff and councillors. Three of the five Senior Executive Team, including the CEO, are women and four of seven councillors are women. This trend continues to be reflected across leadership roles within council.

Yarra City Council presents an annual award on International Women’s Day to recognise and honour the work of a woman council officer.

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3 Initiated by the Women’s Participation in Local Government Coalition, endorsed by the Minister for Local Government, the Municipal Association of Victoria and the Victorian Local Governance Association

For more information contact Maryanne.Clarke@yarracity.vic.gov.au
The fact sheets, *Ten ways local government can advance gender equity*, are part of a resource package designed to build the capacity for local governments to consider gender equity in their planning, policy and service delivery.

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The ten fact sheets are:

1. Why gender matters
2. Gender analysis
3. Infrastructure
4. Land use planning and design
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**Workplaces**

**Why focus on gender equity in the workplace?**

Over the last decade, there has been a significant increase in women’s paid employment. However, workplace attitudes and assumptions that lead to discrimination and unequal outcomes between women and men continue. For example, a major contributor to unequal outcomes between women and men is the gender wage gap. Australian women currently earn approximately 82 cents to every dollar men earn, and the gender pay gap has widened over the last four years.\(^1\) A 2009 report commissioned by the federal government found that in addition to fairness and equity there are strong economic imperatives for rectifying the pay gap between women and men, as it costs the Australian economy $93 billion per year.\(^2\) Another common reason that women and a growing number of men struggle to stay in work is because employees who have family and caring responsibilities are not adequately supported through flexible work arrangements.\(^3\) Even when flexible workplace provisions are available unsupportive workplace cultures prevent many workers – particularly men – from accessing such entitlements.\(^4\)

**Why should local government work to create a gender equitable workplace?**

Local government employs a wide range of professionals from those working in planning, health and community services, sports and leisure, infrastructure and human resources, among various other professions.
Supporting fair and more flexible workplaces is essential in advancing gender equity and in positioning local government as an employer of choice. In practice, this means that both women and men are provided with family friendly employment conditions, job quality, pay equity, satisfaction with hours worked and career progression. Flexible workplace initiatives have been found to increase employee productivity and improve recruitment and retention of staff. Flexible workplace arrangements also support good health among employees, which is essential to workplace productivity.

How can local government promote gender equity in the workplace?

There are numerous ways local government can advance workplace reform and organisational cultural change in an effort to build a fair, flexible and gender equitable workplace. These include:

• Invest in workplace innovation and job redesign to strengthen opportunities for women to take on leadership and management roles
• Set measurable targets for the number of women at management and senior executive roles

Local government innovation to advance gender equity in the workplace

Family violence is a leading cause of homelessness and poverty for Victorian women and children, as violence in the home has a significant impact on women’s employment status. Recognising this, the Surf Coast Shire has incorporated a clause in their Enterprise Agreement that provides employees experiencing family violence with additional paid leave and occupational health and safety measures, including safety planning.

Fact Sheet

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Gender inequity facts

FACT: In a week where 3.2 million employees provided unpaid care to someone, only 15 per cent used flexible working arrangements to do so.

FACT: Lower income earners (less than $30,000 pa) are more likely to require greater job flexibility when compared to middle and higher income earners.

FACT: Women are more likely than men to work under minimum employment conditions and be employed in low-paid, casual and part-time work.

FACT: One in five women will experience sexual harassment in the workplace in their lifetime, which remains a barrier for many women participating in paid work.

Superannuation and Women

• In 09/10 the average account balance for women was $40,000. Men? Over $71,000
• A woman taking a five year break at 27 to have children has $91,400 less superannuation than a man
• A woman who retires at 67 needs 13% more in retirement than a man because she is likely to live longer
• About two in five women have no superannuation compared with one in four men
• Average superannuation payouts for women are less than half that received by men – $63,000 compared with $136,000.

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Sports and recreation

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Local government’s role in sport and recreation

Local government is responsible for a range of community sports and recreation facilities and services, particularly in relation to open space areas, parks, sports ovals and recreation centres.

Councils own and manage facilities for organised sporting events, such as sporting ovals, tennis and basketball courts and pavilions, as well as facilities for other recreational activities including community events.

Councils also manage local recreation centres, which include swimming pools, gyms and facilities for group and individual fitness programs, as well as providing onsite childcare facilities. When these spaces are safe, welcoming and inclusive, they provide opportunities for community participation and social connection.

Why is gender relevant to sport and recreation?

There are many benefits to participation in sport and recreation activities. Aside from the physical and mental health and wellbeing benefits, evidence shows that participation in sport fosters increased self-esteem, a strong sense of belonging and facilitates social inclusion and community integration.

There are still low rates of participation of women and girls in all aspects of sport. Women remain underrepresented at all levels of coaching, officiating and leadership.¹
Increasing the involvement of women and girls in sporting clubs and recreation activities also challenges gender norms and provides opportunities for women’s and girls’ leadership and achievement.²

Reinforcing rules of good conduct through gender equity in junior sport may well flow on to other aspects of life. Sports clubs can enforce equal numbers of women coaches and coaching assistants in their programs. Junior sporting leagues could also look at encouraging equal numbers of boys and girls in teams.³

Gender has an impact on all aspects of participation in sports and recreation activities, so it is important for local governments to consider the needs of women and girls from a planning, design, and community use perspective. Design considerations and access to sports and recreation facilities also plays a role in providing access for women and girls, as many facilities still lack the infrastructure that provides suitable access to women and girls as players, supporters, coaches, umpires and committee members. For example, change rooms that are available for a visiting female team or female umpires.

How can local government promote gender equity in sport and recreation?

In order to increase women and girls participation in sports and recreation activities, community spaces need to be safe and welcoming to all members of the community. Local government has a role to play in ensuring that sporting clubs and recreation facilities engage with a range of strategies aimed at creating inclusive sporting environments.

- Councils can promote and support the participation of women and girls as part of all sport and recreation programs and policies
- Undertake an audit of the current sports and recreation programs at council, and identify opportunities to further support programs and teams for women and girls
- Review the current projects and policies that promote and encourage equal participation of women and girls, for example:
  - Moreland City Council’s Active Women and Girls Strategy
  - Yarra City Council’s Equitable Access to Sports Facilities Audit Tool
  - Fair Game Respect Matters (VicHealth Program)
  - Everybody Wins (VicHealth initiative).
- Convene an internal working group to review current work around equal participation for women and girls, and develop an organisational approach to addressing gender inequity in sports participation
- Provide gender equity training to outline how clubs can build capacity around women in governance, coaching and general participation roles
- Provide relevant infrastructure to improve venues and encourage female involvement.

Prioritising women and girls in sport activities

Moreland City Council has developed an Active Women and Girls Strategy, to promote a healthy lifestyle and increase the participation of sports activities in the community particularly amongst women and girls.⁴

Council has also adopted an Affirmative Action Policy to increase participation rates of women and girls at local sports and recreation facilities.

Moreland identified that clubs needed to take a proactive approach to redressing the gender imbalance across a range of sports and recreation activities.

Each Moreland sports organisation is required to develop programs that increase the participation, health and wellbeing of women and girls through a range of initiatives. These requirements better ensure the diverse needs of women and girls are taken into account and that sports clubs prioritise the recruitment, development and retention of women and girls in leadership roles in their organisation.

2. UN Division on the Advancement of Women, Department of Economic and Social Affairs (2007) Women 2000 and Beyond: Women, Gender, Equality and Sport.
3. Taken from Active Women and Girls Strategy, Moreland Council, Male Sport is ruining our boys. Associate Professor John Fitzgerald, Executive Manager of VicHealth, The Age article, May 15 2009.

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**Council’s role in access to services**

Local government is an important tier of government, and has a significant impact on the lives of all Victorians. Councils spend over $4 billion annually to provide a wide range of services and facilities to the communities in their municipality. They work in partnership with the local community, state and federal government, and a wide array of other agencies, to deliver these services.

Local government is responsible for over $40 billion worth of assets and infrastructure including roads, bridges, drains, town halls, libraries, recreation centres, community centres, kindergartens, childcare centres and sports pavilions. Local government also provides a comprehensive range of community services including property, economic, human, recreational and cultural services. Councils have a role in enforcing state and local laws for environment, public health, traffic, land use planning and animal management. Local governments regularly review all these activities to ensure they are providing best practice for their communities.

An important consideration with regard to service planning is flexibility to ensure that services meet the diverse needs and capacities of the citizens who will be accessing them.

**Why is gender relevant to access to local government services?**

Women and men are not homogenous groups. Age, ability, ethnicity, cultural and religious background, socio economic status and literacy all impact people’s ability to access and use services. Women and men may experience different barriers and constraints with regard to accessing services including the above.
Within aged and disability care, for instance, the gender profile of the home support workforce has a direct impact on the capacity of the service to meet community needs. Male and female clients have different needs and require a workforce that reflects this. A gender and diversity lens is crucial for designing services so that they meet the needs of all individuals in our community and promote inclusion and equity.

How can local government advance gender equity through services?

• Recognise that gender is diverse and includes individuals of all ages, abilities, socio-economic status, ethnicity, religious and cultural backgrounds and sexual orientation

• Identify relevant gender reporting resources that take into account the above and implement and adopt these as part of council’s regular policy planning, development and service delivery process.

• Undertake gender reporting training for all staff involved in policy, planning and service delivery to enable staff to be aware of and address the various barriers and constraints to service access for women and men.

• Ensure that gender equity is a standard consideration when developing or updating all council community planning documentation

• Provide council reports on the significance and impact of gender equity across all areas of council’s work.

Services Case Studies

Not taking gender equity into account when planning services can have service consequences for women. For example, mixed sex wards in psychiatric hospitals have resulted in many vulnerable female patients being assaulted and/or abused.2

Women and children do seek housing support through council services, particularly when fleeing family violence situations. If gender is not taken into account these women and their families can be even further disadvantaged and placed at risk.

City of Whittlesea is one of a number of councils who have changed hours of service operation in Maternal Child Health to accommodate the needs of working families and encourage shared parenting responsibility.

1 Taken from Dept Victorian Communities website: www.dpcd.vic.gov.au/localgovernment

2 Taken from Victorian Women and Mental Health Network, Nowhere to be Safe Report, April 2008.
Ten ways local government can advance gender equity

Key concepts and definitions

In order to undertake a gendered approach, it is important to understand the following key concepts and terms.

**Gender**

The term ‘gender’ refers to the socially constructed roles, behaviours and attributes that society considers appropriate for women and men. Unlike the biological characteristics and differences between women and men known as sex, gender roles are socially learnt, differ among cultures and change over time.

**Gender equity**

Gender equity is an important social justice goal. The concept recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities. Gender equity is the process of being fair to women and men by recognising diversity and disadvantage and directing resources and services towards those most in need to ensure equal outcomes for all. A gender equity approach therefore acknowledges that it is often necessary to have different strategies for women and men.
Gender equality

Gender equality means equal participation of women and men in all spheres of public and private life. Gender equality is about society giving equal value to the similarities and differences between women and men, and the varying roles they play. The experience of inequality is by no means confined to women. Differences occur between both sexes on questions of race, sexuality, class, age, disability and geography. But on key questions of economic security, health, wellbeing and political participation – within and across cultures – women more commonly experience greater disadvantage and discrimination relative to men.

Gender analysis

Gender analysis is a method of assessing difference in the lives of women and men and the impacts that policies, programs and services may have. Implementing gender analysis therefore provides more equitable access for both groups, by also taking into account variables such as socio-economic status, age, family structure, ability and cultural and linguistic background.

Gender sensitive

A policy, program or service that recognises that women and men are constrained in different and often unequal ways as potential participants and beneficiaries.

Gender blind

A policy, program, project or service that ignores gender and therefore incorporates biases that may be in favour of existing unequal relations.

Gender mainstreaming

Gender mainstreaming is a process that ensures: “that gender perspectives and attention to the goal of gender equality are central to all activities – policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects.”

Sex disaggregated data

Information that is cross-classified by sex, presenting information separately for females and males, girls and boys in order to identify, understand and respond to issues as experienced by both sexes.

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1 World Health Organisation, Mainstreaming gender equity in health: the need to move forward, WHO regional Office for Europe, Copenhagen, 2002.
Ten ways local government can advance gender equity

Further resources

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Whether your council is beginning to consider gender or is well advanced in creating a just, inclusive and fair community, there is a wide range of resources available to support this work.

International Policy Frameworks


National Policy Frameworks


Developed by the Gender Equity in Local Government Partnership, led by Victorian councils, Regional Women’s Health Services and proudly supported by the Municipal Association of Victoria and VicHealth
Women's Health Services

Victoria has nine regional and three state-wide women's health services, which specialise in women's health, gender equity, and health equity between women. Women's health services have an array of resources that can be used by local councils including toolkits, research and statistical information about the social profile and health status of women in their municipality. Women's health services are key partners in supporting local government to build a community that is just, inclusive and fair.

Women's Health Victoria [http://whv.org.au/]
Women with Disabilities Victoria [http://www.wdv.org.au/]
The Royal Women's Hospital [http://www.thewomens.org.au/]
Multicultural Centre for Women's Health [http://www.mcwh.com.au/]
Women's Health West [http://www.whwest.org.au/]
Women's Health in the North [http://www.whin.org.au/]
Women's Health East [http://www.whe.org.au/]
Women's Health in the South East [http://www.whise.org.au/]
Women's Health Grampians [http://www.whg.org.au/]
Women's Health Loddon Mallee [http://www.whlm.org.au/]
Women's Health Goulburn North East [http://www.whgoulburnnortheast.org.au/]
Gippsland Women's Health Service [http://www.gwhealth.asn.au/]

Other

- Gender Equity resources – The Municipal Association of Victoria’s (MAV) gender equity webpage provides gender equity resources for local governments and includes gender equity statistics, local government case studies and prevention of violence against women data and information. [http://www.mav.asn.au/policy-services/social-community/gender-equity/Pages/default.aspx]

Partners

This project has been developed in collaboration with the following organisations:

- Yarra City Council
- Darebin City Council
- Moreland City Council
- Whittlesea City Council
- Women's Health East
- Women's Health in the North
- VicHealth
- Office of Women's Policy
- Knox City Council
- Maribyrnong City Council
- Hume City Council
- Port Phillip City Council
- Women’s Health West
- Women’s Health Grampians
- Municipal Association of Victoria

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