



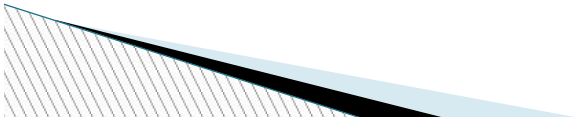
Gender Training Workshop for People Attending the APEC Women and the Economy Summit

Office of Women, Department of Families,
Housing, Community Services, and Indigenous
Affairs

5 September 2011

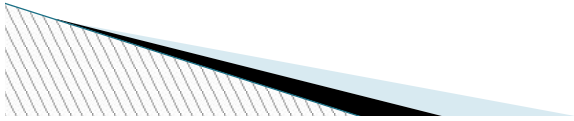


Agenda

- ▶ 9:00 – 9:30 Introductions & Housekeeping
 - ▶ 9:30 – 10:30 Gender Analysis
 - ▶ 10:30 – 11:00 Access to Finance
 - ▶ 11:00 – 11:30 Morning Tea
 - ▶ 11:30 – 12:00 Access to Markets
 - ▶ 12:00 – 12:30 Capacity and Skills Building
 - ▶ 12:30 – 1:00 Leadership and PPP
- 

Gender Analysis – a starting point

- ▶ International Labour Organization (ILO) recognizes gender analysis as a tool for identifying the different roles and needs of men and women so that planners and policy makers can:
 - develop and
 - implement concrete measures to promote equality of opportunity and treatment between men and women workers.



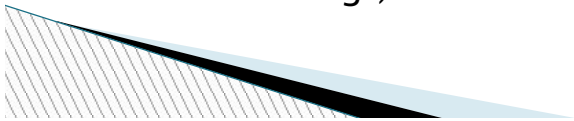
An absence of gender analysis can ...

- ▶ Lead to inappropriate design of programs
- ▶ Work against the interests of women workers
 - as examples:
 - the absence of apprenticeships around feminised areas of work,
 - the absence of return to work and work–life labour market arrangements
 - job/work evaluation mechanisms that are cohered around masculinised areas of work.



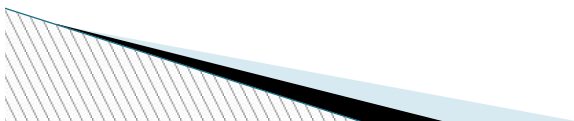
Context and Application

- ▶ Specific EEO reporting
- ▶ Structural and philosophical commitment to the use of gender analysis prior to the introduction of policy change,
- ▶ Structural change – e.g. reorganizing administrative arrangements
- ▶ Budget allocation and planning –
- ▶ Example selected initiatives in New Zealand, United Kingdom, Canada (... gender mainstreaming?)



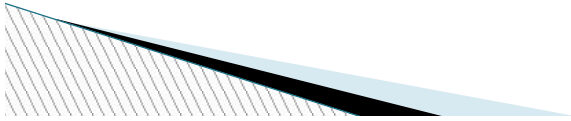
As an example...EEO reporting

- ▶ Prepare a workplace profile by gender
- ▶ Workplace analysis including steps to consult women
- ▶ Issues prioritised following analysis
- ▶ Action taken
- ▶ Evaluation of action
- ▶ Identification of Future action.



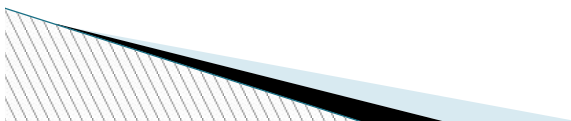
Relational Analysis – Concept of Difference

- ▶ Assess and understand the **differences in the lives** of women and men, girls and boys and **the relationships** between and amongst them including:
 - their access to resources and opportunities,
 - their activities, and
 - the constraints they face relative to each other.



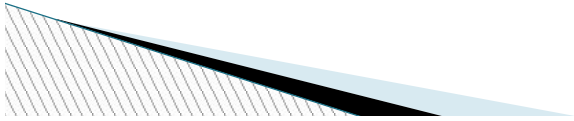
Relational Analysis – Multiple Spheres

- ▶ It is a process that identifies the **varied and different roles and responsibilities** that women, men, girls and boys have in:
 - the family,
 - the community, and
 - in economic, legal, political, and social structures



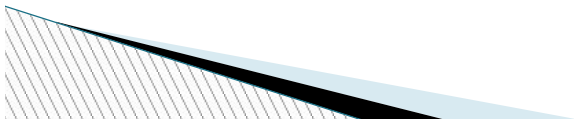
Revealing

- ▶ the different needs, priorities, capacities, experiences, interests, and views of women, men, girls and boys;
- ▶ who has access to and/or control of resources, opportunities and power;
- ▶ who does what, why, and when;
- ▶ who is likely to benefit and/or lose from new initiatives;
- ▶ gender differences in social relations;



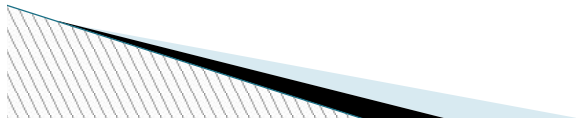
Steps in Gender Analysis

- ▶ The training material identifies two similar approaches to gender analysis and an accompanying number of steps/constituent parts
- ▶ What may be considered the inherent constraints – be they real or imagined?
- ▶ Page 3 – Gender Analysis



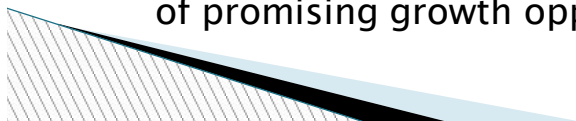
Gender Analysis – Case Study

- ▶ Allan Arthurs Robinson – based on report filed to EOWA
- ▶ In 2009 2,400 organisations filed to EOWA
- ▶ After reading the profile what additional data would inform your understanding?
- ▶ What would you identify as priority areas for action
- ▶ Are there mediating factors?



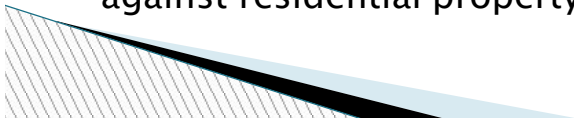
Importance of Access to Finance

- ▶ Access to finance and an inclusive financial system which caters for all groups of people has been advocated as a means to reduce inequalities and poverty in developing countries.
 - without inclusive financial systems, poor individuals and small enterprises need to rely on their personal wealth or internal resources to invest in their education, become entrepreneurs, or take advantage of promising growth opportunities



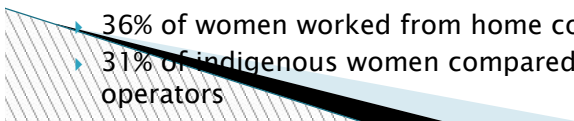
Australian SMEs

- ▶ Smaller businesses tend to make greater use of debt funding and less use of equity funding; the latter is generally limited to the personal capital of the owners.
- ▶ Small businesses rely mainly on loans from banks and other financial institutions for their debt funding and it is difficult and costly for them to raise funds directly from debt capital markets.
- ▶ Most lending to small businesses is secured against residential property

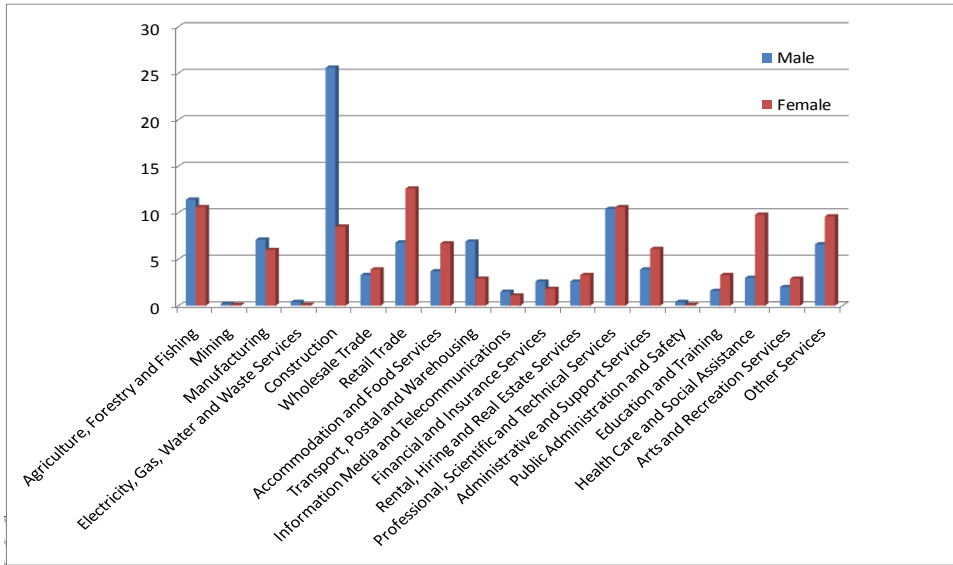


Comparing women to men business operators

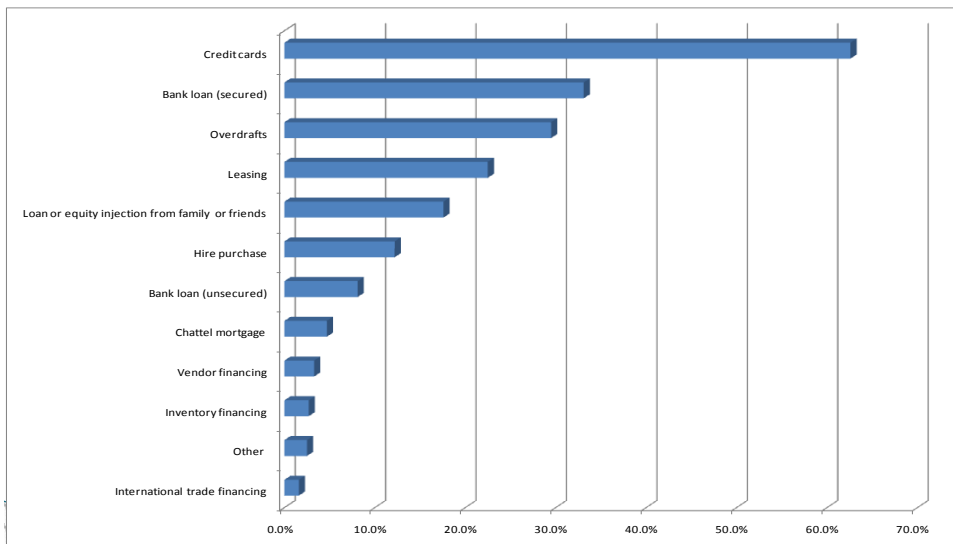
- ▶ 14% of women state that they are managers and administrators compared to 22% for men.
- ▶ 54% of women state that they work part-time compared to 17% for men.
- ▶ 46% of women state they work full-time of whom 20% stating they work over 49 hours a week compared to men 83% stated that they work full-time in the business and of those 44% state that they work 49 hours or more compared.
- ▶ 6% of women who are lone parents, with and without dependent children, are business operators compared to 2% for men.
- ▶ 62% of women had education level at Diploma level and higher compared to 40% for men.
- ▶ 75% of women earned less than \$1000 per week compared 60% for men.
- ▶ 36% of women worked from home compared to 14% for men.
- ▶ 31% of indigenous women compared to 69% of men are business operators



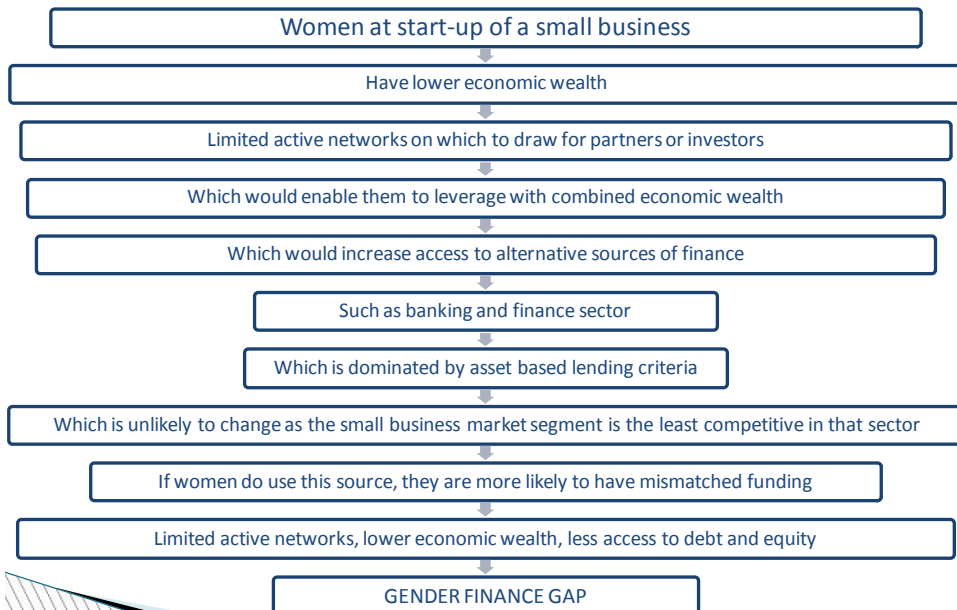
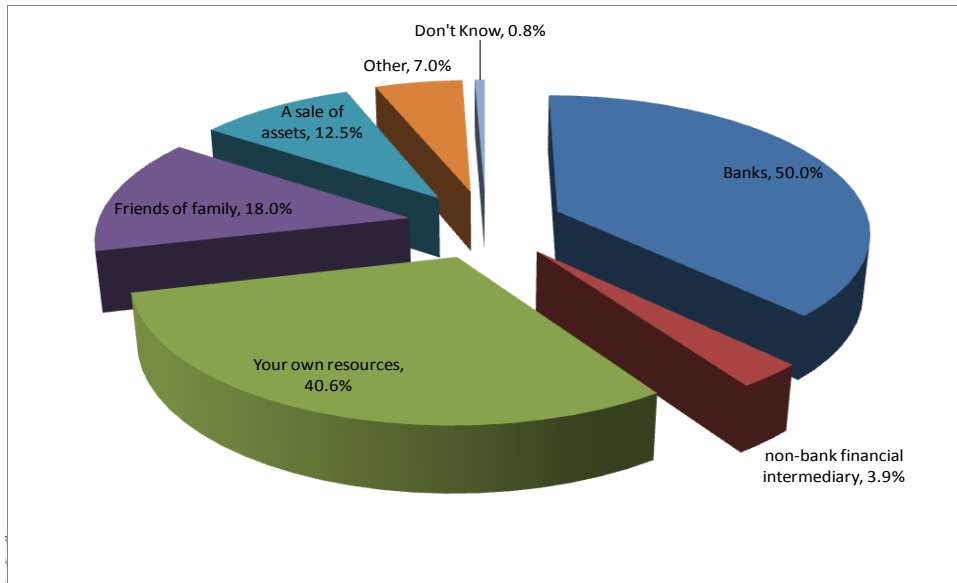
Business Operator Status by sex and industry, 2007



Types of business finance used in 2010 by Australian SME's



Source of Additional Funds



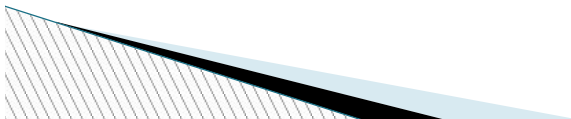
Sources of Finance

- ▶ The Australian government has a number of programs to fund small businesses by way of:
 - Grants – e.g. One-Time Renewable – start up grant for Australian businesses who are interested in commercialising a new product or technology
 - Low interest loans
 - Equity Finance – for example venture capital limited partnership program.
- ▶ Current Government funding program list and weblinks in folder

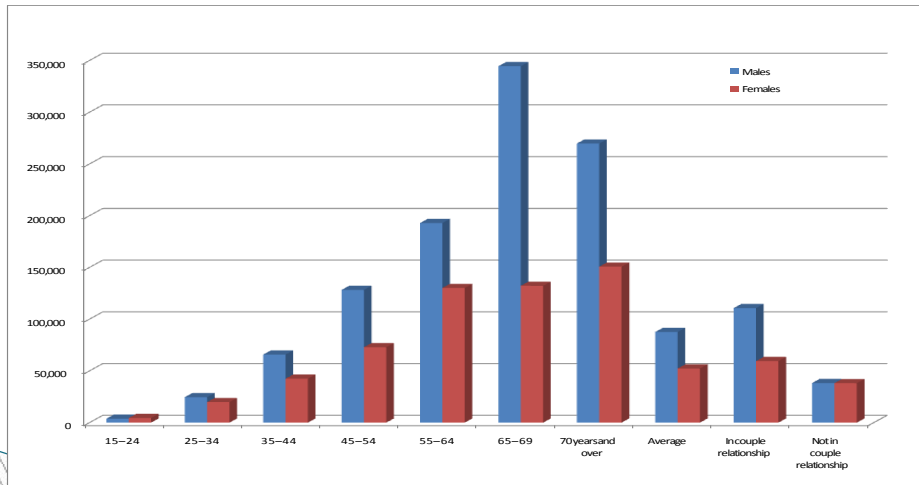


Superannuation

- ▶ The Superannuation Guarantee Charge – 9% of Salary
- ▶ Voluntary Superannuation contribution
- ▶ Level of funds by women as they age in superannuation given interrupted work life, lower wage on average, and increasingly family responsibilities (single parent)
- ▶ Aged poor? Discussion



Superannuation Balance, 15 years and over by age and by relationship in the household, 2007



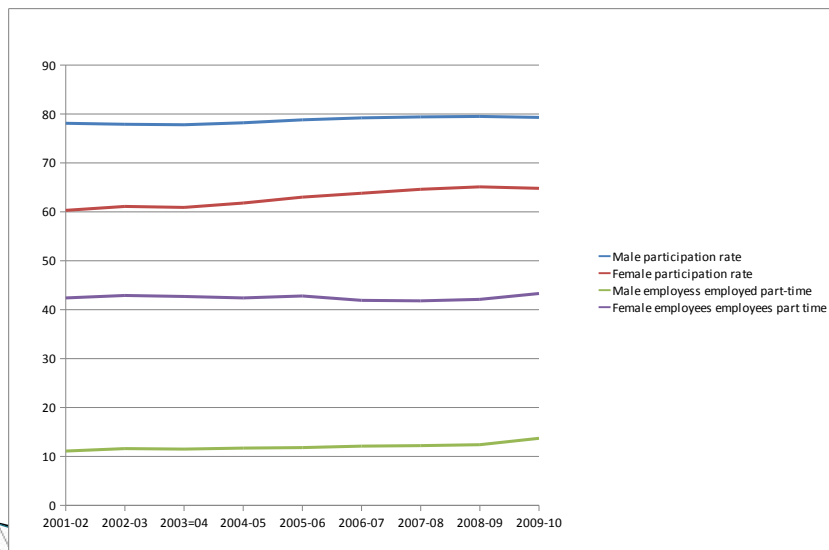
Access to Markets – Labour

- ▶ Participation shaped by:
 - the organisation of working time including employment sustainability and access to paid parental leave
 - measures to revalue women's paid labour
 - affirmative action and equal opportunity and regulation that addresses sexual discrimination and sexual harassment
 - child care, including tax transfer arrangements.

Participation

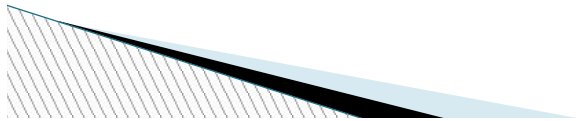
- ▶ Currently, Women's labour force participation rate in stands at 58.6%, compared to 36.3% in 1966.
 - Women constitute 45.3% of the employed workforce
 - A gendered pattern of workforce engagement
 - 35.3% of all full-time workers and 69% of all part-time workers were women;
 - 45.9% of women in paid work were employed on a part-time basis, with the comparable figure for men being 16.6%.

Participation rates, proportion of employed persons in part-time employment, by gender, 2001/02–2009/10 (%)



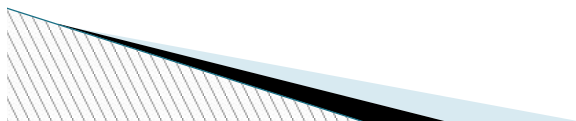
Change but Engagement shaped by

- ▶ In 2009–10
 - the difference in the participation rate between men and women whose youngest child was aged 5 years or under, was 41 percentage points, but drops to a 15 percentage point difference when the youngest dependent child is aged 6–14 years.




Change but Engagement shaped by

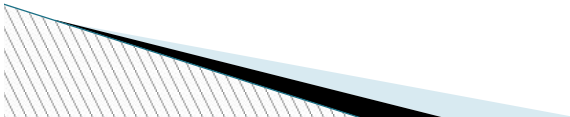
- ▶ In 2009–10, over two-thirds (67%) of employed women aged 20–74 years with a child aged 5 years or under were in paid part-time work, and this declined to 55% for women whose youngest child was aged 6–14 years.
- ▶ Only 7% of employed males aged 20–74 years with a child aged 5 years or under, and 8% with the youngest child aged between 6–14 years, worked part-time.



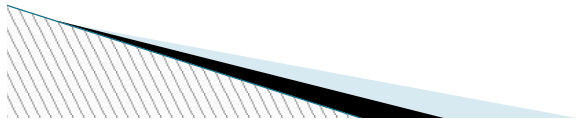
Policy has mattered; not easily measured, key nuances, stakeholders

- ▶ Initial access to unpaid maternity leave – 52 weeks' unpaid maternity leave and a return to current position
 - ▶ The model of paid maternity leave in public sector employment
 - ▶ The use of sick leave for carer's leave, and then increased the quantum of personal leave that could be used for carer's leave.
 - ▶ A legislative entitlement to 18 weeks' paid parental leave
 - ▶ Taxation transfer...child care assistance
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Earnings

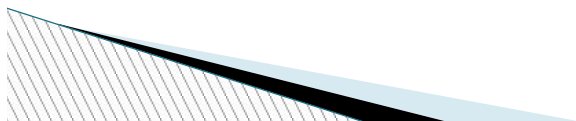
- ▶ A resilient pay equity gap
 - ▶ Shaped by:
 - Undervaluation of women's skills
 - Women's lower share of discretionary payments
 - Occupational and industrial segregation
 - A lack of investment in women through training and development
 - Women's concentration in part-time and casual employment
 - Pay setting methods
 - Gender discrimination
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Gender Pay Equity Ratios, Australia, 1967–2010, Hourly Rates, Total Earnings, Full-Time Adults page 6




Isn't the Gap Explicable?

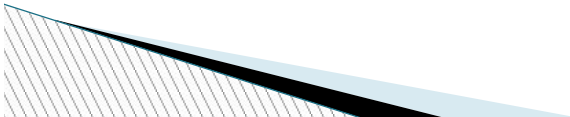
- ▶ NATSEM modeling found that simply being a woman is the major contributing factor to the gap in Australia, accounting for 60% of the difference between women's and men's earnings.
- ▶ The NATSEM results indicate that eliminating the whole gender wage gap from 17% to zero, could be worth around \$93 billion or 8.5% of Gross Domestic Product (GDP)



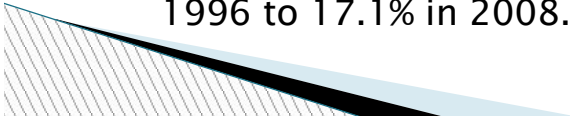
Starting Points and Consequences

- ▶ There is a \$2000 gap in the starting salaries of female and male graduates (\$48,000 as opposed to \$50,000)
 - ▶ Lifetime earnings ... A 25-year-old man is likely to earn a total of \$2.4 million over the next 40 years, more than one-and-a-half-times the \$1.5 million prospective earnings of a 25-year-old woman.
 - Holder of a bachelor degree, the difference is earning of \$3.3 million compared to earn only \$1.8 million.
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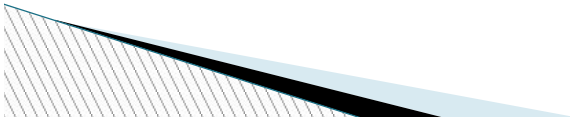
Context and Strategy

- ▶ Arguably there are different gender pay equity challenges facing organisations in the finance and insurance, and manufacturing industries
 - *please see EOWA strategies in the Access to Markets section*
 - ▶ How do stakeholders intersect context and strategy?
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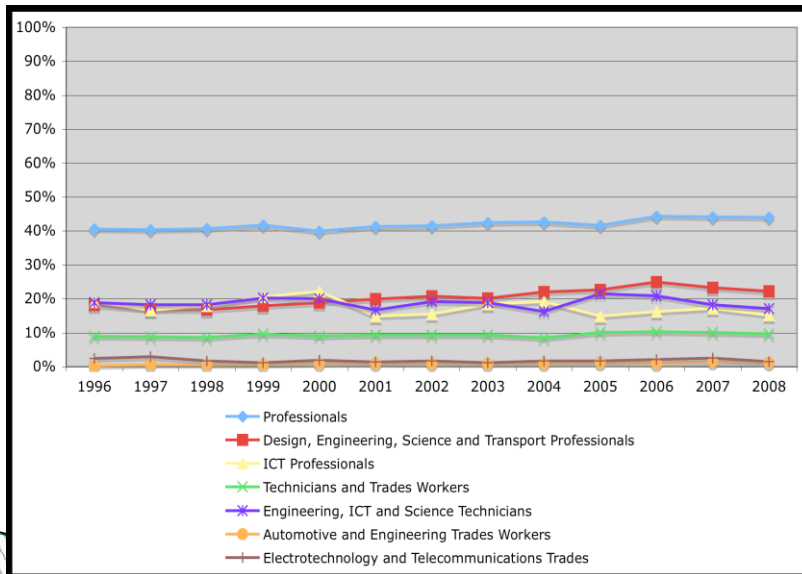
Women in Innovation

- ▶ Women constitute 18.1% of full-time professionals in the field of Design, Engineering, Science and Transport in 1996. This grew by only 4.2 percentage points to 22.3% in 2009.
 - ▶ While women constituted 19% of all full-time ICT professionals in 1996, this number fell 3.8 percentage points to 15.2% in 2008.
 - The percentage of women in full-time Engineering, ICT and Science Technician roles similarly dropped from 18.9% in 1996 to 17.1% in 2008.
- 

Women in Innovation

- ▶ Of the 1,727 research scientists at the CSIRO only 21% are women and fewer than 10% at the top salary level are women.
 - ▶ In the Academy of Science, and the Academy of Technological Sciences and Engineering women constitute only 7% and 6% of Fellows respectively.
 - ▶ Women make up only 8.5% of ARC Federation Fellows.
- 

Occupational Categories and Sub-Categories by Percentage of Women 1996–2008

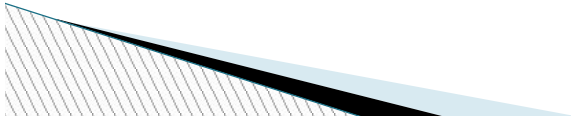


What Can be Done About these Barriers?

- ▶ *horizontal segregation* of women in the various science disciplines based on:
 - perceptions regarding their innate ability in science and mathematics,
 - societal attitudes towards gender stereotypes and gender equality, and
 - job security and employability of science graduates.

What Can be Done About these Barriers?

- ▶ *vertical segregation*, generated by:
 - the organisational culture of the workplace through practices that disadvantage women such as work load, promotions policies and practice,
 - sex discrimination,
 - lack of female role models,
 - mentors and networks and
 - family responsibilities.

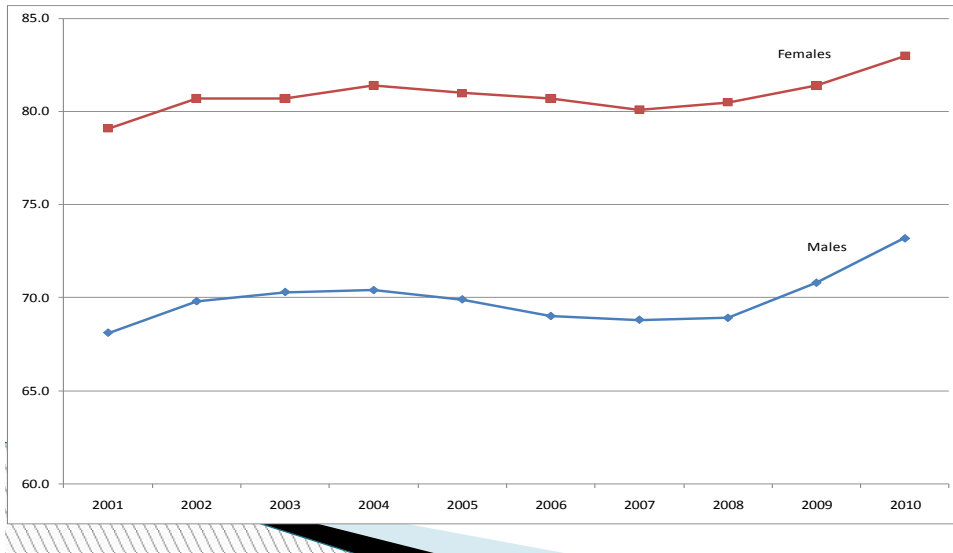


Entry and Completion of Education

- In 2010, about 60% of both men and women aged 15–24 years were participating in education.
- The education participation rate for women was higher than for men in each of the older ten year age groups up to 64 years.
- The retention rate through secondary school to Year 12 for full-time students was higher for females (83%) than for males (73%) and has been for the past decade.



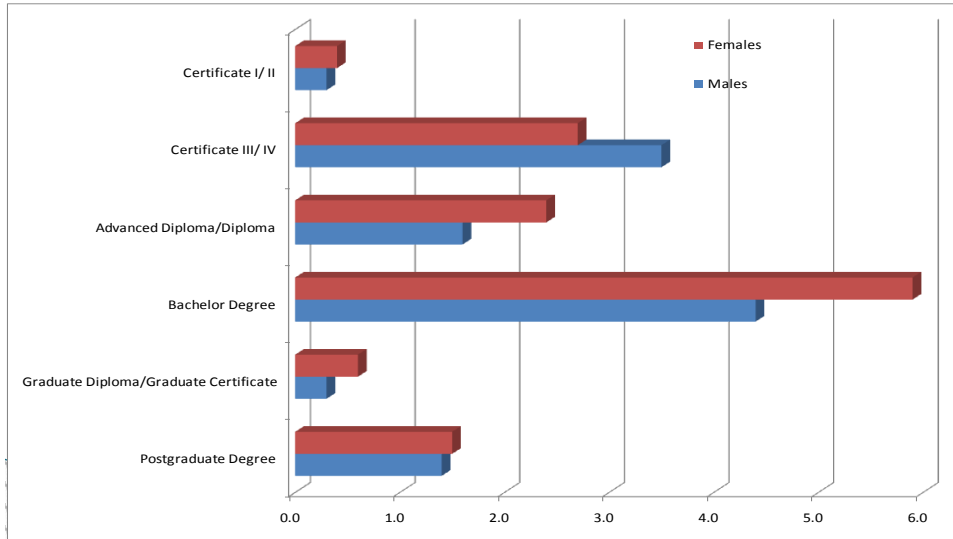
Apparent retention rate for full-time school students Year 7/8 to Year 12 (%)



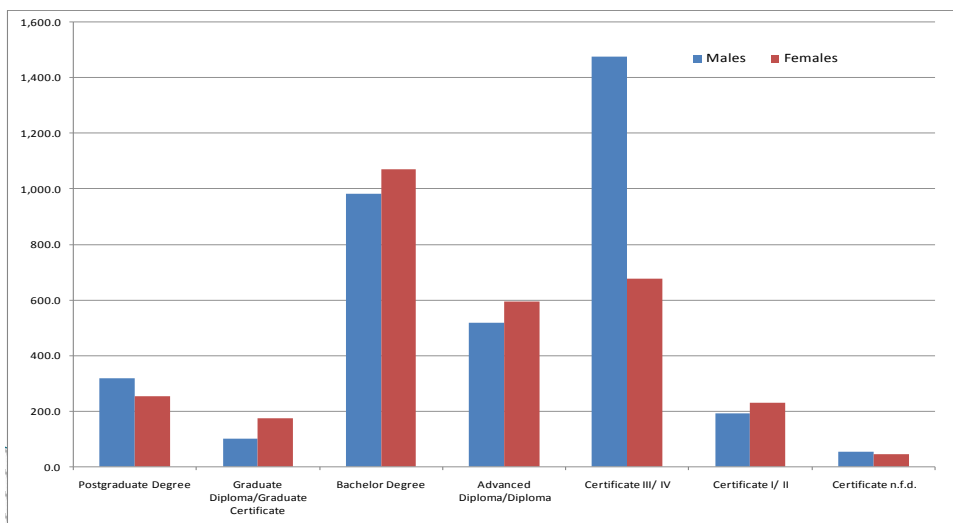
Enrollment

- Enrollment in tertiary level study for those aged 15 to 64 years of age is higher for women as compared to men for all levels with the exception of Certificate 3 and 4.
 - The differential in tertiary education is most notable with women's enrollment in Bachelor Degree or above aged 18 to 24 years is much higher than men at 30.7% compared to 23.3% in 2010.
 - Education has been a major focus in the Australian government's strategy to 'close the gap' between Aboriginal and Torres Strait Islander Australians and non-Indigenous Australian


Enrollment in non-school qualification by level of education (15–64 years) (%).



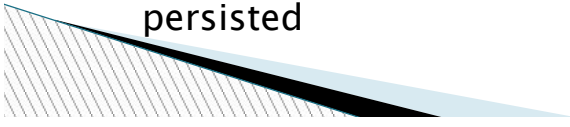
Employed Persons Aged 15–74 years, highest level of non-school qualification ('000)



Apprentices

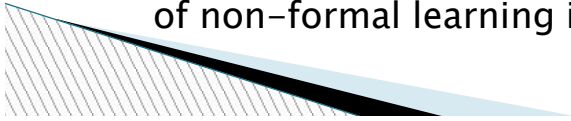
- In May 2010, there were 171,600 people aged 15–64 years who were employed as apprentices and part of the Australian Apprenticeship Scheme.
 - Of these, 66,300 people had commenced their apprenticeship in the last 12 months.
 - The majority of apprentices (88%) were males. The highest number of apprentices, 41,200, were working within the Construction field of trade. While for females, they are predominately, 90% are in non-trade occupations.
- 

Women Trades

- The manual trades is an area where women are substantially under-represented.
 - Despite many government initiatives over the past 30 years to open up the manual trades to women:
 - discrimination and
 - negative stereotypes about the ability of women to work in areas such as building and construction, boiler-making, fitting and machining, and painting and decorating have persisted
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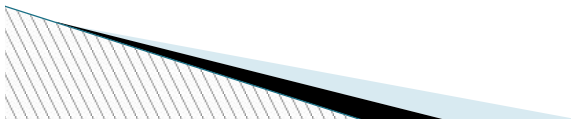
Recognition of Prior Learning

- is a process whereby people are provided with an opportunity to have the skills and knowledge they have developed outside the formal education system assessed and valued against national qualifications frameworks.
- Barriers to RPL:
 - The language associated with the recognition of prior learning process discourages people from taking advantage of it.
 - Many people remain unaware that recognition of non-formal learning is an option for them.



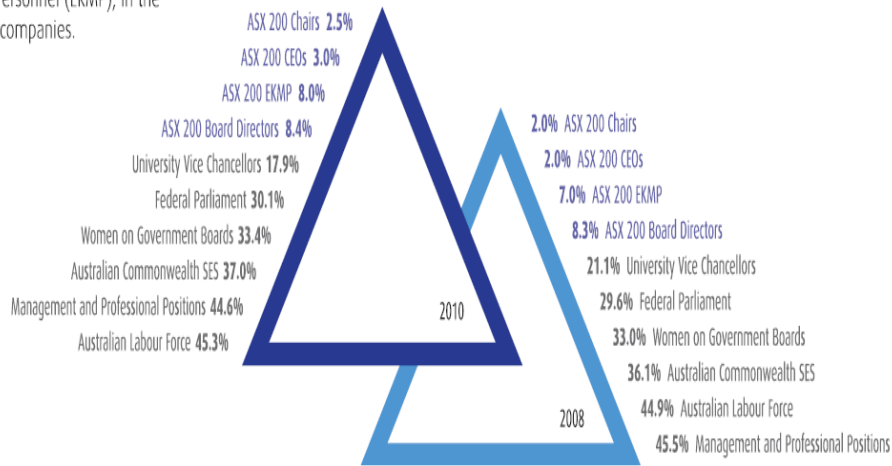
Women and Leadership

- ▶ Private Sector
- ▶ Public Sector
- ▶ Representative Democracy
- ▶ Judiciary



Australian Census of Women in Leadership units the number of women in ASX 200 Board Directors and Executive Key Personnel (EKMP), in the ASX 200 companies.

Figure 1 Census Pyramids: The status of women in the workplace 2008 and 2010



Source: EOWA Australian Census of Women in Leadership 2010 and 2008

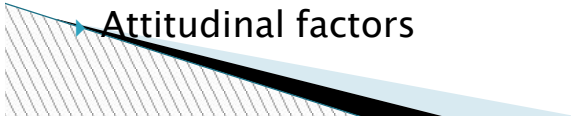
Some measure of change

- ▶ In 2011:
 - 12.5% of directors in the ASX 200 are women.
 - 33 women have been appointed to ASX 200 boards in 2011 (compared with 59 in total in 2010).
 - Women represent 30% of all new appointments to ASX 200 boards in 2011, compared with 25% in 2010.

... Is the pool of 'women on board representatives' widening ... Are attitudes to diversity changing?

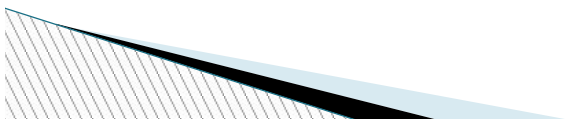
What are the Issues and Constraints?

- ▶ Beyond pop psychology
- ▶ Glass ceiling ... Glass elevators
- ▶ Absence of mentoring
- ▶ Are pathways to senior positions gendered ... CFO route as an example
- ▶ Resistance to quotas - example Norway comments
- ▶ Extreme scrutiny/Significant focus on failure
- ▶ Complexity Around Work Types/Family Types
- ▶ Attitudinal factors

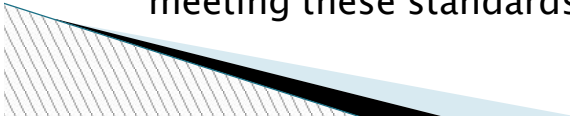


Public Private Partnerships

- defined are partnerships between the public sector and the private sector for the purposes of designing, planning, financing, constructing and/or operating projects which would be regarded traditionally as falling within the remit of the public sector.
- Infrastructure projects such as roads and bridges are prime examples



Public Private Partnerships

- Key features of infrastructure PPPs include:
 - the private sector invests in infrastructure and provides related services to the government
 - the government retains responsibility for the delivery of core services, and
 - arrangement between the government and the private sector are governed by long-term contract. It specifies the services the private sector has to deliver and to what standards. Payment depends on the private partner meeting these standards.
- 

Public Private Partnerships

- Reasons governments are attracted to PPPs are:
 - potential for value for money
 - transfer of risk is a driver of value for money.
 - early project delivery
 - gains from innovation
 - obviating the need to borrow to finance infrastructure investment, and
 - access to improved services. meeting these standards.
- 