

Gender (In)Equality at Work: Attitudes and Action

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EOWA: *Generation F*

Gender equality still to be achieved:

- 25% women and 21% men do not believe that women are treated equally to men in their workplace
- 43% of women and 46% of men believe that a boys' club exists within their organisation
- 37% women and 29% of men believe that men in their workplace progress more quickly than women
- 27% of women and 16% of men believe men are generally paid more than women for the same job

VEOHRC: *Women, Rights & Equality*

- What's the problem?
 - Younger women:
 - assume & expect they have same opps as men
 - often unaware of pay inequity & systemic nature
 - Older women:
 - 'women have to become men' - have to fit in to an outmoded work culture designed by men
 - large sections of workforce face pay inequity
- What do women want?
 - Access to meaningful work **and** time with families
 - Job security
 - Part-timers want more hours of work
 - Universal paid maternity leave
 - Right to request flexible work
 - Quality affordable and accessible child care

Working Families Council (Vic)

- Pay inequity poorly understood
 - Financial term
 - Opportunity to get paid work
 - (sometimes) equal pay for equal work
- Pay inequity as a problem
 - Employees:
 - surprised gap is as small as it is
 - historical basis
 - Employers
 - ‘we pay people for work they do’
 - no need to examine pay in own business
- Action?
→ if pay in-equality found for *same* work, it should be fixed

HREOC: SDC Listening Tour

- Gender inequality a daily experience
 - inc sexual harassment & repercussions of making a complaint
 - Factors contributing to gender inequality are interconnected
 - eg pay inequity
 - contributes to gap in women's retirement savings
 - influences decisions of sharing of work and care in families
 - Gender equality agenda must recognise differences between women
 - Indigenous women
 - women in low paid work
 - refugee women
 - women with disabilities
- **Changing attitudes key to achieving long-term gender equality**

Government (in)action shapes attitudes

- We need to create an *Equality Climate*
 - eg UK: Pay Equity
 - Equal Opportunities Commission campaigns
 - Women & Work Commission
 - Women & Equality Unit
 - Equalities Bill
 - equality reps
 - limiting secrecy around pay

In Australia possibilities opening up...

- Senate review of the SDA
 - Recent review of Vic EOA → Equality Act
- House of Reps review of EEO & pay equity

BUT need overarching framework and government commitment to *talking* and *walking* gender equality

One current Australian framework..

‘Gender equality... includes access to economic resources, participation and leadership in decision making, the human rights of women and efforts to eliminate discrimination against women...gender equality is a consideration that will apply across all aspects of the strategic framework.’

AusAID Australian Aid: Promoting Growth & Stability

Gender Equality is an overarching principle of Australia's aid program

'This means gender equality is integral to all Australian government aid policies, programs and initiatives'

Focus on gender equality outcomes eg:

- Improved economic status of women
- Equal participation in decision making & leadership

AusAID Framework for Action

‘Progress towards gender equality depends on strategic and well targeted interventions’

- Operating principles inc:
 - engage with both men and women to advance gender equality
 - strengthen accountability mechanisms to increase effectiveness
 - collect and analyse information to improve gender equality results

Gender Indicators are key tools for accountability

eg Improved Economic Status of Women

- Access
 - Increased women's access to & control over productive resources
 - Increased support for women's productive roles thru changes to maternity leave & child care policies
- Decision making
 - Increased women's participation in decision making in public sector inc in the development of economic policy..
- Women's rights
 - Protected in trade, financial and labour reforms
 - Women are aware of laws that protect their economic and labour rights
- Gender capacity building
 - Strengthened capacity of govt agencies to collect sex-disaggregated data, analyse the diff impact of policies on poor women & men and mitigate those impacts...
 - Increased capacity of women's orgs and independently analyse...

ILO Campaign 2008-2009

‘Gender equality at the heart of decent work’

