

The Equality + Quality Equation

Marian Baird
University of Sydney

TJ Ryan Conference
2017

marian.baird@sydney.edu.au

Gender Gaps at a Glance

	Males	Females
Labour force participation	70%	59%
Employed part-time	17%	46%
Underutilisation Rate	12.6%	16.8%
Division of total paid work hours in families with child >5	77%	23%
Average full-time weekly wage	100%	85%
Without paid leave entitlement and with dependent children	10%	20%
Average superannuation	100%	47%
Age pension receipt	44.4%	55.6%
Year 12 (by age 20-24)	86%	90%
Bachelors Degree (by age 25-29)	30%	40%
Unpaid care work	36%	64%
Unpaid housework	6.2 h/wk	18.7 h/wk
Women on private sector boards (Feb 2017)	75%	25%
Representation in Parliaments Order of Australia	68% 65.3%	32% 34.7%

marian.baird@sydney.edu.au

I propose an ‘Equality + Quality Equation’

***Gender equality policies in the workplace +
an enabling institutional environment =
Improved gender equality outcomes +
A quality society for all***

Policies for gender equality in the workplace

- Gender neutral job descriptions and recruitment policies.
- Equal pay for women and men performing work of equal or comparable value
- Paid maternity/paternity leave and job guarantee on return to work.
- Flexible working hours and paid carers leave.
- Gender equality targets/quotas in recruitment and promotion to senior leadership roles.
- Reporting and monitoring of firms.

An institutional framework for gender equality includes:

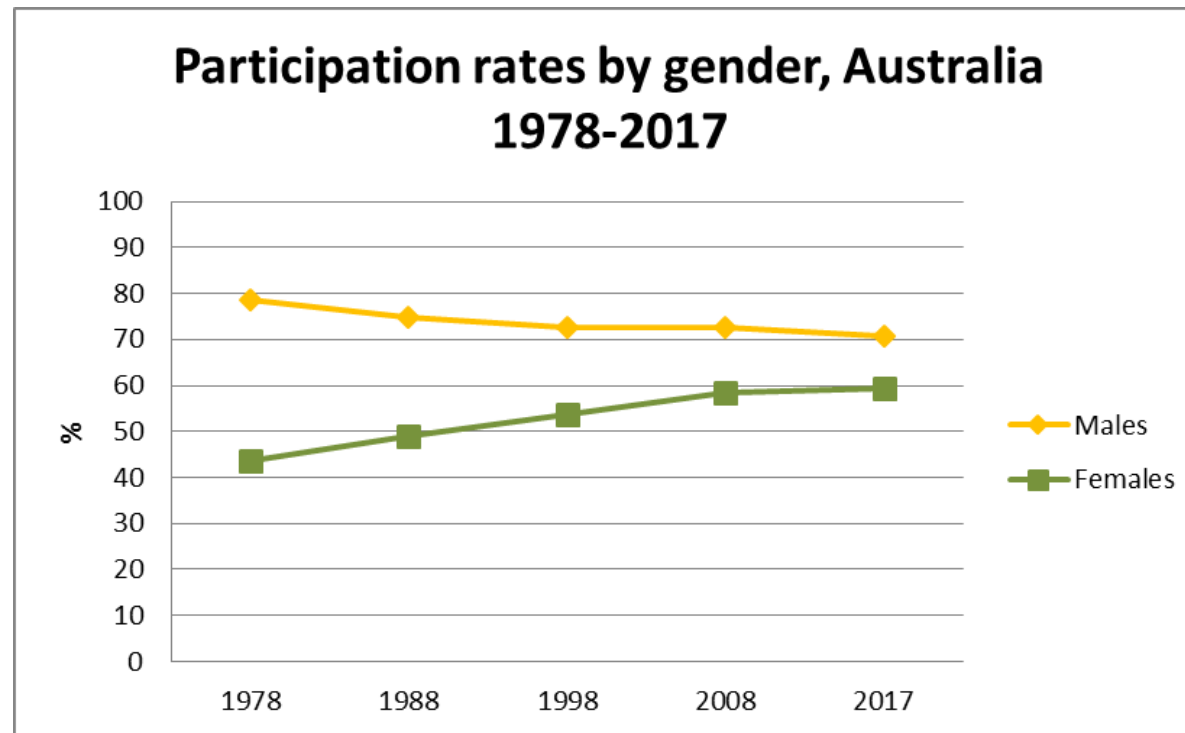
- National gender-discrimination legislation
- Equal pay for equal and comparable work legislation
- Sexual harassment in the workplace legislation
- Legislated protection for workers with family and caring responsibilities
- National care infrastructure – especially aged, child and disability care.
- Positive national discourse and imagery about women and girls in education, politics and public life.
- Safe and affordable housing and public transport.

Empowerment

Empowerment is shaped by:

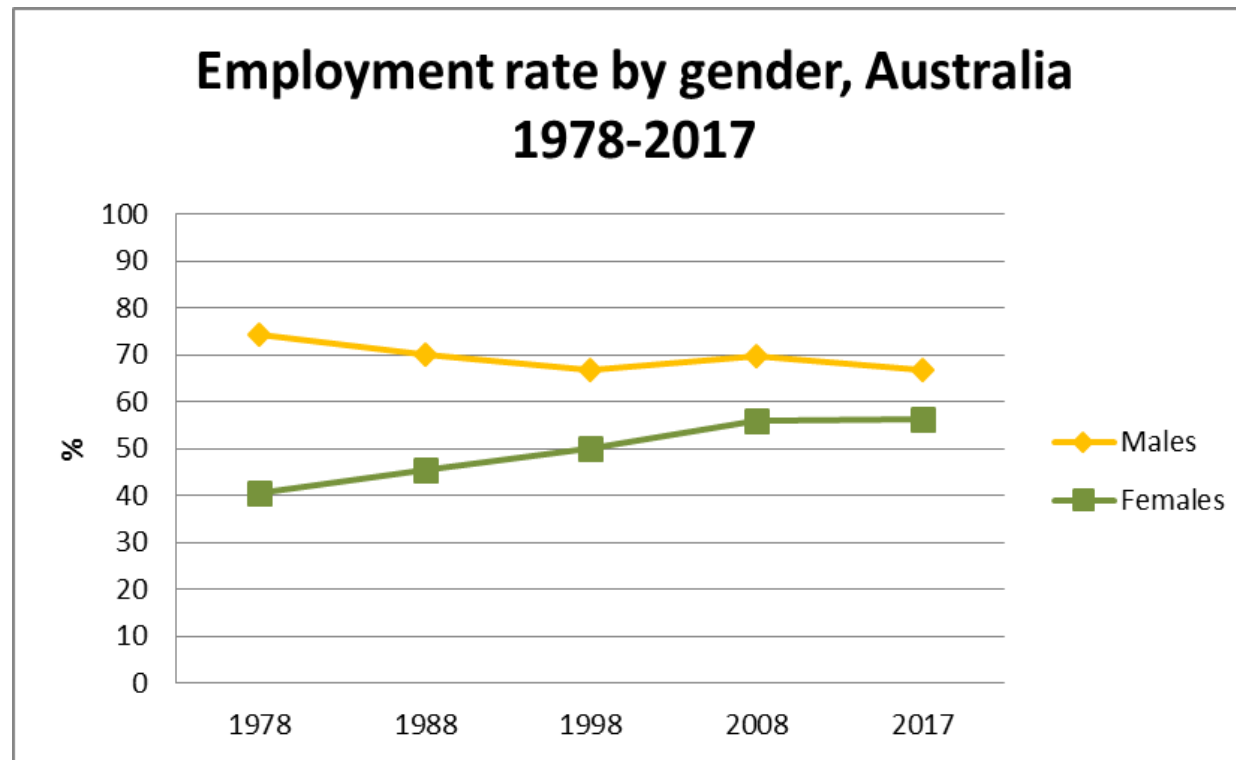
- (1) a person or group's subjective experience and capacity to exercise control over their lives,
- (2) access to economic resources and other forms of social power,
- (3) an enabling institutional environment.

Participation gap



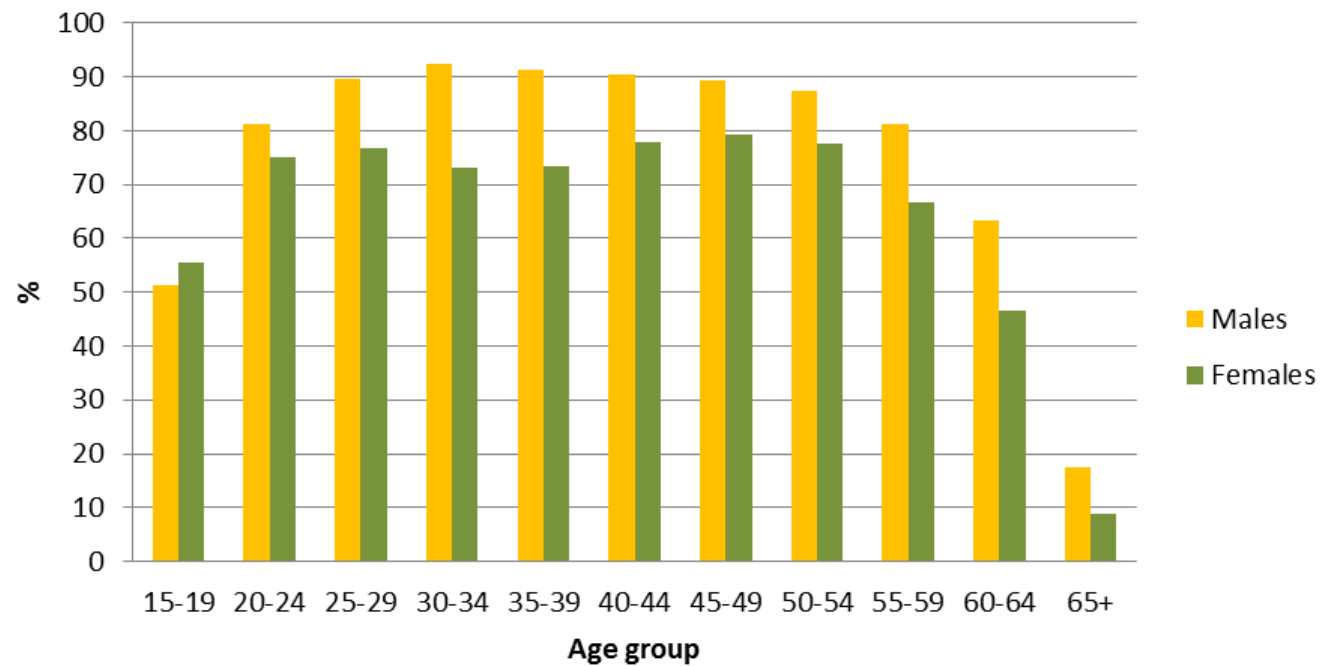
Source: Australian Bureau of Statistics, 6202.0 - Labour Force, Australia, Jul 2017,
<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Jul%202017?OpenDocument> .

Employment gap



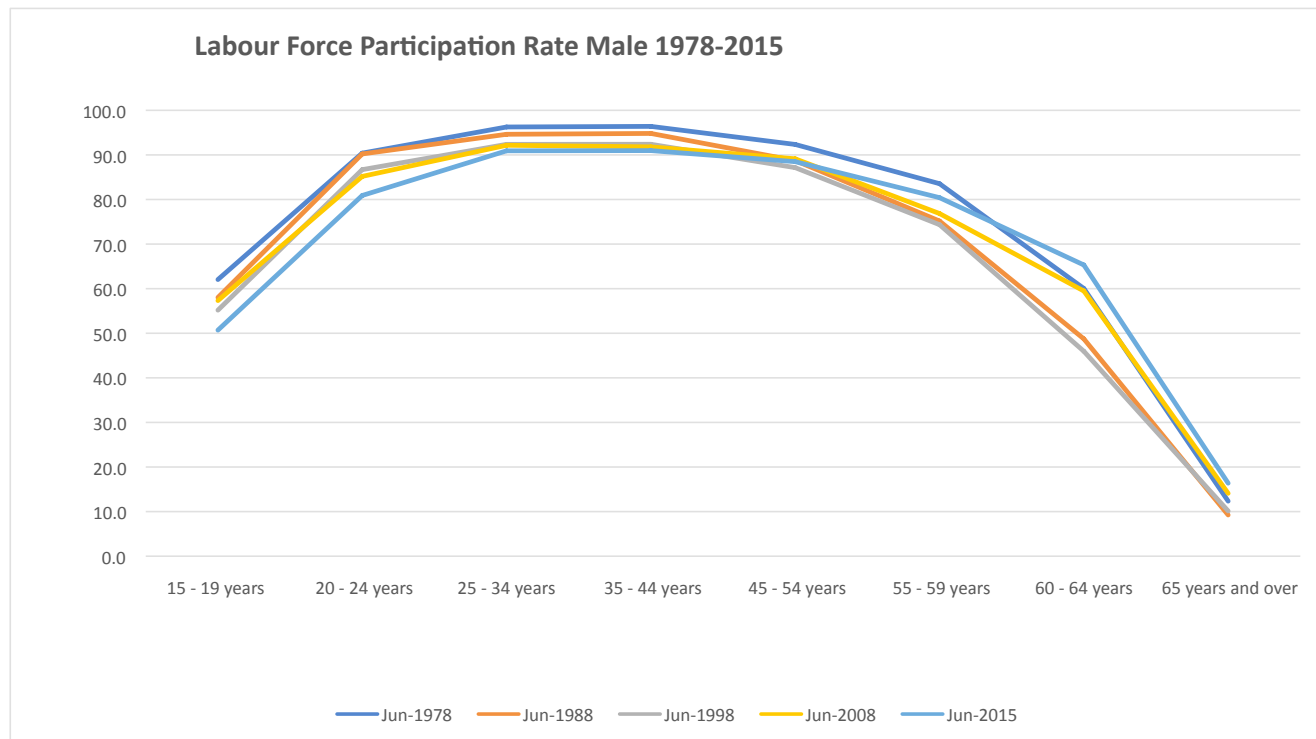
Source: Australian Bureau of Statistics, 6202.0 - Labour Force, Australia, Jul 2017,
<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Jul%202017?OpenDocument> .

Labour force participation rate by gender and age, 2017

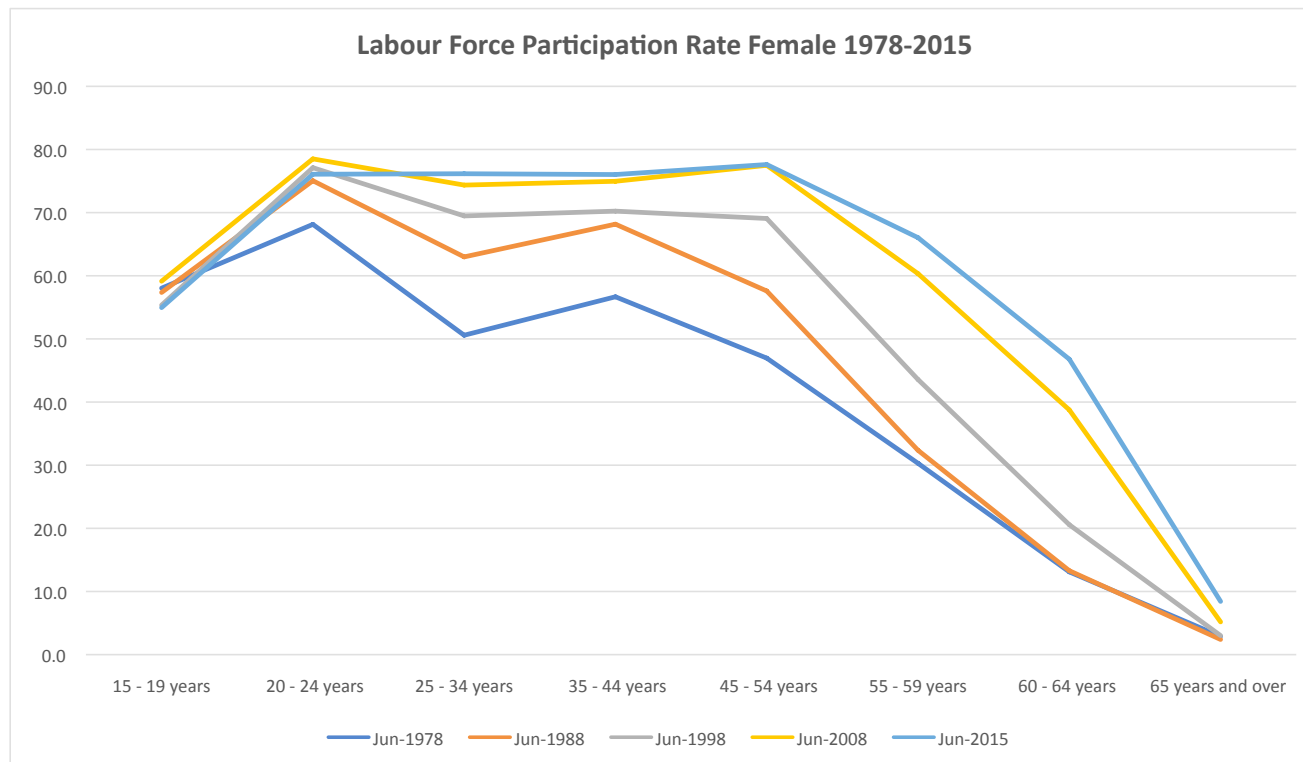


marian.baird@sydney.edu.au

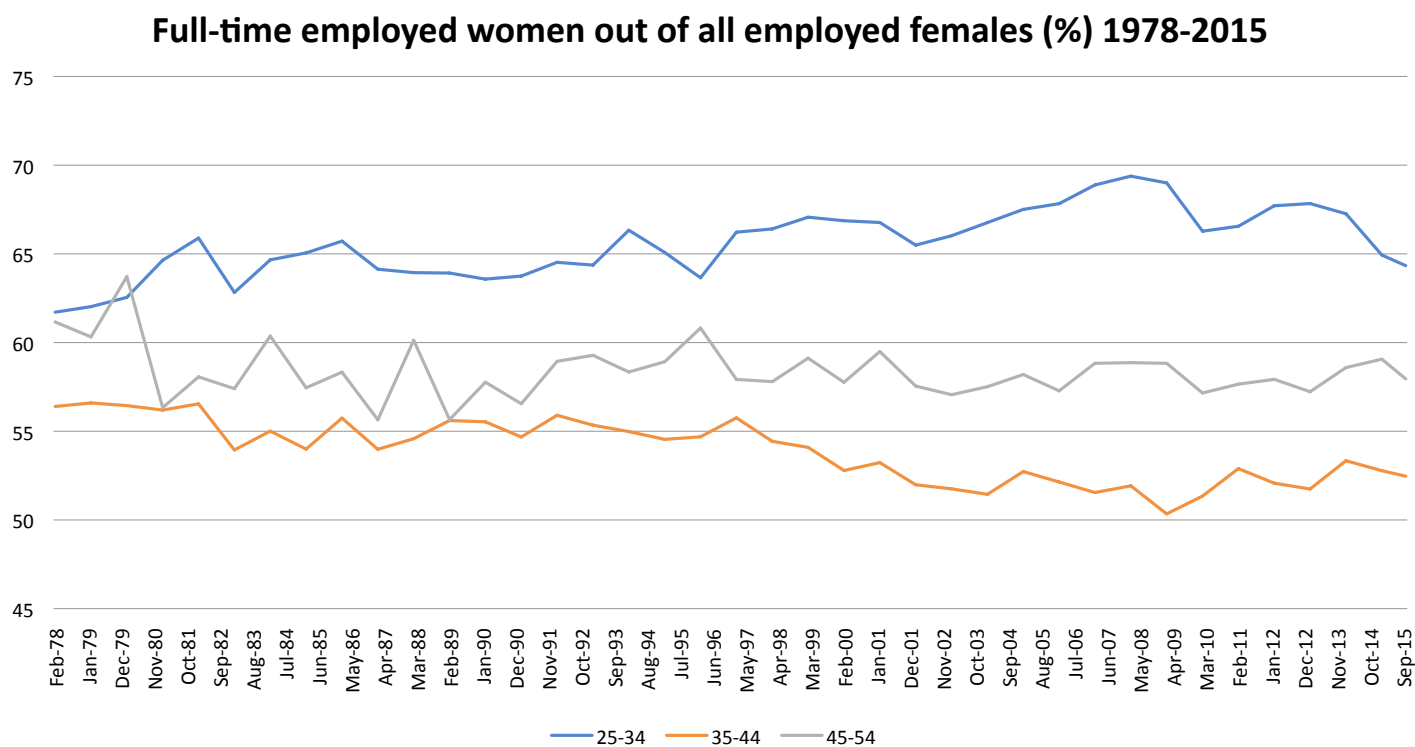
Men's life cycle of employment



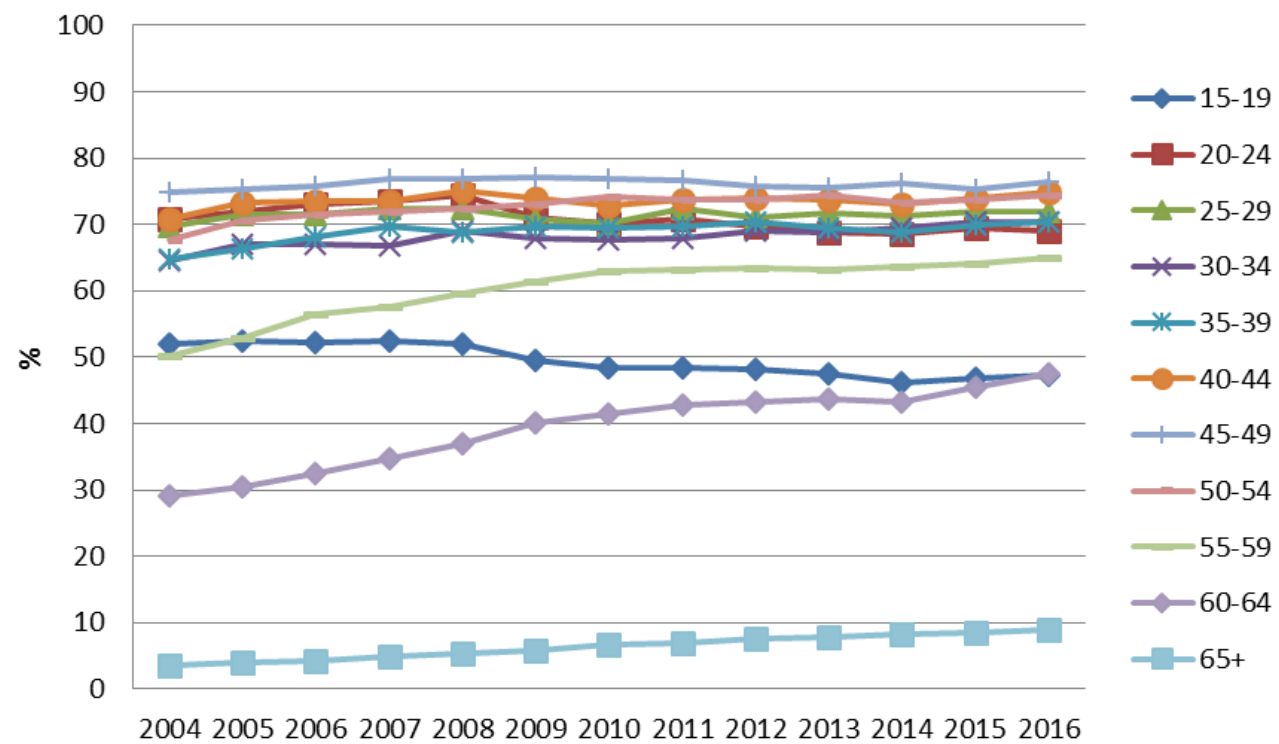
Women's life cycle of employment



Full-time female employment



Female employment rate by age, 2004-2016



The Pay gap

- **As at May 2017 (ABS 6302.0)**
- **National Full-time AWOTE gender pay gap = 15.3%**
- Full-time average weekly earnings of women = \$1386.60 and the Full-time average weekly earnings of men = \$1637.20
- Between May 2016 and May 2017, women's weekly earnings grew by 2.6%, men's weekly earnings grew by 1.5%.
- Equality? No!

Pay Gap – Industry Differences

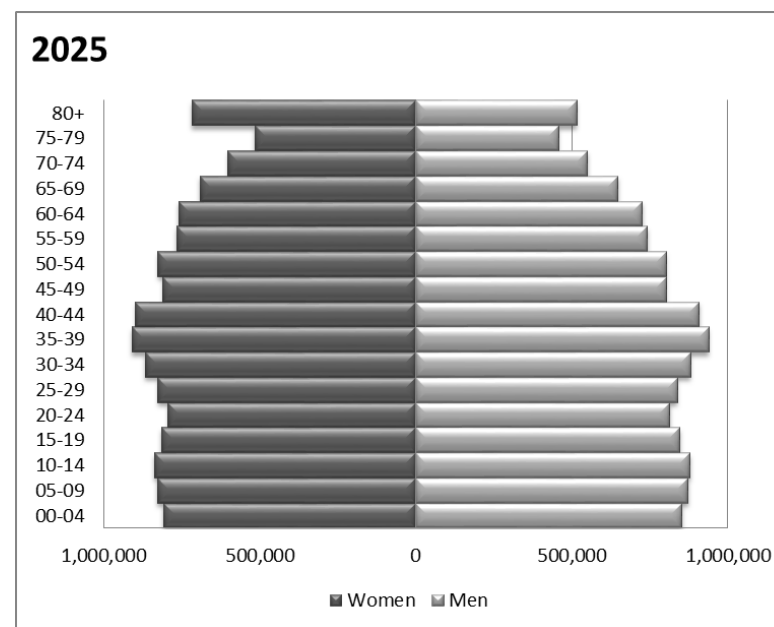
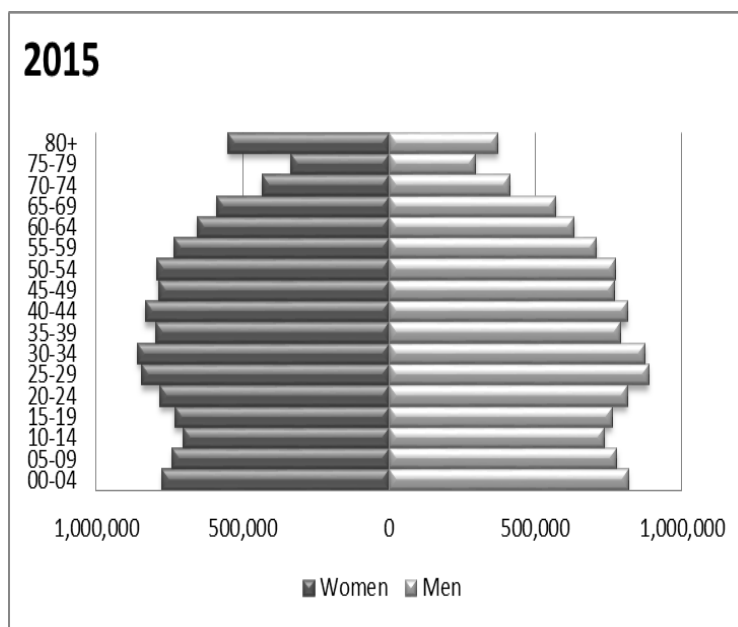
WORST

- **Highest GPG - Financial and Insurance services industry (29.5%)**
- Second highest - Professional, scientific and technical services (24.3%)
- Third highest - Rental, Hiring and Real Estate Services (23.1%)

BEST

- **Lowest GPG - Public Administration and Safety (5.9%)**
- Second lowest - other services (8.7%)
- Third lowest - Retail trade (9%)

Australia, older – and poorer, especially women?



Age, retirement and superannuation

- Of the total Australian population aged over 65 years, there are 14.5 per cent more women than men.
- In the oldest population groups (85+), there are more than three times as many women as men
- **Women, more than men, are likely to be dependent on assistance from outside of their household towards the end of their life**

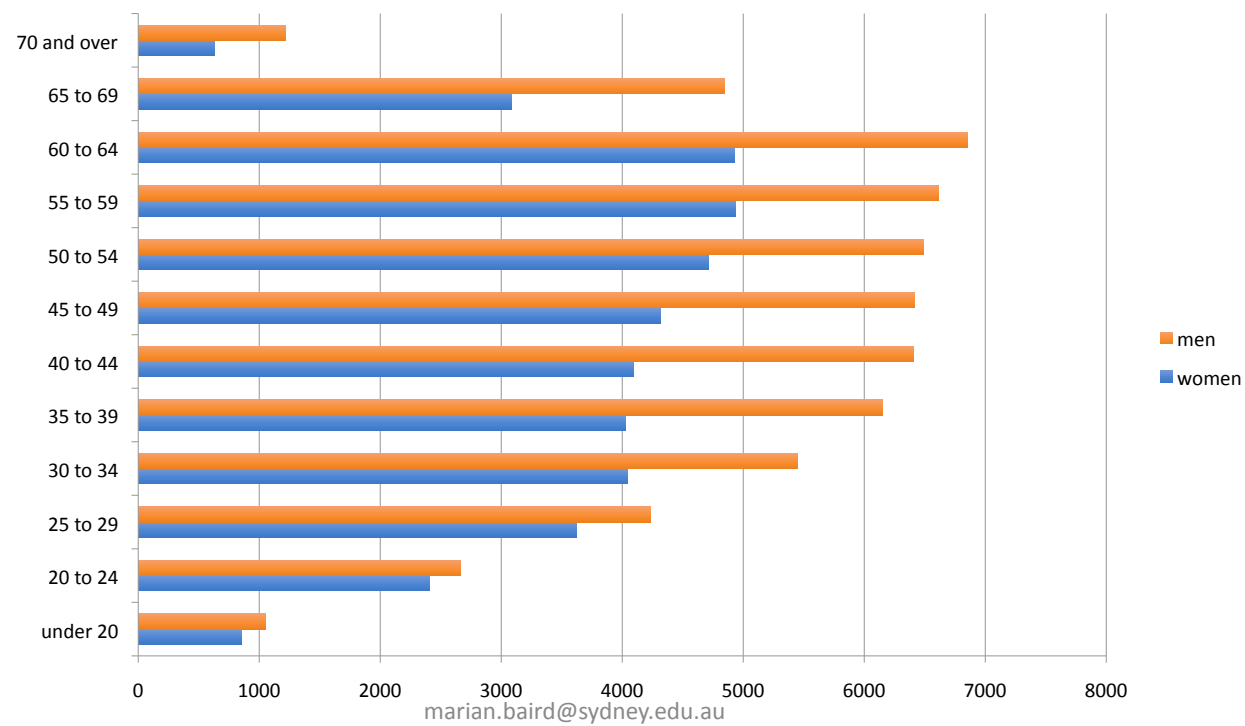
Austen, S. (2016), 'Gender Issues in an Ageing Society', *Australian Economic Review* 49(4): 494-502

marian.baird@sydney.edu.au

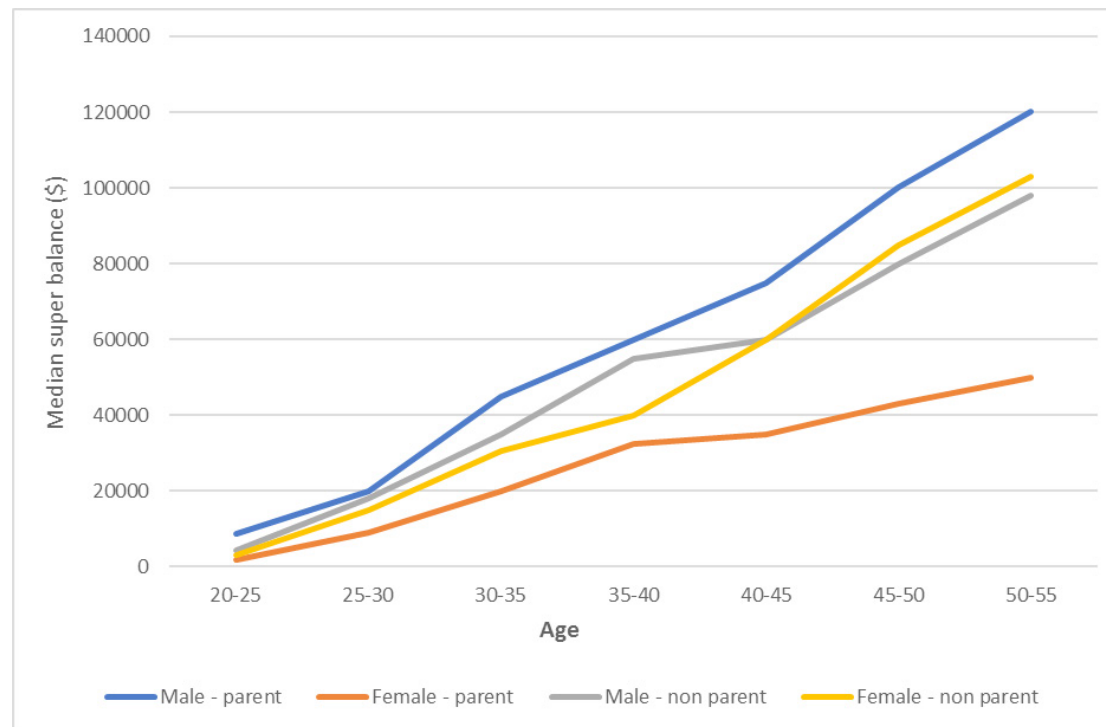
Superannuation Inequality

- Male median super **balance**= \$43,172; female \$31,131, a gender gap of 28% (Austen, 2013-14 data)
- Furthermore, the FLOW of \$ into superannuation accounts continues to be characterised by a strong gender gap, favouring men, in each age group

Average employer contributions, as measured in member contribution statements (MCSs), ATO data, 2013-14



Motherhood superannuation gap



Source: Heatherington and Smith 2007
marian.baird@sydney.edu.au

Causes of superannuation gap are cumulative and complex

- Gender pay gap (←discrimination, segregation)
- Motherhood working hours gap (←gender order, inflexibility, child care)
- Motherhood pay gap (←working hours, perceptions)
- Supplementary contributions gap (←capacity to contribute, pay and income)

Where to from here?

Aim for Quality + Equality – raise the bar!

- Better work regime
- Better care regime
- Increased pay
- Pay equality
- Re-invent superannuation structure