



# Jobs and Skills Summit

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Parliament House, Canberra



# Equal opportunities and pay for women

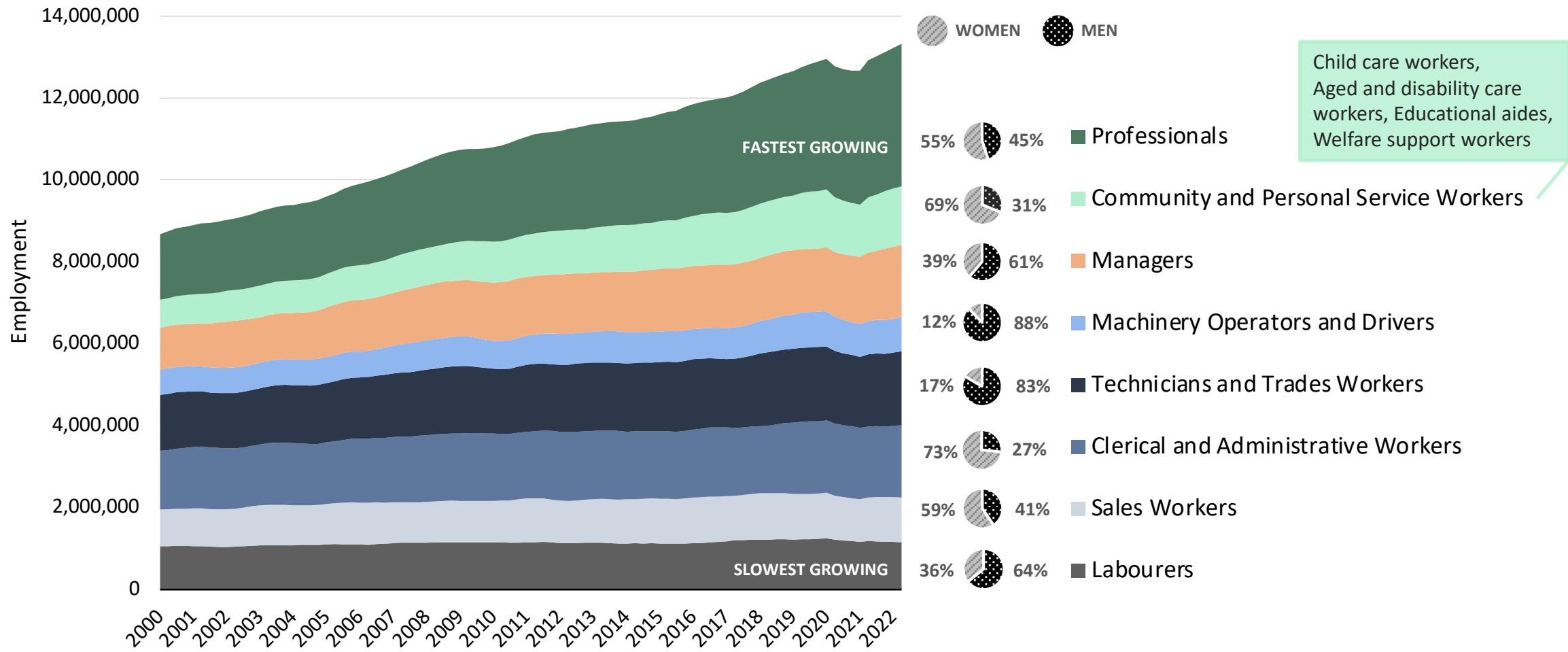
# **Equal opportunities and pay for women: What does the evidence say?**

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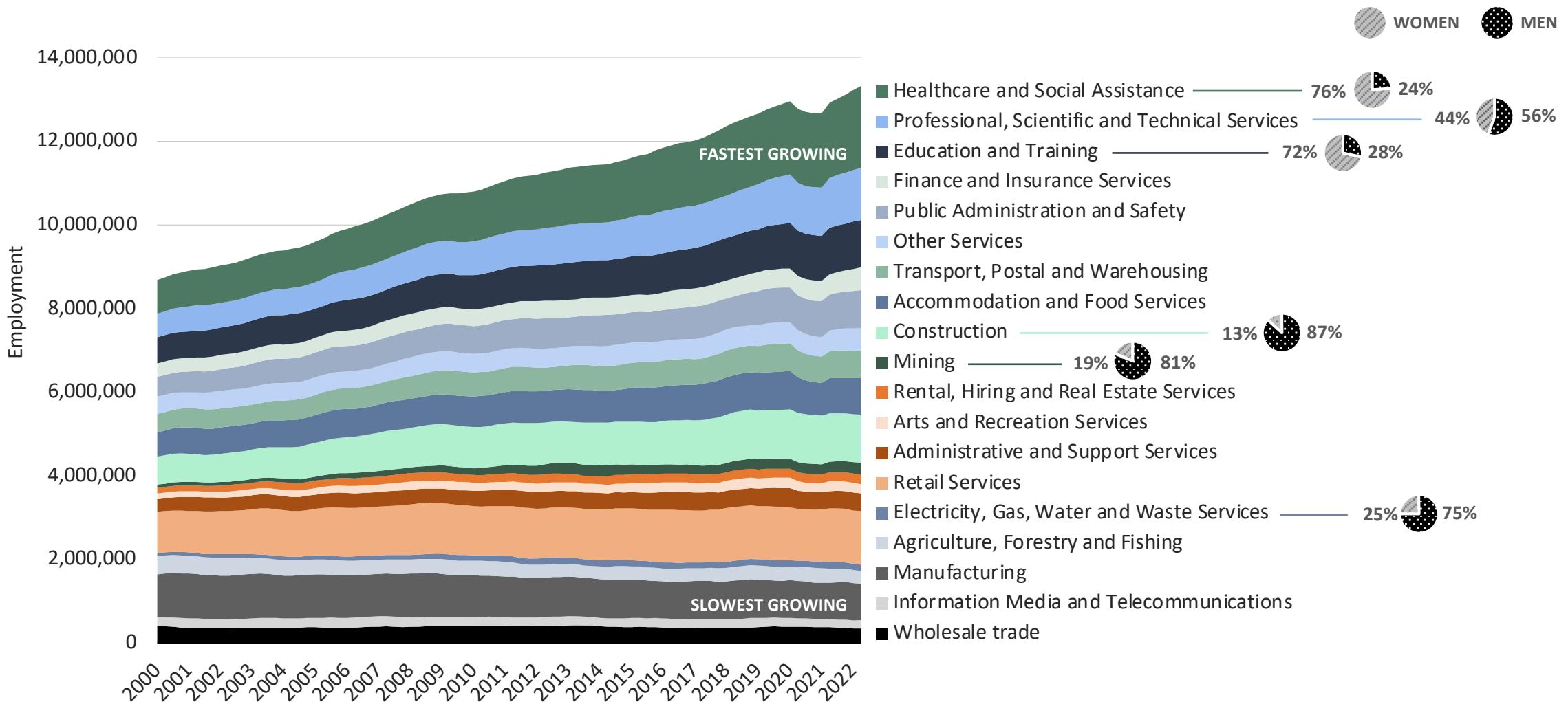
National Chair, Women in Economics Network

# Australia's fastest growing occupations, with a gender lens



Source: ABS, Labour Force Australia, Detailed, Cat. 6291.0.55.001, Table RQ2, Data up to May 2022.

# Australia's fastest growing industries, with a gender lens



Source: ABS, Labour Force Australia, Detailed, Cat. 6291.0.55.001, Table RQ1. Data up to May 2022.

# Skills requirements across the workforce

## “4 Cs”

- Care
- Computing
- Cognitive ability
- Communication

Source: National Skills Commission,  
Skills and Jobs of the Future 2021

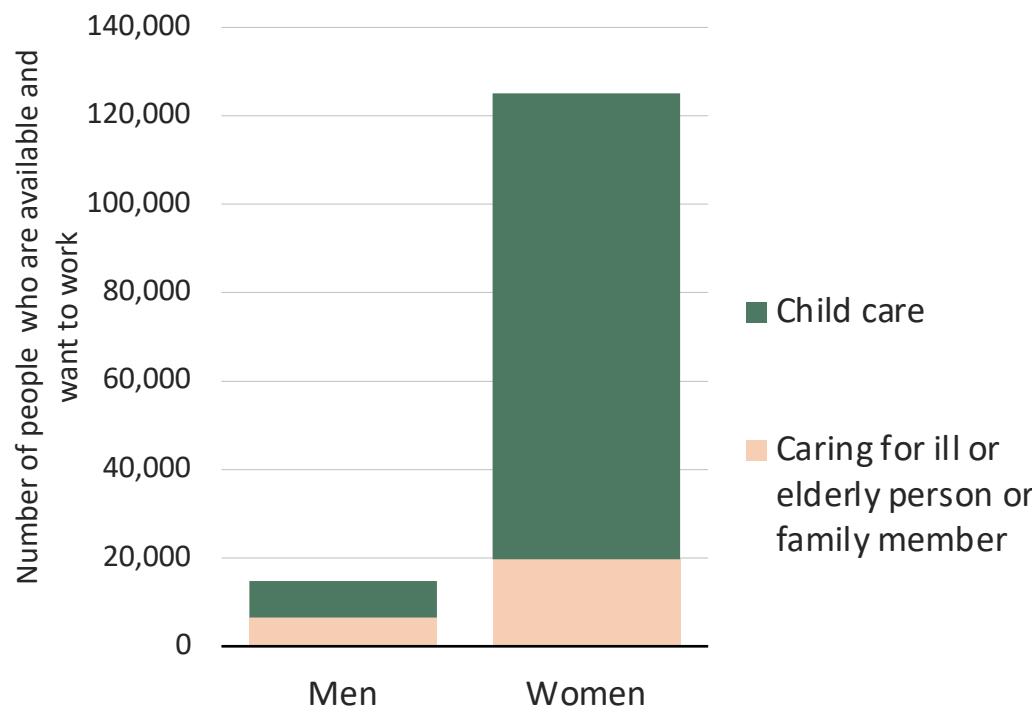
## Beyond skills, promoting diversity within the workforce will unlock greater productivity

- More efficient use of skills
- Improves team performance and productivity
- Robustness of decision-making
- Spurs greater innovation
- Strengthens capacity to respond to population needs and real world challenges
- Enhances wellbeing

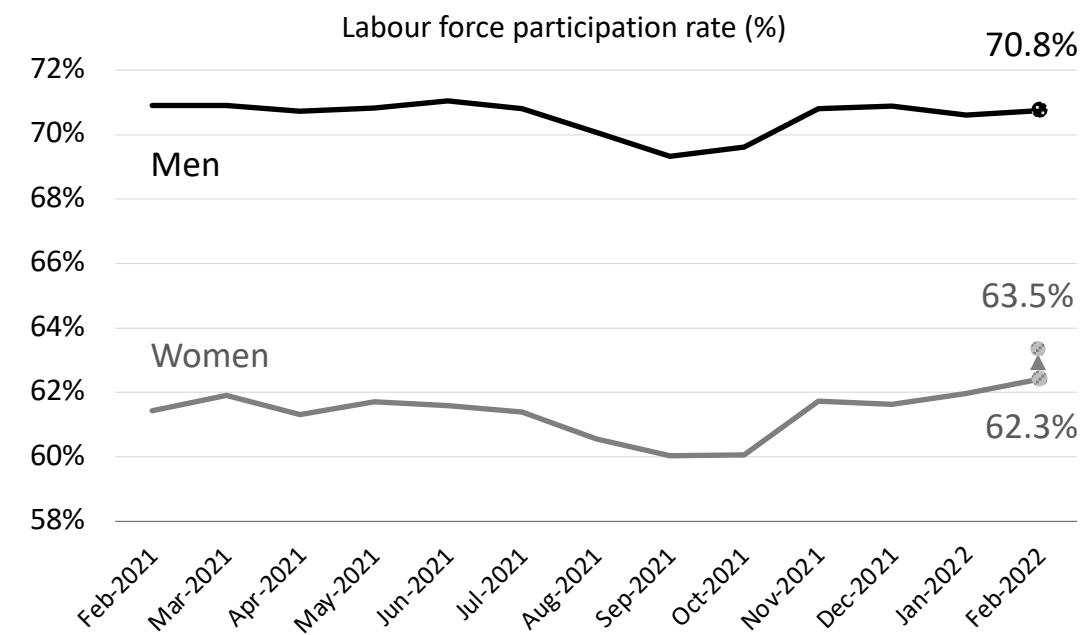
For example, see ‘When gender diversity makes firms more productive’, Harvard Business Review, by Turban, Wu and Zhang, 2019; ‘Why diverse teams are smarter’, Harvard Business Review, by Rock and Grant, 2016

# Care services as an enabler of workforce participation

Potential workers who **want to work** but are **not actively looking** for work – Reasons relate to **care responsibilities**:



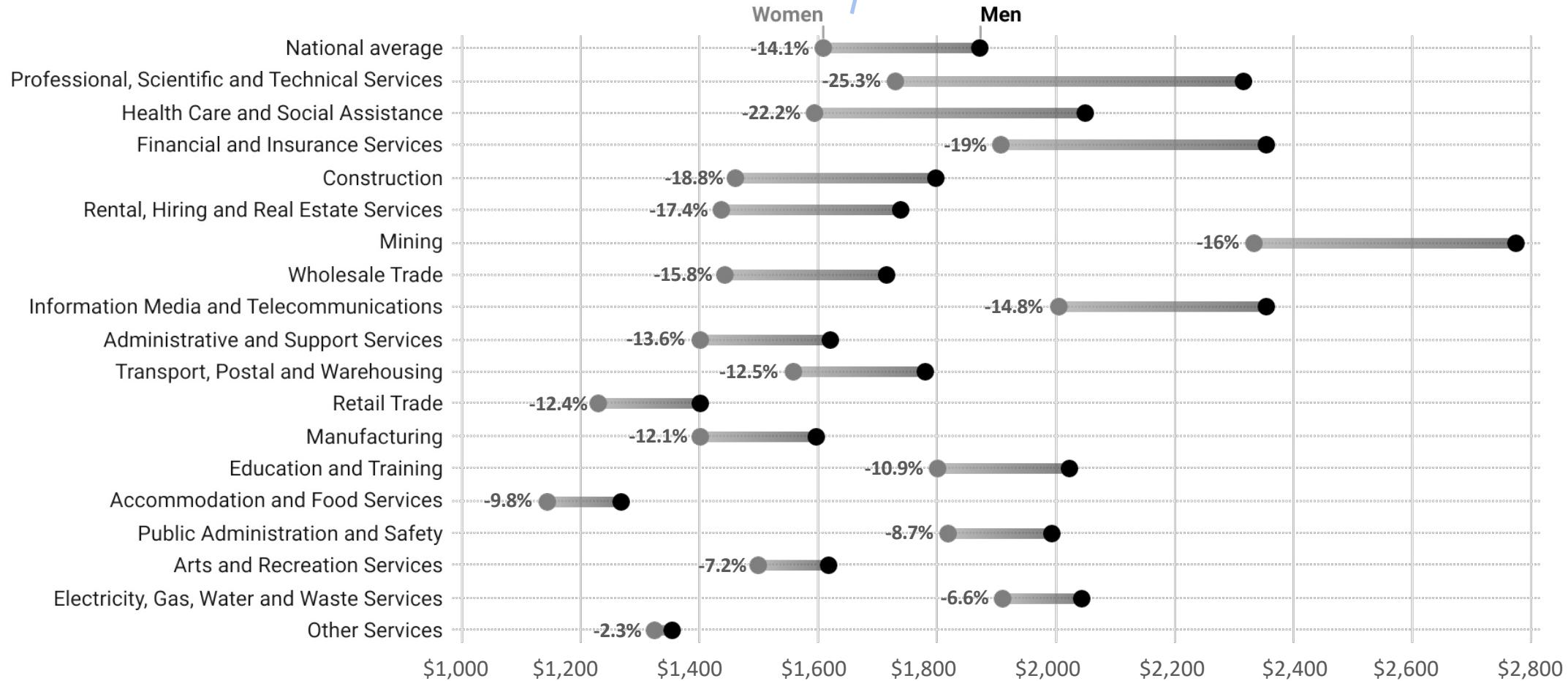
If 125,000 women with caring responsibilities could join the workforce, it would lift women's labour force participation rate by **1.2% points**



Sources: ABS, Potential Workers; ABS, Labour Force, Australia

# Australia's gender pay gap

Equivalent to a gender gap in full-time weekly earnings of \$264



Source: Author's calculations using ABS Average Weekly Earnings for May 2022. Full-time weekly ordinary earnings. Industries are listed in order of size of gender pay gap.

# What contributes to the gender gap in hourly wage rate?

- Men's concentration in higher-paid **industries** relative to women
- Men's opportunity to accumulate **more years of experience** than women
- Men receive a higher wage premium for their **qualifications** than women
- **Age discrimination** towards older women
- **Biases** arising from the influence of **gender stereotypes and societal norms**
- Gender gap **widens further** for First Nations women, women living with a disability, women from diverse cultural backgrounds, women in geographically remote areas

For example, identical CVs are rated more highly when the candidate is named “Howard” instead of “Heidi”

‘Harvard Business School Case Collection’ by McGinn and Tempest 2010

Source: Author’s analysis using Household, Income and Labour Dynamics in Australia (HILDA) Survey, 2019

# Evidence of gender bias across the workforce

Higher confidence boosts men's chances of job promotion – but not women's

'Leaning in: Is higher confidence the key to women's career advancement?' by Risse 2020

Women are more likely to be appointed to leadership roles when an organisation is in crisis

'The road to the glass cliff' by Haslam and Ryan 2008

Women with children are less likely to receive a call back from employers, compared to women with the same credentials without children

'The motherhood penalty in context' by Ishizuka 2021

Men are half as likely as women to receive a call back from employers when applying for traditionally female-concentrated jobs

'Gender discrimination in hiring: An experimental reexamination of the Swedish case' by Ahmed, Granberg and Khanna 2021

# Closing gender gaps in economic opportunities requires dismantling gender norms across society

1 in 5 Australians agree “it is better for men to be the breadwinner and for women to look after the household and children”

Household, Income and Labour Dynamics in Australia (HILDA) Survey 2019

When a woman in Australia begins to earn more than her male partner, her risk of domestic violence and emotional abuse rises

‘Gender norms and domestic abuse: Evidence from Australia’ by Breunig and Zhang 2021

Men who ascribe to traditional gender roles experience higher rates of depression, suicide and acts of violence

‘Men in Focus’ by Our Watch 2019

# Equal opportunities and pay for women