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Commission**

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**Elizabeth Broderick**  
Sex Discrimination  
Commissioner

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Friday 1 July, 2011

# **Growth Challenge: Riding the Resources Boom to Prosperity**

## **Women in the Workforce**



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## Women and the Australian workforce

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- Why does it matter if women are disadvantaged in the Australia work force – the case for change
- Areas of disadvantage and recent policy and legislative initiatives



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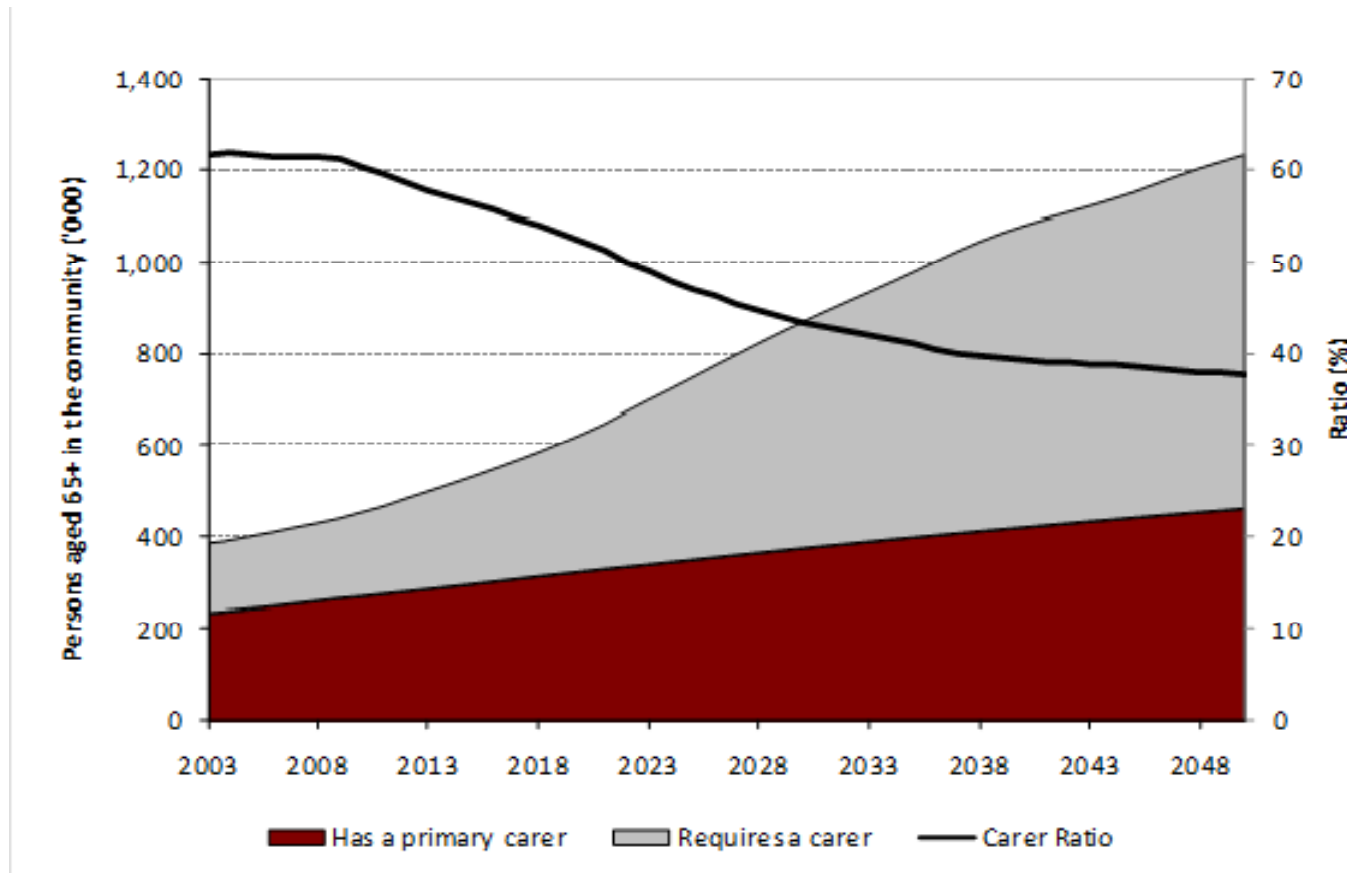
Ref. New Yorker website



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## Projected demand and supply of informal carers

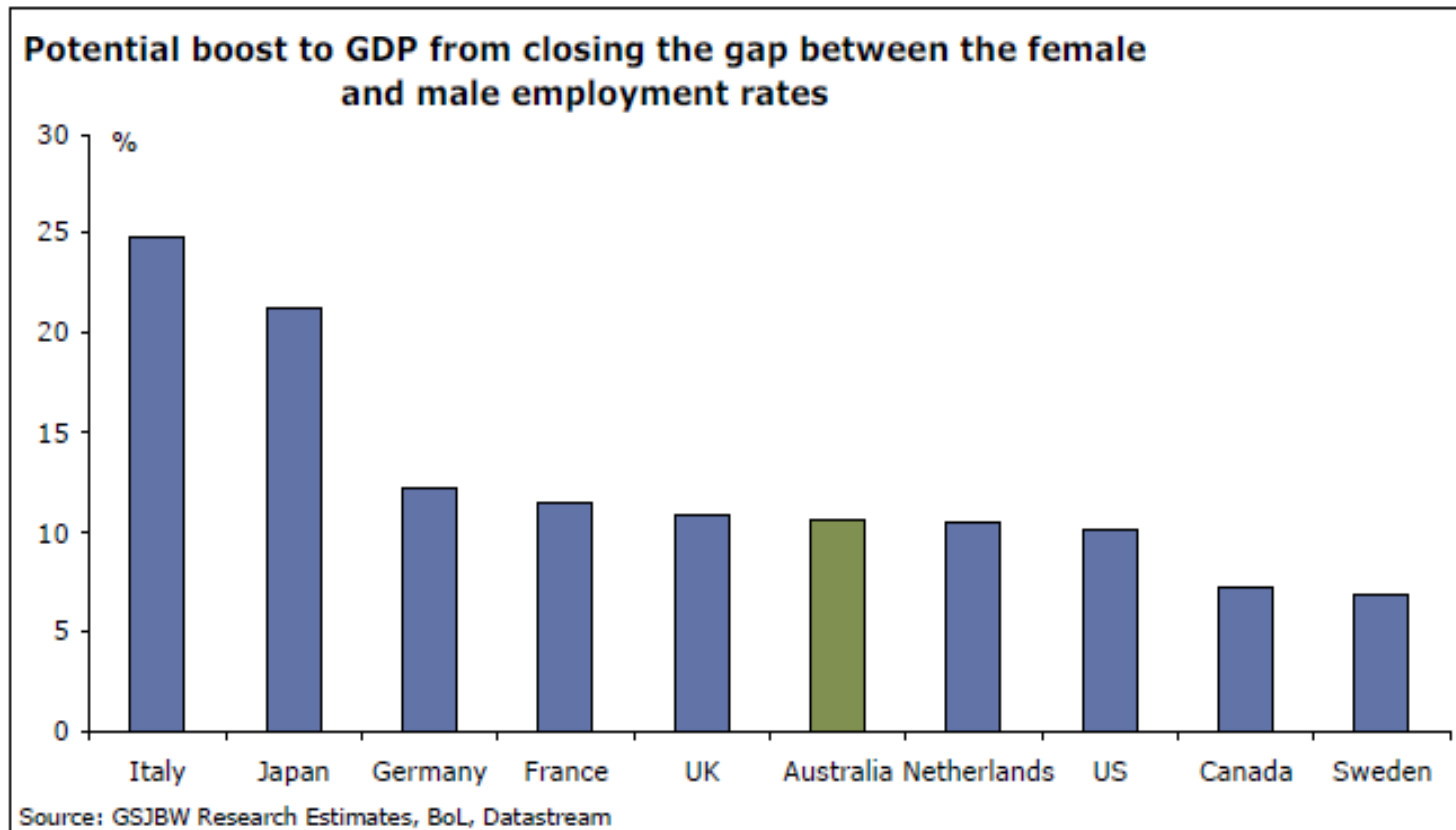




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## Participation and the implications for GDP

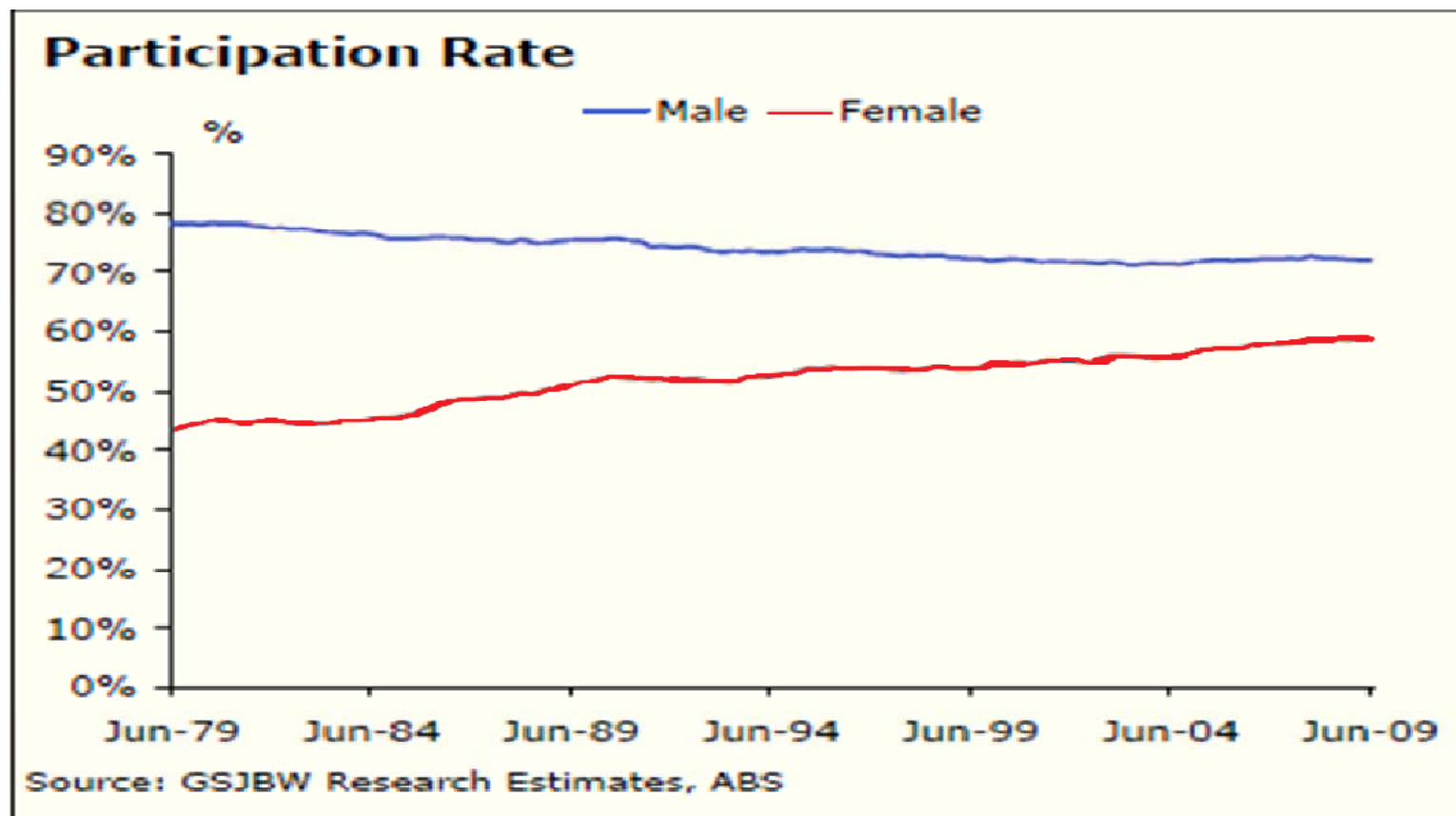




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## Historical participation rates for women and men in Australia





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How disadvantaged are women  
in the Australian workforce?



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## Listening Tour: disadvantage and pressures

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- Balance on paid work and family and caring responsibilities
- Women's economic security across the lifecycle
- Discrimination, harassment and violence against women, not just in paid work but more generally





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## PPL: The business case



- Increasing number of employees returning to work after maternity leave
- Reducing recruitment and training costs
- Improving staff morale and productivity
- Providing a cost-effective means of retaining skilled staff
- Improving organisational efficiency through the benefits of long service, e.g. institutional memory, industry knowledge, networks and contacts.



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# Legislative developments

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- Right to request a flexible work arrangement
- Amendments to the Sex Discrimination Act 1984 (Cth)



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# Other developments



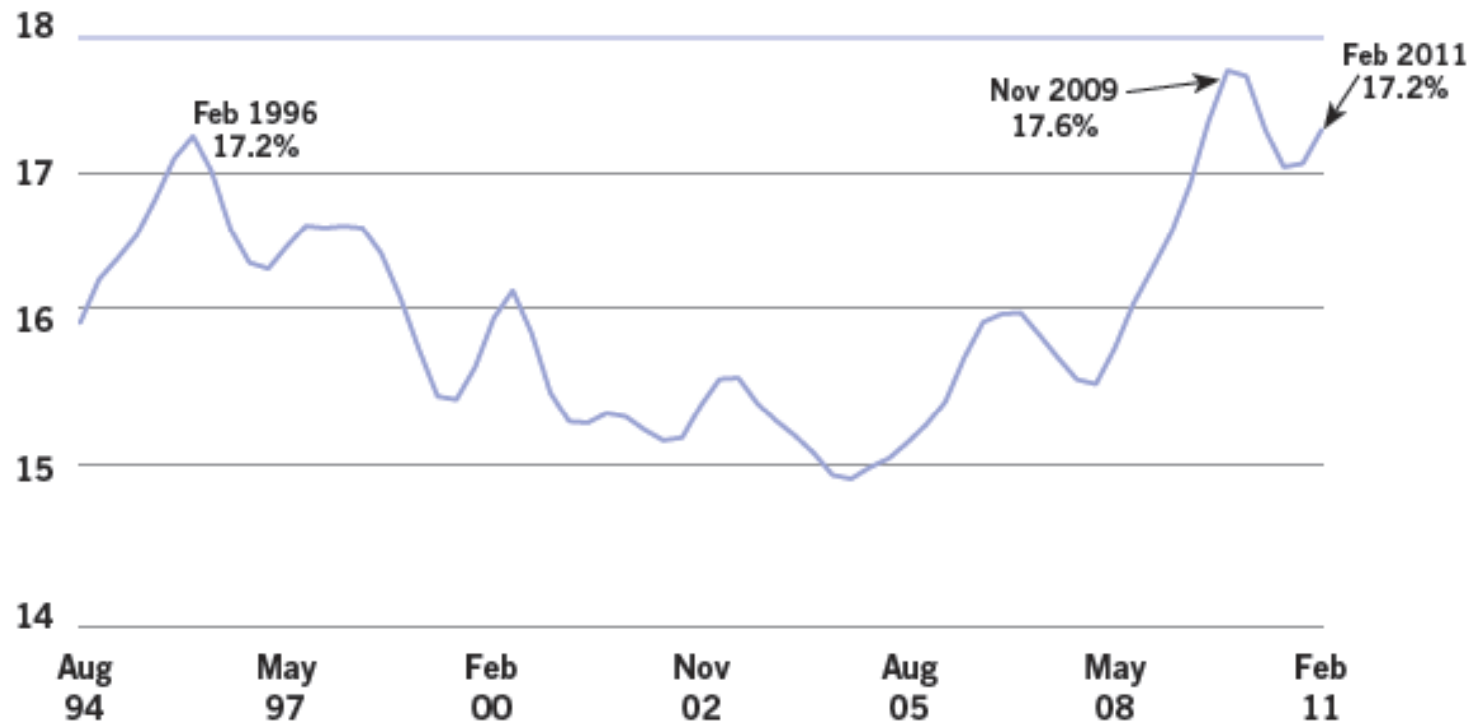
- Reform of the Equal Opportunity in the Workplace Agency and Act
- FairWork Australia Equal Remuneration Case
- ASX Corporate Governance Regulations



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## Average weekly earnings, Australia, Aug 1994-Feb 2011



Source: ABS Average Weekly Earnings (Cat No 6302.0), February 2011 (released 19.05. 11)

Via EOWA, *Equal Pay Day Factsheet*



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“there is not equal remuneration for men and women workers for work of equal or comparable value by comparison with workers in state and local government employment. We consider gender has been important in creating the gap between pay”

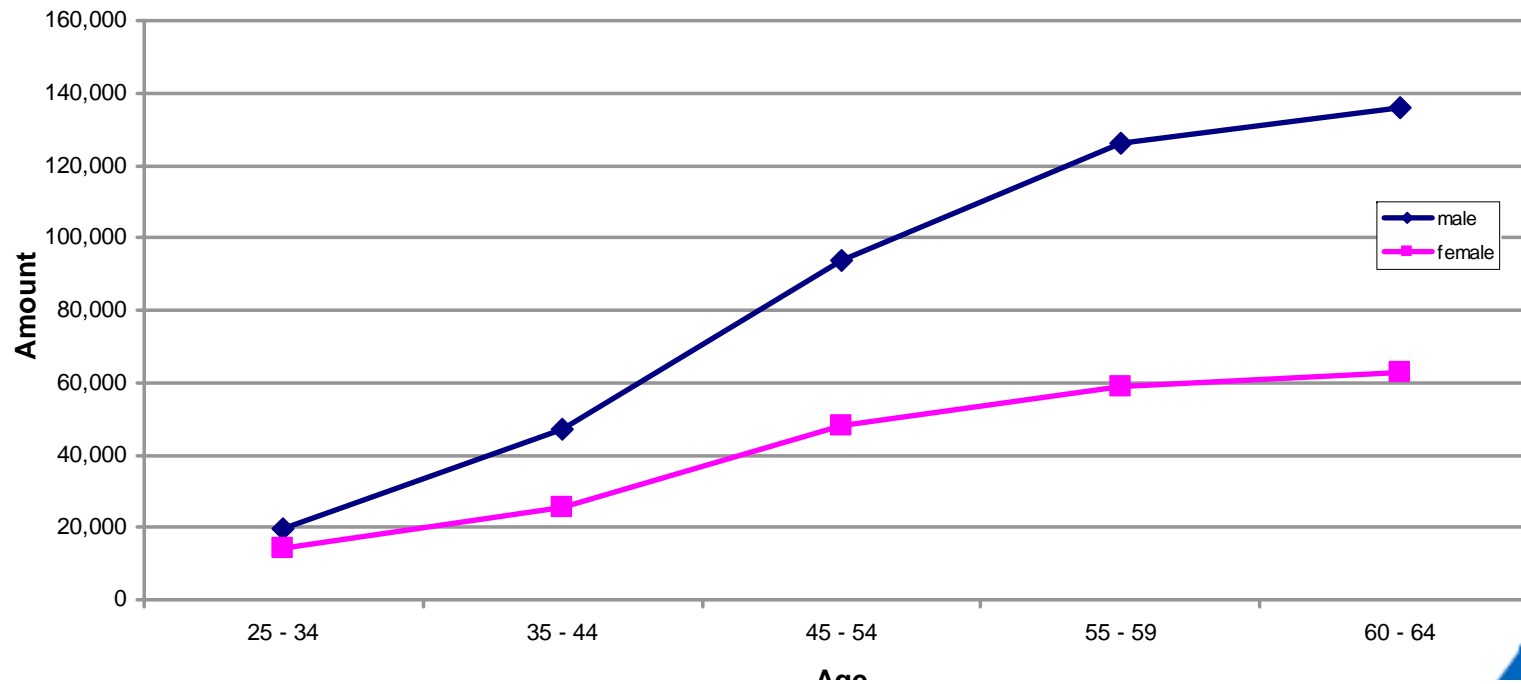
- Fair Work Australia, Equal Remuneration Case



# The gap between men and women's retirement incomes



**Retirement Income**  
Average Superannuation Balances By Age  
Australia 2006



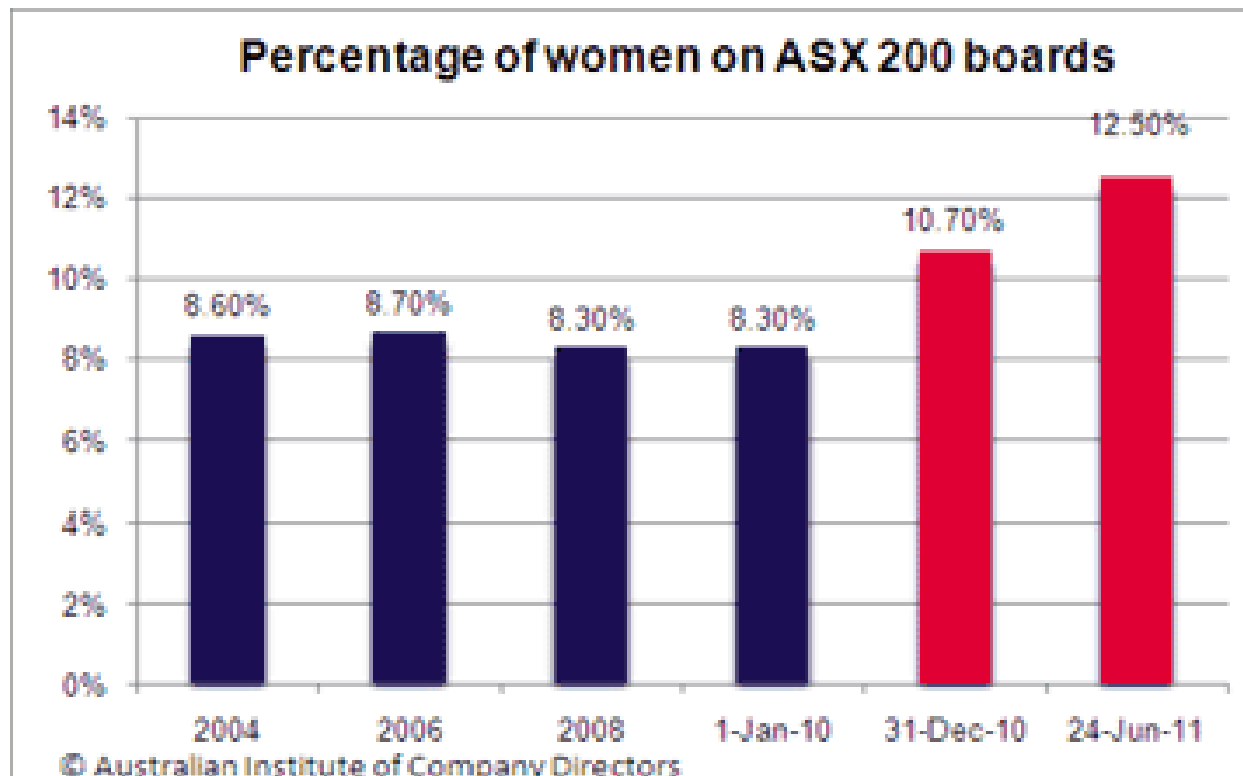


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## Percentage of women on ASX 200 boards

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