



Australian Government



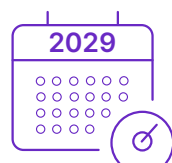
Jobs and Skills Australia

Gender Economic Equality Study

10 recommendations

Examples of how the recommendations relate to selected headline findings

1



Implement a three year Shifting the Dial on Gender Segregation Policy Action and Evaluation Agenda with findings informing the Working for Women Strategy mid-term review and further action beyond 2029

- Only 21% of occupations were gender balanced in 2021.
- Gendered occupational segregation is complex and difficult to shift. Around 70% of occupations have the same gender segregation intensity as they did in 2006.
- There are unique gender segregation patterns across First Nations and CALD workers that shape broader workforce segregation patterns.
- Occupation shortages typically worsen as gender segregation intensifies, particularly in almost completely male dominated occupations.

2



All Australian governments consider how to intervene earlier in education and training study choices through innovative changes to career learning and exploration in curriculum, campaigns and supports in primary and secondary schooling

- Distinct gender divides persist across study choices, enrolments and graduations – only 20% of VET and Higher Education graduations across areas of study are gender balanced.
- Only 3 in the top 10 largest areas of study are gender balanced.
- Males are almost twice as likely to earn incomes over \$100,000 than females aged 35-40 years old across all levels of education.

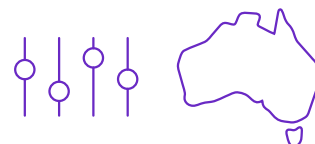
3



All Australian governments scale occupational gender segregation interventions across future National Skills Agreements and outcomes reporting including the introduction of explicit gender targets for national priorities

- Economic inequality persists post-training, with women consistently earning less and being more likely to exit the workforce despite being similarly or more qualified.
- Women are more likely to be 'skills mismatched'—working in occupations below their level of qualification.
- Workers tend to stay longer in occupations dominated by their own gender, which further contributes to occupational segregation over time.

4



All Australian governments and lead skills system actors coordinate a national and economy-wide approach to gender segregated VET training pathways for occupations in shortage through four main policy actions

- Men generally, achieve better economic outcomes across most VET qualifications, even in female dominated fields.
- Pronounced gender segregation patterns exist in key VET training pipelines for Australia's Net Zero transition, digital transformation and growing care sector needs.
- Skill Level 3 jobs are the most gender segregated, with many facing occupation shortages.

5



All Australian governments and lead skills system actors complement current Closing the Gap reforms with additional and immediate national and economy-wide action for First Nations women

- First Nations females have the highest gender pay gaps in Australia (35.3%).
- There are sources of compounding gendered and racial discrimination in the world of work, education and training—particularly for First Nations women.
- Despite this, there are key VET training pathways where First Nations females and males are securing good outcomes.

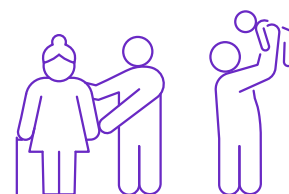
6



Industry and employers to accelerate progress on inclusive and safe workplaces and training settings

- Sexual harassment and safety is still an issue in many workplaces, especially in male dominated occupations and industries.
- Age, race, sexuality and other identity factors compound with gender and shape experiences of workplace discrimination and inequity.
- Vertical segregation and high gender pay gaps are still an issue across management and leadership roles, especially in Health and Finance.

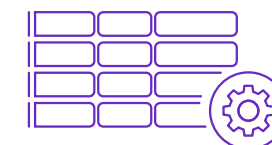
7



Extend policy settings and supports to normalise men's involvement in unpaid care, domestic work and paid care work, with the longer-term aim of addressing social and cultural norms

- Gendered norms and decisions around unpaid care and domestic work have major implications for women's earnings, employment outcomes and career pathways.
- Accumulated 10-year gender pay gaps are higher at 30.7% (in contrast to single year point-in time figures of 25.7%) highlighting the lifetime disadvantage of part time and unpaid care work.
- There is a clear 'motherhood penalty' in our gender pay gap findings, females aged 25-39 years old have the worst accumulated 10-year pay gaps.

8



Government and others to embed the Gender Segregation Intensity Scale (GSIS) as a common and shared framework for informing action and monitoring progress towards gender economic equality

- The GSIS reveals how gendered Australia's job, work, pay, areas of study really are and how it can be used to inform more targeted policy solutions to diverse labour market and skills challenges.
- Gender pay gaps and occupational shortages widen and worsen at the highest grades of gender segregation intensity and the GSIS identifies the occupations where more urgent action is needed.
- There has been a broader balancing of managerial and professional occupations over time and lessons can be leveraged from these detailed occupational GSIS findings.

9



Further address gender and other biases in labour market and skills frameworks that reflect gendered language, structure and norms

- OSCA increases our understanding of occupational segregation especially in relation to new or more disaggregated female dominated jobs eg. allied health roles and Assistant School Principals.
- OSCA better recognises women's skill levels and leadership roles including invisible gendered and cultural skills in female dominated and First Nations specific occupations. Eg. team leaders in early learning and Aged Care.
- Despite progress, there is still gender bias in OSCA and other frameworks that translates into policy settings.

10



Expanded research, data and reporting to monitor progress on gender economic equality and increase intersectional perspectives and understanding

- Paper 1 and 2 findings demonstrate the value of intersectional analysis in labour market and skills for policymaking.
- Various intersectional insights on occupational segregation patterns, pay gaps, skills mismatches, post-training employment and economic outcomes deepen our understanding of how inequality plays out in work, education and training.
- Future intersectional insights using the JSA approach should be expanded to disability, geography, ancestry, socio-economic status and visa status to continue to fill evidence gaps and develop the most effective policy solutions.

Gender Economic Equality Study

jobsandskills.gov.au

