

MEDIA RELEASE

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DATA SHOWS THE GAPS IN WOMEN AND WORK

economic Security4Women, a national alliance of women's organisations welcomed the release of the inaugural findings from comprehensive gender data provided by Australian employers to the Workplace Gender Equality Agency.

"We agree with Ms Helen Conway, Director of the Agency that this world-leading dataset paints the most comprehensive picture of gender equality in Australian workplaces. This data is so valuable because it measures the extent of workplace gender inequity and we congratulate the agency on its compilation and analysis" said Ms Sandra Cook, Chair of eS4W.

"Sadly we are not surprised that only 13.6 per cent of employers have a strategy for flexible working and only 13.2 per cent of employers have a strategy to support employees with family or caring responsibilities – we have known anecdotally for some time that this is one of the biggest barriers to women progressing into senior management positions and executive ranks."

"We were also not surprised that less than one in four employers has done a gender remuneration gap analysis to check for potential pay equity issues – the persistent and rising gender pay gap is testament to this".

However, we hope this data encourages all employers to undertake an analysis and to work with the Agency to identify areas where steps can be taken that will ensure greater female workforce participation all levels".

economic Security4Women is a national alliance of women's organisations united in the belief that economic wellbeing and financial security are essential for women and will enable women of all ages to have an equal place in society.

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