

# GENDER INEQUALITY IN THE GRAMPIANS REGION

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Current data and trends  
of key indicators

March 2018



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## Acknowledgements

Communities of Respect and Equality (CoRE): A Plan to Prevent Violence against Women and their Children in the Grampians region was launched in May 2016. All organisations, clubs and networks in the Grampians region are invited to join the CoRE Alliance and work towards the vision of a safe, equal and respectful society for everyone, as outlined in the Plan. Implementation of the CoRE Plan is overseen by the CoRE Alliance Governance Group. The Alliance Governance Group has overseen the development of this report, as part of the long term evaluation of the strategy. This report provides baseline data of gender inequality at a structural level across the Grampians region. These indicators will be re-measured in coming years to monitor the impact and progress of the initiative.

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# Executive Summary

The Communities of Respect and Equality (CoRE) Alliance was developed in 2016 as a platform for organisations, networks and clubs in the Grampians region to work together to prevent violence against women and their children. Gender inequality has been identified as the primary driver of violence against women. Measuring changes to gender inequality over time will contribute to an evaluation of how successful CoRE has been at preventing violence against women. This research was completed as part of a comprehensive plan to evaluate the CoRE initiative.

The indicators measured were chosen based on a literature review of other measures of gender inequality. Where possible, publicly available data was collected across the past 10 years to determine the rate at which the gender gap in these areas has been changing. This research analysed data regarding the gap in women's and men's experiences in the areas of education, employment, leadership, and unpaid labour.

This research found that while the Grampians region has generally reached gender equality in secondary school and undergraduate tertiary education completion, this is not translating into equal employment or leadership outcomes. While men are overrepresented in full time employment and leadership roles, women are overrepresented in part time employment and unpaid labour. These trends are consistent across Victoria as a whole, though the gender gaps in the Grampians region are slightly larger than the state-wide gender gaps in these areas.

Results showed the Grampians region is making positive changes that mean the gender gap is slowly closing in some of the areas measured (including poverty, full time employment, CEOs, unpaid domestic work and unpaid child care). Closing the gaps in these areas requires continued actions to address the underlying factors behind these gaps, including rigid gender stereotypes (for both men and women) and structural barriers that limit women's participation in employment and leadership.

However, results showed that in some areas the gap is still widening, and significant action is required to turn the trajectory to one that will actually decrease the gender gap. These areas include:

- **unpaid assistance to a person with a disability**
- **representation on local councils**
- **volunteering**
- **part time employment**

Particular attention and targeted actions by CoRE members are needed to change the direction of these areas towards equality. Sustained and meaningful actions by CoRE members that challenge gender stereotypes (for both men and women), promote women's independence and decision making, and value women's voices and contributions.

The data analysed for this research was limited by the amount of information that is publicly available. Further research is needed to bridge gaps in indicators measured. Further research is also needed around consideration of the impact of intersecting structural barriers such as racism, ableism, homophobia and transphobia on progress towards equality.



## Summary of findings and focus for post analysis (2026)

		Reduce Gender Gap from:	Increase yearly rate of change from:	Reduce estimated time for equality from:
Access to Economic Resources	Gender Balance on Local Councils	82% (percentage of councils without a gender balance)	0	Change direction towards closing the gender gap
	Part Time Employment	15.4%	-0.4	Change direction towards closing the gender gap
	CEOs of Local Councils	90.9%	0.91	2116
	Full Time Employment	23.7%	0.4	2076
	CEOs, General Managers and Legislators	46.3%	2.32	2055
	Percentage of People Earning Below Minimum Wage	13.4%	0.68	2036
Addressing Patterns that Perpetuate Inequality	Unpaid Assistance to a Person with a Disability	4.2%	-0.2	Change direction towards closing the gender gap
	Volunteering	3%	-0.1	Change direction towards closing the gender gap
	Unpaid Child care	6.7%	0.04	2184
	Unpaid Domestic Work	18.4%	0.17	2125

This table provides a summary of the results of this report, which can be used to undertake a post analysis in 2026, 10 years following the implementation of the CoRE Plan. The gender gap indicates the current difference between male and female results in each of the indicators measured, while the yearly rate of change indicates the average amount by which the gap increased or decreased between 2006 and 2016. While some indicators demonstrate relatively small gender gaps, the very slow or in some cases backward rate of change are concerning.

These results are limited in that they reflect an overview of the gender gap across the Grampians region as a whole. What is not captured by these results are the experiences of women who face additional structural and cultural barriers, such as colonialism, racism, ableism, homophobia and transphobia.

Furthermore, while this research presents results in terms of a gender gap between men and women, Women's Health Grampians acknowledges that gender is not binary. Transgender and gender diverse people also experience gender based discrimination in many of the ways experienced by women, as well as additional experiences of discrimination.

**We need actions that consider the barriers faced by all members of our community, in order to work towards a society that is safe, equal and respectful for everyone.**

# CoRE: A plan for the Grampians region

- The vision is for a **safe, equal and respectful** society for everyone
- The **CoRE** plan is a primary prevention approach, aiming to prevent violence **BEFORE** the first incident by changing the underlying drivers of violence at a cultural level
- **CoRE** is about creating social change, broadly across our community - it's a long term strategy!
- We need **ALL OF US** to take action
  - Join us to build communities of respect and equality and end violence against women and their children

## MEMBERSHIP

- Any organisation, club or network that would like to work towards this vision, is invited to join the Communities of Respect and Equality (CoRE) Alliance.
- The Alliance is a partnership of organisations working collectively, to take action – in line with the CoRE Plan.
- There are more than 75 members, and the Alliance continues to grow as more organisations, clubs and networks commit to taking action.
- To be a member of the CoRE Alliance requires completion of a membership form where an organisation commits to meaningful participation in line with the vision and principles outlined in the CoRE Plan.
- Women's Health Grampians supports members to identify actions that suit their principal business, interests and resources.

## MORE INFORMATION

For more information on joining the CoRE Alliance please contact Womens' Health Grampians.

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# 1. Introduction

In 2016, Women's Health Grampians launched the Communities of Respect and Equality (CoRE) Plan, a regional strategy to prevent violence against women through long term cultural change. The CoRE plan was developed as a whole of community framework for improving gender equality and preventing violence against women.

CoRE encourages local organisations, clubs, and networks to become members, and supports them to implement actions within their own organisations and communities to address gender inequality and violence against women. This plan acknowledges the need to improve gender equality to prevent violence against women.

As of February 2018, the CoRE Alliance has over 75 member organisations, committed to taking meaningful systems level actions to promote gender equality, and ultimately prevent violence against women before it occurs. The Alliance continues to gather momentum and support as new members join each month.

The CoRE Alliance Governance Group developed a comprehensive evaluation plan to track the progress and impact of the CoRE initiative. It involves an annual action research methodology to look at the progress made by the CoRE Alliance, the Alliance Governance Group, and Women's Health Grampians, and adapt and improve each year. The evaluation will measure long term impact by tracking key indicators for gender equality across the Grampians region at approximately 10 year intervals.

This paper will provide a snapshot of the current state of gender inequality in the Grampians region and also serve as a baseline to measure impact over the long term. That is, to measure the long term cultural and structural changes to gender equality that occur following the implementation of the CoRE plan.

## 1.1 Background

### Why measure gender inequality?

The CoRE initiative aims to create a **safe, equal and respectful society for everyone**, where violence against women is unacceptable, and the underlying drivers of violence do not exist (WHG 2015, p. 13). This project aims to measure **changes to the underlying drivers** of violence against women at a structural level.

In 2015 OurWatch released Change the Story, a national framework to prevent violence against women. This framework identified that gender inequality (including the condoning of violence, men's control of decision making, gendered stereotypes and disrespect towards women) as the primary driver of violence against women (OurWatch 2015, p. 23). A society that is safe, equal, and free from violence is a society in which people are equal and respected in all areas of life, regardless of gender and other intersectional factors such as ethnicity, disability and sexuality. Measuring changes to gender inequality in the Grampians region now and in the future will enable the impact of actions taken by the CoRE Alliance to be evaluated.

### Selecting gender equality indicators

A review of the gender equality indicators measured by key gender equality indices and databases provided examples of aspects of gender inequality that can be measured.

The United Nations (2017) has released a minimum set of gender indicators that measure gender inequalities across the domains of economic structures and access to resources, education, health, public life and decision making and human rights. Similarly, the United Nations Development Programme assesses gender equality through indicators across the dimensions of length and standard of living, economic and political participation, reproductive health, empowerment, labour market, health, education, physical integrity, civil liberties, time, power, intersecting inequalities and violence (Human Development Report Office 2015, pp. 4-7). The Gender, Institutions and Development Database (GID-DB) measures gender equality based on the five domains of social institutions, access to resources, political empowerment, economic status and composite measures of gender equality (Jutting et al 2008, p. 67).

The World Bank (2017) measures gender equality in the domains of agency, economic and social context, economic opportunities, education, health, public life and decision making.

Similarly, the World Economic Forum's Gender Gap Index measures gender equality across the dimensions of economic participation, economic opportunity, political empowerment, educational attainment, and health and wellbeing (Demetriades 2009, p. 7).

At a local level, The Victorian Women's Health Atlas (Women's Health Victoria 2015) provides gendered data across the domains of population, age distribution, percentage of people born in Australia, English proficiency, Indigenous Status, Education, Labour force status, Individual Weekly Income, Chief Executives, General managers and legislators, CEOs of local councils, Local councilors, Lone parent status, Unpaid assistance to a person with a disability, Need for assistance with a core activity, Persons aged 75+ and living alone, and Transport. Importantly, this Atlas provides data available by Local Government Area as well as by region and state, allowing comparison between areas, and region specific information.

The indicators chosen for this project sought to address the common themes identified within existing measures of gender equality. Common themes among these measures include:

- access to economic resources
- education
- employment
- decision making
- health and wellbeing
- human rights

## Limitations

Any measure of gender inequality is limited by the data available within the resources of the project. This research project's ability to measure all the themes identified among existing measures of inequality was limited by a lack of publicly available data or unsuitability of data. Particularly in regards to health and wellbeing and human rights indicators, Women's Health Grampians acknowledges that society must work towards eliminating human rights breaches and health concerns for people of all genders, rather than striving only to close a gendered gap in these areas.

Given the range of experiences of gender inequality that can occur, this may unfortunately result in a more limited picture of inequality being reflected that does not take into account the voices of all members of the community (Human Development Report Office 2015, p. 8). Further research that addresses gaps in available indicators and seeks advice from local women regarding the aspects of gender inequality that have the most significant impact on their lives is recommended (Demetriades 2007, p. 3). Furthermore, the collection of gendered data that also includes additional structural barriers to access is also required to get a more accurate understanding of the impact of structural barriers on women from all backgrounds and experiences.



## 2. Methodology

This research project utilized publicly available quantitative data to provide a snapshot of the current state of gender inequality in the Grampians region, in order to accompany the quantitative and qualitative evaluation of CoRE progress. Based on the themes identified in the literature, a list of indicators to measure gender equality was chosen that covered these domains. Due to limitations in publicly available data, not all indicators were able to be included, particularly data related to gender inequality in sport participation rates. Further research into this area is recommended.

The project measured gender inequality across education, economic participation and employment, leadership and decision making, and unpaid labour. For a full list of the indicators measured, see appendix 1.

The sources of data utilized for this project included:

- Census data from the Australian Bureau of Statistics
- Local government data including websites and annual reports
- CoRE member progress reports

Based on the methodology used within the Global Gender Gap Report (World Economic Forum, 2016) and the GID-DB (Jutting et al 2008, p. 67), this research measures the **gender gap between men and women** for each indicator, rather than reporting the actual result for each gender. Measuring the gender gap, and the widening or shrinking of this gap across time, allows the project to use data to estimate the timeframe within which gender equality may be reached based on current trends.

Where available, trend data was collected across 5 year intervals (2006, 2011 and 2016). This will enable any future comparison of gender inequality in the Grampians to consider the rate of change following the implementation of the CoRE plan, and can be compared to the plan's implementation. It will also allow for an analysis of any backlash against the community wide movement to promote gender equality through slowed or backward changes, which is an important part of our understanding of the CoRE initiative's success (Batliwala and Pittman 2010, p. 12).

The CoRE plan is a long term social change strategy that seeks to shift the attitudes and behaviours that drive violence against women. It is expected that Women's Health Grampians will repeat this research in 10 years and 20 years' time, in order to map structural and cultural changes related to the equal status of women in the Grampians region, as the driving force behind the attitudes and norms that lead to violence.

The CoRE plan is a long term social change strategy that seeks to shift the attitudes and behaviours that drive violence against women.

# 3. Results and Discussion

This research considered gender gaps between men and women across a number of areas. The results identified significant and entrenched gender gaps in terms of men and women’s access to economic resources. This is discussed in the first section. The second section looks at broader patterns that perpetuate inequality and include gaps in unpaid domestic work and time spent in caring roles. The gaps in both these sections are underpinned by rigid stereotypes around constructions of masculinity and femininity that limit the opportunities available to women and men.

Section 3.3 provides a summary presenting a projected timeline to reach gender equality across the different indicators based on the current gap and rate of change. It also highlights those areas where the current trajectory is actually widening the gap, not closing it – noting these are in many ways the areas needing most urgent attention.

## 3.1 Access to Economic Resources

Access to economic resources is essential to positive health outcomes. This section will look at the gender gaps in women’s access to economic resources, including access to education, full time and part time employment opportunities, the gender composition of major industries, leadership roles, and earnings.

### 3.11 Education

Women in the Grampians region are completing year 12 at higher rates to men, with 69% of girls aged 18-25 having completed year 12, compared to 57% of boys the same age. This trend continues into higher education, with women more likely than men to complete a Bachelor degree (Australian Bureau of Statistics (ABS) 2017).

Similar patterns are consistent across the state, with 78% of Victorian women aged 18-25 having completed year 12, compared to 70% of Victorian men (ABS 2017).

**Part time employment has a significant impact on the amount of superannuation accrued by retirement.**

Year 12 completion among 18-25 year olds

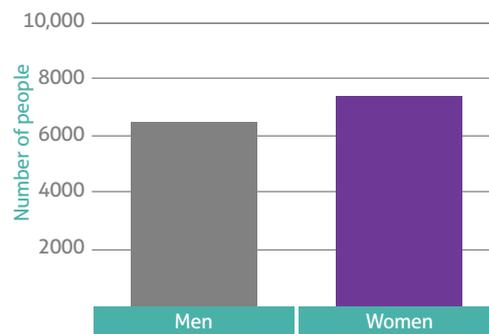


Figure 1: Number of people aged 18-25 years old who have completed year 12 in the Grampians region, by gender

Source: 2016 Census, Australian Bureau of Statistics 2017

It must be noted that many women in the Grampians region face additional structural barriers that prevent them from accessing education. Only 20% of Aboriginal and Torres Strait Islander women in the Grampians aged 18-25 have completed year 12, compared to 69% of Grampians women as a whole (ABS 2017). We need to take actions that ensure we are working towards equality for everyone.

#### Key Findings

Women in the Grampians region are accessing education opportunities at similar rates to men, with a gap favouring women.

Not all women have equal access to education, with Aboriginal and Torres Strait Islander women significantly underrepresented compared to women as a whole.

### 3.12 Employment

Despite women’s strong participation in education, females remain underrepresented in employment and leadership. This would suggest, then, that there are specific gendered barriers at play preventing women from accessing these roles. Men are more than twice as likely as women to work in full time employment, while women are more than twice as likely as men to work part time. At the rate of change since 2006, it will take the Grampians region 60 years to close the gender gap in full time employment (2076). For part time employment, between 2006 and 2011, the gender gap actually widened, and though from 2011-2016, the gender gap shrunk, it was only by 0.1% (ABS 2017). **Based on this rate of change, the Grampians region would reach gender equality in part time employment rates in 770 years (2786).** This data shows an even more rigid gender gap in part time employment.

#### Gender Gap in Full Time Employment

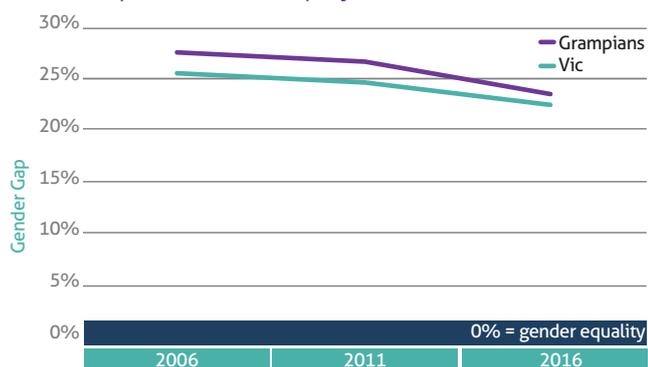


Figure 2: Gap between the percentage of women and men engaged in full time work out of the total number of women and men engaged in the workforce, unemployed or not in the labour force

Source: 2006 Census, 2011 Census, 2016 Census, Australian Bureau of Statistics 2017

A lack of flexible working options and job design features can impact on men’s and women’s access to different employment modes. However, it is likely the cultural norms and gendered stereotypes associated with who should work and who should care for family members is having the biggest impact on this data.

Gender stereotypes around women’s role as carers results in women’s overrepresentation among unpaid domestic and child care tasks, which can limit their availability for employment. We need to address the stereotypes and redesign processes that limit men and women’s ability to access the employment that suits them best.

#### Gender Gap in Part Time Employment

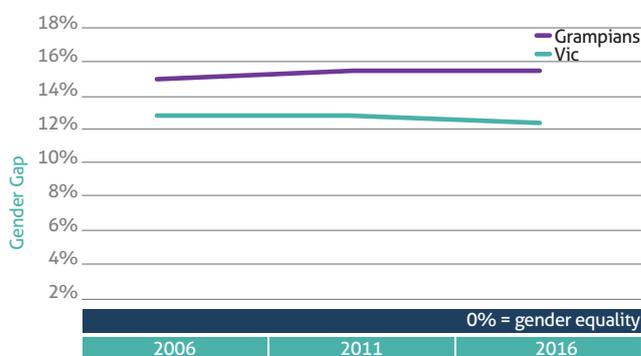


Figure 3: Gap between the percentage of women and men engaged in part time work out of the total number of women and men engaged in the workforce, unemployed or not in the labour force

Source: 2006 Census, 2011 Census, 2016 Census, Australian Bureau of Statistics 2017

#### Key Findings

While women in the Grampians region are more likely to complete year 12 and university than men, this is not translating into equal employment and leadership opportunities.

Men are more than twice as likely to work in full time employment.

Women are more than twice as likely to work in part time employment.

Trend data shows the gap in full time employment is closing, while the gender gap in part time employment has widened over the past 10 years in Grampians compared to Victoria as a whole.

Urgent action is required to address the cultural norms associated with work and caring roles in order to ensure more balance.

### 3.13 The impact of gender stereotypes on industry

An analysis by industry also highlights significant gender gaps in workforce participation. The agriculture, forestry and fishing, mining, manufacturing, electricity, gas, water and waste services, construction, wholesale trade, transport, postal and warehousing, education and training and health care and social assistance industries all demonstrate a gender gap of at least 40% between the number of men and women working in these industries. In each of these industries, the Grampians recorded wider gender gaps than the Victorian average.

#### Gender Composition of Industry

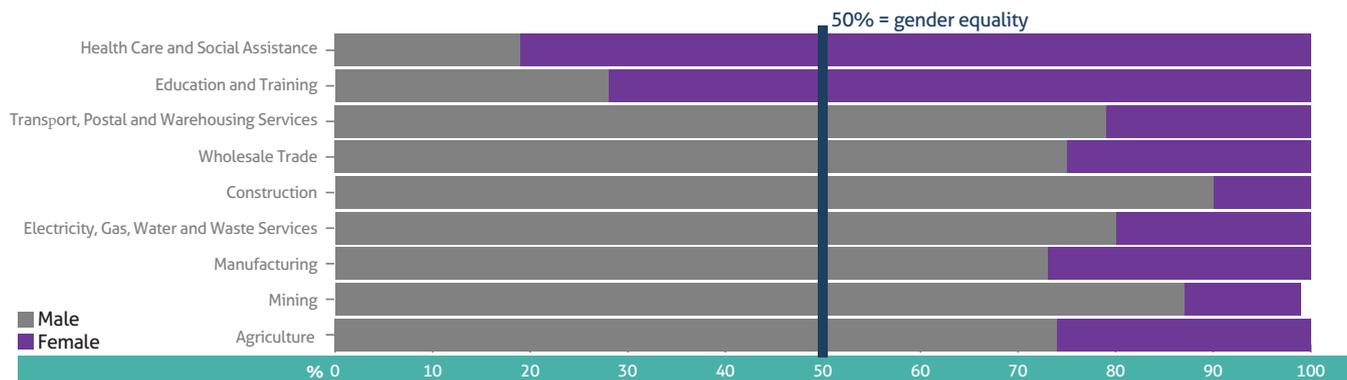


Figure 4: Gender composition of industries in the Grampians region with the widest gender gaps  
Source: 2016 Census, Australian Bureau of Statistics 2017

This shows that to date there has been very little progress in addressing the entrenched gender stereotypes that **dictate the type of work considered acceptable for men and for women**. Significant and persistent gender gaps in industries demonstrate the devaluation of work considered to be 'women's work' with female dominated industries and positions recording lower wages than male dominated industries (Workplace Gender Equality Agency 2018). The two industries with the most significant gender gaps, mining and construction both recorded no or negative progress over the past 10 years. This means that among the industries with the largest gender gaps, the Grampians region is moving away from gender equality rather than towards it. Addressing the gender gap in key industries may play a role in promoting equal education opportunities for boys and girls.

#### Key Findings

Among the industries with the largest gender gaps, the Grampians region is moving away from gender equality rather than towards it.

Industries dominated by women attract lower wages

We need to challenge the entrenched stereotypes that dictate the type of work considered acceptable for men and women.



### 3.14 Leadership and Decision Making

Across the Grampians region, women make up only 27% of CEOs, general managers and legislators. There has, however, been a substantial amount of progress made in this area, with the gender gap in leadership decreasing by 11% over the past 5 years. With sustained commitment that ensured this rate of change continued, the Grampians could reach gender equality in CEOs, general managers and legislators by 2037. This rate of change is particularly positive when compared to the rate of change demonstrated by Victoria as a whole. Across Victoria, women make up only 26% of CEOs, general managers and legislators, and at the current rate of change, the Victorian gender gap will not be closed until 2065 (ABS 2017). This data shows that Grampians region is already making change in the right direction, but that **sustained and meaningful action** is needed if we are to reach equality in this area. However, the impact of a few instances on a small sample size should be considered.

#### Gender Gap in CEOs, General Managers and Legislators

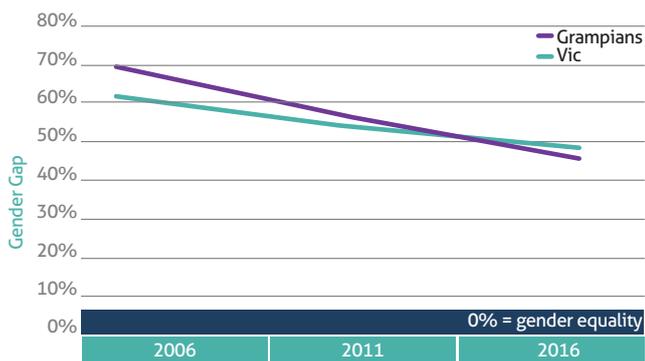


Figure 5: Gap between the percentage of male CEOs, general managers and legislators and percentage of female CEOs, general managers and legislators in the Grampians region  
Source: 2006 Census, 2011 Census, 2016 Census, Australian Bureau of Statistics 2017

Unconscious bias during recruitment and promotion, and a lack of flexible working arrangements in leadership roles can exclude women from these positions. When the majority of our leaders at a national, local, and organizational level are men, and women’s voices are not represented, this can have a gendered impact on decision making and the allocation of resources. Furthermore, men’s control of decision making, at any level, has been found to be a **primary driver of violence against women** (Our Watch 2015).

#### Key Findings

The Grampians region is already making change in the right direction, but sustained and meaningful action is needed if we are to reach equality in leadership.

Across local government in particular, only 18% of Grampians region councils currently have at least 40% representation of women as councillors, compared to 41% of councils across Victoria (Victorian Local Government Association 2016). Across the past 10 years consistently 1 in 11 local governments have employed a female CEO. The fact that this rate has remained largely consistent across the past 10 years suggests that the Grampians region is not currently moving towards a gender balance among councillors or local government CEOs. A website review of general directors at Grampians region councils found that 71% are men, compared on 29% women.

#### Percentage of Grampians region councils with a gender balance (at least 40% women) among councillors

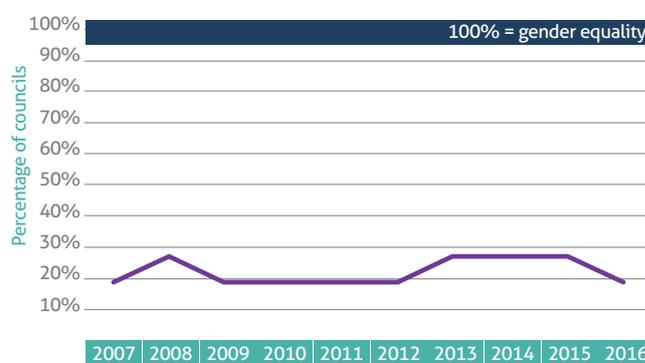


Figure 6: Percentage of local councils within the Grampians region with a gender balance of at least 60%/40% between men and women among councillors

Source: Ararat Rural City Council 2017, City of Ballarat 2017, Golden Plains Shire 2017, Hepburn Shire 2017, Hindmarsh Shire 2017, Horsham Rural City Council 2017, Moorabool Shire 2017, Northern Grampians Shire 2017, Pyrenees Shire 2017, West Wimmera Shire 2017, Yarriambiack Shire 2017

Considerable effort is required, based on the trend over the past 10 years, to move this to a point where 100% of councils have at least a 40% representation of women on council, and where women are supported to access positions of leadership.

#### Key Findings

Only 18% of Grampians region councils have reached a gender balance, compared to 41% of councils in Victoria.

Over the past 10 years, the Grampians region did not increase the number of councils with a gender balance among councillors.

## Patterns consistent in the CoRE Alliance

Many of the trends noted in employment and leadership across the Grampians region are also visible within the CoRE Alliance membership base. Based on 2017 progress reports from CoRE members, women make up 68% of the workforce, while men make up 32% in CoRE member organisations. This potentially reflects the CoRE membership's current bias towards the government and health and community sectors, which as a result of gendered stereotypes, tend to be biased towards a female workforce. However, **while there are more than twice as many female employees as male employees, women make up only 43% of CoRE member CEOs (Women's Health Grampians 2017).**

CoRE member employees 2017

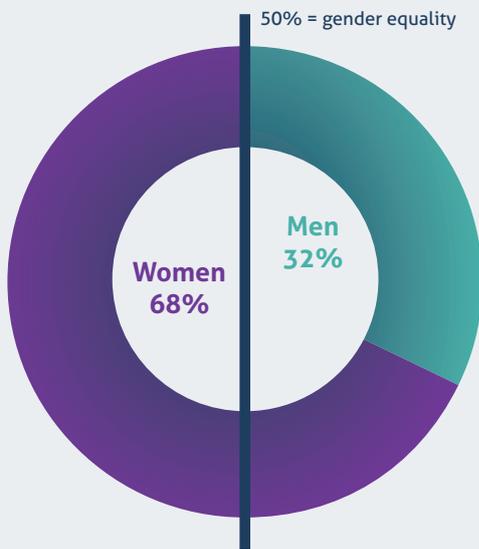


Figure 7: Gender composition of CoRE workforces  
Source: 2017 CoRE Member Progress Reports, Women's Health Grampians 2017

CoRE member CEOs 2017

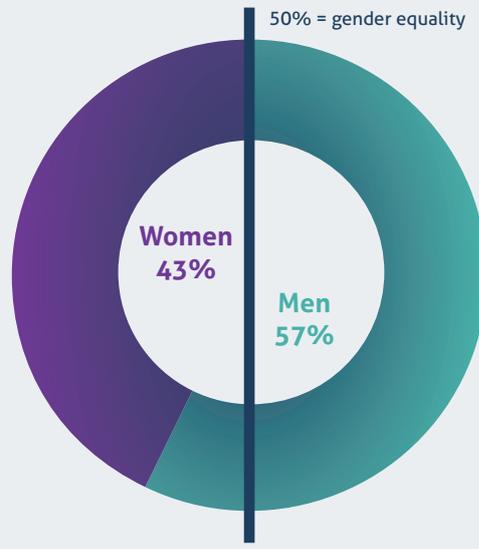


Figure 8: CoRE Member CEOs by gender

Patterns reflected at the State and Regional level are also reflected in the Alliance.

### 3.15 Earnings

While men and women in the Grampians region experience very similar rates of unemployment, with the unemployment rate for women in the Grampians being slightly lower than the unemployment rate for men (3.3% as opposed to 4.2%), **women are significantly more likely than men to earn below the minimum wage**, with 46.6% of Grampians women earning below the minimum wage, compared to 33.2% of Grampians men (ABS 2017).

What is promising to see is that the gender gap among the number of people earning below the minimum weekly wage is beginning to close. At the current rate of change and with continued action, this gap could be closed entirely in 27 years. To reach this goal, we **need to address the gendered barriers that exclude women from the workforce. We also need to address the gendered barriers that exclude men from participating in family and community life.** We especially need to take actions to address the barriers faced by women who are consistently overrepresented among those earning below the minimum wage, including women with a disability, and women from a culturally and linguistically diverse background.

#### Gender Gap among People Earning Below the Minimum Weekly Wage

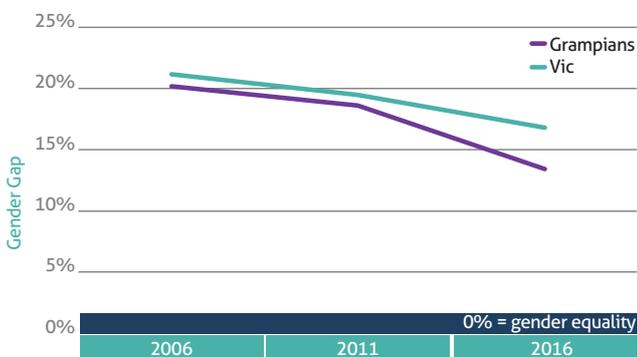


Figure 9: Gender Gap among people earning below the minimum weekly wage (\$600 for years 2006 and 2011, \$650 for year 2016) in the Grampians region

Source: 2006 Census, 2011 Census, 2016 Census, Australian Bureau of Statistics 2017

There are many factors that can contribute to women's earnings being lower than men's including the devaluation of work that is seen to be stereotypically female-dominated, discrimination during hiring and promotions, the overrepresentation of women in unpaid work, and limited flexible working arrangements (Women's Health Victoria 2018). As well as experiencing the immediate effects of earning below the minimum wage, the cumulative effect of lower pay, part time work, and being away from the labour market to undertake unpaid labour results in women receiving significantly lower superannuation than men and has seen an overrepresentation of older women facing poverty and homelessness. (Commonwealth of Australia 2017).

#### Key Findings

While the unemployment rate for men and women are largely equal, women are significantly more likely to earn below the minimum weekly wage.

Women experiencing additional structural barriers such as racism and ableism are more likely to earn below the minimum weekly wage.

The cumulative effect of lower wages, part time work, and being away from the labour market to undertake unpaid work results in women receiving significantly lower superannuation than men and facing poverty in older age.

**89.6% of women with a disability in the Grampians are earning below the minimum weekly wage.**

# Closing the gender gap in unpaid child care will take 168 years at the current rate of change.

## 3.2 Addressing Patterns that Perpetuate Inequality

The gender gaps that limit women’s access to economic resources exist because of structural and cultural barriers to their participation in employment and leadership. Women are consistently undertaking unpaid work, including domestic work and unpaid child (and other familial) care, at significantly higher rates than men. This has an impact on women’s capacity to work outside of the home. To reach equality in employment and leadership, we must also work to reach equality in unpaid responsibilities. Rigid gender stereotypes, which play a significant role in the gender gap in unpaid work, have been found to be one of the primary drivers of violence against women (Our Watch 2015). Challenging these stereotypes around masculinity and femininity is essential to preventing violence against women.

### 3.21 Unpaid Domestic Work

Women are completing unpaid labour at significantly higher rates than men. Women are 1.6 times more likely than men to complete 5 or more hours of unpaid domestic work per week, and almost 3 times more likely than men to complete at least 15 hours per week (ABS 2017). Based on the rate of change over the past 10 years, the gender gap in unpaid domestic work will not be closed for 89 years, although it is positive to note that the rate of change has increased in the past 5 years.

#### Gender Gap in Unpaid Domestic Work

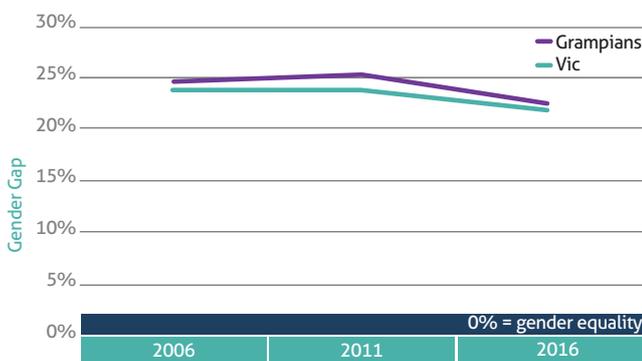


Figure 9: Gap between percentage of women who complete 5 or more hours of unpaid domestic work per week and percentage of men who complete 5 or more hours of unpaid domestic work per week in the Grampians region  
Source: 2006 Census, 2011 Census, 2016 Census, Australian Bureau of Statistics 2017

**Women are almost 3 times more likely than men to undertake 15 hours or more of unpaid domestic work per week.**

### 3.22 Unpaid Caring Roles

A history of inequality along with current gender stereotypes that present women as more suited to caring roles mean that women undertake these unpaid roles in greater numbers than men. Women in the Grampians are 1.3 times more likely than men to undertake unpaid child care of their own or another child. The gender gap in this area has decreased by only 0.4% over the past 10 years (ABS 2017), meaning that to close this gap entirely would take 168 years at the current rate of change. This trend is consistent with Victorian state level data.

#### Gender Gap in Unpaid Child Care

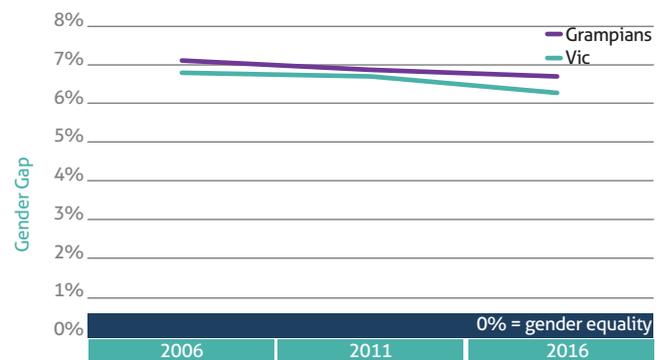


Figure 10: Gap between percentage of women who provide unpaid child care to their own and/or another child and percentage of men who provide unpaid child care to their own and/or another child in the Grampians region

Source: 2006 Census, 2011 Census, 2016 Census, Australian Bureau of Statistics 2017

Women are also more likely than men to provide unpaid assistance to a person with a disability, with 12% of women in the Grampians providing unpaid assistance, compared to 8% of Grampians men. The gender gap in this area has remained stagnant over the past 10 years, rising by 0.2% (ABS 2017), meaning that the region is not progressing towards gender equality.

The economic impact of undertaking unpaid caring roles and being a single parent is significant, with women making up 82% of single parents (ABS 2017). The rigid stereotypes that lead to an overrepresentation of women in caring roles not only limit women’s capacity to embrace opportunities in the workplace and community, but also exclude men from embracing their roles as carers, and fathers.

#### Key Findings

Women complete significantly more unpaid domestic work and unpaid child care than men.

These areas are among the most resistant to change.

Gender stereotypes limit the opportunities of both women and men.

### 3.3 Projected Gender Equality Timeline

This timeline shows the estimated timeframe for the Grampians region to reach gender equality across the areas measured, based on the rate of change across the past 10 years:

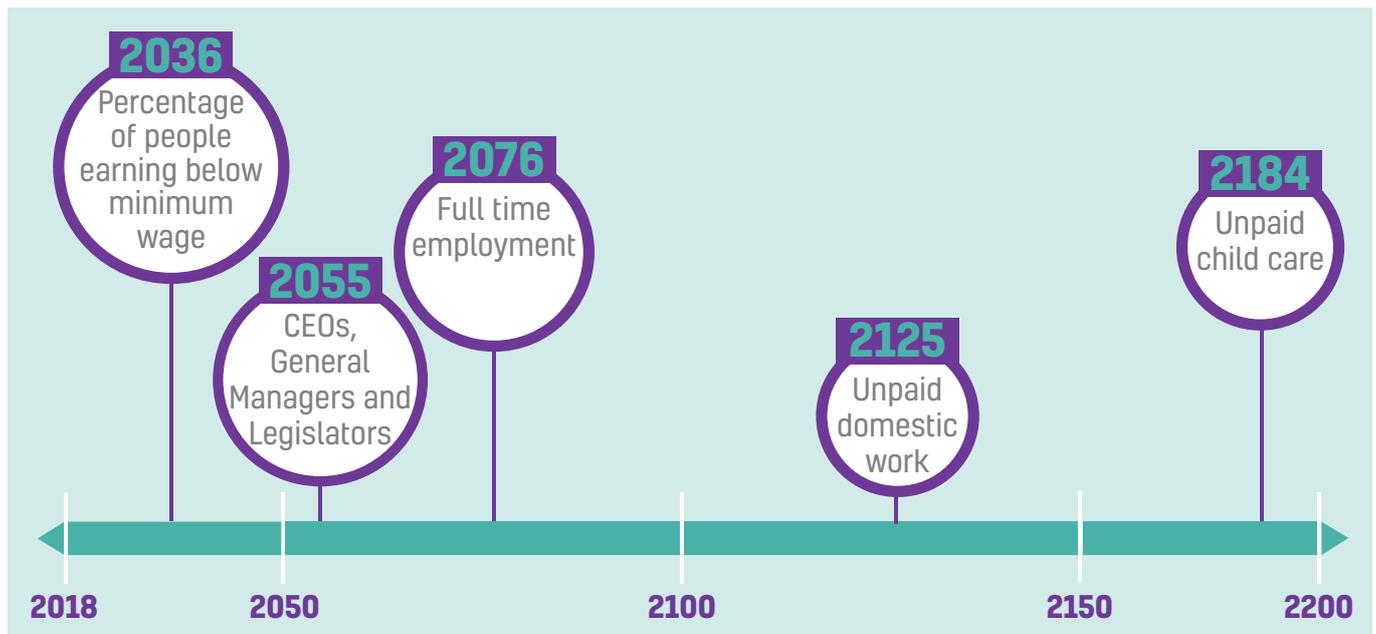


Figure 11: Projected year in which the gender gap in each indicator will be eliminated, if the Grampians region were to sustain the average rate of change demonstrated between 2006 and 2016. Source: 2006 Census, 2016 Census, Australian Bureau of Statistics 2017

Among the most entrenched gender gaps are unpaid domestic roles. Not only is the gender gap in unpaid labour an indicator of gender inequality in its own right, it also presents a barrier to creating change in the employment and leadership gender gaps. If we are to reach gender equality in the workplaces and positions of leadership, we must ensure that women have equal opportunity to participate in these spaces, just as men must have equal opportunity to participate in important roles in the home.

Importantly, based on rates of change across the past 10 years, gender gaps in the following areas have in fact widened over the past 10 years:

The Grampians region needs targeted actions in these areas to change these trends and start moving towards gender equality in the Grampians region. The CoRE Alliance has an opportunity to take action where it is most needed and lead meaningful change in these areas across the region.

#### Gender Gap Increasing

- ▲ Unpaid assistance to a person with a disability
- ▲ Representation on local councils
- ▲ Volunteering
- ▲ Part time employment

## 4. Conclusion

This research provides a snapshot of the current reality of gender inequality in the Grampians region. It is important to note that while these results provide an overview of the state of gender equality across the Grampians region, for women with a disability, Aboriginal and Torres Strait Islander women, women from a culturally diverse background, and LGBTI women, their experiences of disadvantage are compounded.

However, these results also showed the capacity for cultural change in the Grampians. While some areas, such as unpaid child care and unpaid domestic work have large gender gaps that have resisted change over the past 10 years, many other gender gaps are decreasing at encouraging rates. With the support of community-wide action for cultural change such as the CoRE Alliance, the Grampians can continue to work towards gender equality, and a safe and equal society for everyone.

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# Appendices

## Appendix 1: Gender Equality Indicators Measured

Domain	Indicator	Methodology
Education	Gendered rates of completion of year 12	Number of Aboriginal and/or Torres Strait Islander women/men aged 18-25 who had completed year 12 divided by the total number of Aboriginal and/or Torres Strait Islander people aged 18-25 of that gender in the Grampians region. Number of women/men aged 18-25 who had completed year 12 or equivalent divided by the total number of women/men aged 18-25 in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Gendered rates of completion of a Bachelor degree	Number of women/men aged 20-29 who had completed a Bachelor degree divided by the total number of people aged 20-29 of that gender in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
Economic participation and employment	Gender composition of CoRE workforces	Number of female/male employees for all CoRE members who submitted a progress report and provided gender-disaggregated staff numbers divided by the total number of employees of CoRE members in the Grampians region. <b>Data source:</b> 2017 CoRE member progress reports
	Gender composition of industries	Number of female/male employees for each industry divided by the total number of employees within that industry in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Percentage of people in full time work by gender	Number of women/men who are employed full time divided by the total number of people working full time, working part time, unemployed or not in the labour force for that gender in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Percentage of people in part time work by gender	Number of women/men who are employed part time divided by the total number of people working, unemployed or not in the labour force for that gender. in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census Australian Bureau of Statistics
	Unemployment rate by gender	Number of women/men who are unemployed and looking for full time or part time work divided by the total number of people working, unemployed or not in the labour force for that gender in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Percentage of people earning below minimum wage by gender	Number of women/men who who earn below the minimum weekly wage divided by the total number of women/men in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Number of chief executives, general managers and legislators by gender	Number of CEOs, General managers and legislators who are women/men divided by the total number of CEOs, general managers and legislators in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Gender composition of local councils	Number of women/men represented on the local council for each local government area divided by the total number of councillors for that local government area. <b>Data source:</b> Local Government annual reports 2007 – 2016
	Gender of local government CEOs	Gender of the CEO for each local government area in the Grampians region. <b>Data source:</b> Local Government annual reports 2007 – 2016
	Gender of CoRE member CEOs	Number of female/male CEOs of CoRE member organisations, networks and clubs divided by the total number of CoRE member CEOs. <b>Data source:</b> 2017 CoRE member progress reports

## Appendix 1: Continued

Unpaid labour	Rates of engagement in voluntary work by gender	Number of women/men engaged in voluntary work with an organisation divided by the total number of women/men in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Percentage of people engaged in unpaid child care by gender	Number of women/men providing unpaid child care to their own and/or another child divided by the total number of women/men in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Percentage of people completing 5 or more hours of unpaid domestic work per week by gender	Number of women/men completing 5 or more hours of unpaid domestic work per week divided by the total number of women/men in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Percentage of people providing unpaid assistance to a person with a disability by gender	Number of women/men providing unpaid assistance to a person with a disability divided by the total number of women/men in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census, 2006 Census. Australian Bureau of Statistics
	Number of single parents by gender	Number of lone mother/father families divided by the total number of lone parent families in the Grampians region. <b>Data source:</b> 2016 Census, 2011 Census. Australian Bureau of Statistics

## Appendix 2: Gender Gap Timeline logic

### Example - Gender Gap in Full Time Employment

- Calculate the percentage of women working full time as a percentage of all women working full time/working part time/unemployed/not in the labour force for 2016  

$$= (\text{number of women working full time} / \text{total number of women}) * 100$$

$$= 21.8\%$$
- Calculate the percentage of men working full time as a percentage of all men working full time/working part time/unemployed/not in the labour force for 2016  

$$= (\text{number of men working full time} / \text{total number of men}) * 100$$

$$= 45.5\%$$
- Calculate the gender gap (difference between full time employment rate for women and men)  

$$= \text{men's participation rate} - \text{women's participation rate}$$

$$= 45.5\% - 21.8\%$$

$$= 23.7\%$$
- Do the same for 2006.  
 Women's participation rate 2006 = 22.4%  
 Men's participation rate 2006 = 50.1%  
 Gender gap 2006 = 27.7%
- Calculate the amount that the gap has reduced between 2006 and 2016.  

$$= \text{gender gap 2006} - \text{gender gap 2016}$$

$$= 27.7 - 23.7$$

$$= 4$$
- Divide the amount of change by the number of years passed to reach the average yearly rate of change  

$$= \text{amount of change} / 10 \text{ years}$$

$$= 4 / 10$$

$$= 0.4$$
- Divide the current (2016) gender gap by the average yearly rate of change to calculate the years needed at current rate to reach a gender gap of 0, and round up to a full year.  

$$= 23.7 / 0.4$$

$$= 59.25$$

$$= 60$$
- Add the number of years needed to the year at time of current gender gap (2016) to calculate the year a gender gap of 0 would be reached.  

$$= 2016 + 60$$

$$= 2076$$



