

The gender pay gap in Australia has worsened during the pandemic...



With half of Australia locked down and daily news stories of women bearing a disproportionate share of the caring and housework at home, it was sobering to hear that the gender pay gap has also gotten worse in 2021.

August 31 was Australia's [Equal Pay Day](#) - marking the 61 additional days women must work from the end of the financial year to earn the same annual pay as men, with the national gender pay gap now at 14.2%. There are a range of ways we can fix the gap. The [Bridging the Gap](#) summary report released by our colleagues at GIWL King's College London outlines nine practical recommendations to improve reporting. Keep an eye out in the coming weeks for the full report and a special deep dive on the Australian case study.

Issues like access to affordable childcare and proposals to increase parental leave for men (like the one from the [Grattan Institute](#)) are important parts of the puzzle in closing the gap. We also need to look at structural issues within workplaces that deal with gender inequality more broadly. Last week Parliament passed legislation addressing 6 of the 55 recommendations from the [Respect@Work](#) report. There is so much more to do to ensure the remaining

recommendations are implemented to address what we know is systemic sexual harassment in Australian workplaces, and we must continue to advocate strongly for this.

While we await the Sex Discrimination Commissioner's next report on Commonwealth Parliamentary Workplaces (due in November) you can read GIWL's [submission](#) and the [model code of conduct](#) we propose. These were developed following our *Parliament as a gendered workplace* [workshop](#) which brought together politicians, staffers and academic experts to discuss solutions to address the systemic misogyny, racism and sexual harassment in Australia's Parliament House. Recordings of the workshop are now available through the [event website](#) along with a range of other resources for researchers.

I think it's safe to say we all need something to look forward to at the moment, so mark your diaries for February 2022 when we've got two excellent conferences planned with our partners. A call for papers has been put out seeking academic contributions for [Re-theorizing Gender and Politics from Asia and the Pacific](#) on 3-4 February and the [2022 Gender and Sexuality at Work Conference](#) on 15 February with more information on our website.

Finally, if you're looking for something to distract you during lockdown, be sure to catch up on the latest episodes of [A Podcast of One's Own](#). Julia has been talking to lots of amazing women like Jenny Macklin, Tara June-Winch, Kate Mosse and Cordelia Fine and their stories and passion are sure to inspire!

Natalie Barr
Chief Operations Officer

Visit us

Call for Papers – Save the Date!

We are excited to be co-hosting two important conferences in February 2022.



February 3-4

**Rethorizing Gender &
Political Leadership from**



February 15

**Gender and Sexuality at
Work: A Research and**

Asia and the Pacific

This workshop will be held online and at the ANU in Canberra and aims to look at gender and politics in Asia and the Pacific and distill key lessons that can help address the underrepresentation of Australians from diverse cultural and linguistic backgrounds in politics at all levels. GIWL ANU is proud to co-host this event with the ANU Gender Institute, the ANU School of Culture, History and Languages and the Centre for Asian-Australian Leadership.

Engagement conference

This conference will be held online and in-person at the University of Melbourne, bringing academics together with the public and private sectors. The theme of the conference is Accelerating Gender and Sexuality Inclusion at Work. We will explore research about gender and sexuality at work, focusing on what the evidence tells us can be done to accelerate gender and sexuality inclusion at work and in organisations.



Parliament as a gendered workplace: towards a new code of conduct

Across 2 days in July, [our workshop](#) heard from political leaders including Kate Ellis, Helen Haines, Anne Aly, Sharman Stone, Elizabeth Lee and Larissa Waters. Coming together with political staff and academic experts, participants spoke about what needs

to be done to make Parliament a safe workplace for all.

A team of experts then turned the insights and lessons gathered at the workshop into a [model code of conduct](#) and a submission which has been provided to the Independent Inquiry into Commonwealth Parliamentary Workplaces being led by the Sex Discrimination Commissioner Kate Jenkins. The Inquiry is due to report to Parliament in November 2021.

[Read more](#)



A Podcast of One's Own

Cordelia Fine debunks gendered science and discusses how inequality between the sexes is cultural.

[Listen here](#)

Jenny Macklin

Julia sat down with former Labor Minister Jenny Macklin to talk about speaking out and making a change.

[Listen here](#)



Research Spotlight

[How mothers get penalised in the scientific race?](#)

To better understand the penalties and barriers of motherhood, this survey looked at nearly 9,000 people from 128 countries. The respondents

came from all sectors of STEM careers and fields, and comprised 58% mothers, 22% women without children, 13% fathers and 7% men without children.

Among the preliminary results presented at the conference, more than one-third (34%) of mothers in full-time careers in STEM globally had left those positions after their first child.

[Read more](#)

Global Institute for Women's Leadership



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