

# GENDER EQUITY IN EMPLOYMENT

City of Whittlesea



*This project is supported by  
the Victorian Government*



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SGS Economics and Planning Pty Ltd  
ACN 007 437 729  
[www.sgsep.com.au](http://www.sgsep.com.au)  
Offices in Canberra, Hobart, Melbourne, Sydney

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# CONTENTS

1

INTRODUCTION

2

POLICY

3

LITERATURE REVIEW

4

KEY INDICATORS

5

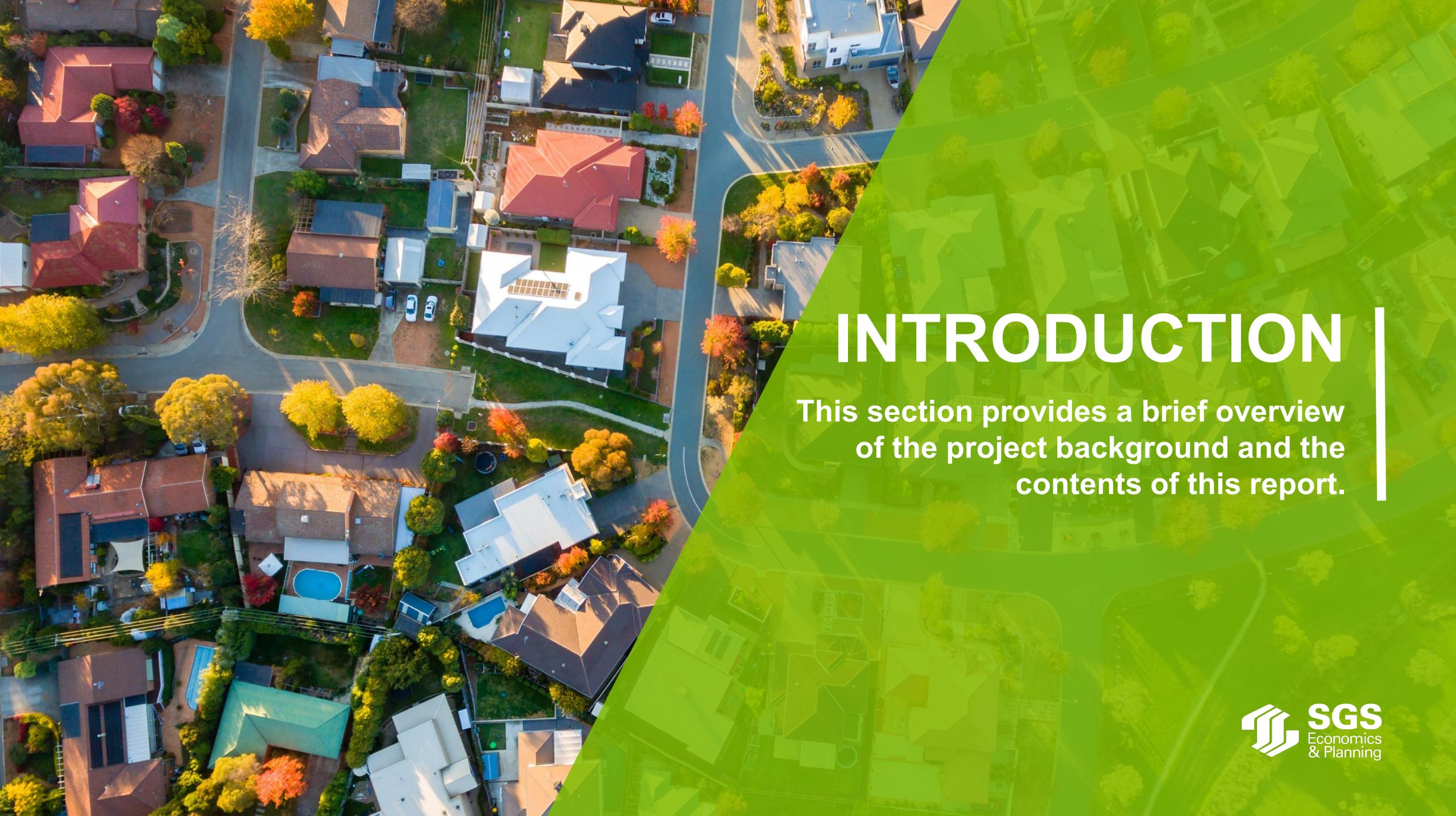
GAP ANALYSIS

6

DISCUSSION

7

APPENDIX



# INTRODUCTION

This section provides a brief overview of the project background and the contents of this report.

## Introduction

A core objective of the Victorian Government's [Plan](#) is to “create a city that drives productivity, supports investment through certainty and creates jobs”. However, concern is mounting on the ability of residents of suburban fringe locations to access employment opportunities. Economic activity continues to concentrate in the central city and Melbourne’s population is predominantly being accommodated in the city’s expansive growth areas. (areas located on the fringe of metropolitan Melbourne that are designated for large-scale change, from rural to urban use).

The spatial mismatch between locations of work and workers has significant consequences for the functioning of labour markets and the economy. Past research<sup>1</sup> has shown that women in Melbourne’s growth areas are more likely to experience underemployment compared with men living in growth areas and compared with women in inner city and middle suburb areas. Underemployment refers to the condition where workers are working less hours than desired, or where skill level is higher than.

Poor local employment opportunities, the separation of residential areas from work, and the tight ‘**spatial leash**’<sup>2</sup> that sees women less willing to travel longer distances to work due to caring responsibilities, all contribute to the perpetuation of traditional gender roles. These outcomes constrain and disadvantage both women and men, and can contribute to entrenching gender inequality and other social issues.

Overcoming barriers in accessing fulfilling employment requires more than paid parental leave and improved access to childcare (although these are important). Shaping the future spatial structure of metropolitan Melbourne through investment in infrastructure, housing, services, jobs and education is critical to realising a more equitable, inclusive and productive city.

## Understanding factors influencing inequalities in employment for women in Whittlesea

The City of Whittlesea, located in the northern suburbs of Melbourne, is one of the fastest growing municipalities in Australia. The population is expected to grow by more than 160,000 people, or over 50 per cent by 2041. Much of this growth will be concentrated in the greenfield development areas.

The City of Whittlesea is taking steps to ensure that more meaningful and relevant jobs are available closer to home. This is in recognition of the challenges faced by women living in greenfield areas in accessing suitable employment opportunities. Council commissioned research, including data analysis and stakeholder consultation, to establish the extent and nature of gender inequality in employment. The research covers the municipality of Whittlesea and compares the findings with other metropolitan Local Government Areas (LGAs) and growth area councils.

The outcomes of this research will be used by Council to identify levers and opportunities for structural change to enhance employment opportunities available locally and to inform advocacy to other levels of government and industry. The research will have implications for flexible working arrangements, transport accessibility and locations of employment and housing in the City of Whittlesea.

1. SGS Economics and Planning: [‘Women disadvantaged in accessing skilled jobs across Melbourne’](#). March 8, 2017.
2. Pocock, B., Skinner, N. and Williams, P. (2012) *Time Bomb: Work, rest and play in Australia today*, NewSouth



# POLICY CONTEXT

This section overviews key international, state and local policy relevant to achieving gender equity in employment in the City of Whittlesea.

# Federal Government Policy

## The National Plan to Reduce Violence Against Women and their Children, 2010-2022

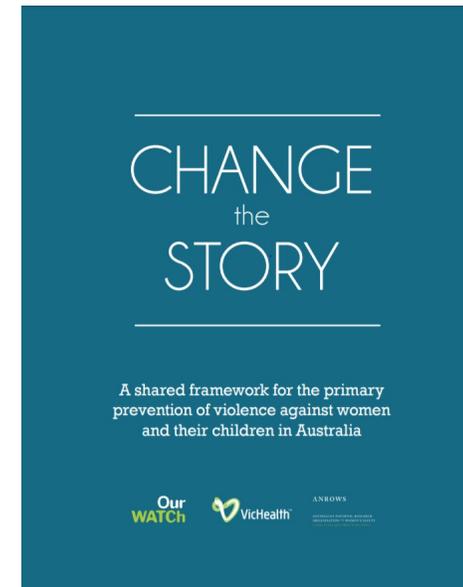
Endorsed by the Council of Australian Governments (COAG) and released in February 2011, the National Plan aims to connect the important work being done by all Australian governments, community organisations and individuals to reduce violence so that we can work together to ensure each year, less women experience violence and more women and their children live safely.

The National Plan recognises that violence against women and their children is a complex problem that requires a long-term plan for action.



## Change The Story, 2015

Provides a shared National framework for the primary prevention of violence against women and their children in Australia. Change the story presents the evidence and a conceptual approach for preventing violence against women and their children in Australia. It is a framework for a shared understanding and collaborative action, with six interrelated elements, all of which need to be in place to achieve this objective.



# State Government Policy

## Plan Melbourne 2017

Released by the Victorian Government in 2017, *Plan Melbourne*, is a metropolitan planning strategy that defines the future shape of Melbourne and Victoria towards 2050. The Plan integrates long-term land use and transport planning and includes the following outcomes:

- *Melbourne will be a productive city that attracts investment, supports innovation and creates jobs*
- *Melbourne provides housing choice in locations close to jobs and services*
- *Melbourne has an integrated transport system that connects people to jobs and services and goods to market*
- *Melbourne is a distinctive and liveable city with quality design and amenity*
- *Melbourne is a city of inclusive, vibrant and healthy neighbourhoods*
- *Melbourne is a sustainable and resilient city*
- *Regional Victoria is productive, sustainable and supports jobs and economic growth*

Plan Melbourne recognises the need to create job opportunities in Melbourne's northern and western regions – particularly high value knowledge-based jobs – as well as to improve access to jobs closer to where people live.

The Plan aims to achieve this by focusing investment in Melbourne's seven National Employment and Innovation Clusters, eleven Metropolitan Activity Centre and many major activity centres. Major infrastructure projects, including the Metro Tunnel and Level Crossing Removals Projects, are flagged as key infrastructure projects for improving access to employment across the metropolitan region.

Plan Melbourne also advocates for the creation of 20 Minute Neighbourhoods to provide essential services locally, to facilitate thriving local economies and to provide public transport that connects people to jobs and services.

Plan Melbourne does not include any reference to women and employment opportunities. The only specific reference to women is regarding the creation of safer, bicycle friendly environments.

# State Government Policy

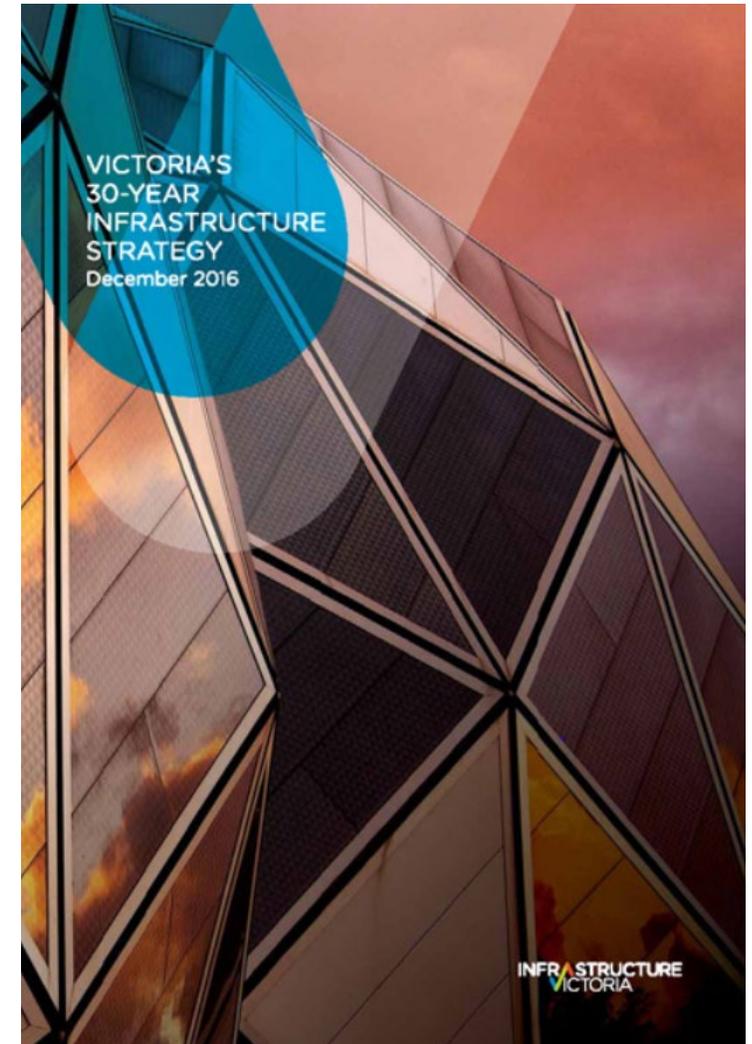
## Infrastructure Victoria 30 Year Strategy

Infrastructure Victoria's 30 year strategy sets out a pipeline of infrastructure initiatives with an ambition to improving access to jobs, education and services across the state. The strategy recognises the burden placed on existing infrastructure, services and communities from continuing urban sprawl and presents a future vision for Victoria:

*“By 2046, we see a thriving, connected and sustainable Victoria where everyone can access good jobs, education and services.”*

In order to improve access to jobs and enhance the economic wellbeing of communities, the strategy aims to support the development of employment centres identified in Plan Melbourne. Key initiatives to achieve this include intensifying development around existing and emerging centres, introducing transport network pricing and enhancing 'orbital' or cross-town travel through better public transport services (particularly buses) and building major new road links (North-East Link, Outer Metropolitan Ring Road, Eastern Freeway-CityLink-Western Ring Road connections).

While the strategy acknowledges diverse communities, it doesn't reflect on the different experiences of infrastructure by different groups within locations, including by gender. It acknowledges that not focussing on the different needs of specific groups is a limitation of the strategy, and it may be revisited in future iterations of the strategy.



# The City of Whittlesea Today

**Population 2019:** 226,700 people    **Population 2041** 388.800 people\*

**Key age profile characteristics:** Whittlesea has a higher proportion of pre-schoolers and a lower proportion of persons at post retirement age than Greater Melbourne.

**Key household characteristics:** Whittlesea has a much higher proportion of couple families with children than Greater Melbourne.

**Location:** Road distance from CBD ranges from 15km to Thomastown in the established south of the municipality to 46+ km to Humevale in the rural north.

**Employment:** 69,000 local jobs

Full time**	Part time	Unemployed
Female: 43.4%	Female: 44.3%	Female: 6.7%
Male: 69.3%	Male: 19.9%	Male: 6.6%

**Public transport access:** 1hr 15 min train travel time from Melbourne CBD to Mernda Not serviced by tram and limited internal bus services connecting residents to shops and services.

**Housing affordability:** For a household on 80k per annum, rental housing in Whittlesea is Acceptable to Moderately Unaffordable\*\*\*

\*5<sup>th</sup> fastest growing Growth Area Council

\*\*\*SGS 2018, Rental Affordability Index

\*\* ABS Census 2016



# The City of Whittlesea Today: Skilled and humanitarian entrants

Between 2008 and 2019, Whittlesea welcomed 35,363 humanitarian and skilled entrants, including:

- 61% skilled migrants
- 31% who migrated because of family
- 8% humanitarian entries

Migrants predominantly represented the following four age groups:

- 42% aged 25-34
- 18% aged 18 to 24
- 13% aged 0-5
- 11% aged 35-44

57% of those who came to Whittlesea were married, and 33% were never married.

For a large number, English proficiency was not recorded. For those who it was recorded, 47% spoke English poorly, while 37% spoke English very well.

# The City of Whittlesea Strategic Planning Context

## Council Plan 2017-2021

The Council Plan outlines Council priorities for the coming four year Council term. For the 2017-21 Council Plan, these include:

- Ensuring people can access and use public transport and road networks effectively in accessing jobs, services and recreational activities.
- Building a healthy and sustainable community that has a sense of wellbeing, inclusion and belonging.
- Attracting jobs and investment.

## Whittlesea 2040: A place for all

Whittlesea 2040 details the strategic vision for the City of Whittlesea to the year 2040.

The plan promotes the enhancement of a connected community, liveable neighbourhoods, strong local economy and sustainable environment. It also incorporates indicators relating to employment and job accessibility.

## Health and Wellbeing Partnership Plan 2017-2021

The Health & Wellbeing Partnership Plan provides a guide to integrated planning for health and wellbeing across the City of Whittlesea. It is aligned with the Council Plan and will last for the four-year Council term. The Council Plan details specific actions and partnerships across ten focus areas for an initial two year period.

The Plan includes a focus on increasing local employment and the financial wellbeing of residents. This includes improving understanding and awareness of barriers and trends to women's employment in outer suburban areas. Council will explore partnerships with other local governments in growth corridors to achieve this.

## Equal and Safe Strategy 2019 ~~(draft)~~

The ~~draft~~ Strategy sets a framework to progressively build the attitudinal and behavioural change required to reduce violence against women and deliver gender equality in Whittlesea.

Priority actions aim to increase the breadth of employment opportunities for women. They also aim to improve employment, recreation and safety outcomes through better land use planning and urban design outcomes.

# The City of Whittlesea Strategic Planning Context cont..

## **Economic Development Strategy**

A vision to attract 10,000 jobs to the municipality over five years to 2022. It includes the need to promote a range of local employment opportunities to enhance equity, access and inclusion.

## **Whittlesea Integrated Transport Strategy**

The Integrated Transport Strategy adopts an integrated approach to land use and transport planning to ensure urban development is supported by effective transport networks. The Strategy has a focus on ensuring transport service provision meets demand, supports the development of activity centres, increases employment self-containment, and promotes sustainable travel behaviour.

## **Investment Attraction Strategy (draft)**

The Investment Attraction Strategy seeks to take a proactive approach in addressing the separation of residential areas from centres of work by encouraging the location of new businesses in the municipality.

Key recommendations relating to increasing employment opportunities for women:

- Council to get more involved in developing social enterprises that support causes such as female employment
- Helping women gain qualifications in industries that can employ them locally.

The investment Attraction Strategy will also consider opportunities arising from the current Gender Equity in Employment Strategy.



# LITERATURE

The literature review provides the context for the research and support the selection of the key employment indicators in the data analysis. The review covers five themes: urban planning context, gender inequality in Australia, women in work in Australia, division of labour in care work, and impact of care responsibilities.

## Urban Planning Context

- High house prices in the inner suburbs are pushing many households to the fringes to find an affordable home (Daley, 2015).
- These fringe locations areas are often associated with poor access to public transport and fewer employment opportunities. This contributes to more time spent away from family for men (longer distance travelled to work), and lower economic independence for women (Daley, 2015).
- Dodson and Sipe (2006) found that areas with the highest oil and mortgage vulnerability are concentrated in outer fringe locations-
- “The spatial leash”: women accepting lower paid or lower skilled roles when opportunities afforded by geography must trump those offered by their education or experience. Women were most affected due to greater responsibilities for child care that limits ability to commute from outer growth areas (where there are fewer job opportunities) to centres fo work (McKenny, 2013).

- The Melbourne Sustainable Society Institute found that Melbourne’s six fastest growing LGAs had an accumulated underinvestment of around \$125 billion as at 2015-16, with a forecast additional shortfall of \$140 billion by 2031 if current investment trends prevail (MSSI, 2019).

## Gender inequality in Australia

- Affordable care can impact an individuals choice to engage in work (COAG Reform Council, 2013).
- Women’s rates of pay are lower than men’s, and this pay difference commences at the start of their careers (COAG Reform Council, 2013) and contributes – in combination with greater care responsibilities - to reduced economic security and superannuation upon retirement (Weiss, Parkinson and Duncan 2015).
- Girls and women have higher levels of participation in school and higher education than boys and men, however women are not benefitting equally due to gaps in workforce participation, pay, and smaller superannuation for women on retirement (COAG Reform Council, 2013).

- Women are underrepresented in senior managerial roles (COAG Reform Council, 2013).
- Policies aimed at directing women joining the workforce into more productive sectors or retaining women in the workforce for longer would narrow or even eliminate the productivity gender gap and would have the potential to boost the level of economic activity by over 20% (Toohey, Colosimo and Boak, 2009).

## Women in work in Australia

- A small study of working women aged under 40 found that three-quarters of women surveyed felt their current role allowed them to use their skills, knowledge and abilities.
- Ain the same study, 48% of participants acknowledged that accessing care for dependents is very important for them to be able to succeed at work, as is having a partner who shares both childcare and domestic work (Baird, 2018).
- Work-life outcomes are worse for those in female-dominated industries (Skinner, Hutchinson and Pocock, 2012)

## Women in work in Australia continued

- Women who grow up with working mothers are more likely to have careers themselves (Bahler, 2018)
- Time strain and work-life interference is greatest for women, regardless of work hours (whether casual, part-time or full time) (Skinner and Pocock, 2014).
- Two in five of 40 working women surveyed believed that their current role was in the same area of their desired career (Baird, 2018).

## Division of labour in care work

- In Australia, the extra housework caused by having children has been mainly borne by mothers, while fathers are traditionally responsible for earning the money to support the family (Craig, Mullan and Blaxland, 2010).
- Paid parental leave, flexible work arrangements and good quality childcare positively affect fundamental aspects of gender equity which underpin work-life balance and also men's participation in the care of their children (Skinner and Pocock, 2014)

- Australia is one of the most unequal countries with respect to men's and women's sharing of domestic and care work (Skinner and Pocock, 2014).
- Countries with more equally distributed unpaid care work have higher female employment rates (AHRC, 2014).
- Trends in relation to work and care are amenable to change over time, with policy and broader social contexts playing an important role (Craig, Mullan and Blaxland, 2010).
- Women's rights cannot be fully realised within existing structures which value specific economic contributions over and above social contributions, such as caring (Australian Human Right Commission, 2014).

## Impact of care responsibilities

- Women with caring responsibilities may need to change to lower levels of occupation or change employer in order to reduce hours of work (Human Right Commission, 2014).

- While being self-employed provides greater control over working conditions and hours, women who work from home experience work-family conflict/ interference comparable with women in general (Skinner and Pocock, 2014)
- Caregivers are more likely to work fewer hours in the labour market than non-caregivers (Lilly, Laporte and Coyte, 2007).
- The presence of dependants is the greatest determinant of starting a home-based business (Walker, Wang and Redmond, 2008).

***Refer to the Appendices for full details of the literature review and sources.***



# KEY INDICATORS

This section reviews indicators to understand the relationship between employment and gender equity. The results for the City of Whittlesea are compared to other growth area LGAs and metropolitan Melbourne.

# Key Indicators

## Understanding the relationship between employment and gender equity

Indicators for gender equity in employment access that were looked at include:

- Income
- Labour force participation
- Part time employment
- Occupation
- Industry
- Education
- Unpaid childcare
- Distance to work

Interactive maps were prepared for Indicators by [local government areas](#) in metropolitan Melbourne and within [Whittlesea](#) (SA2)\*.

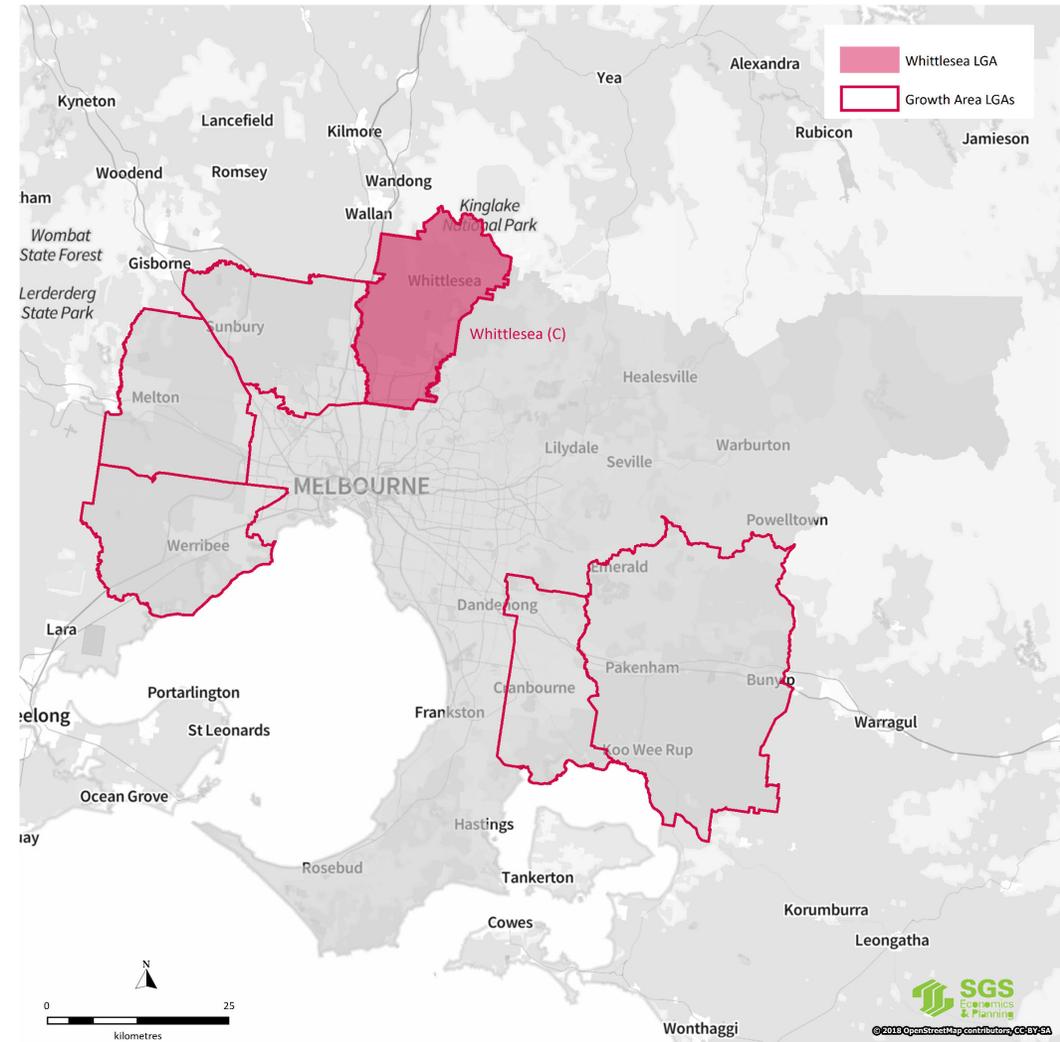
This report summarises the key findings by local government area in metropolitan Melbourne with a focus on comparing outcomes between inner, outer-suburban and growth area LGAs.

Growth area LGAs in Melbourne include Cardinia, Casey, Hume, Melton, Mitchell, Whittlesea and Wyndham.

All data has been drawn from the ABS and related to place of usual residence.

\*SA2 is a geography category defined by the Australian Bureau of Statistics as are medium-sized general purpose area, that are designed to represent a community that interacts socially and economically. The area of an SA2 may not align exactly with the corresponding suburb area.

[SGSEP.COM.AU](http://SGSEP.COM.AU)



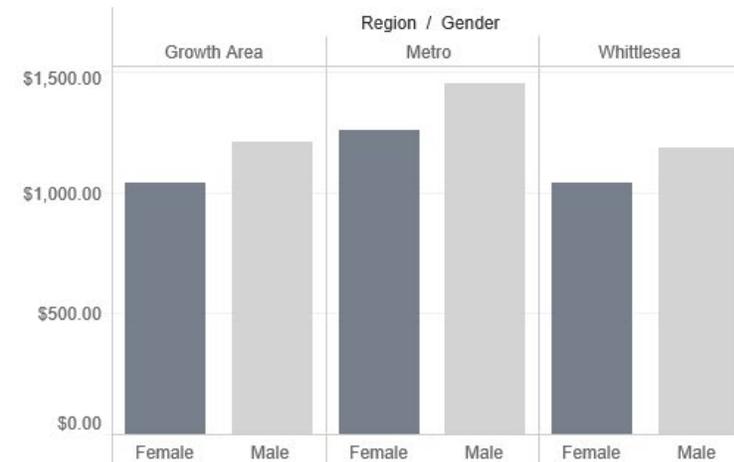
# Income

## Key Findings

Men consistently earn a higher income than women across metropolitan Melbourne.

Incomes for both men and women are lower in growth areas, than across metropolitan Melbourne as a whole.

Median income  
Full time employment only  
(Census 2016)



Gender  
 Female  
 Male

\$940.00 \$2,200.00



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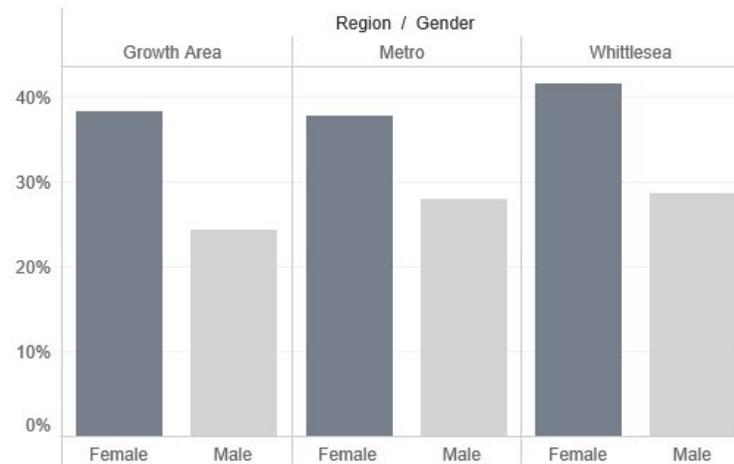
# Labour force participation

## Key Findings

A greater percentage of women do not participate in the labour force compared to men.

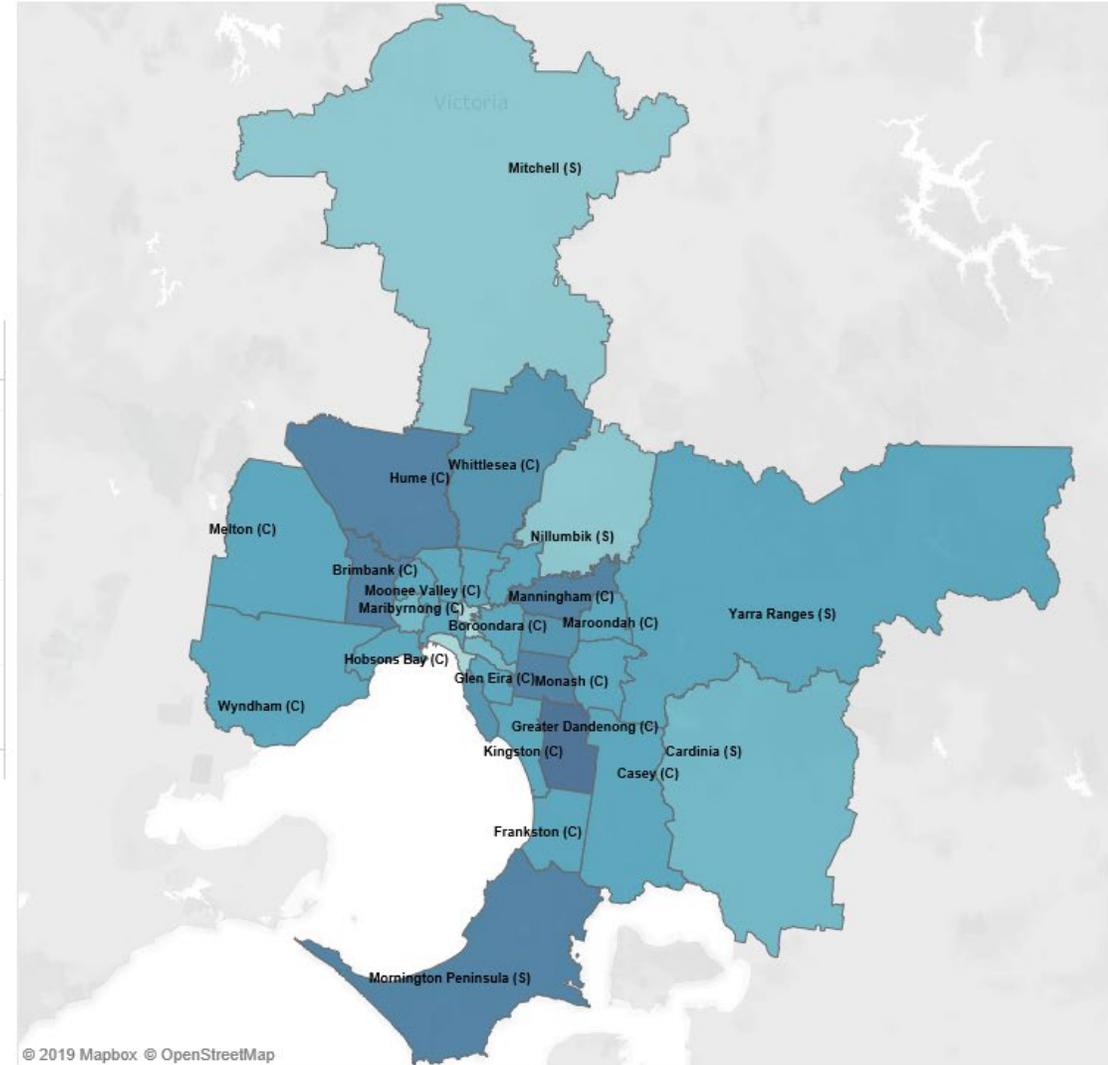
Rates of female non-participation are higher in Whittlesea than in other growth areas.

Proportion of residents not participating in labour force (Census 2016)



Gender  
 ● Female  
 ○ Male

21% 51%



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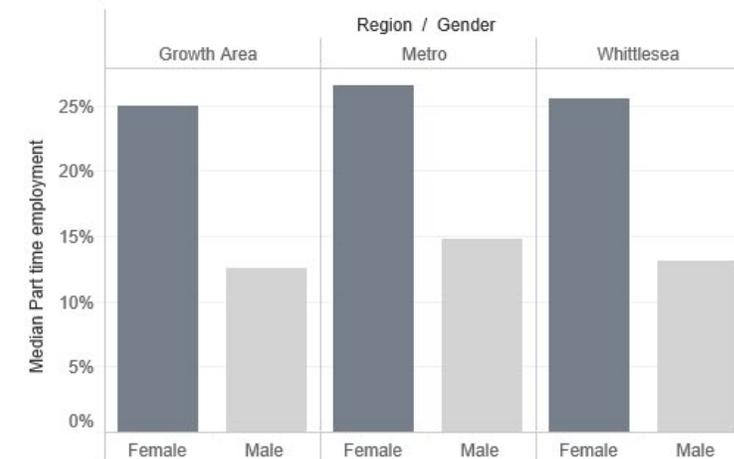
# Part time employment

## Key Findings

More women than men work part time.

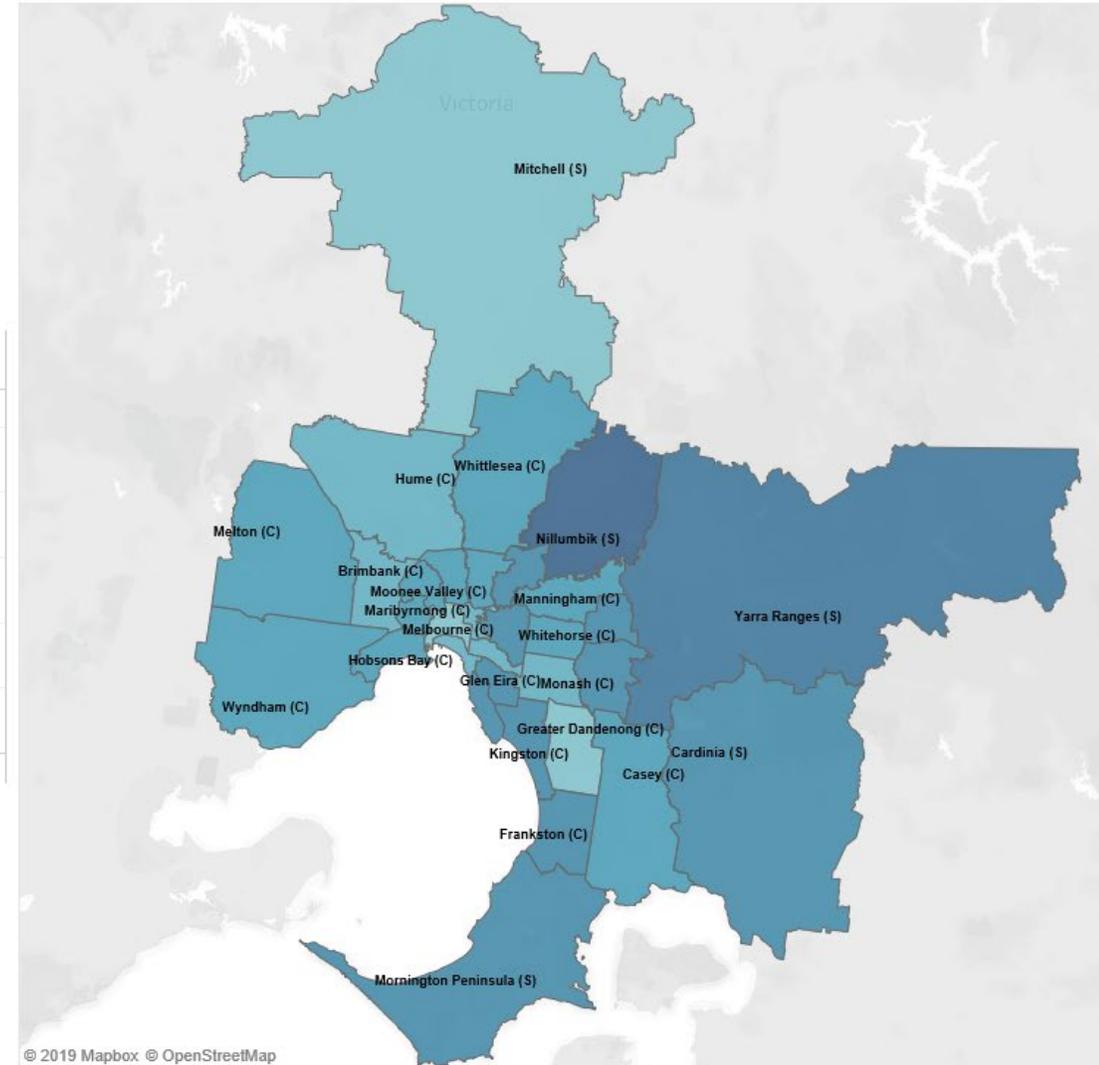
The western and northern growth area councils (Wyndham, Melton, Mitchell, Hume and Whittlesea) show a trend of lower rates of women working part time when compared with other metropolitan LGAs.

Proportion of residents engaged in part time employment (Census 2016)



Gender  
 ● Female  
 ○ Male

11% 37%



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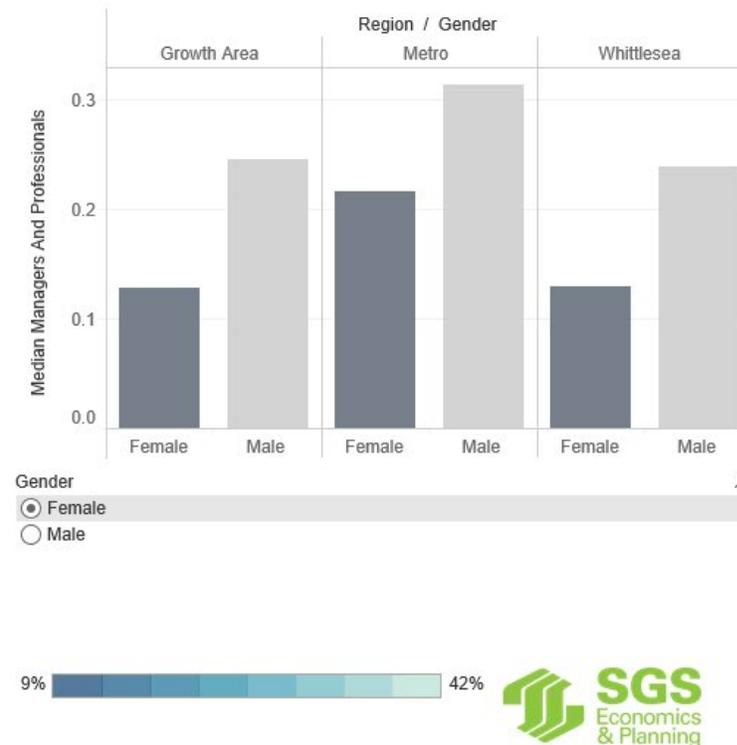
# Occupation

## Key Findings

A lower proportion of women work more highly skilled jobs in growth area LGAs compared to the metropolitan region.

The western and northern growth areas show particularly low rates of employment in these types of jobs.

Employment in managerial, professional or technical/trade occupations (Census 2016)

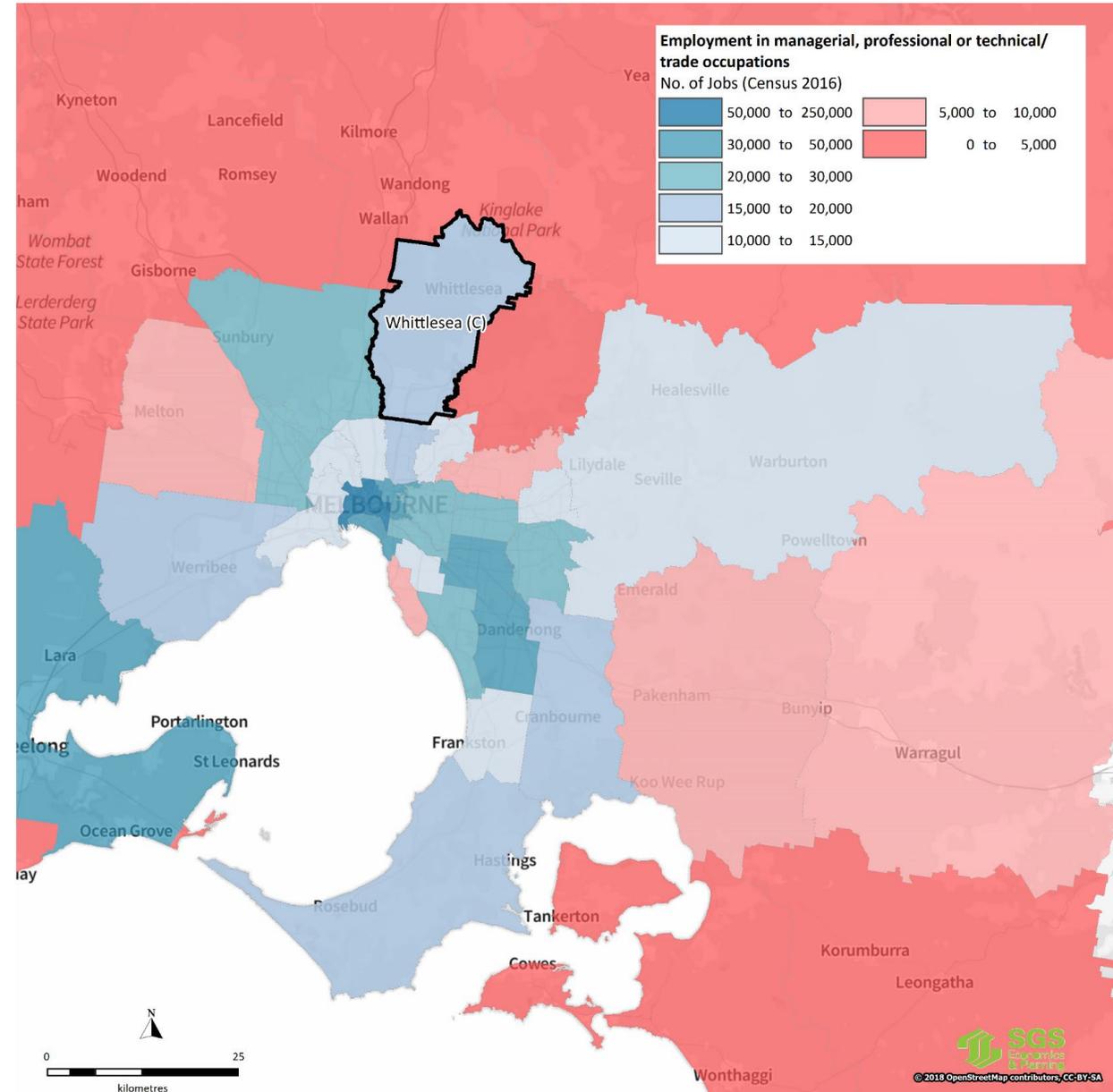


# Job Locations

## Key Findings

There are more highly skilled jobs (jobs in managerial, professional and technical/trade) in the south and west of Melbourne.

Residents in Whittlesea and other western and northern growth areas need to travel further to access concentrations of skilled jobs.



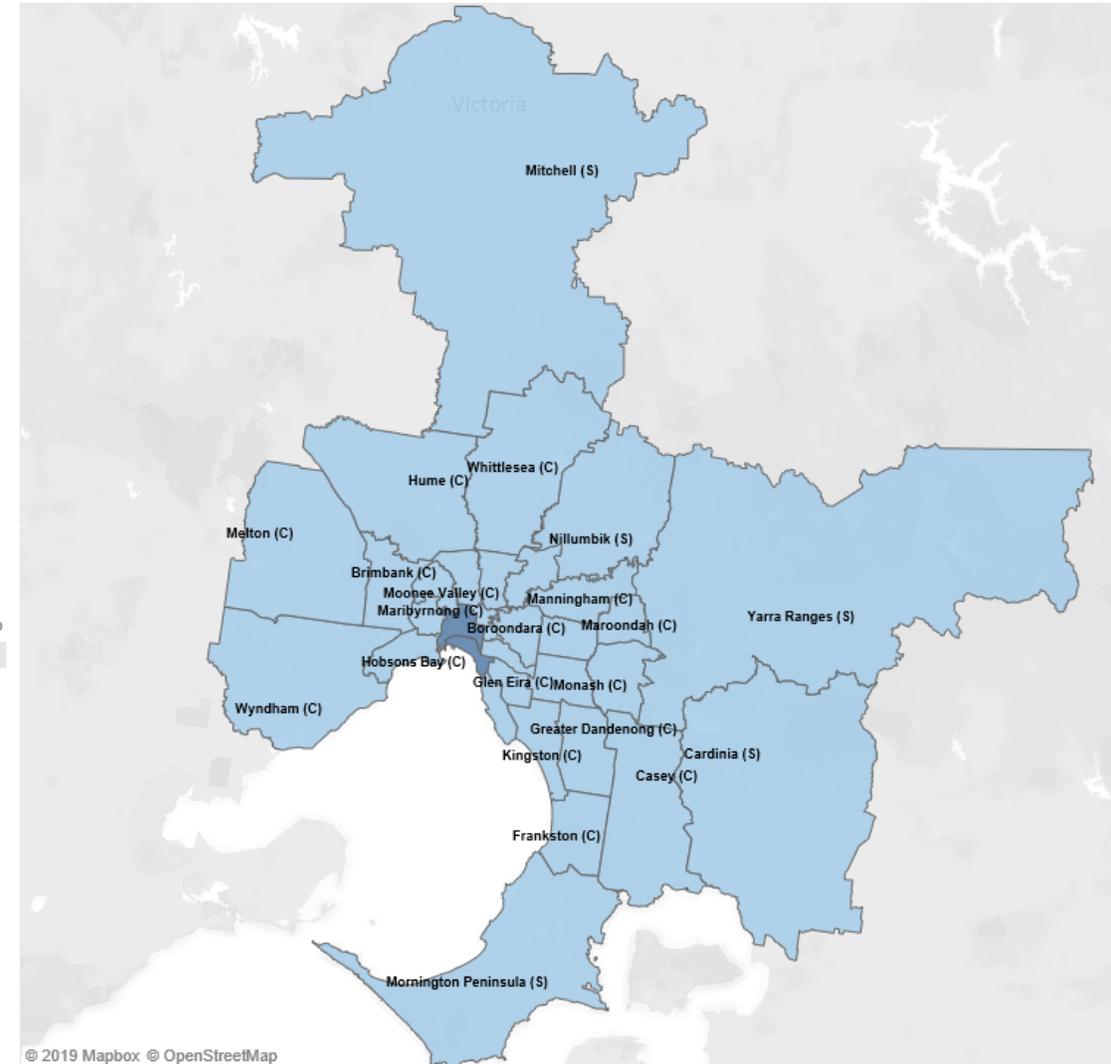
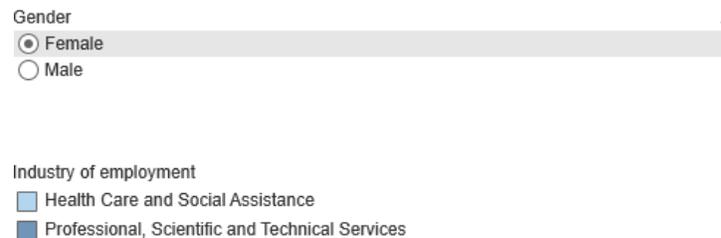
# Industry

## Key Findings

The most prevalent industry of employment for women who live in Whittlesea is Health Care and Social Assistance (including work in hospitals, medical and other health care services, residential care services and social assistance services).

LGAs where women working in Professional, Scientific and Technical Services are most prevalent are concentrated close to the central city.

Most prevalent industry of employment for residents  
(Census 2016)



# Prevalent occupations in health

## Key Findings

The most prevalent occupation of women who live in Whittlesea and are working in the health is Community and Personal Service Worker.

This is largely consistent with other outer ring and growth area LGAs (excluding Nillumbik and Mornington Peninsula which have a demographic profile that reflects their higher socio-economic status).

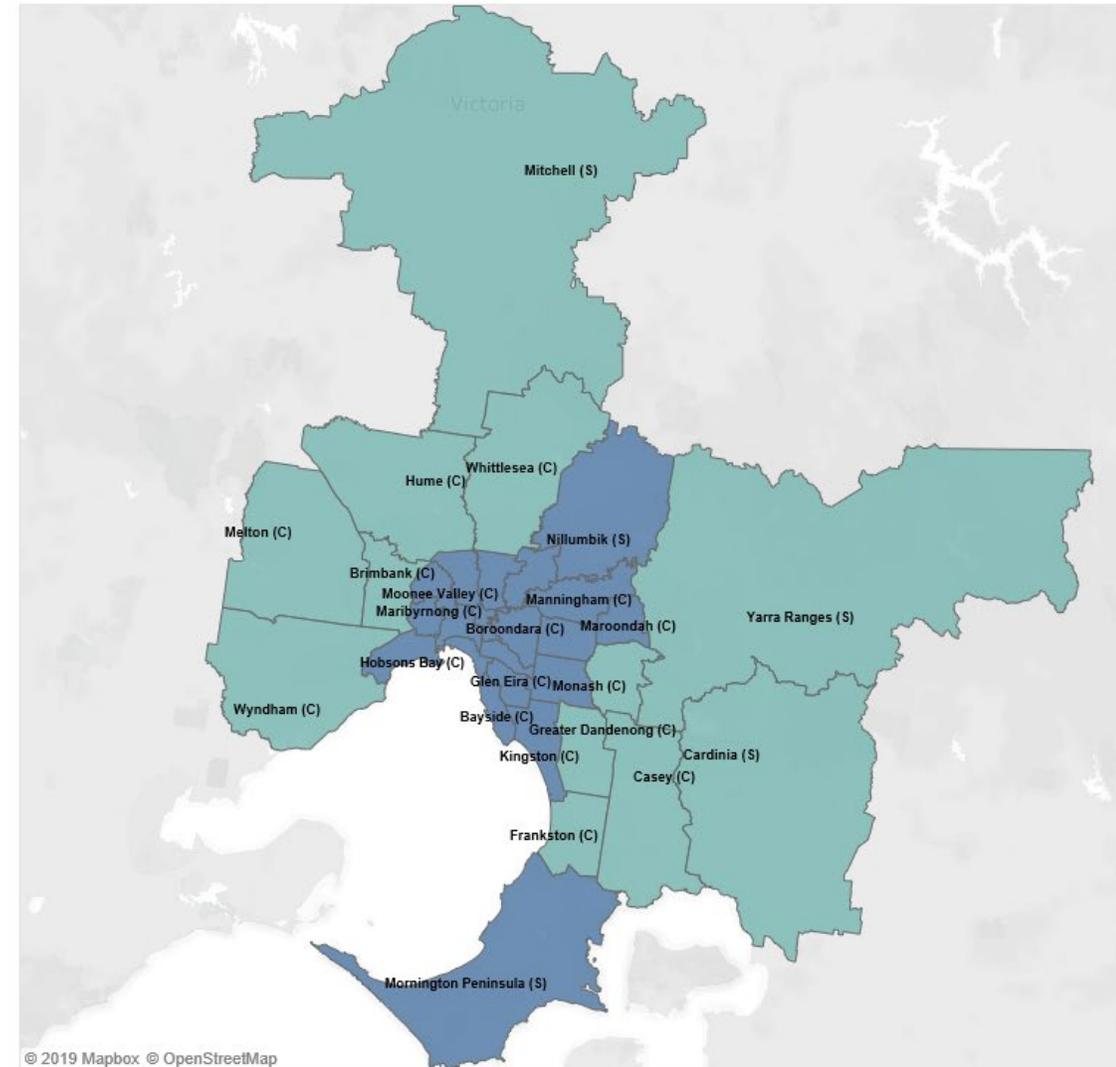
The primary occupation for those employed in health care in inner and middle suburbs, the Mornington Peninsula and Nillumbik, is Professional, Scientific and Technical Workers.

Mornington Peninsula and Nillumbik contrast in results with growth areas due to different age, income and education profiles.

Primary occupation for those employed in health care and social assistance  
(Census 2016)

Gender  
● Female  
○ Male

■ Community and Personal Service Workers  
■ Professionals



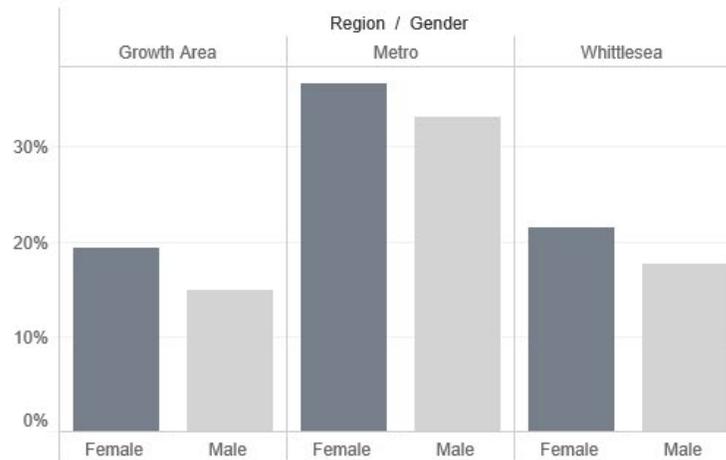
# Education

## Key Findings

Women consistently have higher levels of tertiary education than men across metropolitan Melbourne.

Levels of tertiary education are considerably lower for women and men in-growth areas, including Whittlesea.

Proportion of residents with Bachelor degree or higher  
(Census 2016)



Gender  
 ● Female  
 ○ Male



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# Unpaid childcare

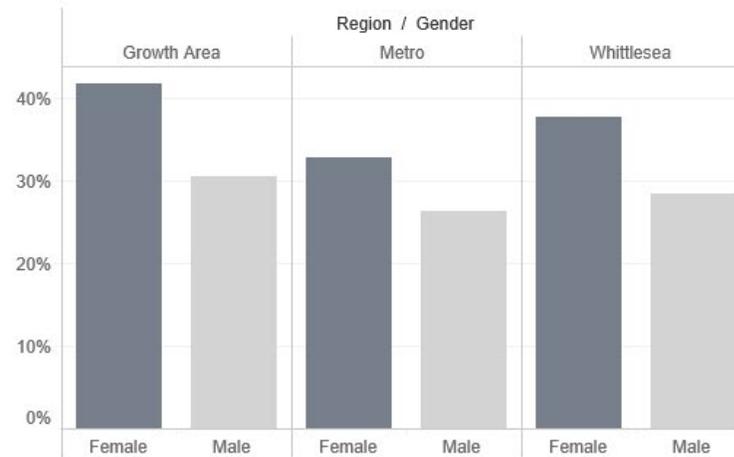
## Key Findings

A greater proportion of women undertake unpaid childcare than men. ‘Unpaid child care’ refers to any amount of unpaid time spent caring for one’s own or someone else’s children in the two weeks prior to the Census.

Women in Whittlesea undertake more hours of unpaid childcare than those across the metropolitan region, but less than women in other growth area LGAs.

\*The Census does capture not data relating to the total amount of time spent an individual spends on unpaid childcare, or whether they are a primary carer. However, this is an important consideration.

Proportion of residents who undertook unpaid childcare (Census 2016)



Gender  
 ● Female  
 ○ Male



# English proficiency

## Key Findings

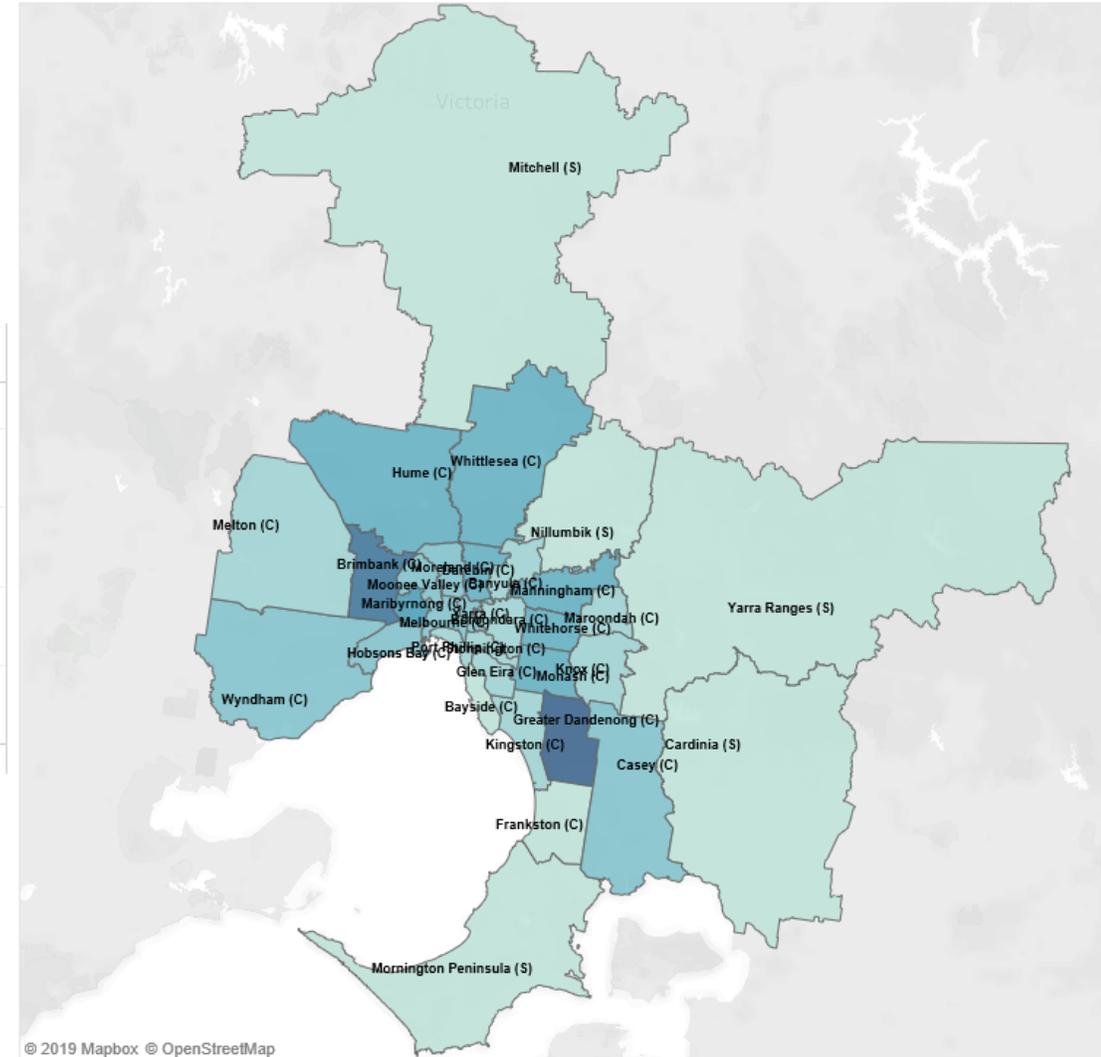
Overall, a greater proportion of women than men have a lower level of English proficiency.

Whittlesea has a particular high rate of women who do not speak English well or not at all.

Proficiency in English-  
Can speak English not well to not at all  
(Census 2016)



Gender  
● Female  
○ Male



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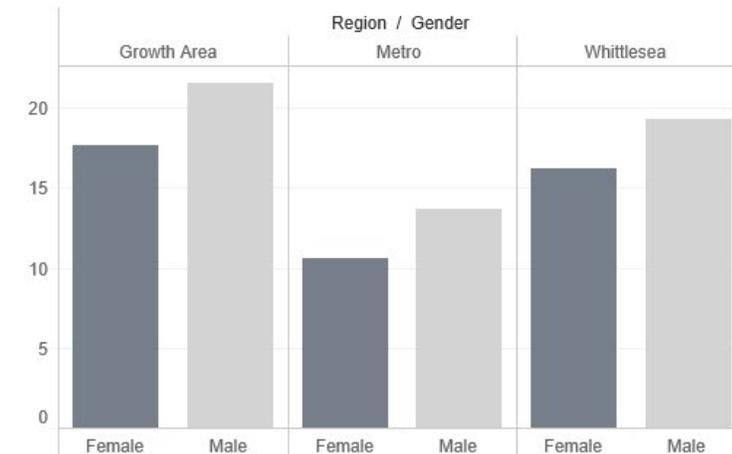
# Distance to work

## Key Findings

Men typically travel a greater distance to work than women.

Women in outer ring and growth area LGAs travel the farthest to work compared with women living in inner and middle ring LGAs.

Median distance travelled to work (km)  
(full time employment only)  
(Census 2016)



Gender  
● Female  
○ Male

3.00 27.00

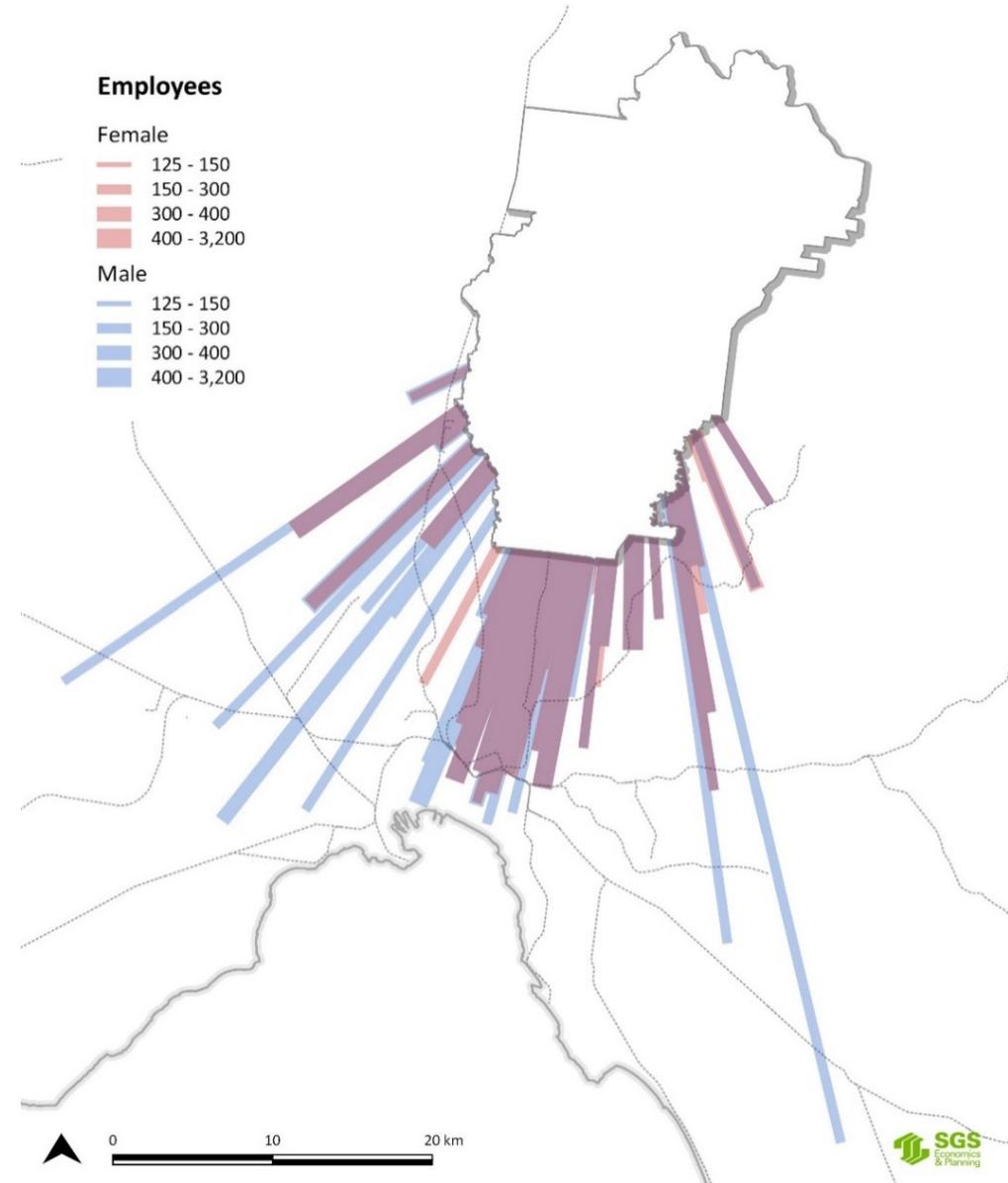


# Destination of work: Whittlesea

## Key Findings

All women who live in Whittlesea but work outside of the LGA, travel to other areas within metropolitan Melbourne.

The largest number of these women travel to the central city





# GAP ANALYSIS

The following section provides analysis of the relationship between key indicators explored in the previous section. Change in the results over time are also examined by comparing data from 2011 and 2016.

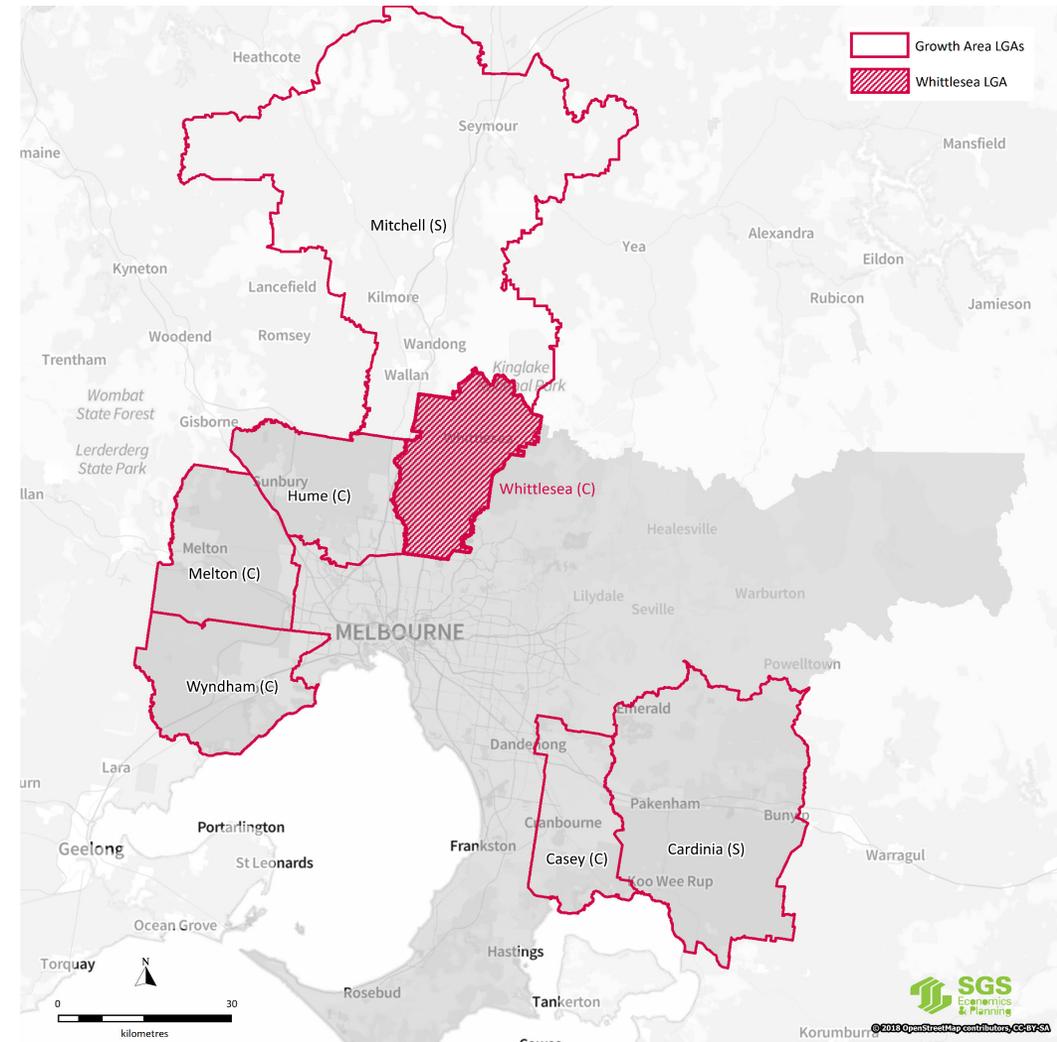
# Key Indicators

## Understanding the relationship between employment and gender equity

Spatial gaps in employment access were looked at by [local government areas](#) in metropolitan Melbourne. The relationship between two indicators were investigated, and compared across 2011 and 2016.

The gaps investigated include:

- Education and Income
- Skills and Income
- Skills and Education



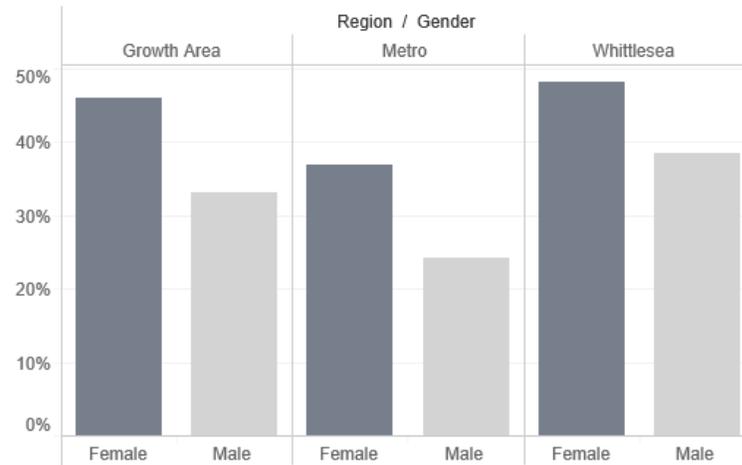
# Education and income gap analysis

## Key Findings 2016

A greater share of women than men with a tertiary education earn less than 65k per year across metropolitan Melbourne.

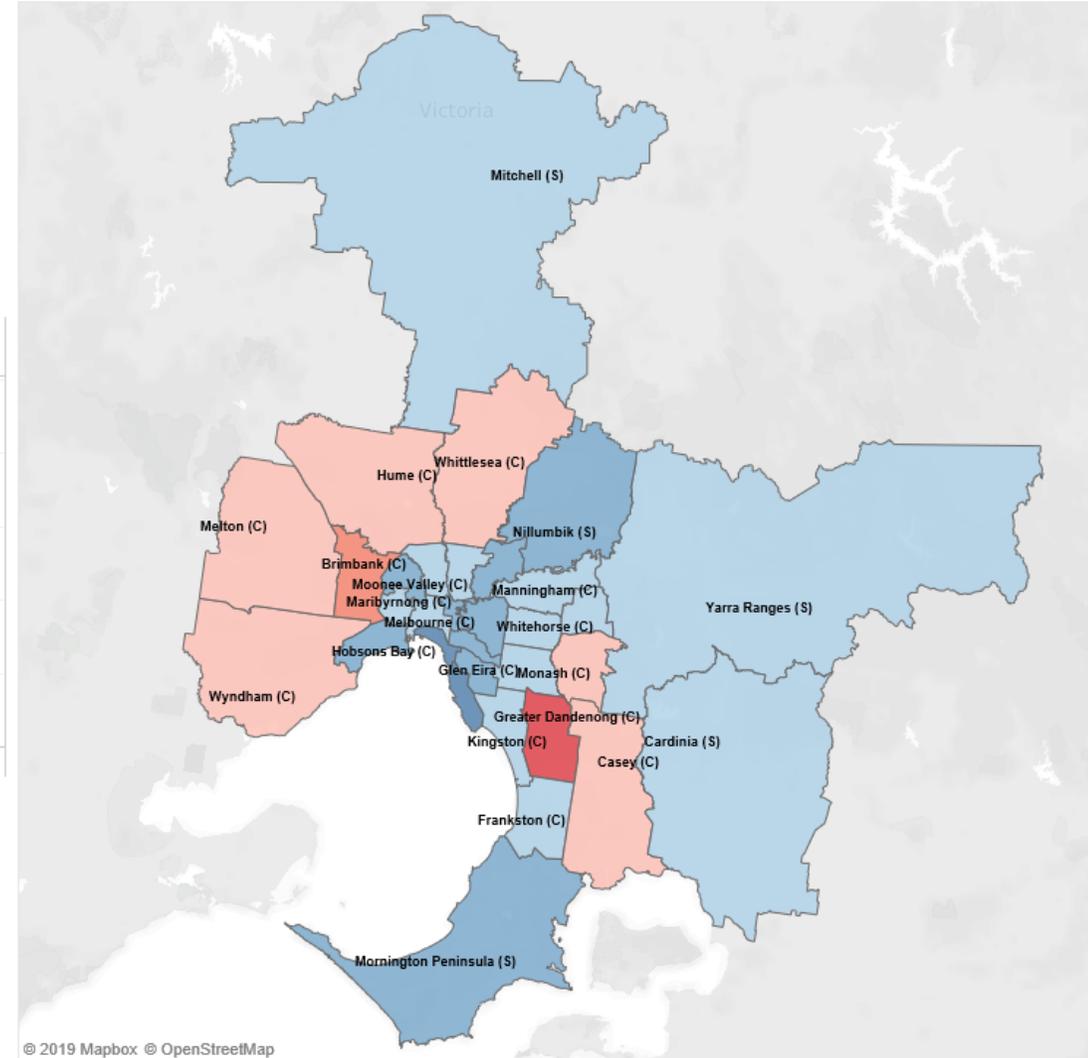
The prevalence of a gap between educational attainment and earnings is greatest for women living in the western and northern growth area LGAs.

Proportion of residents with a Bachelor degree or higher earning less than 65k per year (full time employment only) (Census 2016)



Gender  
 ● Female  
 ○ Male

15% 70%



© 2019 Mapbox © OpenStreetMap

# Education and income gap analysis

## Key Findings 2011 - 2016

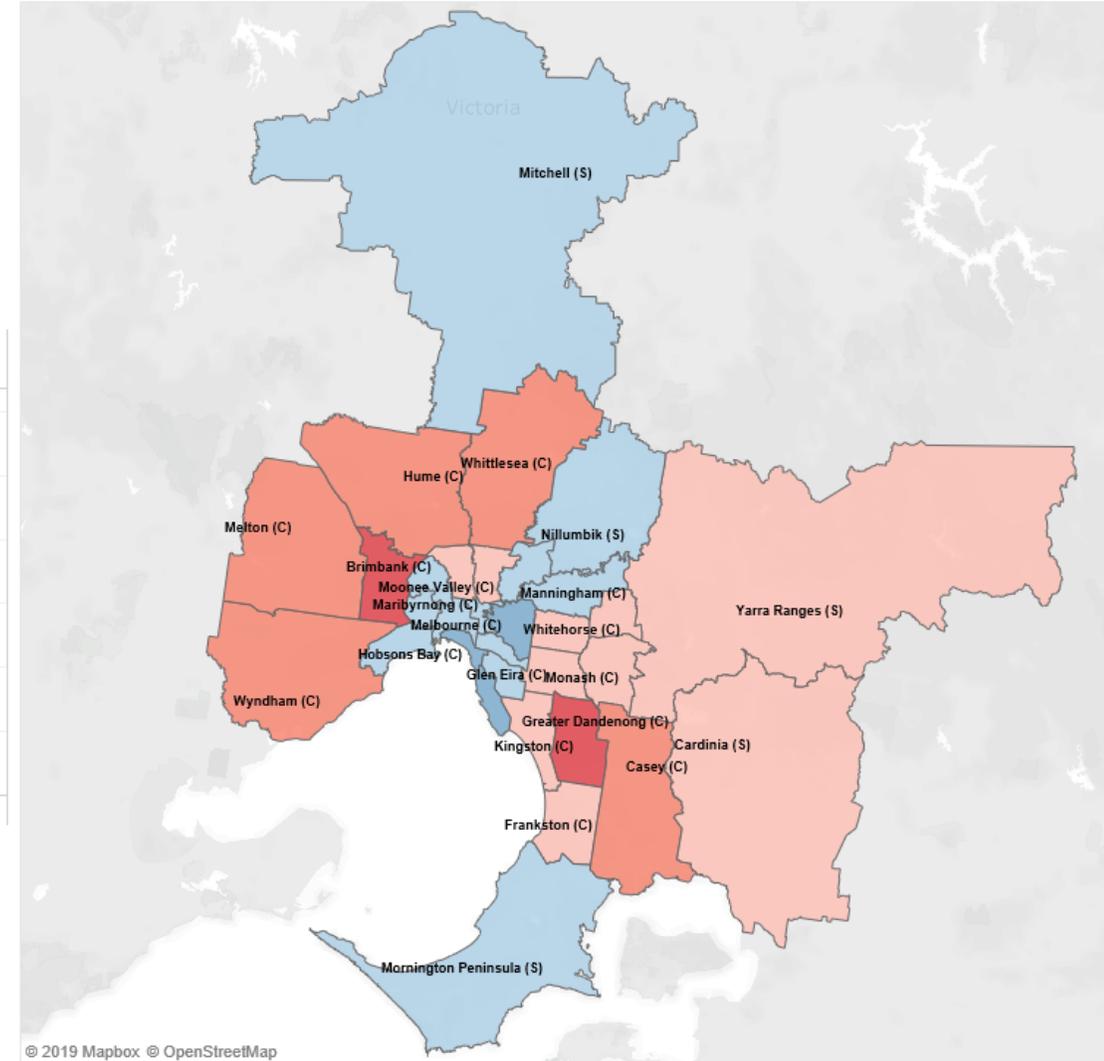
The proportion of tertiary educated women earning less than 65k per year has decreased between 2011 and 2016.

This trends is consistent for both men and women across the metropolitan region, and may be reflective of wholesale wage growth.

Differences between 2011 and 2016 are highest for northern and western growth area LGAs.

\*this analysis only focuses on full time work

Proportion of residents with a Bachelor degree or higher earning less than 65k per year (full time employment only) (Census 2011)



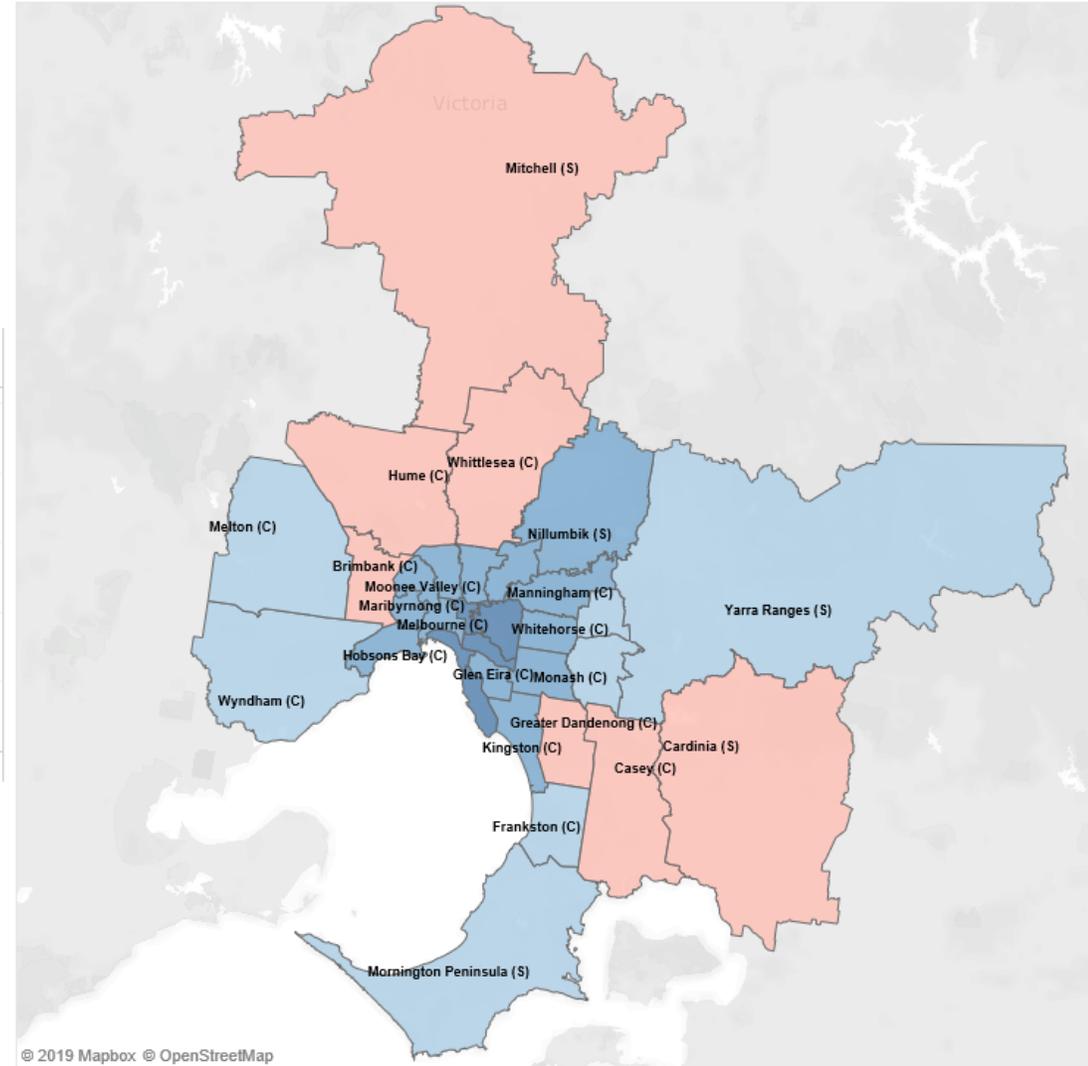
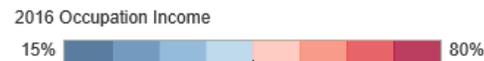
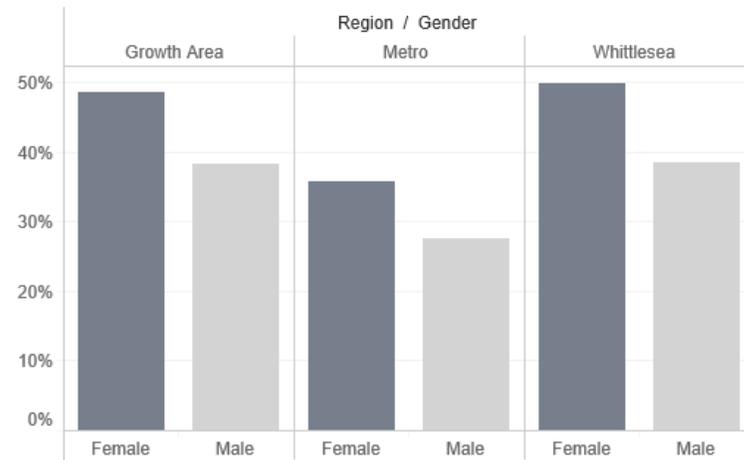
# Skills and income gap analysis

## Key Findings 2016

A larger share of women working in higher-skill occupations earn less than 65k per annum-compared to men.

The difference between skill level and earnings is more pronounced in growth area LGAs for both men and women.

Proportion of residents employed in Managerial/Professional/Technical & trade jobs earning less than 65k per year (full time employment only) (Census 2016)



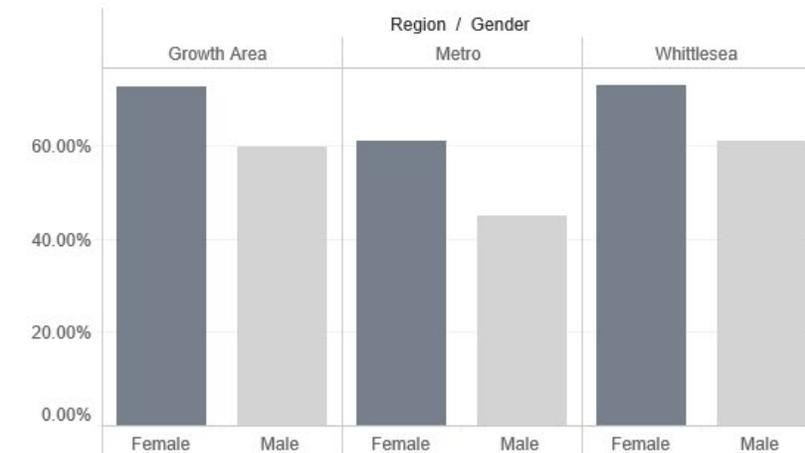
# Skills and income gap analysis

## Key Findings 2011-2016

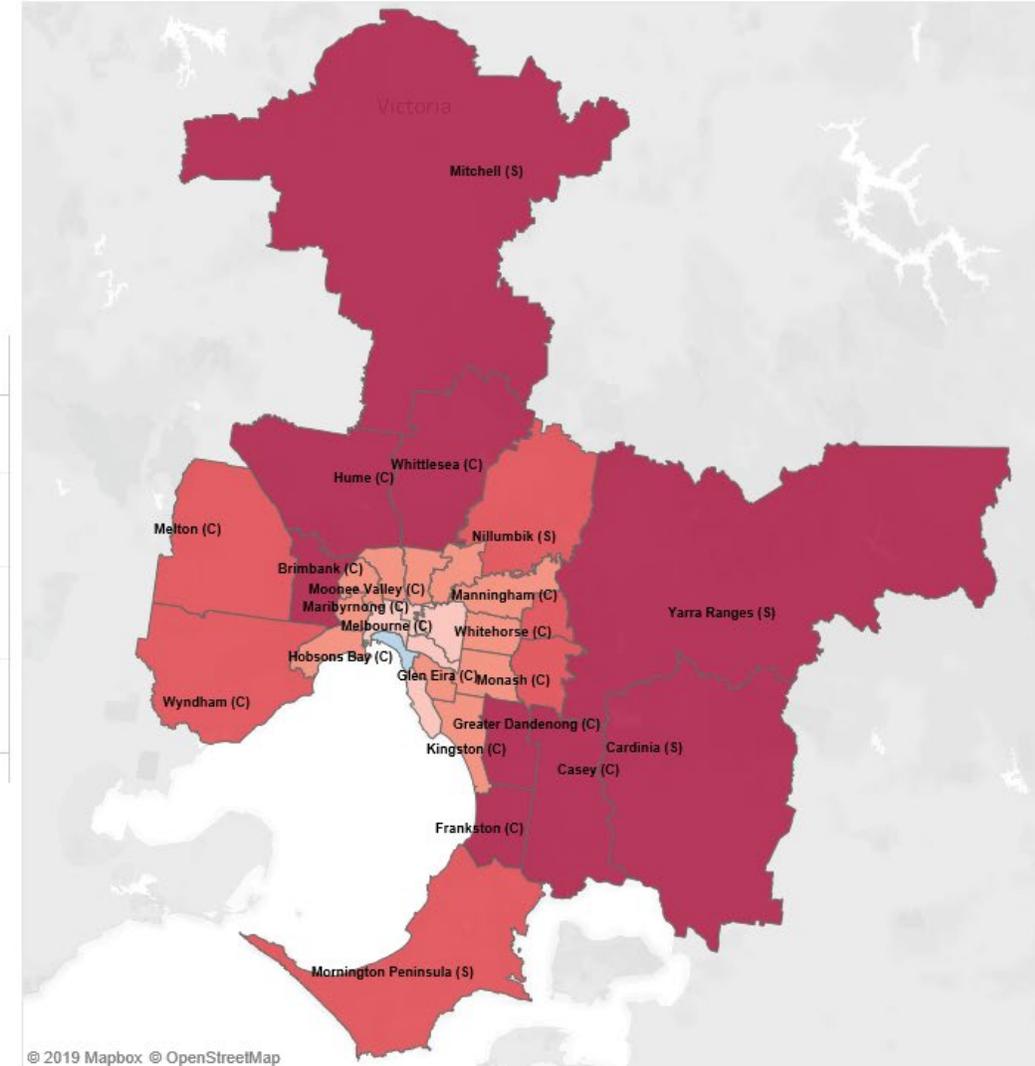
The proportion of women employees in higher-skill occupations earning less than 65k per year has decreased between 2011 and 2016.

This trends is consistent for both men and women across the metropolitan region, and may be reflective of wholesale wage growth.

Proportion of residents employed in Managerial/Professional/Technical & trade jobs earning less than 65k per year (full time employment only) (Census 2011)



Gender  
 ● Female  
 ○ Male



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# Education and skills gap analysis

## Key Findings 2016

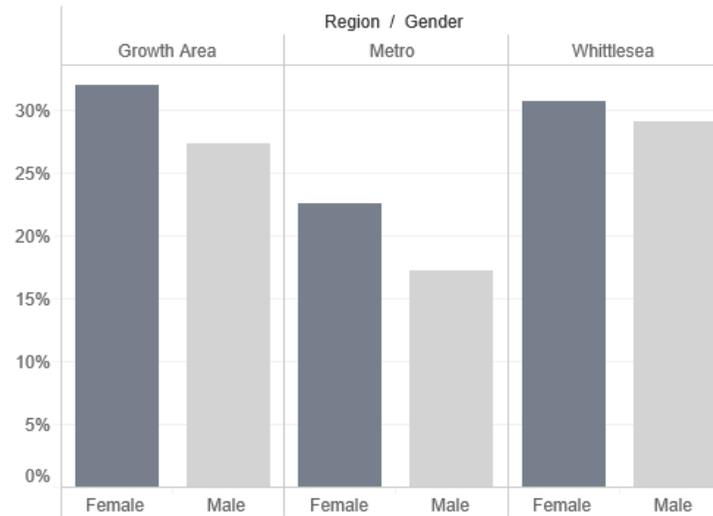
A greater share of women with a tertiary education are not employed in higher-skilled occupations compared to men across metropolitan Melbourne.

The prevalence of a gap between educational attainment and employment in skilled occupations is greatest for women living in the western and northern growth area LGAs.

## Key findings 2011-2016

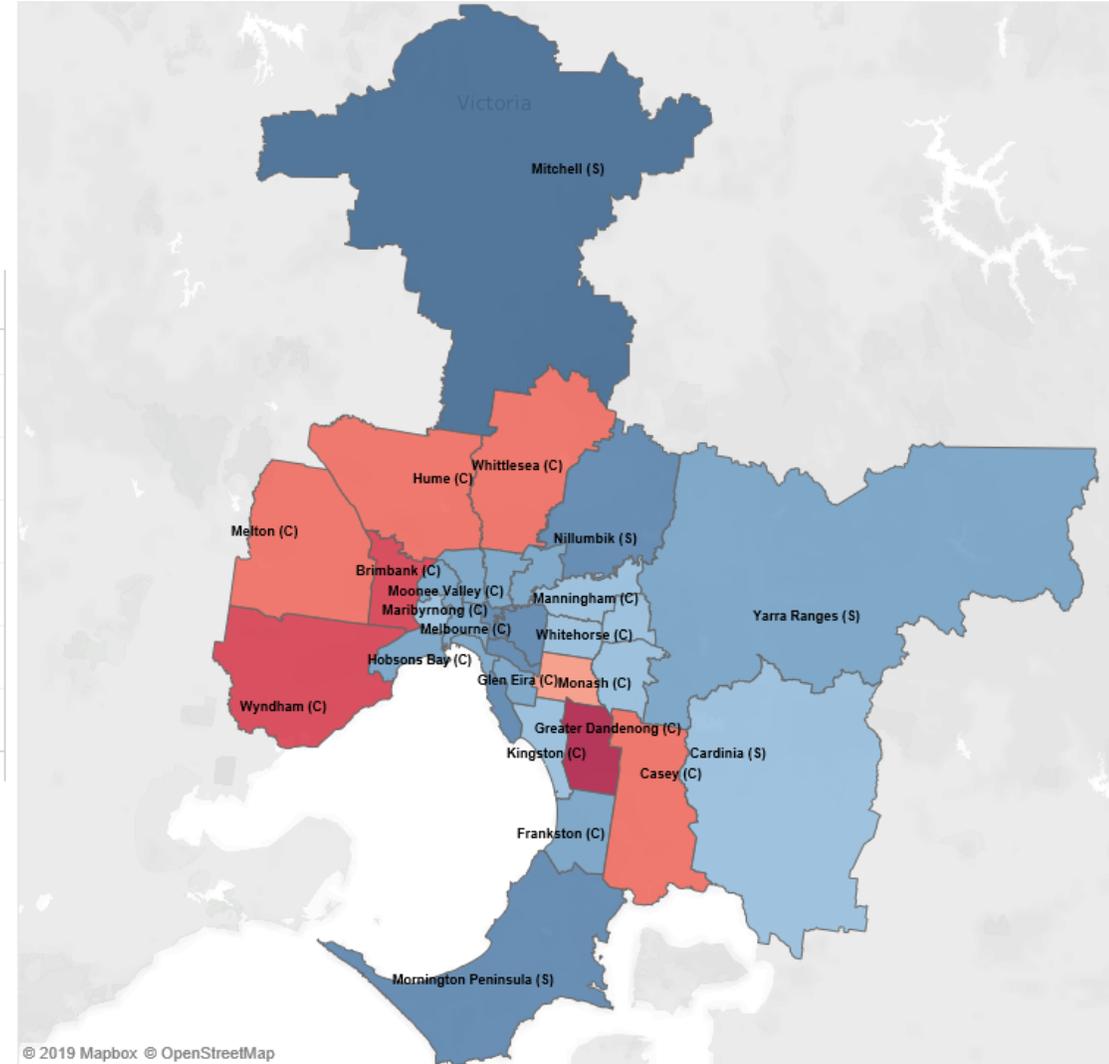
There was a negligible difference between 2011 and 2016 results. These can be further explored in the [interactive maps](#)

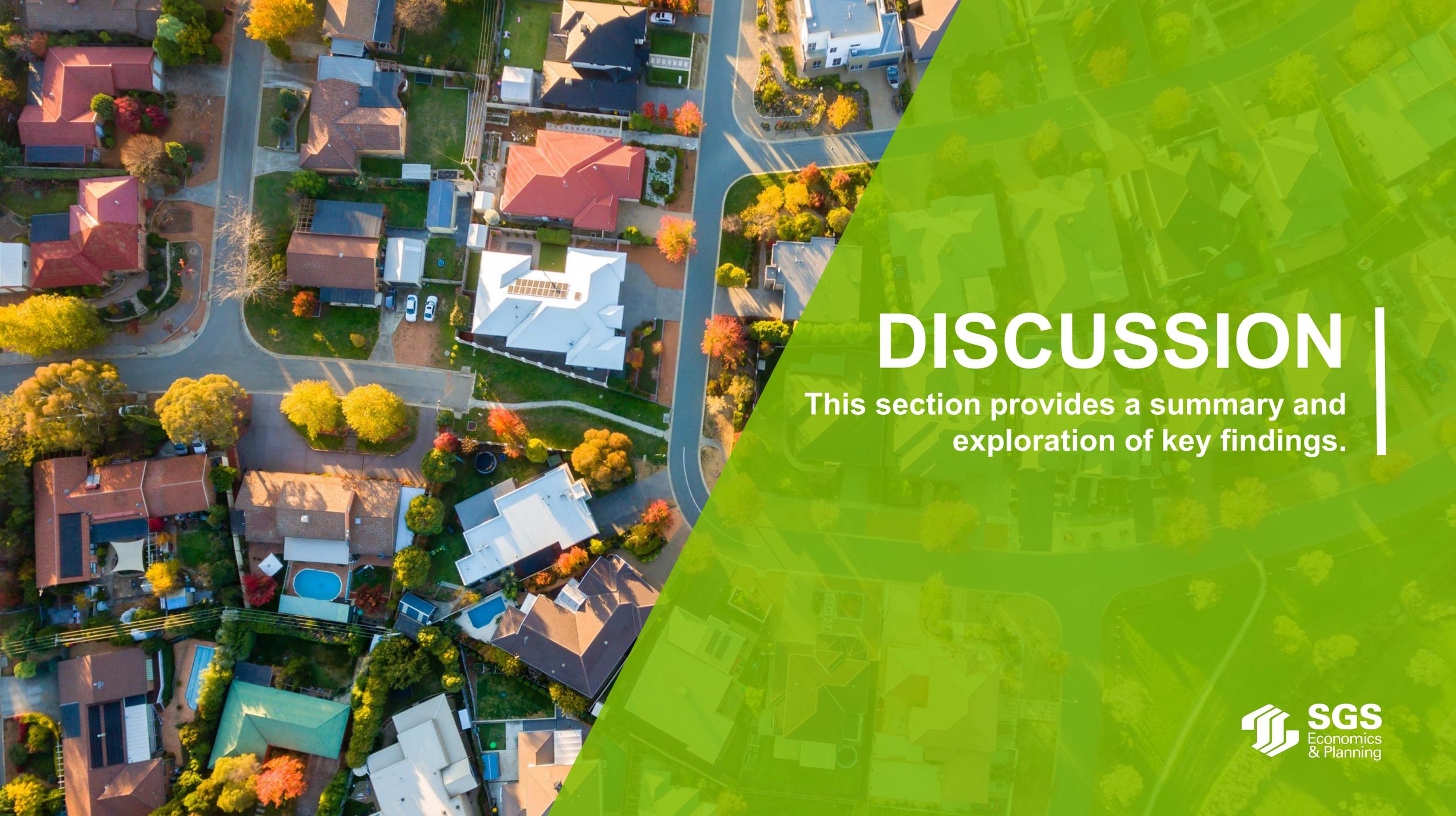
Proportion of Residents with a Bachelor Degree or higher who are not working in Managerial/Professional/Technician/Tradeworker roles (Census 2016)



Gender  
 ● Female  
 ○ Male

13% 40%





# DISCUSSION

This section provides a summary and exploration of key findings.

# Key findings: drivers of gender equity

## Spatial factors impacting on gender equity in employment

The data analysis results were largely consistent across all the indicators, and showed that:

- Men and women in growth areas experience greater disadvantage in access to employment compared to men and women in non-growth areas.
- In growth areas women are more disadvantage in accessing employment compared with men.

## Spatial Leash

Overall, men typically travel further distances to work than women, and further still from growth areas. Greater travel times for men means that they spend less time with their families which reinforces traditional gender roles, and time spent on caring roles.

For women, the need to find jobs closer to home often limits the job opportunities that are available to them and is likely to exacerbate the observed income, education and skills gap. This provides evidence of the concept of the spatial leash identified by Pocock and colleagues<sup>3</sup>.

## Unpaid childcare and employment choice

Across Melbourne, women provide more unpaid childcare than men, and this is particularly pronounced in growth areas. Women in growth areas are also more likely to be employed part time, or not participating in the workforce. In comparison, levels of part time employment and non-participation in the workforce are very low for men living in growth areas.

It is reasonable to assume that high levels of unpaid childcare make participating in work more challenging for women. For the time men continue to participate at higher rates and women at lower rates, this further reinforces traditional gender roles.

With lower levels of workforce participation during the early child rearing years, it could be assumed that when women return to work, they are willing to accept lower levels of pay, or work in roles that don't reflect their skills or education because these may be the only jobs available close to home. This is compounded by the impact of the spatial leash.

## Concluding remarks

The literature review and data analysis and mapping provide insight into the spatial factors that influence gender inequity in employment for women. There is a lot of evidence that gender equity is a spatial issue across Melbourne, and it is impacting on families, communities and productivity .

Strategic interventions at local, state and commonwealth levels can start to reduce the gaps in employment opportunities between men and women, and reduce the contrast between growth areas and non-growth areas.

Even small changes could make a difference.

Incremental improvements in the availability of local and flexible jobs and transport infrastructure will contribute to better conditions for not just women, but men and families.

The City of Whittlesea is planning a roundtable discussion to explore what these could be.



# APPENDIX

The following section summarises relevant academic literature to support the selection of the key employment indicators.

# Literature relevant to Gender Equity in Whittlesea

The literature review provides the context for the research, and also support the selection of the key employment indicators for the data analysis.

The literature review covers five themes:

- Urban planning context,
- Gender inequality in Australia,
- Women in work in Australia,
- Division of labour in care work, and
- Impact of care responsibilities.

The key findings are summarised in the main body of the report.

# Urban planning contexts

Author / title	Key findings
<p><b>Babb, Curtis and McLeod (2018), Co-working spaces are part of the new economy, so town planners better get with the times.</b></p>	<p>Online article that comments on the increase in shared working spaces in cities.</p> <p>The article attributes the existence of these spaces as largely reliant on forward thinking local innovators seeking to revitalise urban centres, and that they vary by the type of work they facilitate, from knowledge work (such as IT and professional services) to small-scale manufacturing. Some are purpose-built for co-working, whereas others (such as cafes) are informally used as such. Spaces differ by the models of ownership.</p> <p>The benefits for sharing a working space, include access to common spaces, equipment, tools, and technologies. They also offer social benefits in terms of opportunities to interact, network and collaborate. Disbenefits relating to domination of the sector by few large enterprises, gentrification of neighbourhoods.</p> <p>Need to be accessible to be viable, including quality and intensity of surrounding area to attract people to the space.</p> <p>Land use controls are currently a barrier and require careful consideration by strategic planners.</p>
<p><b>Daley (2015), Inner city v outer suburbs: where you live really does determine what you get.</b></p>	<p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ High house prices in the inner suburbs pushing many to the fringes to find an affordable home.</li> <li>▪ These areas are often associated with poor access to public transport and fewer opportunities.</li> <li>▪ Contributing to increasing polarisation in Melbourne.</li> </ul>
<p><b>McKenny (2013), Can a woman's postcode determine how she earns?</b></p>	<p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ Living on the urban fringe contributes to more time spent away from family for men (longer distance travelled to work), and lower economic dependence for women.</li> <li>▪ Women were most affected, due to a combination of higher commuting times, fewer job opportunities and greater responsibility for child care.</li> <li>▪ "The spatial leash" – women accepting lower paid or causal roles when opportunities afforded by geography must trump those offered by their education or experience.</li> </ul>
<p><b>Melbourne Sustainable Society Institute (2019), Melbourne: How big, how fast and at what cost?</b></p>	<p>The study revealed an accumulated underinvestment of around \$125 billion as at 2015-16, accumulating at an annual rate of approximately \$5 billion over the 25 year period from 1992 to 2017. This under-investment was in:</p> <ul style="list-style-type: none"> <li>▪ transport infrastructure</li> <li>▪ commercial capital stock (direct private sector investment in commercial infrastructure that will be undertaken because the public sector expenditures will create the profitable opportunities to justify the expenditures)</li> <li>▪ community capital stock (such as hospitals and schools)</li> <li>▪ industrial development</li> <li>▪ skills development (employment growth and education attainment)</li> <li>▪ knowledge creation investment (innovation and digital opportunities, scientific and technical services)</li> </ul> <p>This shortfall is reflected in economic, social and environmental costs. Increased congestion levels on roads and public transport are examples of such costs, reflecting the extent of underinvestment in transport since 1980. By 2031, if the same trends in population growth and infrastructure spending were to prevail as over the last two to three decades, the additional shortage of investment expenditure will be an extra \$140 billion.</p>

# Gender inequality in Australia

Author / title	Key findings
<b>COAG Reform Council. (2013). Tracking equity: Comparing outcomes for women and girls across Australia</b>	<p>The report explores the experience of women and girls in the context of national reform agenda.</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ Despite positive outcomes for girls and women in school and higher education, women are not benefitting equally from work, pay and superannuation.</li> <li>▪ One in five women not in labour force were caring for children, and affordable care can impact choice to work.</li> <li>▪ Women's rates of pay are lower than men's, and this pay difference commences at the start of their careers</li> <li>▪ A higher proportion of women were not in the labour force than men across all age groups. Women aged 45-54 were least likely to be out of the labour force, while women aged 25-34 were most likely to be out of the labour force.</li> <li>▪ Women are underrepresented in senior managerial roles.</li> </ul>
<b>Toohey, Colosimo and Boak (2009), Australia's Hidden Resource: The Economic Case For Increasing Female Participation</b>	<p>Australia's labour productivity growth has been on a steady decline over the past decade. Part of this decline has been attributed to the lack of skilled labour as the economic expansion reached a new record duration in the post-war period</p> <p>The report argues that an alternative source of highly educated labour is already at Australia's disposal and with the right set of policy options this pool of labour can be unlocked Closing the gap between male and female employment rates would have important implications for the Australian economy. We estimate that closing this gap would boost the level of Australian GDP by 11%.</p> <p>The experience in Scandinavia suggests that such an outcome is achievable, given the right government policies and a wide cultural acceptance of equal female employment. Historically, the labour productivity of women is 50 per cent of men's. This is the result of the dominance of females in low productivity sectors of the economy, particularly health care and training, a bias to clerical roles and a bias to working shorter hours.</p> <p>Policies aimed at directing women joining the workforce into more productive sectors of the economy and retaining women in the workforce for longer would narrow or even eliminate the productivity gender gap. The impact upon the level of economic activity of such a change would be profound. On the assumption that females already in the workforce remain in their existing roles, then new female entrants exhibiting equal productivity gains as male workers would have the potential to boost the level of economic activity by over 20%.</p> <p>Report provides a suite of policy options.</p>
<b>Dodson, J and Sipe, N. (2006), Suburban shocks: Assessing locational vulnerability to rising household fuel and mortgage interest costs</b>	<p>Areas with the highest mortgage and oil vulnerability (as measured by the VAMPIRE index) in Melbourne are concentrated in the outer fringe suburban areas and are distributed around almost the entire perimeter of the metropolitan area. A number of highly vulnerable areas appear to be associated with Melbourne's outer urban growth corridors. These include south west, north west and north.</p>

# Women in work in Australia

Author / title	Key findings
<p><b>Bahler (2018), Girls With Working Moms Get Better Jobs and Higher Pay</b></p>	<p>Online article citing research which shows that working mothers have an overwhelmingly positive influence on their children</p> <p>The impact has been found to be most evident on daughters, with researchers finding that women who grew up with working mothers are more likely to have careers themselves than those with stay at home moms, and they're also more likely to have better, higher paying jobs</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ daughters of working mothers in the U.S. make about 23% more than daughters of stay-at-home mothers.</li> <li>▪ Sons, for their part, grow up to spend more time doing household chores and caring for their kids if their mothers had careers.</li> </ul>
<p><b>Australian Bureau of Statistics. (2015). A Profile of Women in Business.</b></p>	<p>Report provides a profile of Australian women business operators, to enable a better understanding of the changing role of this pathway of employment for women.</p> <p>It shows the ways in which women who run their own businesses differ from male business operators, and from female and male employees. It examines the reasons women establish their own businesses, and notes some of the barriers to women's employment in general and starting a business.</p> <p>The report also provides key characteristics of the following groups: Aboriginal and Torres Strait Islander women, migrant women, women in remote Australia, women with a disability, older women and women with dependent children.</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ Gap in the participation rate between the genders has narrowed however remains.</li> <li>▪ Lower literacy and numeracy skill for women compared to men.</li> <li>▪ Increase in female business owners but women remain substantially underrepresented as entrepreneurs.</li> <li>▪ Women made up just over a third of all Australian business operators (34% or 668,670 women). There has been a 46% increase in the number of women business operators over the past two decades.</li> <li>▪ 42% of women business operators had a diploma or degree.</li> <li>▪ Women business operators were more likely than their male counterparts to have diplomas or degrees (42% compared with 31%), and less likely to have Certificate Level III or IV qualifications (13% compared with 35%).</li> <li>▪ Women business operators were most likely to be in couple relationships (81%), with 71% being in registered marriages.</li> <li>▪ Women business operators were more likely to have dependent children than any other employed people.</li> <li>▪ 6% of women business operators were primary carers of a person with disability, compared with 4% of other employed women, and 1.4% of employed men</li> <li>▪ The Household Income and Labour Dynamics in Australia Survey (HILDA) found in 2014 that members of female breadwinner couples (that is, married couples where the woman is the major earner), tended to be older and in relationships that had lasted longer.</li> <li>▪ Only one in three female breadwinner households had dependent children, compared with more than one in two male breadwinner households</li> <li>▪ 60% of families where the mother was an employer or sole business operator usually used formal or informal care for their children aged 0 to 12 years (excluding preschool).</li> <li>▪ Just under 6% of women employers and sole operators found that lack of childcare stopped them from working as many hours as they wanted to.</li> </ul>

# Women in work in Australia cont...

Author / title	Key findings
<p><b>Baird (2018), Women and the future of work.</b></p>	<p>Report summarises the findings from a combined quantitative and qualitative study of Australian working women, aged under 40.</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ When asked about a range of job attributes, women placed most value on having a job where they would be treated with respect (80%), where their job was secure (80%), where the job paid well (65%), was interesting (64%) and offered the flexibility they might need (62%).</li> <li>▪ Most working women thought that developing the right skills and qualifications was important to being successful at work (92%) and appreciated the importance of support and mentoring to develop their leadership skills (84%). However, only three-quarters felt their current role allowed them to use their skills, knowledge and abilities.</li> <li>▪ Despite this recognition of the need to develop and maintain a relevant, current skill set, only two in five working women said they could access free or affordable training which was needed to boost their career.</li> <li>▪ Job security was an important aspect of employment for the vast majority of working women (96%) and was a key influence on women’s choice of employment sector and occupation</li> <li>▪ (48%) acknowledged that accessing care for dependents is very important for them to be able to succeed at work, as is having a partner who shares both childcare and domestic work.</li> <li>▪ Having access to workplace flexibility was important for working women.</li> <li>▪ A slight majority of working women (58%) said there was equal opportunity for promotion, and 58% agreed there was equal access to leadership roles for both men and women.</li> <li>▪ Working women reported that discrimination on the basis of cultural background was more pronounced than was gender-based discrimination</li> <li>▪ Two in five working women (44%) believed that their current role was in the same area of their desired career.</li> </ul>
<p><b>Cassels (2018), Women are dominating employment growth, but what sort of jobs are we talking about?</b></p>	<p>Online article summarises longitudinal trends in employment growth. It notes that female participation rates have risen, while males have fallen and that Jobs growth in the female-dominated health and education sectors is driving jobs growth in Australia.</p> <p>Gains in educational attainment and increased support through child care are driving the increase in participation.</p>
<p><b>Steffens, Stuetzer and Davidsson (2012), ACE Research Vignette 012: Woman Entrepreneurs</b></p>	<p>Paper presents the findings of a survey of 2, 000 adults (representative) and includes measures for entrepreneurial activity in Australia.</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ 7.8 per cent of Australian women are involved in setting up a new business or owning a newly founded business.</li> <li>▪ Australia ranks number one among developed economies and is the only developed economy where men and women are participating equally.</li> <li>▪ High levels of entrepreneurship among women attributed to: <ul style="list-style-type: none"> <li>▪ Having the necessary skills</li> <li>▪ High media attention for entrepreneurship provides role models.</li> </ul> </li> <li>▪ Identifies several differences between men and women: <ul style="list-style-type: none"> <li>▪ Differing business aspirations, women are less likely to want to grow their business.</li> <li>▪ Men and women start business in different industries.</li> <li>▪ Women more likely to seek business advice form family and friends, men more likely to gain advice <del>form</del> from colleagues.</li> </ul> </li> </ul>

# Division of labour in care work

Author / title	Key findings
<b>Advic and Karimi (2018), Modern Family? Paternity Leave and marital stability</b>	<p>Study explores how relationship stability is affected by an increase in fathers' involvement in staying home from work with young children. The research used the 1995 intervention in the Swedish parental leave system to study its impact on the probability of separation of couples and underlying mechanisms.</p> <p>The research found that the 'earmarking' of leave for fathers resulted in:</p> <ul style="list-style-type: none"> <li>▪ increased the uptake leave by men but did not alter the long run division of housework.</li> <li>▪ Increased likelihood of separation</li> <li>▪ reduction in pay for both men and women,</li> <li>▪ Impact primarily felt in more traditional couples in which the father might not have otherwise taken leave.</li> </ul> <p>Parental leave policies have important spill over effects that need to be considered. Effects related to the restrictiveness of the reform, the affected population and the income affects.</p>
<b>Bergqvist and Saxonberg (2017), The State as a norm builder? The takeup of parental leave in Norway and Sweden.</b>	<p>Study explores parental leave policies in Norway and Sweden, whose policies and economic incentives are rather similar but are founded on differing national ideas relating to care. Sweden's ideal is based on sharing the leave equally, while Norway's is based on partial sharing.</p> <p>The research is based on interviews with parents to analyse how couple reason when they decide about who should care for their children and aims to identify what influences the decisions of parents about how to share their leave time.</p> <p>Study emphasises how state policies can influence caring decision by creating norms even without providing economic incentives.</p> <p>Findings of the research were that parents might be willing to share leave more equally if total leave time is longer than 12 months (longer than the breastfeeding period) and that too much flexibility in leave policy hurts gender equality.</p>
<b>Craig, Mullan and Blaxland (2010), Parenthood, policy and work-family time in Australia 1992-2006</b>	<p>Study explored the impact of having children on paid work, domestic work and child care, and the gender division of labour in Australia over a 15 year period when federal government was socially conservative National/Liberal Party Coalition.</p> <p>The study is based on extra housework arising from having children was traditionally done by mothers, and that men have not taken up care work as readily as women have taken up market work.</p> <p>The study found that:</p> <ul style="list-style-type: none"> <li>▪ In liberal welfare states such as Australia, care is conceptualised as a private family responsibility (rather than as a shared one, as is the case in many Nordic countries).</li> <li>▪ Trends in relation to work and care are amenable to change over time, with policy and context playing an important role.</li> <li>▪ Under a more liberal Labour government fathers were taking on a greater share of unpaid care, following trends internationally.</li> <li>▪ Under a more socially conservative Liberal government tax policies favoured families with one full-time earner.</li> <li>▪ Shift in rhetoric around gender between governments, whereby under the Liberal's women's issues were repositioned as family issues.</li> </ul>

# Division of labour in care work cont...

Author / title	Key findings
<b>Hass and Hwang (2008), The impact of taking parental leave on fathers' participation in childcare and relationships with children: Lessons from Sweden.</b>	<p>Using survey data of 356 fathers working in large private companies, study explored the impact of fathers' parental leave taking in Sweden on participation in childcare and feelings of closeness to children.</p> <p>It was found that the amount of parental leave days taken had positive effects on several aspects of fathers' participation in childcare and on their satisfaction with contact with children.</p> <p>Women's engagement in full time work was a strong determinant of father's engagement in childcare. As long as women have less options when it comes to well-remunerated, self-fulfilling work, we might expect that they remain primarily responsible for children</p> <p>Study suggests that encouraging fathers to take longer leaves holds the most promise in terms of bringing about more sharing of childcare in the home.</p>
<b>Hill (2007), Budgeting for work-life balance: The ideology and politics of work and family policy in Australia</b>	<p>Study provides an evaluation of three areas of commonwealth public expenditure on work and family policy: Family Tax Benefit, Maternity Payment, and the Child Care Benefit and Tax Rebate.</p> <p>Found that a traditional ideology of gender and gender relations is embedded within the policy framework and delivers greater financial support to households in which women prioritise staying at home to care over paid employment.</p> <p>Women who differ from the policy norm and choose to deepen their attachment to the labour force experience significant economic disincentives.</p>

# Impact of care responsibilities

Author / title	Key findings
<p><b>Australian Human Rights Commission (2014), Investing in care: Recognising and valuing those who care</b></p>	<p>The report identifies key reform options for recognising and remunerating unpaid caring work, noting that Australian society has failed in the past to recognise, particularly in economic terms, both the work and impact of unpaid caring roles.</p> <p>References AHRC 2009 study that found a gender gap in retirement incomes as a result of women moving in and out of the paid workforce due to caring responsibilities and the inequalities in earnings.</p> <p>Study concludes that Women’s human rights (including economic and social rights) cannot be fully realised within existing social, economic, and political structures which value specific economic contributions over and above social contributions, such as caring. These structures also undervalue women’s human capital to the detriment of society and economy.</p> <p>The report outlines various mechanism for valuing unpaid care:</p> <ul style="list-style-type: none"> <li>▪ legislative mechanisms;</li> <li>▪ flexible work arrangements;</li> <li>▪ carer support payments;</li> <li>▪ leave arrangements;</li> <li>▪ services for carers;</li> <li>▪ workplace initiatives; and</li> <li>▪ mechanisms within the retirement income and savings system (i.e. taxation, superannuation and income support).</li> </ul> <p>Key research findings:</p> <ul style="list-style-type: none"> <li>▪ Evidence suggests that women may need to change to lower levels of occupation or change employers in order to reduce hours of work.</li> <li>▪ Evidence suggests that countries with smaller gender gaps in unpaid work have higher female employment rates, indicating that greater redistribution of caring responsibilities between men and women workers will enable increased participation of women in the workforce</li> </ul>
<p><b>Lilly, Laporte and Coyte (2007). Labor market work and home care's unpaid caregivers: A systematic review of labor force participation rates, predictors of labor market withdrawal, and hours of work</b></p>	<p>Research examine the impact of unpaid caregiving on caregivers’ labour force participation and on their hours of labour market work</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ caregivers in general are equally as likely to be in the labour force as non-caregivers</li> <li>▪ caregivers are more likely to work fewer hours in the labour market than non-caregivers, particularly if their caring commitments are heavy.</li> <li>▪ only those heavily involved in caregiving are significantly more likely to withdraw from the labour market than non-caregivers</li> </ul>

# Impact of care responsibilities cont...

Author / title	Key findings
<p><b>Skinner and Pocock (2014), The persistent challenge: living, working and caring in Australia in 2014</b></p>	<p>Report analyses the findings of the Australian Work and Life Index (AWALI) survey, which measures how work intersects with other life activities, as seen by a randomly selected representative group of 2,690 working Australians.</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ The impacts of work-life interference fall particularly hard on women, mothers and other working carers. Time strain is common, particularly for women.</li> <li>▪ the male breadwinner/female caregiver model of the 20th century is alive and well in 21st century Australia, and many workplace cultures are made in the image of the full-time male worker unencumbered by care responsibilities.</li> <li>▪ Australia is one of the most unequal countries with respect to men’s and women’s sharing of domestic and care work</li> <li>▪ On the work-life index, a composite measure of five work-life items, women have higher scores (worse work-life interference) than men, in both full-time and part-time work;</li> <li>▪ The greatest gender difference is evident for time pressure: women are more likely than men to feel chronically rushed and pressed for time, regardless of work hours;</li> <li>▪ There has been little change in work-life index scores over consecutive AWALI surveys;</li> <li>▪ However, on some individual work-life items, and the work-life index, there is evidence of a decrease in work-life interference from 2012 to 2014 for women working full-time.</li> <li>▪ Men are more likely to work long hours (48+) than women;</li> <li>▪ However, regardless of whether working short or long part-time or full-time hours, women have higher work-life interference than men.</li> <li>▪ For all employees, long hours (48+) are associated with high work-life interference;</li> <li>▪ Men in part-time work are most likely to prefer more hours – over half would prefer to increase their hours by at least half a day (4 hours).</li> <li>▪ In 2014, as in previous AWALI surveys, working mothers report the worst work-life interference, with little evidence of improvement from 2008 to 2014;</li> </ul> <p>The study references legislation that provides workers with rights and entitlements to access essential resources, such as paid parental leave, flexible work arrangements and good quality childcare, which has been shown to positively affect fundamental aspects of gender equality which underpin work-life balance, such as women’s participation in paid work and capacity to combine paid employment with care-giving, and also men’s participation in the care of their children.</p>
<p><b>Skinner, Hutchinson and Pocock (2012), AWLI – The big squeeze: work, home and care in 2012</b></p>	<p>The Australian Work and Life Index (AWALI) survey measures how work intersects with other life activities, as seen by a randomly selected representative group of 2,887 working Australians</p> <p>Key findings:</p> <ul style="list-style-type: none"> <li>▪ work-life outcomes are worse for those in female-dominated industries, and in jobs that involve interaction and service provision to others, these include retail, accommodation and food services and education and training, allowing for differences in work hours.</li> <li>▪ Work-life interference has gotten worse for women but stayed steady for men.</li> <li>▪ Women’s experience of chronic time pressure has increased.</li> <li>▪ 41 per cent of women in full time work would prefer to work part time.</li> <li>▪ Women working part time report the same degree of chronic time pressure as full-time men.</li> <li>▪ The self-employed have the same levels of work life interference as ordinary employees.</li> <li>▪ Casual worker has not better work-life outcomes then permanent workers when controlled for differences in working hours.</li> </ul>

# Impact of care responsibilities cont...

Author / title	Key findings
<b>Walker, Wang and Redmond (2008)m Women and work-life balance: is home based business ownership the solution?</b>	<p>Article explore self-employment through home-based business ownership as a potential solution to the inter-role conflict experienced by women attempting to balance dual work and family roles.</p> <p>Key findings:</p> <ul style="list-style-type: none"><li>▪ Presence of dependants greatest determinant of starting a home-based business. Gender per se was not a determining factor.</li><li>▪ Self-employment, particularly through home-based business ownership, may well solve some women’s necessity to balance work and family. However, it may not be a viable solution for all women, particularly those seeking high financial and career rewards</li><li>▪ Number of women-owned businesses has risen considerable, and women are becoming entrepreneurs at a more than proportionate rate compared to men.</li><li>▪ Key reason for this is that self-employment or business ownership provides flexibility for women to accommodate both their work and home responsibilities.</li><li>▪ Work-life balance emphasis control and an individual’s ability to exert control over the work environment and their domestic environment.</li><li>▪ Men have bi-directional control while women have uni-directional control.</li><li>▪ For women searching for self-fulfilment outside of the family sphere, business ownership is often an “emancipatory” vehicle to escape unpaid home labour, to build a sense of self-worth and to be self-determining.</li><li>▪ However, many businesses owned and operated by women report lower earning sales and volumes of profitability compared with male operated businesses – constrained by the very factors that initially steered them into business ownership.</li><li>▪ for some women, swapping mainstream employment for self-employment may not be the best option financially.</li></ul>

### Canberra

P: +61 2 6257 4525

E: [sgsact@sgsep.com.au](mailto:sgsact@sgsep.com.au)

### Hobart

P: +61 3 6264 3116

E: [sgstas@sgsep.com.au](mailto:sgstas@sgsep.com.au)

### Melbourne

P: +61 3 8616 0331

E: [sgsvic@sgsep.com.au](mailto:sgsvic@sgsep.com.au)

### Sydney

P: +61 2 8307 0121

E: [sgsnsw@sgsep.com.au](mailto:sgsnsw@sgsep.com.au)

