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Workplace Gender Auditing
analysing your audit data, 2021

INDICATOR 7: Gendered segregation within the workforce
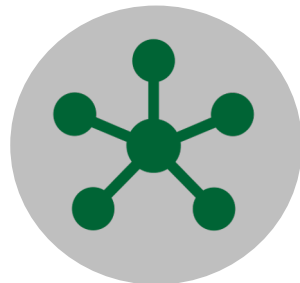
In the room today

Facilitator

Jen Branscombe

GenderWorks Australia

Facilitator

Kathy Oliver

GenderWorks Australia

Participants

80 entities

Ways of working

Safety and Support

Your EAP Provider

1800 Respect | Safe Steps

Chat Function

Ask questions, note comments

We will monitor and respond

Session Focus

Focus on analysing your data

Not challenges completing template

Not challenges with manipulating data

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Context for data analysis support

COLLECT

(JUL) Populate your reporting template

ANALYSE

(JUL-AUG) Analyse your completed dataset

CONSULT

(AUG-STEP) Take your analysis for consultation

RESPOND

(OCT) Draft strategies to guide progress

REPORT

(DEC) Submit your dataset as an Annex to your GEAP

The Commission is working on troubleshooting the reporting template.

.v3 due by end June

GenderWorks is developing data analysis guidance on behalf of the Commission

AGEP is supporting entities to prepare for consultation, GEAP formulation

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Indicator 7 – Data for Analysis

Gendered segregation within the workforce

Workforce data
Table 7.1 – gender
No additional table for
intersectional gender

Employee Experience data
Response data for questions
mapped to Indicator 7

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Indicator 1 – ANZSCO CODES

Gendered segregation within the workforce

Figure 1 Structure of ANZSCO, by occupation group

1 Managers	2 Professionals	3 Technicians and Trade Workers	4 Community and Personal Service Workers	5 Clerical and Administrative Workers	6 Sales Workers	7 Machinery Operators and Drivers	8 Labourers

How ANZSCO works | Australian Bureau of Statistics (abs.gov.au)

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Indicator 1 – ANZSCO CODES

Gendered segregation within the workforce

- major groups are represented by a single digit code

- sub-major groups by a 2 digit code

- minor groups by a 3 digit code

- unit groups by a 4 digit code

- occupations by a 6 digit code

Example from Census and Labor Force Survey

2071.0 Census of Population and Housing: Reflecting Australia - Stories from the Census, 2016 - Employment

Released at 11.30am (Canberra time) 18 January 2018

Table 6. Industry (4 digit level) by Sex, Count of employed persons - 2016(a)

	Males	Females	Persons
0100 Agriculture, nfd	16,578	6,526	23,111
0110 Nursery and Floriculture Production, nfd	137	110	243
0111 Nursery Production (Under Cover)	58	155	211
0112 Nursery Production (Outdoors)	4,180	3,542	7,723
0113 Turf Growing	826	240	1,063
0114 Floriculture Production (Under Cover)	5	3	6
0115 Floriculture Production (Outdoors)	1,284	1,036	2,318
0120 Mushroom and Vegetable Growing, nfd	190	121	311
0121 Mushroom Growing	991	1,351	2,339
0122 Vegetable Growing (Under Cover)	465	289	753
0123 Vegetable Growing (Outdoors)	9,566	5,342	14,911
0130 Fruit and Tree Nut Growing, nfd	3,371	1,755	5,128

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Indicator 7: What's in your Workforce dataset?

Table 1.1 Gender composition at each classification by employment basis as at 30 June 2021

Information for this indicator will be **automatically** populated based on Unit Level Upload data

Workplace gender equality indicator	Workforce data measure
7. Gendered segregation in the workplace	Gender composition of employees by occupation per

CGEPS is working on privacy thresholds to be incoporated into these spreadsheets to ensure the privacy and confidentiality of your workforce are maintained. This spreadsheet will be updated once these privacy thresholds are determined.

Table 7.1

) CODE INFORMATION

Major Gr	Sub-Major	Minor G	Unit Grou	Occupa	Description	ANZSCO code [6	Wom	Men	escrib
			3122		Civil Engineering Draftspersons and Technicians				
				312211	Civil Engineering Draftsperson	312211			
				312212	Civil Engineering Technician	312212			
			3123		Electrical Engineering Draftspersons and Technicians				
				312311	Electrical Engineering Draftsperson	312311			
				312312	Electrical Engineering Technician	312312			
			3124		Electronic Engineering Draftspersons and Technicians				
				312411	Electronic Engineering Draftsperson	312411			
				312412	Electronic Engineering Technician	312412			
			3125		Mechanical Engineering Draftspersons and Technicians				
				312511	Mechanical Engineering Draftsperson	312511			
				312512	Mechanical Engineering Technician	312512			
			3126		Safety Inspectors				
				312611	Safety Inspector	312611			
			3129		Other Building and Engineering Technicians				
				312911	Maintenance Planner	312911			

Guides to support your mapping

Local Government

o Advice for local government | Commission for Gender Equality in the Public Sector (genderequalitycommission.vic.gov.au)

Overarching focus of your analysis – start here and build from this

o ANZSCO Coding guides - VPSC

- Alpine resorts
- Arts and facilities
- Cemeteries
- Catchment Authorities
- Finance and Insurance

- Other health
- Planning and Land mgt
- Police and Emergency
- Regulators
- Sport & Recreation

- Tafe
- Transport
- VPS
- Water Corporations

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Why does gendered workforce segregation matter?

❑ Australian workforces remain persistently gendered

❑ Gendered segregation follows gender stereotypes and are harmful to employees and the community

❑ Male-dominated workplaces have smaller proportions of part-time employees and full-time employees tend to work longer hours

❑ Average remuneration in female-dominated organisations is lower than in male-dominated organisations.

❑ Proportion of women in female dominated workforces has INCREASED in recent years

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Analysing your workforce data

Key principles

o Always disaggregate by *gender,* as your primary measure.

Overarching focus of your analysis – start here and build from this

o Does your aggregate data tell a different story to your data for individual genders?
o What differences do you see between genders?
o What differences do you see between gender and occupation types?

Analysing your workforce data

What kind of things can you look for in the data?
Compare % of women, men and people of self-described gender across different occupation classifications.

- Which occupations in your workplace are dominated by women?

- Which occupations in your workplace dominated by women follow traditional gender stereotypes such as caring and administrative roles?

- Which occupations in your workplace are dominated by men?

- Which occupations dominated by men follow traditional gender norms such as trades, engineering and technical roles?

- Are there some occupations with higher representation of people of self-described gender?

Employee Experience Data

Employee Experience questions currently mapped to Indicator 7

❑ ***Negative experiences bullying***
- Past 12 months bullying (type / duration / perpetrator / complaint / satisfaction)

❑ ***Supporting question gender equality***
- Fair allocation of work

❑ ***Workgroup support***
- Active support for workplace diversity and inclusion

❑ **Safety climate**
- Feeling culturally safe at work
- People in workgroup reject others for being different

Analysing your Employee Experience Data

What kind of things can you look for in the data?

Employee Experience questions currently mapped to Indicator 7. Each question should be analysed through a gender and intersectional lens:

- Do people of different genders have different beliefs that people in their work group reject people for being different? What about people from different identity cohorts?

- Do women, men and people of self-described gender have different perceptions of cultural safety in the workplace?

- Do women, men and people of self-described gender believe work is allocated fairly regardless of gender?

- Compare the percentages of women, men and people of self-described gender who experienced bullying in the previous 12 months? Do these percentages reflect the percentage split in the organisation by gender?

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Indicator 7: Limitations

The data doesn't uncover the why, the impacts or any interventions? For example:

- The 'why'
- The experience of the workplace
- The culture
- The role of leaders
- Availability of staff of other genders
- The role of gendered norms in society
- The HR practices
- Backlash
- Cost of inaction
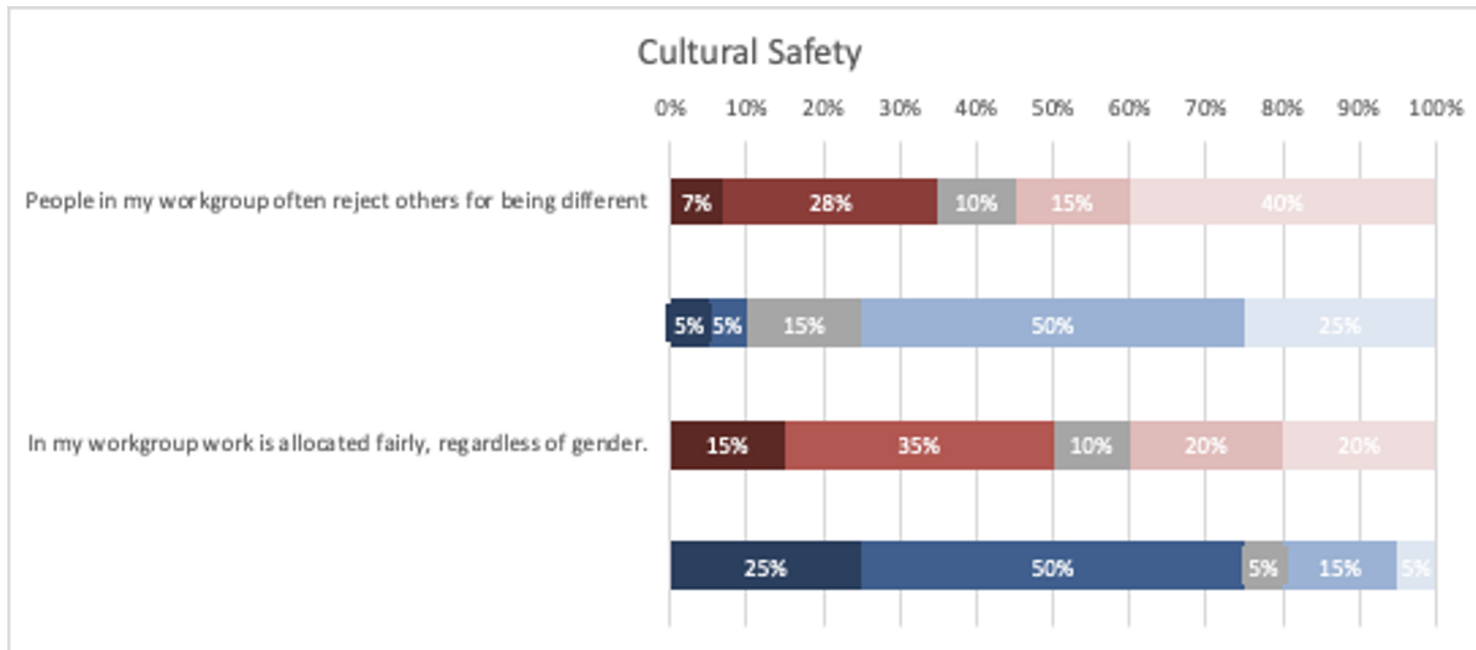
Case Study: Organisation A

Gendered segregation within the workforce
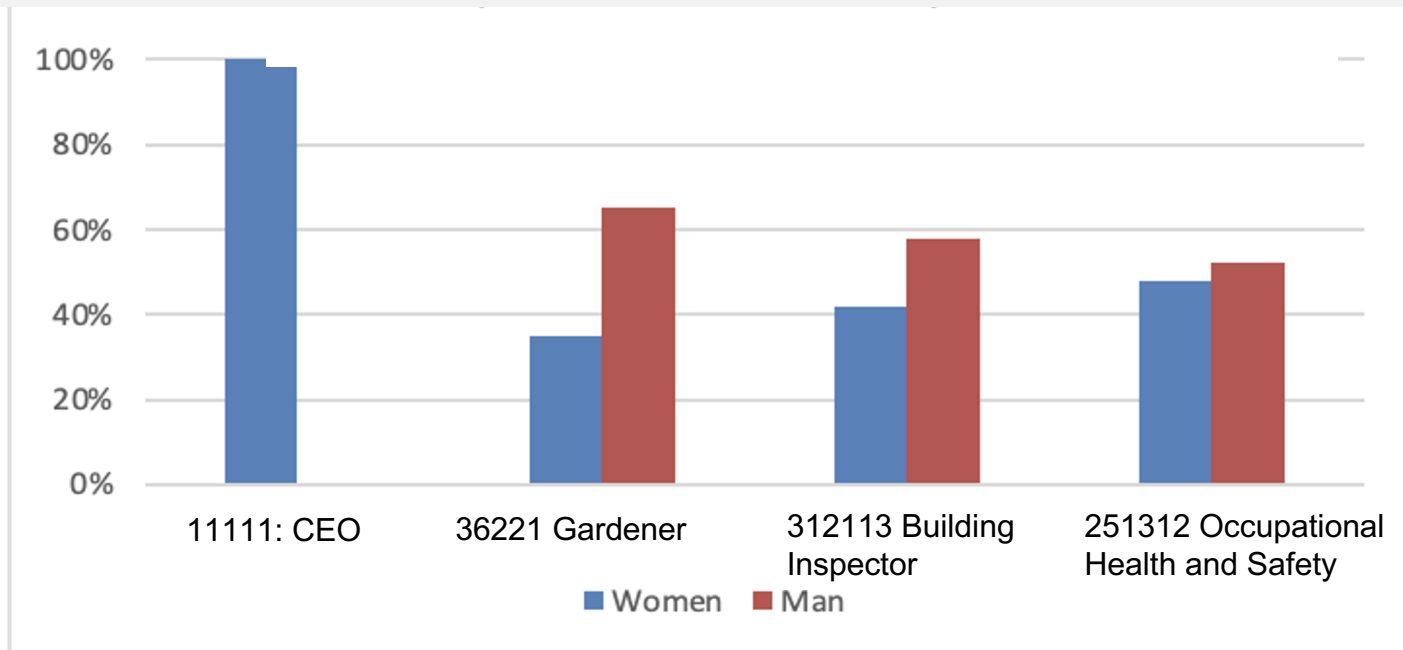
Case Study: Organisation A

Gendered segregation within the workforce

Women's responses in red
(dark red = strongly agree/agree)
(grey = neither agree nor disagree)
(light red = disagree/strongly disagree)

Men's responses in blue
(dark blue = strongly agree/agree)
(grey = neither agree nor disagree)
(light blue = disagree/strongly disagree)

35% of women agree (cf 10% men) that people in their workgroup reject others for being different)

50% of women agree (cf 75% men) that work is allocated fairly in their workgroup

Cultural Safety

| | 0% | 10% | 20% | 30% | 40% | 50% | 60% | 70% | 80% | 90% | 100% |

People in my workgroup often reject others for being different
- 7% | 28% | 10% | 15% | 40%
- 5% | 5% | 15% | 50% | 25%

In my workgroup work is allocated fairly, regardless of gender.
- 15% | 35% | 10% | 20% | 20%
- 25% | 50% | 5% | 15% | 5%

Consultation: Employees

- What do you think are the causes of gendered workplace segregation in this organisation?

- How does being a woman or of self-identified gender impact on an individuals experience of work allocation in this organisation?

- How does being a man impact on an individual's experience of work allocation in this organisation?

- How does being a woman or of self-described gender identity impact your understanding and experiences of how your work group rejects others?

- How does being a man impact your understanding and experiences of how your work group rejects others?

- How do leaders in this work area lead on gender equality and promote an equitable culture and workplace?

Consultation: Leaders

- What does Leadership envision for the gender composition of the workforce in 4 years, 8 years and 12 years?

- What does Leadership envision for broader composition of the workforce in terms of intersectional identity

- What are barriers to creating a gender equitable workforce

- What could we leverage (enablers) to support transformation

- What backlash and resistance is anticipated?

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? Questions
15 minutes

Thank you

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Workplace Gender Auditing
training for defined entities 2021