

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Innovation and Science Portfolio
2016 - 2017 Additional Estimates
2 March 2017

AGENCY: COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION

TOPIC: SAGE

REFERENCE: Written Question – Senator Carr

QUESTION No.: AI-122

1. Is the CSIRO participating in the SAGE pilot?
2. What data has the CSIRO collected on gender equity policies and processes within the organisation?
3. Have any weaknesses or shortcomings been identified?
4. What are the gender equity levels within CSIRO, within divisions, and at all levels of seniority, for casual, full-time and part-time staff, and for post-docs?
5. What is required for the CSIRO to qualify Athena SWAN Award? Has the CSIRO applied for Athena SWAN accreditation? At what level?

ANSWER

1. Yes.
2. We have collected data addressing all aspects of the SAGE application. This includes:
 - Picture of the institution
 - Staff data across multiple lenses
 - Supporting Women's careers
 - Key transition points
 - Recruitment
 - Induction
 - Promotion
 - Career Development
 - Training
 - Appraisal /development review
 - Support given for career progression
 - Flexible working and managing career breaks
 - Cover and support for maternity and adoption leave - before, during and after
 - Maternity leave return rate
 - Paternity, shared parental, adoption and parental leave uptake
 - Flexible working
 - Childcare
 - Caring responsibilities
 - Organisation and culture
 - Culture
 - HR policies
 - Leadership by gender
 - Representation of men and women on senior management committees

- Committee workload
 - Institutional policies, practices and procedures
 - Workload model
 - Timing of meetings and social gatherings
 - Visibility of role models
 - Outreach activities
3. CSIRO has identified that weakness exists in the STEM sector generally and that universities are facing the same gender challenges we are. That is, an under-representation of women in middle and senior leadership roles in spite of just under half of all STEM undergraduate and postgraduate enrolments including PhD students being women.
 4. See Appendix I.
 5. CSIRO has applied for a SAGE Bronze Award, which is the Australian equivalent to Athena SWAN and the only accreditation level currently available in Australia at this stage. To achieve this entry-level accreditation, CSIRO must comprehensively address every section of the SAGE application, including committing to implement a four-year Action Plan that comprises meaningful, evidence-based actions and interventions to improve our gender balance where our data show balance is missing.

Appendix I

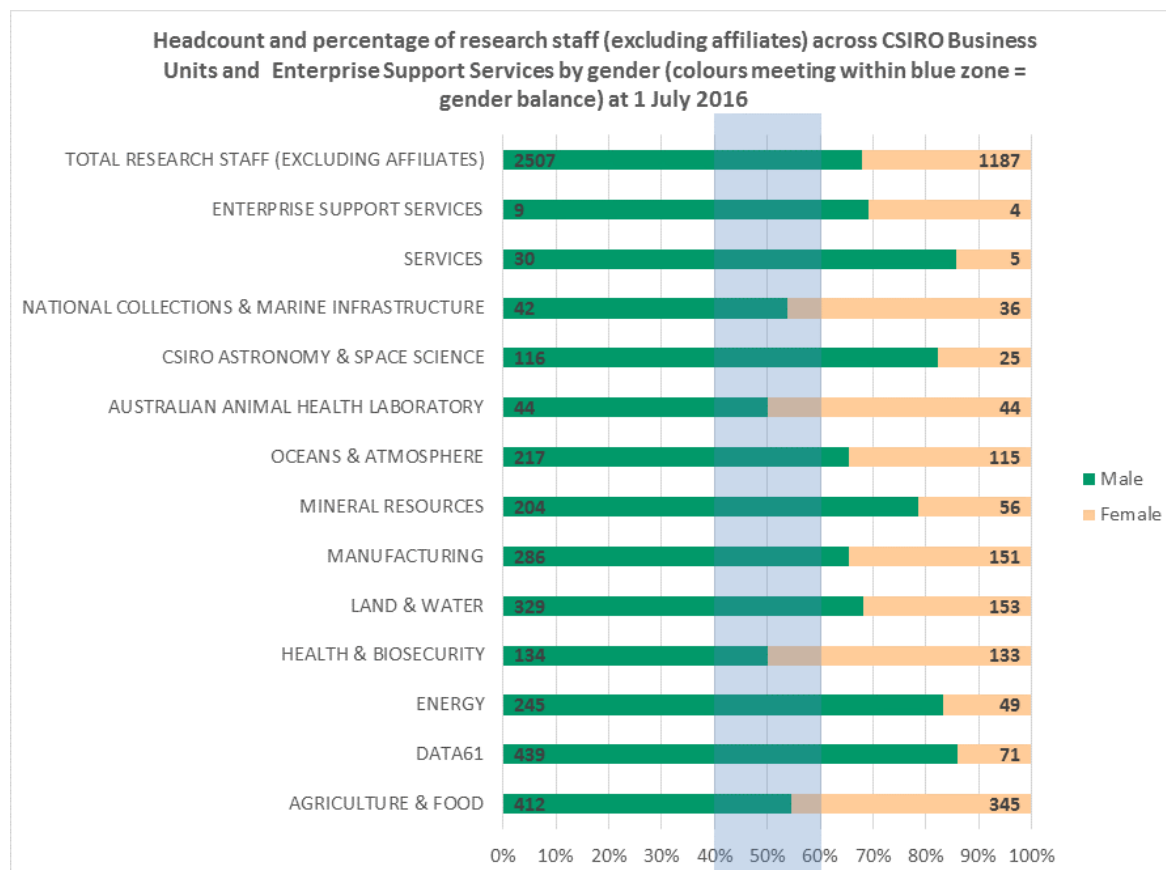


Figure 1. Distribution of research staff across CSIRO Business Units

Headcount and percentage of professional and service staff (excluding affiliates) across CSIRO Business Units and Enterprise Support Services by gender (colours meeting within blue zone = gender balance) at 1 July 2016

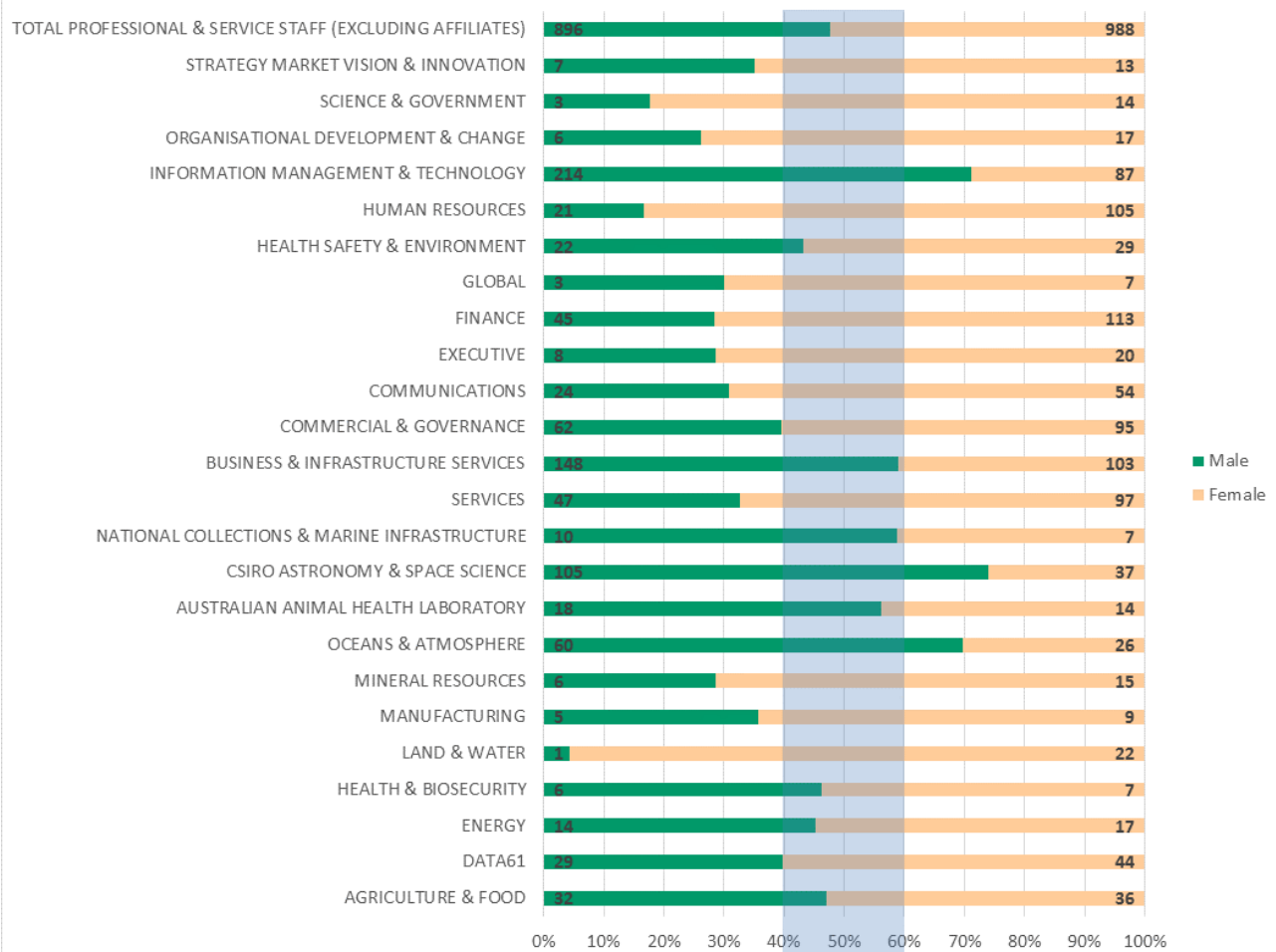


Figure 2. Headcount and percentage of professional and service staff across CSIRO Business Units and Enterprise Support Services

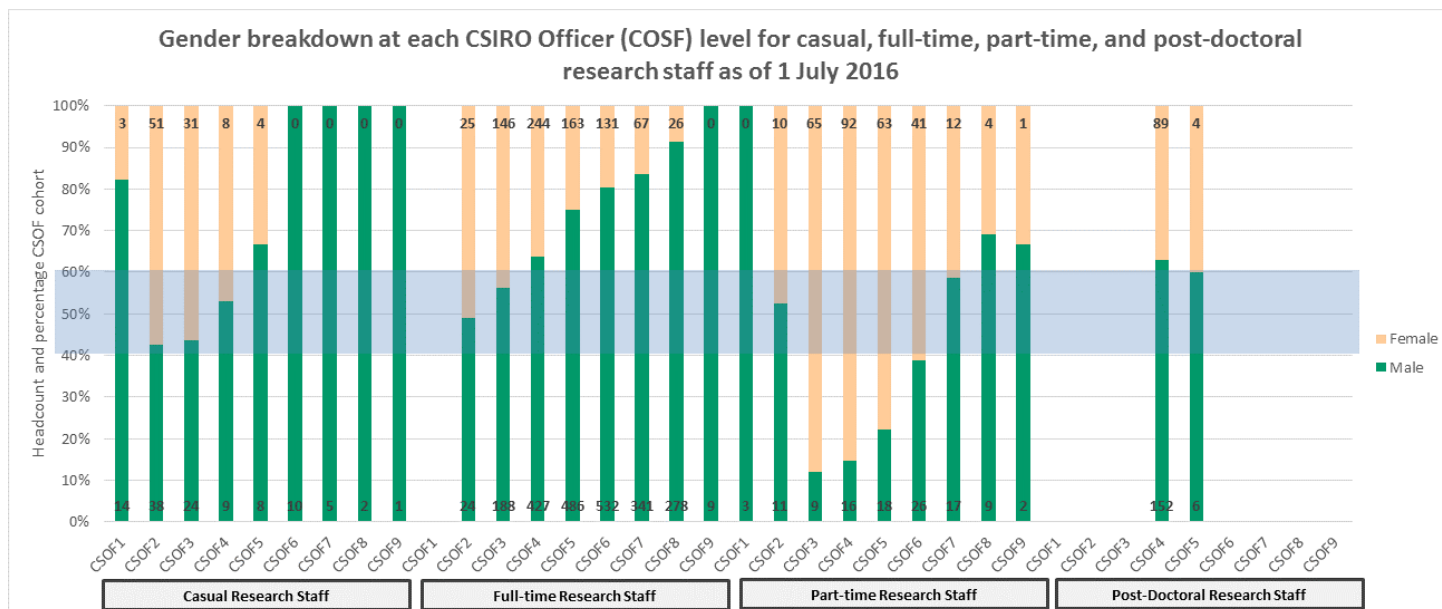


Figure 3. Headcount and percentage of CSIRO research staff across all levels of seniority, by casual, full-time, part-time, and post-doctoral status
 Note that Postdoctoral staff are represented twice in this graph: once in full-time/part-time staff, as well as post-doctoral staff.

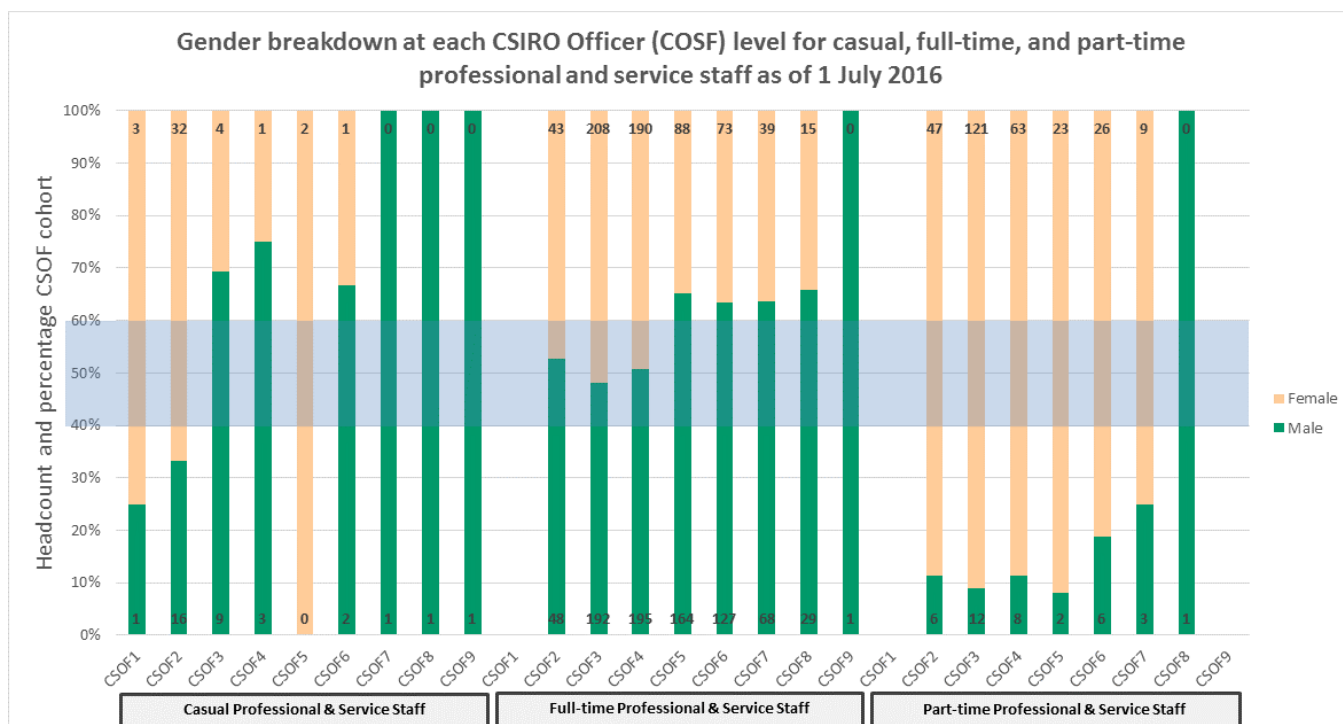


Figure 4. Headcount and percentage of CSIRO professional and service staff across all levels of seniority, by casual, full-time, part-time, and post-doctoral status