



THE SENATE
SENATE FINANCE AND PUBLIC ADMINISTRATION
REFERENCES COMMITTEE

Gender segregation in the workplace
Public Hearing – Wednesday 26 April 2017
Questions Taken on Notice – CPSU

1. HANSARD, Page 25

Senator KAKOSCHKE-MOORE: That is good to hear. My final question is to the CPSU. I think, Ms Vincent-Pietsch, it might be you to answer it. Thank you for the survey results. I was having a read through them before and I noticed that of the respondents about 62 per cent were women and about 36 per cent were men. Have you got a breakdown of the results according to gender? I would be interested to see, for example, if masculine culture and practices are considered to be a barrier for women becoming leaders by 46 per cent of respondents, whether that was that higher for female respondents versus male respondents.

Ms Vincent-Pietsch: I do not actually have it with me, but yes, that is available. Yes, you are right. Not necessarily across the board, but in terms of those barriers to women taking on senior leadership roles, it did come through strongly that women identified more barriers than men did. That is also changed by agency as well since the character of the agencies are different.

Senator KAKOSCHKE-MOORE: Would you be able to provide that level of detail on notice—the breakdown of the responses according to gender?

Ms Vincent-Pietsch: On all of the responses or on that particular one?

Senator KAKOSCHKE-MOORE: On all of those in the bar chart there. That would be really helpful. I am just curious to know where the differences lie between perceptions, and also perhaps your view on what could be done or why those perceptions might vary so drastically between men and women.

Ms Vincent-Pietsch: Actually, I would say it is less drastic than the differences by agency. The agency breakdown has a more stark response. The agencies that are more gendered—does that make sense—or agencies with a much higher proportion of men across the board and not just in senior leadership roles had starkly different responses on some of the questions to the Department of Social Services or other departments.

Senator KAKOSCHKE-MOORE: Could you provide that detail as well—the breakdown by agency? I think that would be really interesting for the committee.

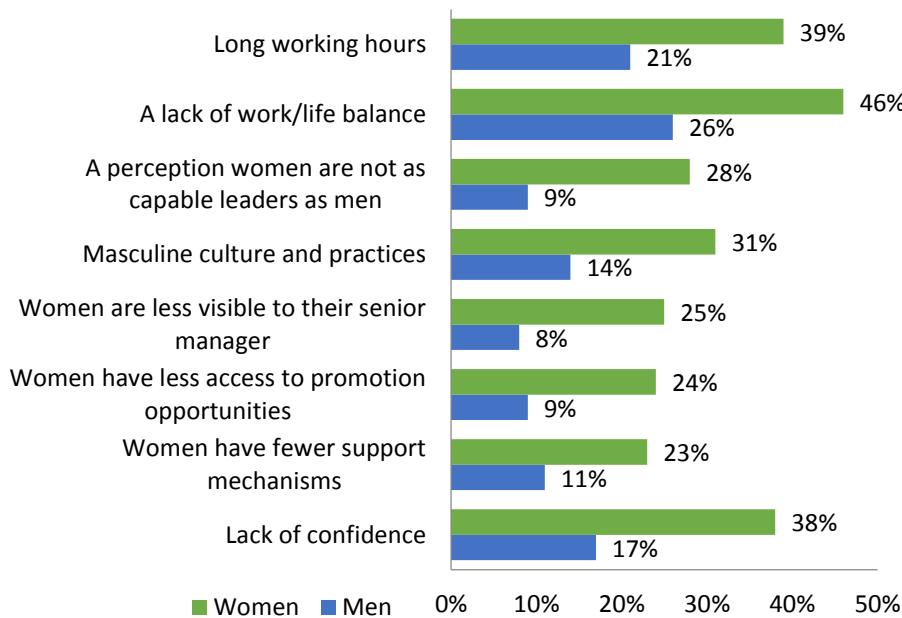


CPSU member feedback on gender equity in the APS

The CPSU welcomed the release in 2016 of ‘Balancing the Future: the Australian Public Service Gender Equality Strategy’. The CPSU is a strong advocate of gender equality across the APS, with our biennial What Women Want Report working towards parallel goals for many years. We believe the strategy is an important step in the right direction, but that agencies need to take genuine actions to see results.

It is now the second year of the 3-year strategy and the CPSU has launched a survey in some areas of our coverage to get the members perspective on both the size and dimensions of the issue, as well as various

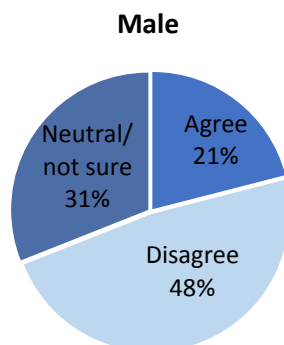
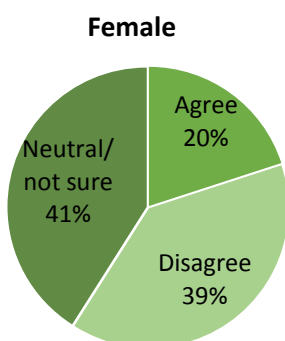
What do you consider the main barriers to women becoming senior leaders?



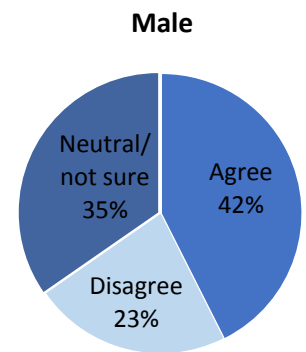
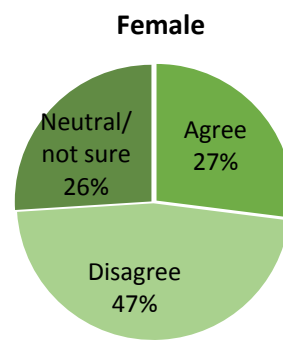
Key Survey statistics

- 1022 respondents (as at 13 April)
- Female participation 61.83%
- Male participation 35.63%
- Members from 54 agencies participated, including the Departments of Industry, Health, Environment, Social Services, Foreign Affairs and Trade, Education, Employment, Infrastructure and the Bureau of Meteorology.

Men are actively encouraged to adopt flexible work arrangements in this organisation

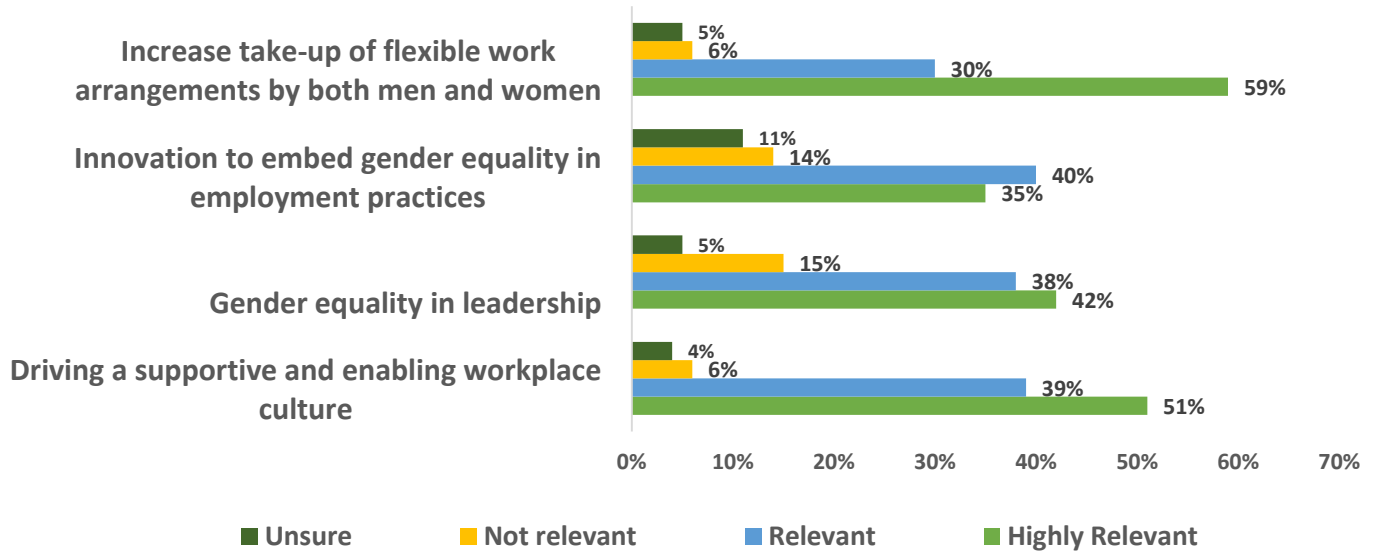


From what you know in your work area, the best person for the job is always selected regardless of whether are employed full or part-time

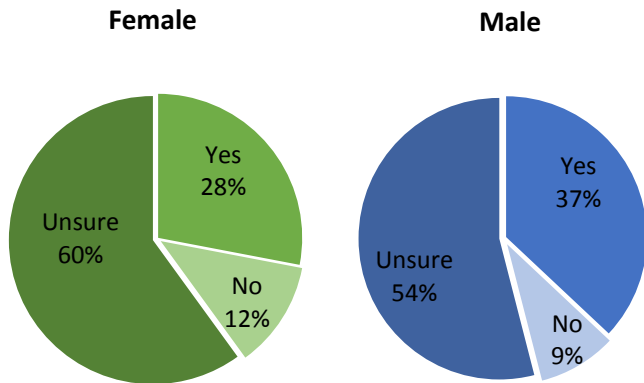


Whilst there were some significant differences in member feedback based on Agency, across the board members reported that Gender Equity was a problem. 37% indicated they had been directly impacted by gender bias, and *less than half (47%) felt that their agency was demonstrating a commitment to workplace change as per the APS Gender Equity Strategy*

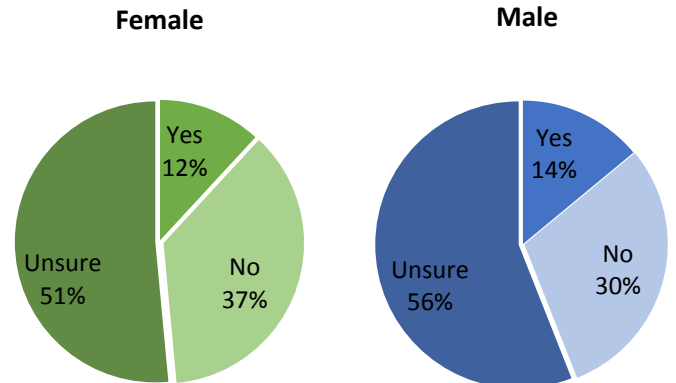
What elements of the APS Gender Equality Strategy do you think will be most relevant in your agency?



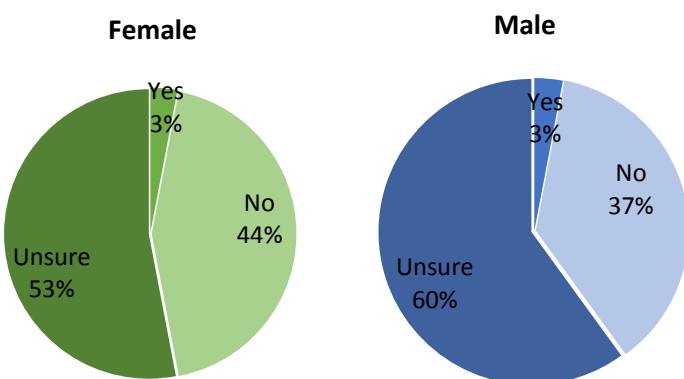
Does your agency have an action plan on gender equality?



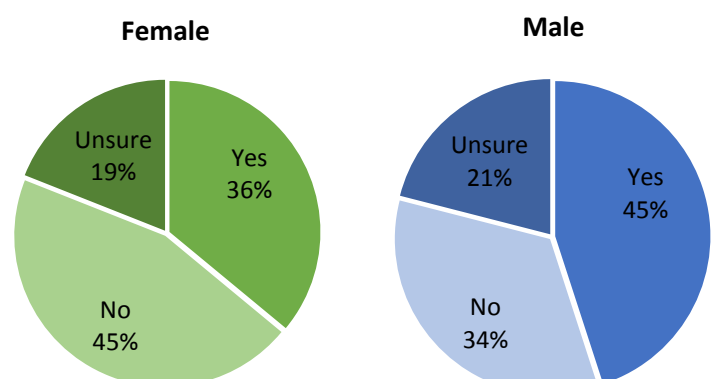
Have supervisors in your area been trained in unconscious bias?



Have supervisors in your area been trained in domestic violence support?



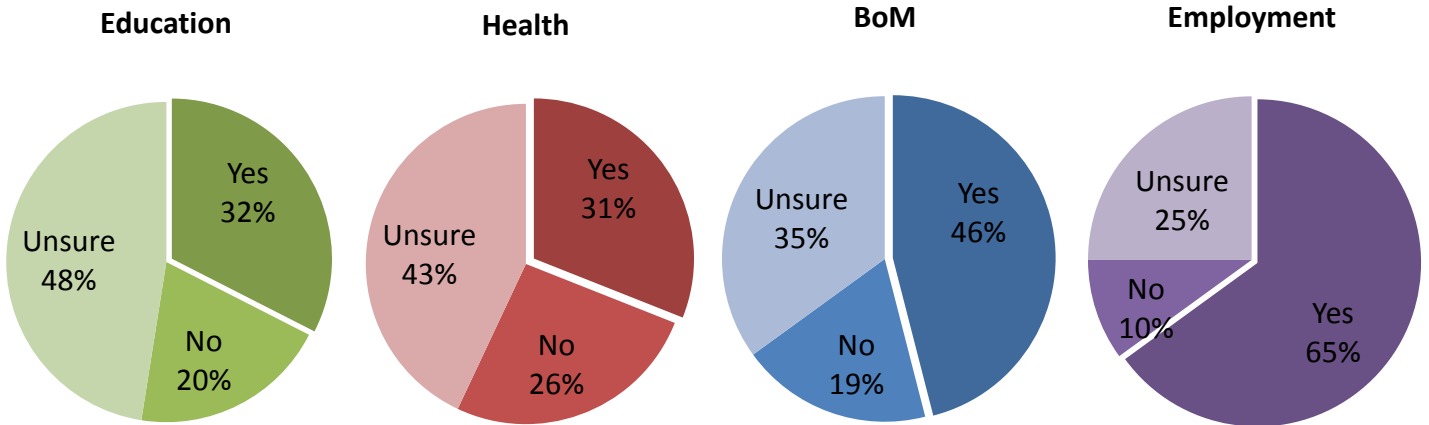
In terms of access to flexible working provisions would you say your agency is 'flexible by default'?



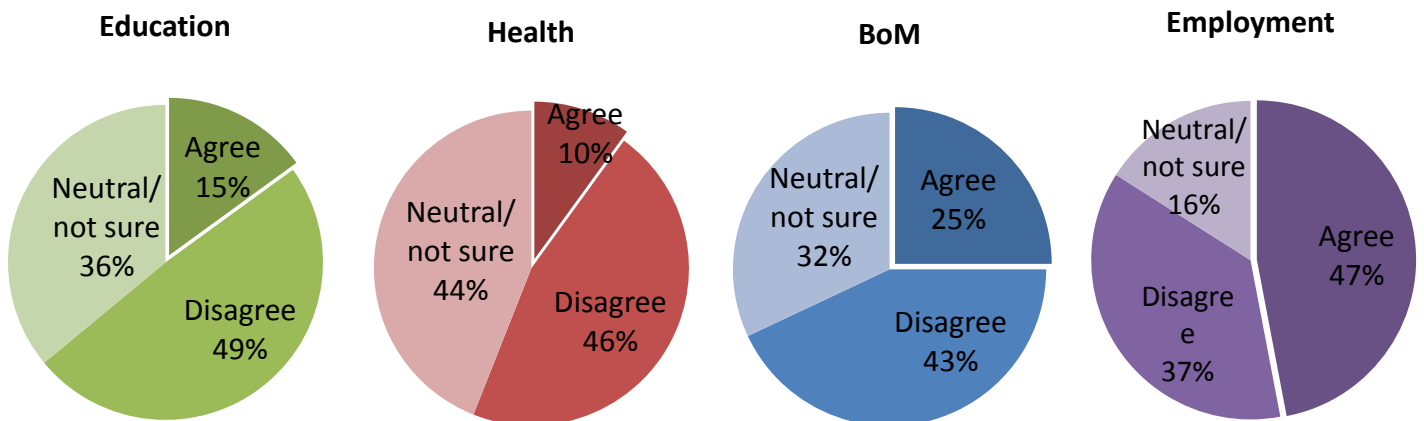


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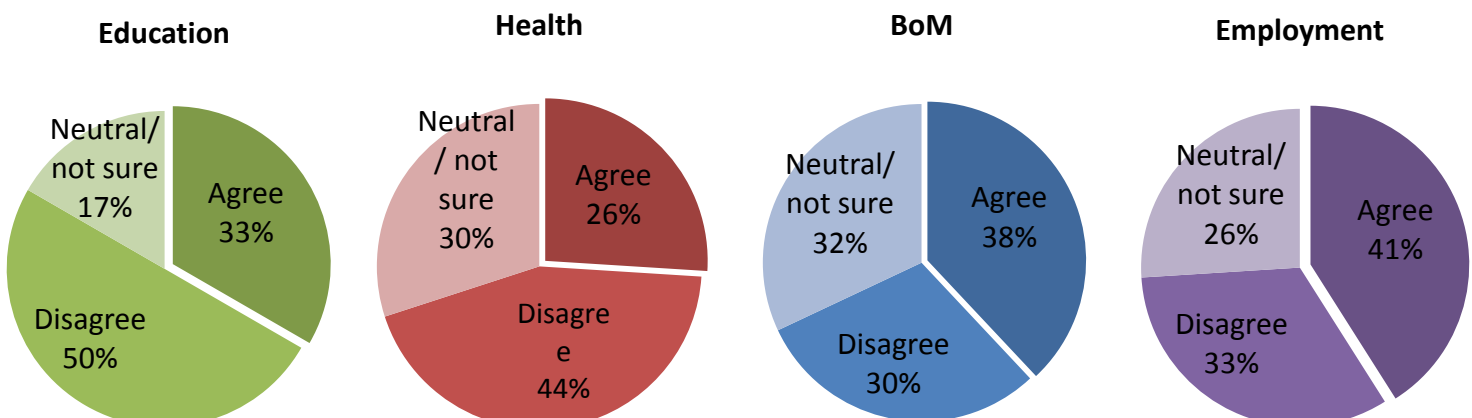
Do you think your agency is demonstrating a commitment to workplace change as per the APS Gender Equality Strategy?



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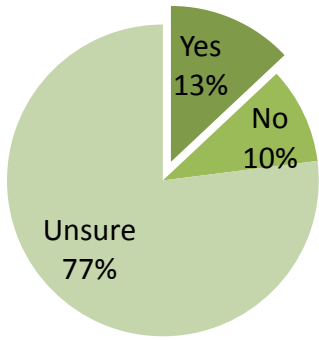


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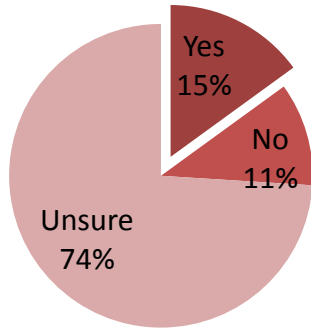


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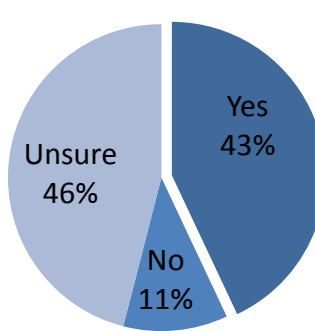
Education



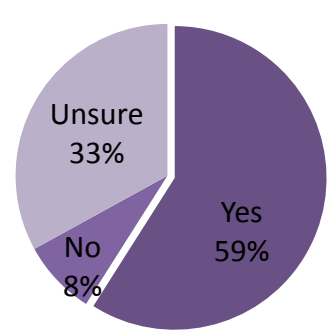
Health



BoM

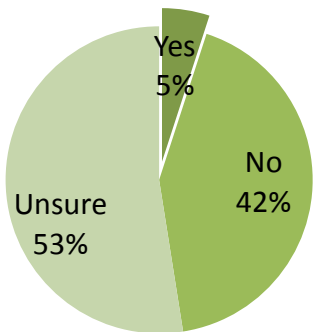


Employment

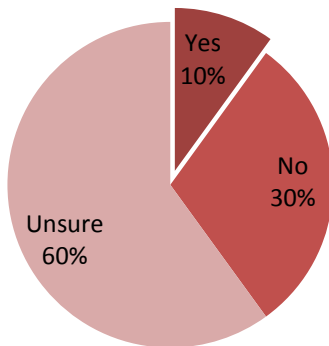


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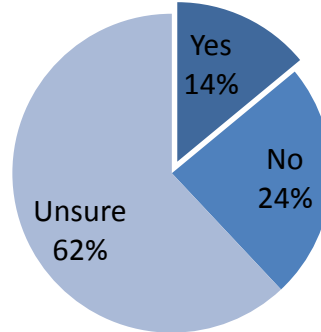
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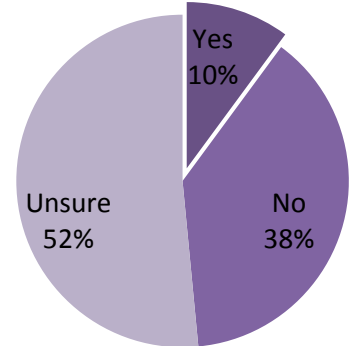
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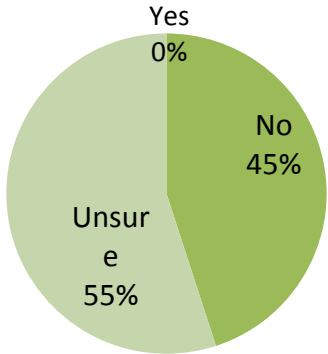


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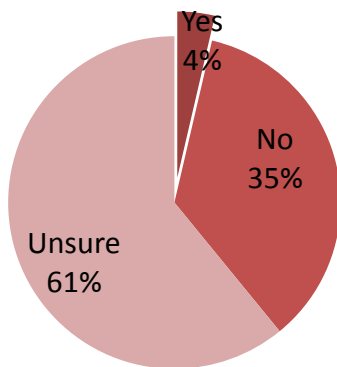


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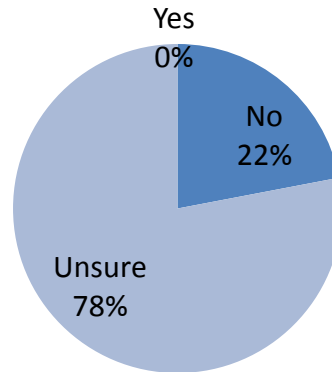
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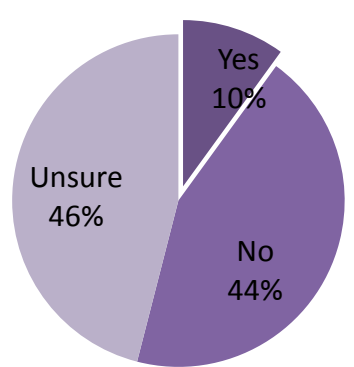
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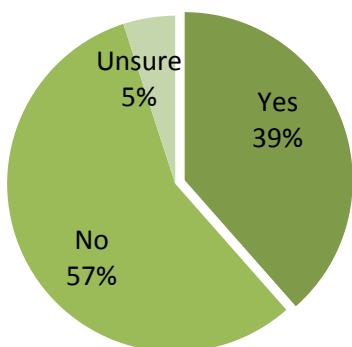


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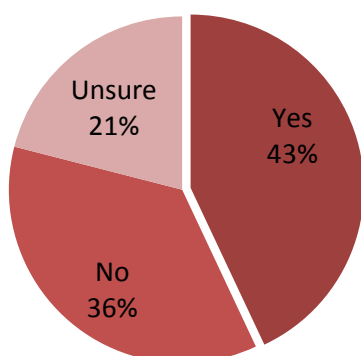


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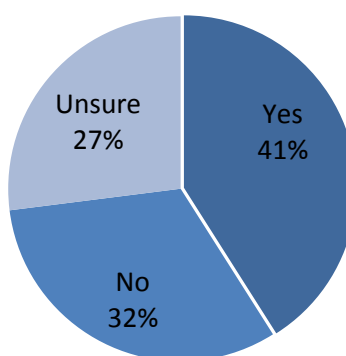
Education



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