



This project is supported by the Victorian Government

Gender Equity in Employment

Work and Life: How do we build gender equity in outer growth suburbs?

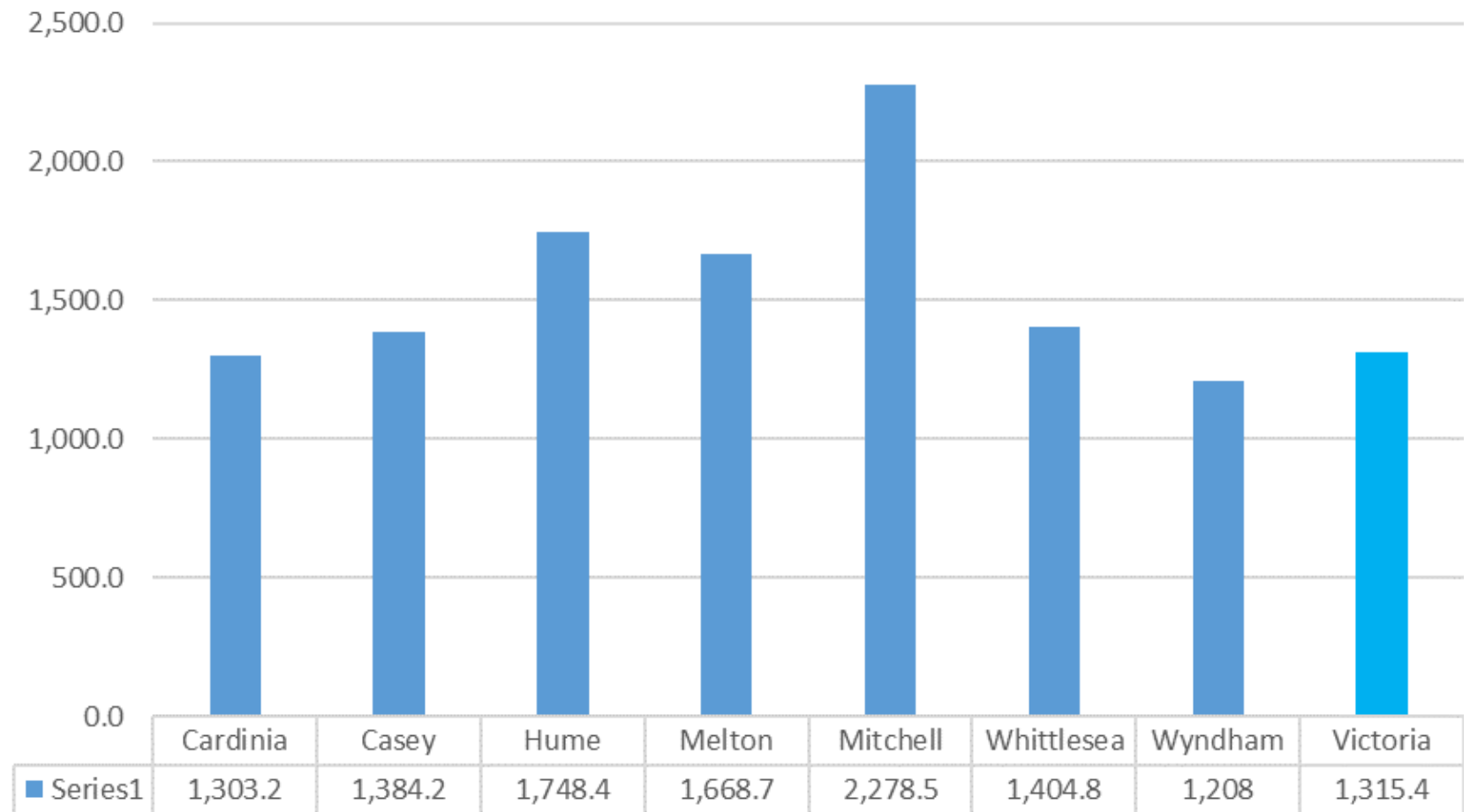
Growth areas



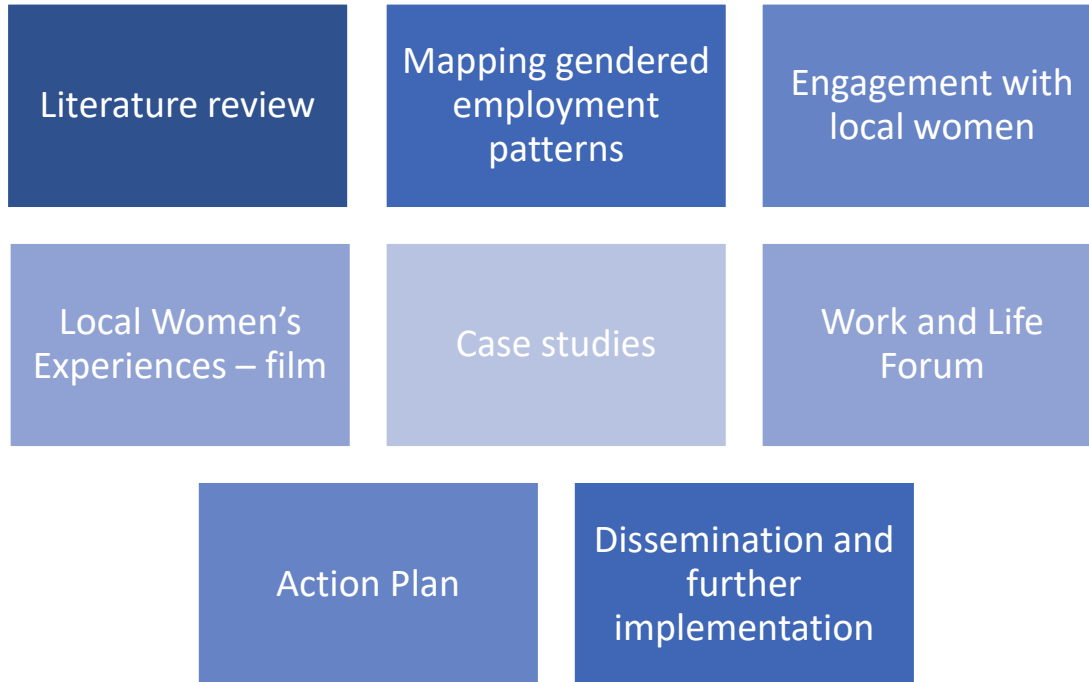
Project background

“I’m looking for work and I am very, very limited because I can’t work full time {and the city} is really far away. I can’t progress my career now because I’m limited with what I can do.”

Family violence rate per 100,000 population, growth areas Victoria

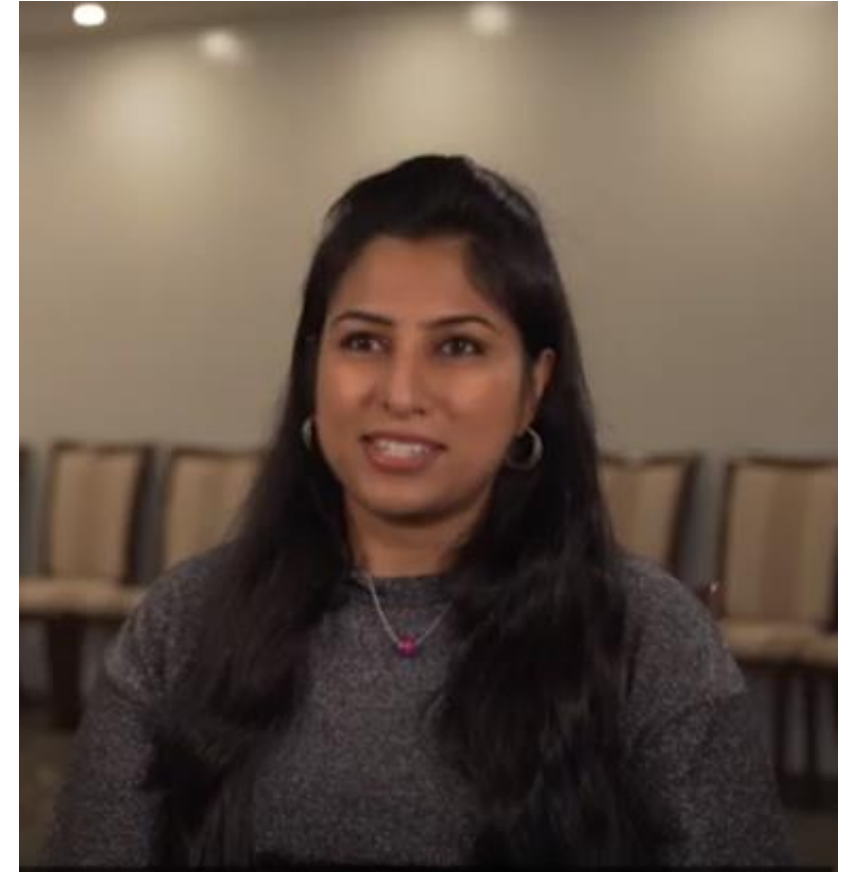


Project overview



Case studies

- Over-skilled for local employment
- Gender roles that perpetuate gender stereotypes
- 20-minute city?
- Traffic congestion and transport issues
- Workplace practices



[Local Women's Experiences - film](#)

Education and income gap analysis

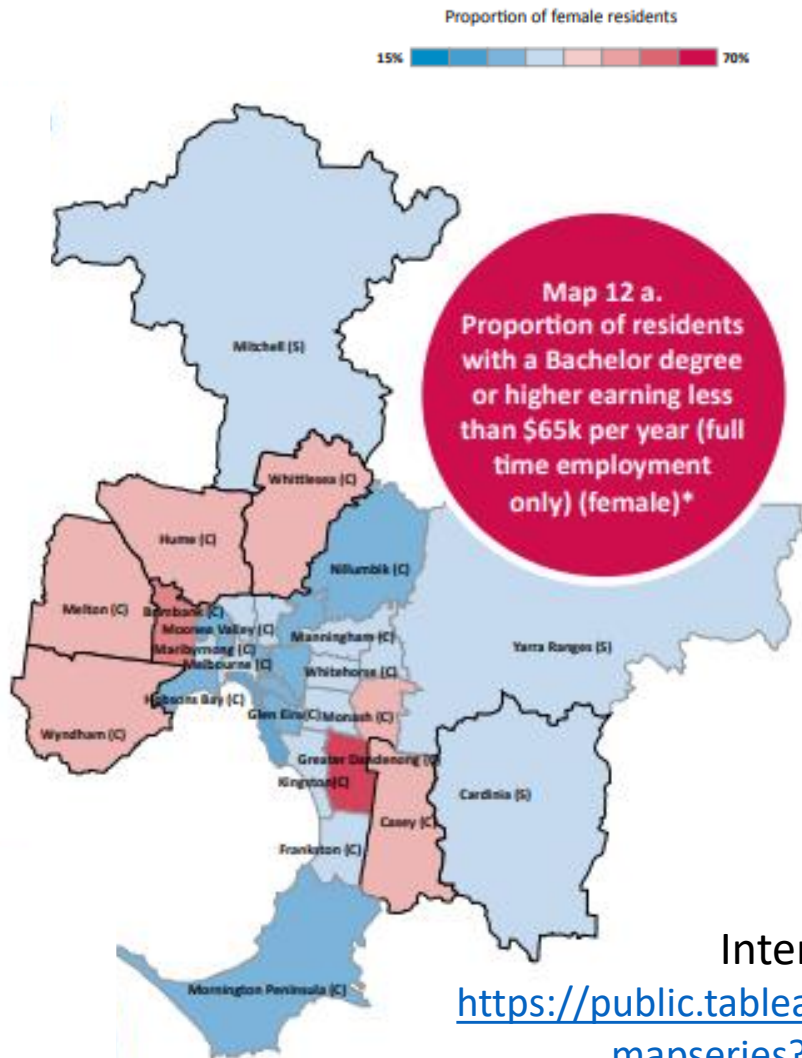
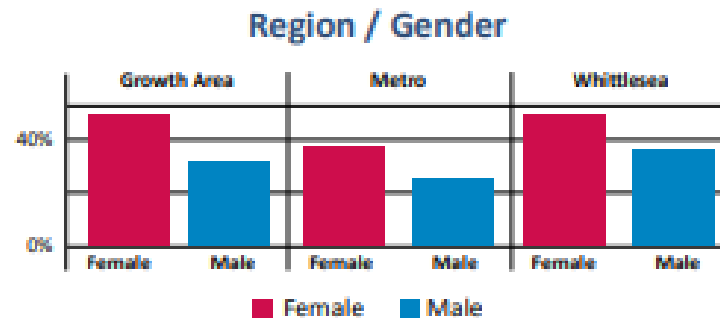


Table 12. Proportion of growth LGA residents with a bachelor degree or higher earning less than \$65K per year (full-time employment only)

LGA	Female	Male
Cardinia	42%	30%
Casey	49%	36%
Hume	49%	39%
Melton	44%	32%
Mitchell	38%	25%
Whittlesea	48%	38%
Wyndham	48%	34%



Interactive data dashboard link

<https://public.tableau.com/views/GenderEquityandEmployment/mapseries?:showVizHome=no&:embed=true#2>

Work and Life Forum

Recommendations

1. Local government should increase/facilitate access to **coworking spaces**. Coworking spaces can support women-led start-ups and businesses to succeed.
2. Local government **economic development programs** must be driven by sex-disaggregated data, gendered analysis and evidence-based models. They need to **accessible, inclusive and relevant for women**.
3. To help attract investment and higher skill employment, local government need to ensure **good access to information technology, be flexible with zoning** and provide safe, activated spaces with good amenity.
4. Local government should **prioritise local people for employment**, provide all roles flexible (including senior leadership) and have processes to ensure accountability to policy that supports this.
5. Good access to health, community and social services infrastructure can improve social connection for women – local government needs to **advocate to improve timeliness of key services delivery**.
6. Adopting **gender responsive and equitable budgeting** would be the best way to ensure equitable provision of the services, programs and facilities that local government must provide.
7. The local government sector could explore partnerships to advocate to the Federal Government to change the **structural inequalities in the taxation system and childcare rebates** which are disincentives for women to increase their working hours.
8. Local government could advocate to the State Government to require **mandatory provision of 0 to 2-year-old places in childcare centres** in growth area suburbs – a key barrier to women returning to work.
9. Geographic barriers such as long commutes and traffic congestion can be reduced through **more gender-informed local planning** and by securing key transport infrastructure projects (rail, bus and roads).

Project findings and recommendations are informing...

- Organisational redesign processes
 - Recruitment and Flexible Working Policies & Practices
 - Example: all our recent Manager positions were promoted as flexible/ job share opportunities and an introduction of equitable short listing (gender diversity)
- Council Plan & MPHWP
 - Major initiatives
 - Community engagement – gendered analysis and “cohort” focus
- Strategic Planning & Economic Development
 - Investment Attraction
 - Economic Development Department – significant increase in EFT
 - Precinct Structure Plans
 - Employment Feasibility Study
- Advocacy
 - Employment and Education
 - Public Transport & Roads Infrastructure
 - Health Services Infrastructure