

IN 2020, DO WE STILL REALLY NEED WORKPLACE GENDER EQUALITY?



It's been over 100 years since the first IWD and we've come a long way in creating gender equality – but we still have a long way to go. In 2020, gender inequalities continue to limit the ability of both men and women to be respected and to contribute at work and at home. In this infographic we highlight some examples of when and how this can happen.

WOMEN

By 18 months, children are already aware of gender stereotypes through the toys they are encouraged to play with.¹ Playing with 'masculine' toys like building blocks is associated with the development of spatial skills, and girls discouraged from playing with these toys might miss out on learning key maths principles.² By age 7, gender stereotypes are already **limiting girls' career ambitions**, so they are less likely than boys to aspire to engineering or science careers.³

Women are less likely than men to enter **STEM careers** due to gender stereotypes about the types of subjects boys and girls should study and the types of jobs men and women should do. **Lack of access to flexible work and childcare**, and concerns about non-inclusive workplace cultures also play a part.⁷

One in four (23%) Australian women have experienced sexual harassment at work in the past year, and 85% of women have experienced sexual harassment in their lifetime.¹²



PRE-WORK



ENTERING WORK



RESPECT AT WORK

MEN

Although 92% of parents think that it is important to treat boys and girls the same in early years,⁴ fewer parents are comfortable with their sons playing with dolls than girls playing with trucks.⁵ Gender stereotypes also result in **boys being discouraged from expressing their emotions**, and therefore having less opportunity to develop empathic skills.⁶ This is despite neuroscience showing that boys and girls start out with the same capacity for empathy.

Gender stereotypes about boys have led to occupations such as **nursing** and **childcare** not being seen by young men as '**masculine enough**'.⁸ What's more, men wanting to enter caring professions experience barriers such as a lack of access to male role models,⁹ and social stigma around (often lower paid) female-dominated jobs.¹⁰ In early childhood roles, men also have to navigate negative assumptions that men working with children are 'predators'.¹¹

In the past year, **16% of Australian men** have experienced sexual harassment at work, and over half (56%) of men have been sexually harassed at some point in their lifetime.¹³

WOMEN

Women aspiring to leadership positions often **miss out on important networking** that occurs primarily in alcohol-based after-hours sporting/social events which women tend not to be invited to or are not comfortable and/or able to attend.¹⁴

Gender stereotypes about women being warm and caring and not suitable for assertive leadership roles,¹⁶ **hold women back** from accessing leadership roles.

Women with children experience a **'Motherhood Penalty'**, a combination of years not working due to interruptions, part-time employment and unpaid care and work, which accounts for **39% of the gender pay gap**.¹⁸

Women take on **the bulk of unpaid care**²⁰ and this negatively impacts on their ability to access and keep paid work, particularly in mid to later life.²¹

Due to taking time out of the workforce, women **retire with on average half the superannuation** of men.²³



**CONNECT
AT WORK**



**PROGRESS
AT WORK**



FAMILY AT WORK



MID – LATE LIFE



AFTER WORK

MEN

Men can experience **professional isolation** when first entering female-dominated workforces.¹⁵

Masculine stereotypes can be **harmful to men's physical and emotional wellbeing** by leading men to suppress their emotions resulting in a range of physical and psychological issues and even premature death.¹⁷

This same pay gap also **limits men's ability to take on family caring roles** – often men (in heterosexual families) can find themselves having to take on the main bread winner family role, even though they may prefer to be the primary carer.¹⁹

Many older men have been **displaced due to industry restructuring** in the manufacturing sector.²²

Social pressures to be providers and main income earners can lead to men having an **increased risk of boredom, loneliness, isolation**, and other health problems on retirement.²⁴

GENDER EQUALITY AT WORK MEANS IMPROVEMENTS IN ALL OUR LIVES, AT WORK AND AT HOME