

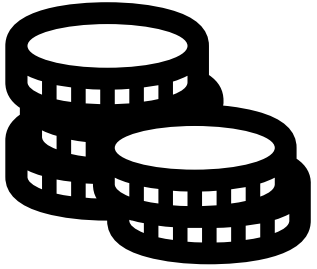


**Monash
Health**

Gender Equality Action Plan 2022-2025

Power and Privilege

Dr Ashlee Linck



Median remuneration pay gap by employment basis.

The median total remuneration gap is 14.1% in favour of men in Australia. In healthcare and social assistance industry, the pay gap is 22.2% in favour of men in Australia (WGEA, 2022).

Men are paid more in part-time contract positions, while women are paid more than men in casual positions.

A median remuneration pay gap disempowers females.
Casual work is insecure work.

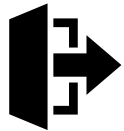
Men don't access parental leave options as frequently as women



Parental leave is taken predominately by women (89%; n=1107)



Flexible working options (such as flexible start and end times, flexible hours, flexible days) are often not provided or formally captured in payroll systems. Predominately, women are leaving work during parental leave.

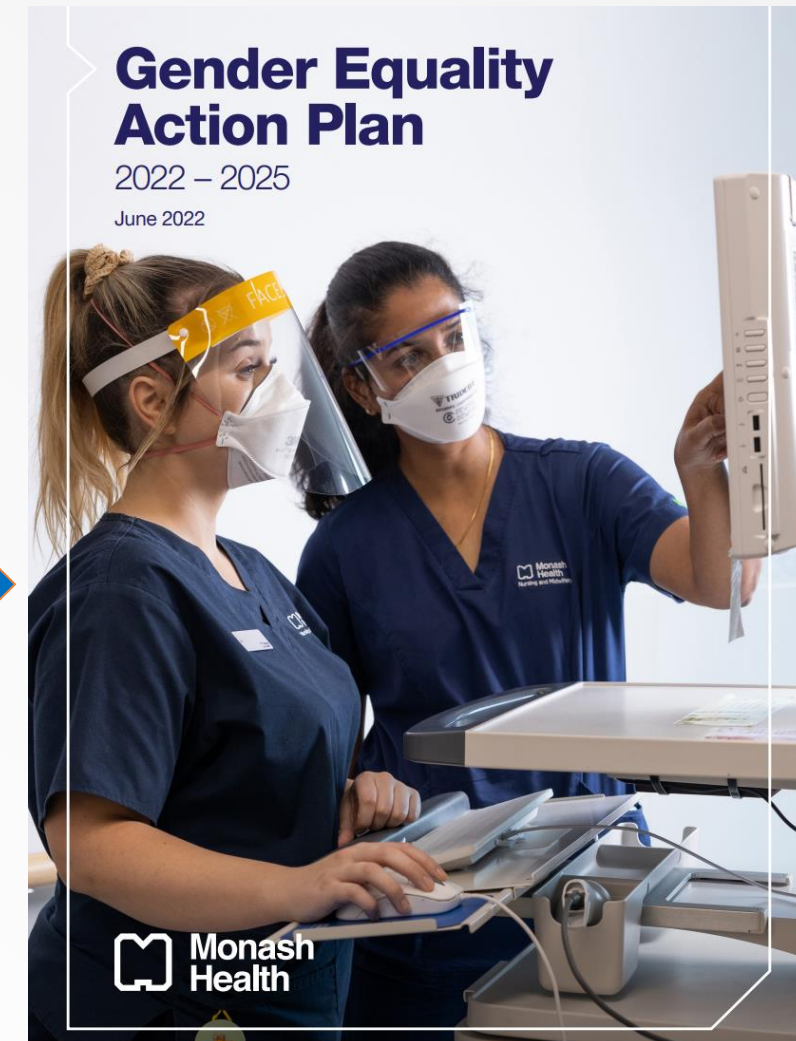
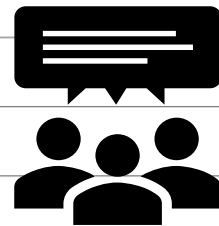


What does this say about carer responsibilities, financial independence, ability to leave an abusive situation, retirement accessibility?

Our journey to co-design the GEAP

Below is a list of organisation-wide stakeholder engagement groups that were consulted from March 2021 - April 2022.

Stakeholder group	Date
International Women's Day Forum (all Monash Health staff)	Mar 2021
Chief Medical Officer newsletter (all medical staff)	Apr 2021
Gender Equality Committee	Mar, Jun, Jul 2021
Family Violence Taskforce	Jul 2021
Equity and Inclusion Committee	Jun 2021
Junior Medical Staff Open Forum	Jul 2021
LGBTI Subcommittee	Aug 2021
Industrial Briefing	Nov 2021
Australian Nursing and Midwifery Federation	Apr 2022
Nurses Forum	In progress
Monash Health Board of Directors	Mar 2022

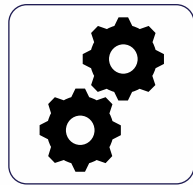


We want to provide fair opportunities to enable equal outcomes for all individuals regardless of their gender identities by 2025



LEADERSHIP & GOVERNANCE

- Reporting of Gender Equality Indicators
- Behaviour & communication of leadership
- Diversity of the Gender Equality Committee



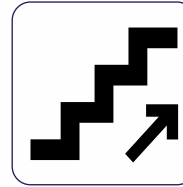
SYSTEM & PROCESSES

- Free from bias in:
- Recruitment & selection
 - Promotion
 - Flexible work
 - Remuneration



WORKPLACE CULTURE

- Gender and family-friendly
- Promote flexible work/leave entitlements
- Employees feel safe
- Respectful Workplace Program



CAREER DEVELOPMENT

- Provide leadership development opportunities
- Mentorship Program
 - Learning & Development Programs
 - Recognition of academic status



EXTERNAL REQUIREMENTS

- Comply with obligations of the Gender Equality Act 2020
- Gender impact assessments on public facing policies

Promotion and communication across organisation



Power and privilege

- Privilege is ***an unearned benefit, opportunity or advantage*** that someone has because of one or more facets of their identity – including their race, religion, gender, sexuality, class/wealth or ability
- Holding privilege often results in having access to opportunities and power
- Privilege is often ‘invisible’ to those who have it
- Power and privilege are unequally distributed across society



Power and privilege

- Gender inequality is a key driver of violence against women.
- Historical roots in law and policy (e.g. Right to Vote)
- Privileges afforded to men allowed them power over women
- Some progress has been made toward improving gender equality, but many of the structures, attitudes and behaviours are embedded
- Women are under-represented in leadership positions:
 - 71% of global workforce
 - 59% of medical, biomedical, and health science degree graduates
- 5 x more likely to have family-related career disruptions
- Two in five (39%) and one in four (26%) reported experiencing sexual harassment in the workplace in the last 5 years



Power and privilege – Intersectionality

Some people are subject to multiple forms of oppression and *‘the experience is not just the sum of its parts.’*

- Majority of men in our federal parliament and in leadership roles in Australia’s Top 200 ASX-listed companies have an Anglo-Celtic background.
- Interactions between systems and structures of oppression:
 - Sexism
 - Racism
 - Ageism
 - Ableism
 - Classism
 - Immigration status



It is more than just gender – equality, power and privilege are intersectional

- Focusing **only on gender** can mean that only the most privileged women benefit
- While white women achieved the right to vote in federal elections in Australia in 1902, this right did not extend Aboriginal women until 1962
- How might gender inequality intersect with other forms of inequality – including inequality on the basis of ethnicity, ability and class? How do these factors affect the violence women experience?



How can we make a difference?

- Critical reflection on our own privilege and power is a key step to promoting equality, including gender equality
- Name it when we see it
- Challenge it
- Be a good ally



Ashlee Linck

Gender Equity Lead

Please contact Ashlee via email (Ashlee.Linck@monashhealth.org) if you would like to discuss gender equality

Download

[Gender Equality Action Plan | Monash Health](https://monashhealth.org/about/publications/gender-equality-action-plan/)

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Thank you