

## Endnotes

- 1 M Montague & J Stephens, *Paying the price for sugar and spice; a study of women's pathway into social security reciprocity*, Australian Government Publishing Service, 1985, p. 31.
- 2 The Economist Intelligence Unit, *Women's economic opportunity 2012: A global index and ranking*, 2012.
- 3 A Sen, 'The many faces of gender inequality', *The New Republic*, vol. 225, no. 12, 2001, pp. 35–40.
- 4 Brotherhood of St Laurence, *Social exclusion monitor*, 2013, retrieved 15 January 2014, <http://www.bsl.org.au/Social-exclusion-monitor>
- 5 E Sagynbaeva (UN Women Fiji MCO Representative) and J McKay (Executive Director of the Australian National Committee for UN Women), *Joint statement on women's leadership and political participation*, 22 May 2014.
- 6 Australian Institute of Company Directors, *Statistics: appointments to S&P/ASX 200 boards*, 28 May 2014, retrieved 1 July 2014, <http://www.companydirectors.com.au/Director-Resource-Centre/Governance-and-Director-Issues/Board-Diversity/Statistics>
- 7 Workplace Gender Equality Agency (WGEA), *Australia's gender equality scorecard — Key results from the Workplace Gender Equality Agency's 2013–14 reporting data*, Commonwealth of Australia, 2014, retrieved 12 December 2014, [https://www.wgea.gov.au/sites/default/files/2013-14\\_summary\\_report\\_website.pdf](https://www.wgea.gov.au/sites/default/files/2013-14_summary_report_website.pdf)
- 8 Graduate Careers Australia, *Law — bachelor graduates (all)*, retrieved 15 June 2014, <http://www.graduatecareers.com.au/Research/GradJobsDollars/BachelorAll/Law/index.htm>
- 9 A van Onselen, 'Gender gap in the judiciary is still way too wide', *The Australian*, 8 July 2011.
- 10 Australian Bureau of Statistics (ABS), *Gender indicators, Australia*, August 2014, cat. no. 4125.0, ABS, Canberra, 'Australian public service senior and middle managers'.
- 11 Department of Education, *Selected higher education statistics — 2013 staff numbers*, table 2.9, 2014.
- 12 ABS, *Population by age and sex, regions of Australia 2012*, cat. no. 3235.0, 2013, ABS, Canberra.
- 13 Parliament of Australia, *Composition of Australian parliaments by party and gender, as at 2 July 2014*, retrieved 12 December 2014, <http://www.aph.gov.au/binaries/library/intguide/pol/currentwomen.pdf>
- 14 ABS, *Gender indicators, Australia, January 2013* and *Gender indicators, Australia, August 2014*, op. cit.
- 15 Parliament of Australia, *Current ministry list: the 44th Parliament*, 19 March 2014, retrieved 23 December 2014, <http://www.aph.gov.au>
- 16 M Montague & J Stephens, op. cit., p. 39.

- 17 See, for example, Organisation for Economic Co-operation and Development (OECD), *Investing in women and girls — the breakthrough strategy for achieving all the MDGs*, based on a speech by Jon Lomoy, Director of the OECD's Development Co-operation Directorate, at the United Nations 2010 Development Co-operation Forum, Helsinki, 4 June 2010, retrieved 1 July 2014, <http://www.oecd.org/social/gender-development/45704694.pdf>
- 18 ABS, *Gender indicators*, August 2014, op. cit.
- 19 OECD, *Education at a glance 2012: Highlights*, OECD Publishing, 2012, p. 16.
- 20 J Taylor, J Borlagdan, & M Allan, Turning 21: *Life chances and uncertain transitions, Life Chances Study stage 10*, Brotherhood of St Laurence, Fitzroy, 2012, pp. 29, 43.
- 21 COAG Reform Council, *Tracking equity: comparing outcomes for women and girls across Australia – Statistical supplement*, COAG Reform Council, Sydney, 2013, pp. 6, 19, 21.
- 22 ABS, *Education and work, Australia*, May 2013, cat. no. 6227.0, ABS, Canberra; ABS, *Education and work, Australia*, May 2014.
- 23 National Centre for Vocational Research (NCVER), *Pocket guide: Australian vocational education and training statistics*, NCVER, Adelaide, 2013, p. 6.
- 24 ABS, *Education and work, Australia*, May 2014, op. cit., Tables 6, 19.
- 25 R Cassells et al., *Smart Australians: education and innovation in Australia*, AMP.NATSEM Income and Wealth Report, no. 32, Melbourne, AMP, 2012, p. 32.
- 26 B Douglas et al., *Advance Australia fair? What to do about growing inequality in Australia*, Australia21 and the Australia Institute, 2014.
- 27 OECD, *Gender brief*, OECD Social Policy Division, 2010, p. 14.
- 28 ABS, *Labour force, Australia*, November 2014, cat. no. 6202.0, ABS, Canberra, Table 1.
- 29 ABS, *Australian social trends*, November 2013, cat. no. 4102.0, ABS, Canberra, 'Pregnancy and work transitions'.
- 30 WGEA, *WGEA data explorer*, Commonwealth of Australia, 2014, retrieved 12 December 2014, <http://data.wgea.gov.au/>; see also WGEA, *All industries snapshot*, February 2014, Commonwealth of Australia, Table 4, pp. 7–8.
- 31 WGEA, *All industries snapshot*, op. cit., p. 17.
- 32 WGEA, *National gender pay gap rises to 18.2%*, media release, 14 August 2014, Commonwealth of Australia; also see ABS, *Average weekly earnings*, May 2014, cat. no. 6302.0, ABS, Canberra.
- 33 WGEA, *Australia's gender equality scorecard*, p. 11.
- 34 WGEA, *WGEA data explorer*, op. cit.; see also WGEA, *All industries snapshot*, op. cit., p. 18.
- 35 Kronos Incorporated, 'Australian employers fixated on "ideal worker" profile', 23 July 2013.
- 36 M Montague & J Stephens, op. cit., p. 67.
- 37 Ibid., p. 52.
- 38 G Strachan 'Still working for the man? Women's employment experiences in Australia since 1950', *Australian Journal of Social Issues*, vol. 45, 2010, pp. 117–130.

- 39 J Taylor, *Giving women voice*, Brotherhood of St Laurence, Fitzroy, 1990, p. 24.
- 40 Australian Human Rights Commission, *Supporting working parents: pregnancy and return to work national review — report*, 2014, p. 8.
- 41 B Martin et al., *Paid parental leave evaluation: Phase 2 report*, prepared by the Institute for Social Science Research, University of Queensland for Department of Families, Housing, Community Services & Indigenous Affairs, 2013, pp. 1, 82, retrieved 1 July 2014, [http://www.dss.gov.au/sites/default/files/documents/12\\_2013/paid\\_parental\\_leave\\_evaluation.pdf](http://www.dss.gov.au/sites/default/files/documents/12_2013/paid_parental_leave_evaluation.pdf)
- 42 ABS, *Australian social trends*, November 2013, op. cit., 'Taking maternity leave'.
- 43 D Perrons, 'Gender, work and poverty in high-income countries', in S Chant (ed.), *The international handbook of gender and poverty: concepts, research, policy*, Edward Elgar, Cheltenham, 2010, p. 412.
- 44 J Baxter, *Parents working out work*, Australian Family Trends no. 1, Australian Institute of Family Studies, Melbourne, 2013, Table 1, p. 4.
- 45 Ibid.
- 46 ABS, *Gender indicators, Australia*, August 2014, op. cit., 'Stressed for time' and 'Caring for children'.
- 47 ABS, *Australian social trends*, November 2013, op. cit., 'Pregnancy and work transitions'.
- 48 ABS, *Australian social trends*, March 2009, op. cit., 'Trends in household work'.
- 49 See A Perlesz et al., 'Organising work and home in same-sex parented families: findings from the Work Love Play study', *Australian New Zealand Journal of Family Therapy*, vol. 31, no. 4, 2010, pp. 374–391.
- 50 WGEA, *Australia's gender equality scorecard*, op. cit., p. 3, 13.
- 51 A Chigavazira et al., *Job retention and advancement of disadvantaged jobseekers: a synthesis of findings*, Brotherhood of St Laurence and Melbourne Institute of Applied Economic and Social Research, Melbourne, 2013, pp. 11–12.
- 52 ABS, *Gender indicators, Australia*, August 2014, op. cit., Table 9, 'Employment conditions' and 'Economic security'.
- 53 I Campbell et al., 'Australia: casual employment, part-time employment and the resilience of the male breadwinner model', in L Vosko, I MacDonald and I Campbell (eds), *Gender and the contours of precarious employment*, Routledge, London, 2009, p. 63.
- 54 J Duberley & M Carrigan, 'The career identities of 'mumpreneurs': women's experiences of combining enterprise and motherhood', *International Small Business Journal*, vol. 31, no. 6, 2013, pp. 629–651.
- 55 Job pathways study, unpublished data.
- 56 WGEA, *WGEA data explorer*, op. cit., 'All industries' and 'Summary of findings'; ABS, *Forms of employment*, November 2013, cat. no. 6359.0, ABS, Canberra, Table 7.
- 57 B Pocock, *Low-paid workers, changing patterns of work and life, and participation in vocational education and training: a discussion starter*, Occasional paper, NCVER, Adelaide, 2009, p. 16.
- 58 Job Pathways study — unpublished data.

- 59 R Cassells et al, *Smart Australians: education and innovation in Australia*, op. cit., p. 32.
- 60 J de Silva & A Harnath, *Super-poor, but surviving: experiences of Australian women in retirement*, Australian Institute of Superannuation Trustees, Melbourne, 2011.
- 61 D Bowman & H Kimberley, *Sidelined! Workforce participation and non-participation among baby boomers in Australia*, Brotherhood of St Laurence, Fitzroy, 2011, p. 25.
- 62 Australian Human Rights Commission (AHRC), *Accumulating poverty? Women's experiences of inequality over the lifecycle*, AHRC, Sydney, 2009, p. 3; Commonwealth of Australia, *Income support customers: a statistical overview 2012*, statistical paper no. 11, Department of Social Services, Canberra, 2013, p. 6.
- 63 Ibid.
- 64 C Hakim, 'Women, careers, and work life preferences', *British Journal of Guidance & Counselling*, vol. 34, no. 3, 2006, p. 289.
- 65 R Broomhill & R Sharp, *Australia's parental leave policy and gender equality: an international comparison*, Australian Workplace Innovation and Social Research Centre, University of Adelaide, 2012, p. 9, citing G Russell & T White, *First-time father: the essential guide for the new dad*, Finch Publishing, Sydney, 2012.
- 66 J Taylor, *Giving women voice*, op. cit., p. 21.
- 67 Making it happen study — unpublished data.
- 68 A Sen, 'The many faces of gender inequality', op. cit., p. 36.
- 69 ABS, *Number of teenage mothers lowest in a decade*, media release, 24 October 2013, ABS, Canberra, 2013.
- 70 Laws vary from state to state. See Children by Choice, *Australian abortion law and practice*, Children by Choice, n.d., retrieved 4 July 2014, <http://www.childrenbychoice.org.au/info-a-resources/facts-and-figures/australianabortion-law-and-practice>
- 71 K Brown, 'Key experiences of 'baby boom' cohorts', *Australian Social Policy*, no. 2002–2003, p. 159; ABS, *Marriage and divorces*, Australia 2013, cat. 3310.0, ABS, Canberra, 2014, 'Divorces'.
- 72 M Gray et al., *The consequences of divorce for financial living standards in later life*, research paper, Australian Institute of Family Studies, Melbourne, 2007, p. 3.
- 73 Commonwealth of Australia, 'Amendments to the Registration and Collection Act', *Child support guide*, version 4.01, Department of Social Security, Canberra, 2014.
- 74 M Montague & J Stephens, op. cit., p. 32.
- 75 E Bodsworth, with J Lobo de Queiroz & R Meddings, *Being around other women makes you brave: evaluation of Stepping Stones, a micro-business program for women of refugee and migrant backgrounds*, Brotherhood of St Laurence, Fitzroy, 2014, p. 12.
- 76 WGEA, *Australia's gender equality scorecard*, op. cit., p. 14.
- 77 VicHealth, *Australians' attitudes to violence against women*, Victorian Health Promotion Foundation, Melbourne, 2014.

- 78 VicHealth, *Intimate partner violence*, Victorian Health Promotion Foundation, Melbourne, n.d., retrieved 3 July 2014, <http://www.vichealth.vic.gov.au/Programs-and-Projects/Freedom-from-violence/Intimate-Partner-Violence.aspx>
- 79 A Chan & J Payne, *Homicide in Australia: 2008–09 to 2009–10 National Homicide Monitoring Program annual report*, Australian Institute of Criminology, Canberra, 2013.
- 80 ABS, *Personal safety survey, 2005*, cat. no. 4906.0, ABS, Canberra, 2006, Table 16.
- 81 National Council to Reduce Violence against Women and their Children, *The cost of violence against women and their children*, Commonwealth of Australia, Canberra, 2009, p. 7.
- 82 L Forsyth, 'Cost of violence against women', presentation to the White Ribbon International Conference, Sydney, 13–15 May 2013, retrieved 3 July 2014, [http://www.whiteribbon.org.au/uploads/media/Conference\\_2013/The\\_cost\\_of\\_violence\\_in\\_Australia\\_Liz\\_Forsyth\\_KPMG.pdf](http://www.whiteribbon.org.au/uploads/media/Conference_2013/The_cost_of_violence_in_Australia_Liz_Forsyth_KPMG.pdf)
- 83 M Montague & J Stephens, op. cit., p. 82.
- 84 E Bodsworth, *Like juggling 27 chainsaws: understanding the experience of default judgment debtors in Victoria*, report prepared by the Brotherhood of St Laurence for Consumer Action Law Centre, Melbourne, 2013, p. 32.
- 85 A Chigavazira et al., op. cit., p. 14.
- 86 P Whiteford et al., 'Families and income security: changing patterns of social security and related policy issues', *Family Matters*, no. 60, 2001, p. 24.
- 87 Commonwealth of Australia, *Income support customers: a statistical overview 2012*, op. cit., Tables 3, 4, 7, 31, 43.
- 88 A Orloff, 'Gender and the social rights of citizenship: the comparative analysis of gender relations and welfare states', *American Sociological Review*, vol. 58, no. 3, 1993, p. 320.
- 89 S Giullari & J Lewis, *The adult worker model family, gender equality and care: the search for new policy principles, and the possibilities and problems of a capabilities approach*, Social Policy and Development Programme Paper, United Nations Research Institute for Social Development, 2005.
- 90 E Bodsworth, *Making work pay and making income support work*, Brotherhood of St Laurence, Fitzroy, 2010, p. 49.
- 91 R Wilkins (ed.), *Families, incomes and jobs, volume 8: a statistical report on waves 1 to 10 of the Household, Income and Labour Dynamics in Australia Survey*, Melbourne Institute of Applied Economic and Social Research, University of Melbourne, 2013, p. 27.
- 92 A Chigavazira et al., op. cit., p. 12.
- 93 Commonwealth of Australia, *Income support customers: a statistical overview 2012*, op. cit., Tables 18 and 21.
- 94 ABS, *Gender indicators, Australia*, August 2014, op. cit., 'Providing primary care to a person with a disability'.
- 95 ABS, *Caring in the community, Australia*, cat. no. 4436.0, ABS, Canberra, 2012, Table 13.

- 96 D Noble-Carr, *Young carers research project: final report*, prepared by the Carers Association of Australia for the Australian Government, Commonwealth of Australia, Canberra, 2002.
- 97 COAG Reform Council, *Tracking equity*, op. cit., p. 77.
- 98 Australian Human Rights Commission, *Investing in care: recognising and valuing those who care*, AHRC, Sydney, p. 27.
- 99 B Nepal et al., *Women carers in financial stress report — Lifetime health and economic consequences of caring: modelling health and economic prospects of female carers in Australia*, NATSEM and Commonwealth Bank, Canberra, 2008, pp. 10–11.
- 100 Ibid, p. 1.
- 101 M Evans in her foreword to H Lutz, MT Herrera Vivar & L Supik (eds), *Framing intersectionality: debates on a multi-faceted concept in gender studies*, Ashgate, Farnham, UK, 2011.
- 102 K Crenshaw, 'Mapping the margins: intersectionality, identity politics, and violence against women of color', *Stanford Law Review*, vol. 43, no. 6, 1991, pp. 1241–1299.
- 103 In H Lutz et al., *Framing intersectionality*, p. xii.
- 104 ABS, *Australian Aboriginal and Torres Strait Islander health survey: first results, Australia, 2012–13*, cat. no. 4727.0.55.001, ABS, Canberra, 2013, 'Key findings'.
- 105 COAG Reform Council, *Indigenous reform 2012–13: five years of performance*, COAG Reform Council, Sydney, 2014, p. 86.
- 106 ABS, *Australian Aboriginal and Torres Strait Islander health survey: updated results, 2012–13*, cat. no. 4727.0.55.006, ABS, Canberra, 2014, 'Key findings'.
- 107 Australian Institute of Health and Welfare (AIHW), *The health and welfare of Australia's Aboriginal and Torres Strait Islander people*, AIHW, Canberra, 2011.
- 108 Brotherhood of St Laurence, *Social exclusion monitor: Indigenous background, 2013*, retrieved 4 July 2014, <http://www.bsl.org.au/Social-exclusion-monitor/Who-experiences-social-exclusion/Indigenous-background.aspx>
- 109 COAG Reform Council, *Tracking equity*, op. cit., p. 52.
- 110 ABS, *Australian Aboriginal and Torres Strait Islander health survey: updated results, 2012–13*, op. cit., 'Highest educational attainment'.
- 111 Ibid., 'Labour force characteristics'.
- 112 ABS, *Census of population housing: characteristics of Aboriginal and Torres Strait Islander Australians, 2011*, cat. no. 2076.0, ABS, Canberra, 2012, 'Unpaid childcare'.
- 113 ABS, *The health and welfare of Australia's Aboriginal and Torres Strait Islander peoples*, October 2010, cat. no. 4704.0, ABS, Canberra, 2011, 'Demographic, social and economic characteristics: fertility and births'.
- 114 ABS, *National Aboriginal and Torres Strait Islander social survey, 2008*, cat. no. 4714.0, ABS, Canberra, 2009, 'Experiences of physical violence, 2008'.
- 115 A Chan & J Payne, op. cit., Table 12, p. 21.
- 116 B Hunter & K Jordan, 'Explaining social exclusion: towards social inclusion for Indigenous Australians', *Australian Journal of Social Issues*, vol. 45, no. 2, 2010, p. 252.

- 117 Ibid., p. 244.
- 118 J Hunt, 'Assessing poverty, gender and well-being in 'Northern' indigenous communities', in S Chant (ed.) *The international handbook of gender and poverty*, Edward Elgar, Cheltenham, 2010, pp. 241–247.
- 119 M Yap & N Biddle, *Towards a gender-related index for Indigenous Australians*, Centre for Aboriginal Economic Policy Research Working Paper, no. 52/2009, 2009, p. 1, citing F Banda & C Chinkin, *Gender, minorities and indigenous peoples*, Minority Rights Group International, London, 2004.
- 120 A Chigavazira et al., op. cit., p. 16.
- 121 ABS, *Gender indicators, Australia*, August 2014, op. cit.
- 122 AHRC, *Australian study tour report: Visit of the UN Special Rapporteur on Violence against Women*, AHRC, Sydney, 2012, p. 7.
- 123 Brotherhood of St Laurence, *Social exclusion monitor: Health, 2013*, retrieved 4 July 2014, <http://www.bsl.org.au/Social-exclusion-monitor/Who-experiences-social-exclusion/Health.aspx>
- 124 PricewaterhouseCoopers (PwC), *Disability expectations: investing in a better life, a stronger Australia*, PwC, 2011, p. 9.
- 125 Ibid.
- 126 COAG Reform Council, *Tracking equity*, op. cit., figures 5.2, 5.3, 5.5.
- 127 E Bodsworth, *Stepping up and over: interim evaluation of Stepping Stones, a micro-enterprise program for refugee and migrant women*, Brotherhood of St Laurence, Fitzroy, 2013.
- 128 ABS, *Perspectives on migrants*, March 2013, cat. no. 3416.0, ABS, Canberra, 2013.
- 129 M Henry-Waring, 'Multiculturalism and visible migrants and refugees: exploring the yawning gap between rhetoric and policy in Australia', paper presented at The Australian Sociological Association annual conference, 29 November–1 December 2011.
- 130 D Bowman & L Mui, *Thinking it through: understanding culturally responsive work and learning services for women*, Brotherhood of St Laurence, Fitzroy, Vic., p. 15.
- 131 Department of Health, *Refugee and asylum seeker health*, Department of Health Victoria, 2014, retrieved 4 July 2014, <http://www.health.vic.gov.au/diversity/refugee.htm>
- 132 S Bond, *Women on the move: Evaluating a refugee mentor program*, Brotherhood of St Laurence, Fitzroy, 2010, p. 22.
- 133 E Bodsworth, with J Lobo de Queiroz & R Meddings, op. cit., p. 12.
- 134 J Cooper, 'Why feminist has suddenly become a dirty word', *Sydney Morning Herald*, 30 December 2013.
- 135 O Kelada, 'Have we 'come a long way baby'? The 'f' word, feminist theories of power and reflections on whiteness', *Outskirts*, vol. 29, 2013.
- 136 S Faludi, *Backlash: the undeclared war against American women*, Vintage Random House, Sydney, 1993, p. 66.
- 137 M Ramsay, *What's wrong with liberalism? A radical critique of liberal philosophy*, Bloomsbury Academic, 2004, p. 171.
- 138 Mission Australia, *Young Australians worried about job prospects after school*, n.d., retrieved 15 October 2014, <https://www.missionaustralia>.

- com.au/newsroom-page/media-releases/item/456-young-australian-s-worried-about-job-prospects-after-school; see Mission Australia, Youth Survey 2013, Mission Australia, 2013, pp. 6, 22–23.
- 139 World Bank Group, *Voice and agency: empowering women and girls for shared prosperity*, World Bank Group, 2014, pp. xv–xvi, 30–31.
- 140 OECD, ILO, IMF, WBG, *Achieving stronger growth by promoting a more gender-balanced economy, 15 August 2014*, report prepared for the G20 Labour and Employment Ministerial Meeting, Melbourne, Australia, 10–11 September 2014, p. 8.
- 141 G20, *G20 leaders' communiqué: Brisbane summit*, 15–16 November 2014, p. 2, retrieved 12 December 2014, [http://g20watch.edu.au/sites/default/files/pictures/brisbane\\_g20\\_leaders\\_summit\\_communique.pdf](http://g20watch.edu.au/sites/default/files/pictures/brisbane_g20_leaders_summit_communique.pdf)
- 142 R Dutu, *Women's role in the Swiss economy*, OECD Economics Department Working Paper no. 1144, OECD Publishing, 2014.
- 143 Finland Ministry of Social Affairs and Health, *How to incorporate the gender perspective in your work*, 2013, retrieved 15 October 2014, [http://www.stm.fi/en/gender\\_equality/gender\\_glasses](http://www.stm.fi/en/gender_equality/gender_glasses)
- 144 M Grace, 'The work of caring for young children: priceless or worthless?', *Women's Studies International Forum*, vol. 21, no. 4, 1998, pp. 401–413.
- 145 WGEA, *Game-changing gender data launched*, media release, 25 November 2014, Commonwealth of Australia; WGEA, *Australia's gender equality scorecard*, op. cit., p. 2.
- 146 ABS, *Directory of family and domestic violence statistics, 2013*, cat. no. 4533.0, ABS, Canberra, 2013.
- 147 L Temple, 'Not missing in action: the enduring penalty of "being female"', *Griffith Review*, no. 45, 2014, pp. 146–158.
- 148 C Christian, 'The gender pay gap isn't closing, it's getting even wider', *Australian Financial Review*, 5 September 2014, p. 39.
- 149 B Gaze, 'Drinking "daughter water" won't be enough to deliver pay equity', *The Conversation*, 9 October 2014, retrieved 9 October 2014, <http://theconversation.com/drinking-daughter-water-wont-be-enough-to-deliver-pay-equity>
- 150 WGEA, *Australia's gender equality scorecard*, op. cit., p. 12.
- 151 M Cash (Minister Assisting the Prime Minister for Women), *Pay equity: it's everyone's business*, media release, 30 September 2014.
- 152 B Cass, 'Gender in Australia's restructuring labour market and welfare state', in A Edwards & S Magarey (eds), *Women in a restructuring Australia: work & welfare*, Allen & Unwin, St Leonards NSW, 1995, pp. 38–59.
- 153 C Goldin, 'A grand gender convergence: its last chapter', *American Economic Review*, vol. 104, no. 4, 2014, p. 1092.
- 154 A Sen, 'The many faces of gender inequality', op. cit.