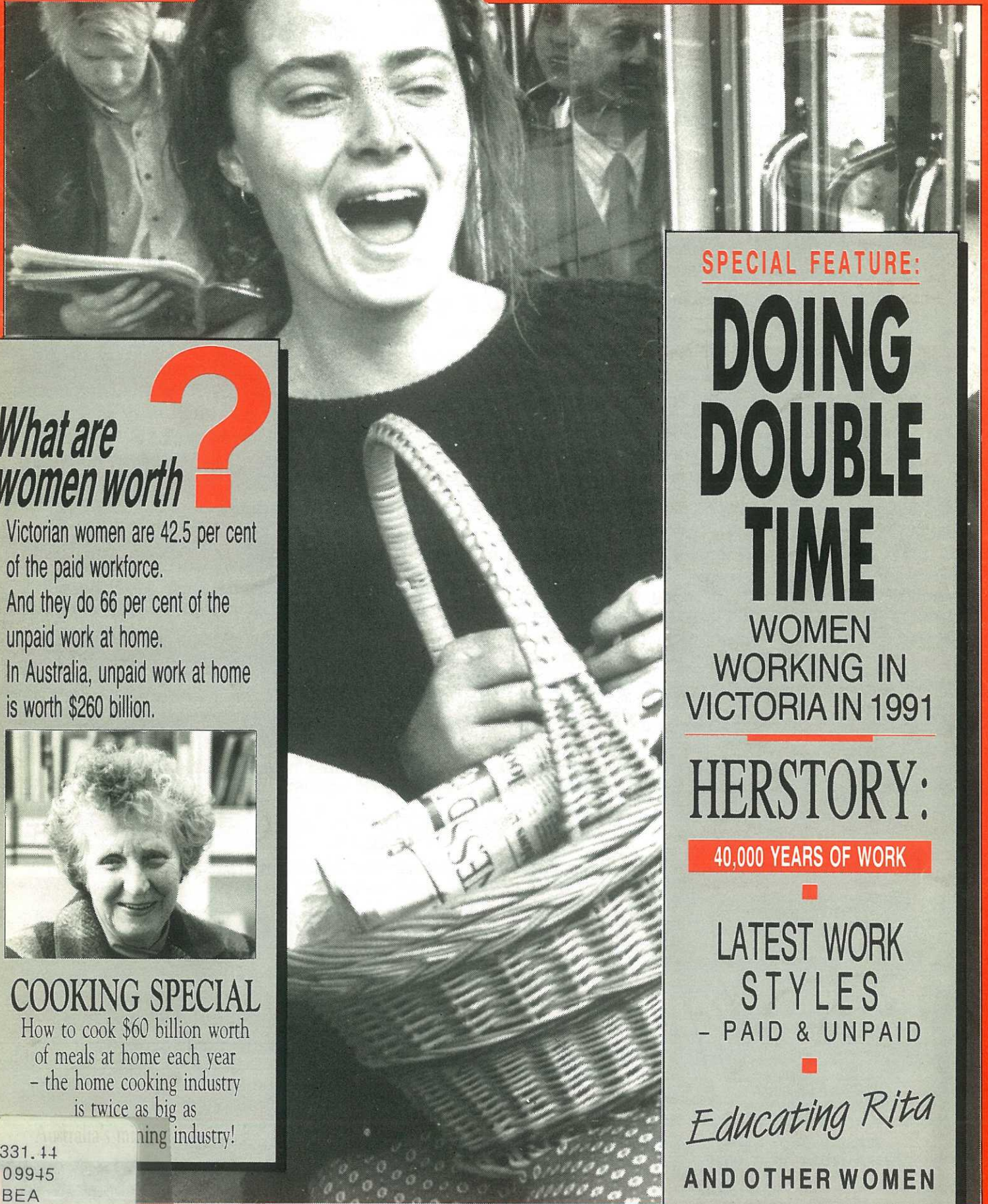


The Victorian Women's Workly

AUGUST 1991



What are women worth?

Victorian women are 42.5 per cent of the paid workforce. And they do 66 per cent of the unpaid work at home. In Australia, unpaid work at home is worth \$260 billion.



COOKING SPECIAL

How to cook \$60 billion worth of meals at home each year - the home cooking industry is twice as big as the home cleaning industry!

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09945
BEA

SPECIAL FEATURE:

DOING DOUBLE TIME

WOMEN WORKING IN VICTORIA IN 1991

HERSTORY:

40,000 YEARS OF WORK

LATEST WORK STYLES
- PAID & UNPAID

Educating Rita

AND OTHER WOMEN

DOING DOUBLE TIME

is published by the
Victorian Women's Trust.

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or \$3 per copy for 10 or more.

The Victorian Women's Workly

AUGUST 1991

Welcome to this special one-off issue of Women's Workly. The entire edition is devoted to the subject of women at work - from the earliest Aboriginal women to multi-cultural Australian women in the 1990s. Women doing "double time" is the theme of this publication which draws together all of the available statistics that uncovers a maze of work women do, much of which is largely unrecognised.

SPECIAL FEATURES

Herstory.

It's like a mini series spanning 40,000 years. The story of Women at Work is an unfinished script. Who knows where it will finish

Are you being ripped off?

Unpaid work in the home.

The times are a changing.

Women are moving into more areas of paid employment.

ISSUES

Women and Violence.

An issue that affects the whole community.

HOME & GARDEN

Why do more women own less houses?

MEDICAL MATTERS

The carers of society are in poor health.

But the health system is largely directed at men.

FINANCE

What are women worth?

TEACH YOURSELF

More women are studying and moving into areas previously the preserve of males.

POWER

Power dressing, power walking, and just power. Women in politics and unions.

SERVICES

Are you being served?

QUIZ TIME

Read this issue and win a better understanding of women's issues in Victoria.

GREAT READING

The Victorian Yearbook 1990 and a Bureau of Statistics report on average weekly earnings - two of the unlikely titles reviewed in this issue.

FROM THE EDITOR'S DESK

Wherever women work, and whatever they are doing, they are generally coming off second best.

The Victorian Women's Trust has produced this magazine to raise awareness about the position of women "working" in Victoria. It is part of a wider program: in 1992 the Trust hopes to develop a granting program focussed on Women and Work.

The work that women do, whether in the paid or unpaid workforce, generally lacks status and equality. Yet women's work is the backbone of the country . . . whether paid or unpaid, in homes, schools, offices, factories, other businesses, and community organisations.

Women's lives have changed dramatically since the time of their grandmothers. Women now get more recognition. They are active in all aspects of life. However the trends in this magazine show there is a long way to go.

We all need to reconsider the goals and actions we are using, and to continue the struggle for equality. The Victorian Women's trust will play its part in this change.

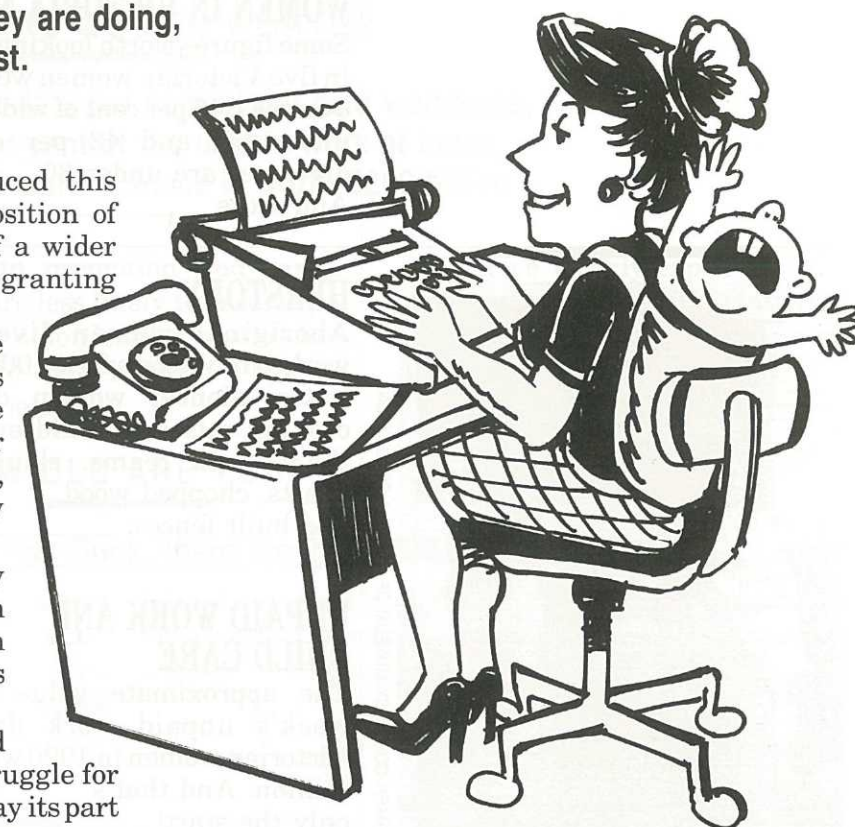
The main theme of this publication is the burden of the double workload of women. However most of the statistics in this booklet, covering many aspects of women's lives, show that women generally have not achieved their equal share of Victoria's bounty. Often twice the work, less than half the reward.

Women in Victoria make up half the population, and nearly half the paid workforce. But they do 80 per cent of the unpaid work. They receive less remuneration for their labour, have less choice of jobs, and less access to promotion and career paths. Women participate equally in the education sector, with more now staying on to higher courses, yet still dominate occupations and industries that reflect the jobs women traditionally do in the home.

In Victoria women are second-class citizens economically, making them vulnerable to the health and justice systems, and more isolated in battling for access to services in their local communities. Women own less property and have less access to finance. They are less likely to become political, corporate or trade union leaders. And they are less likely to be "honored" by the Government.

Some who read this magazine may say: "As a woman, I am not in the position of the women outlined here." Or: "As a man, I am also economically disadvantaged and pick up a lot of the domestic work." This is true, and we acknowledge this. However for most women in Victoria, this is the picture.

The first feature describes our Aboriginal sisters who



knew, respected and lived in harmony with the land, our early settler sisters who tried to tame and reap the benefits of the land in order to make a living, and the sisters of our grandmothers' and mothers' eras who worked in the early factories to satisfy emerging industrialisation. There has been a long line of women who have toiled hard, but have rarely been in control, and in harmony with, the work they do.

This booklet has been written as Victoria enters a recession that could be the worst the State has known since the 1930s. The effect on women, wherever they work, is as yet unclear. It is likely that in the future more women in paid work will be in part-time positions and in the services sector. That women will still be picking up their "second job", of keeping the home going and looking after the young, the aged, and sick, is also likely.

At the back of the magazine are some questions raised by the text. We need to answer and push for action on these questions so that the "2001 Snapshot of women working in Victoria" booklet will read more positively than the 1991 version. We need to push until a booklet like this can't be written!

The magazine has been written both to challenge and inform you. The Victorian Women's Trust is prepared to support your response and to be part of the response with you.

■ All figures quoted are Victorian, unless otherwise stated.

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In the 90 years since they won the vote, women have made slow inroads into government. They're under-represented, but now they're leading political parties and States. _____ **16**

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PHOTOGRAPH COURTESY MUSEUM OF VICTORIA COLLECTIONS



WOMEN IN VICTORIA NOW

WHAT ARE WOMEN WORTH?

Victorian women are 42.5 per cent of the paid workforce. And they do 66 per cent of the unpaid work at home. (In Australia, unpaid work at home is worth \$260 billion.)

Yet they receive less remuneration for their labour, own less property, have less access to finance and financial security, have less choice in their work, have less

access to promotion and career paths, are less likely to become political or union leaders, and are less likely to be "honored" by the government.

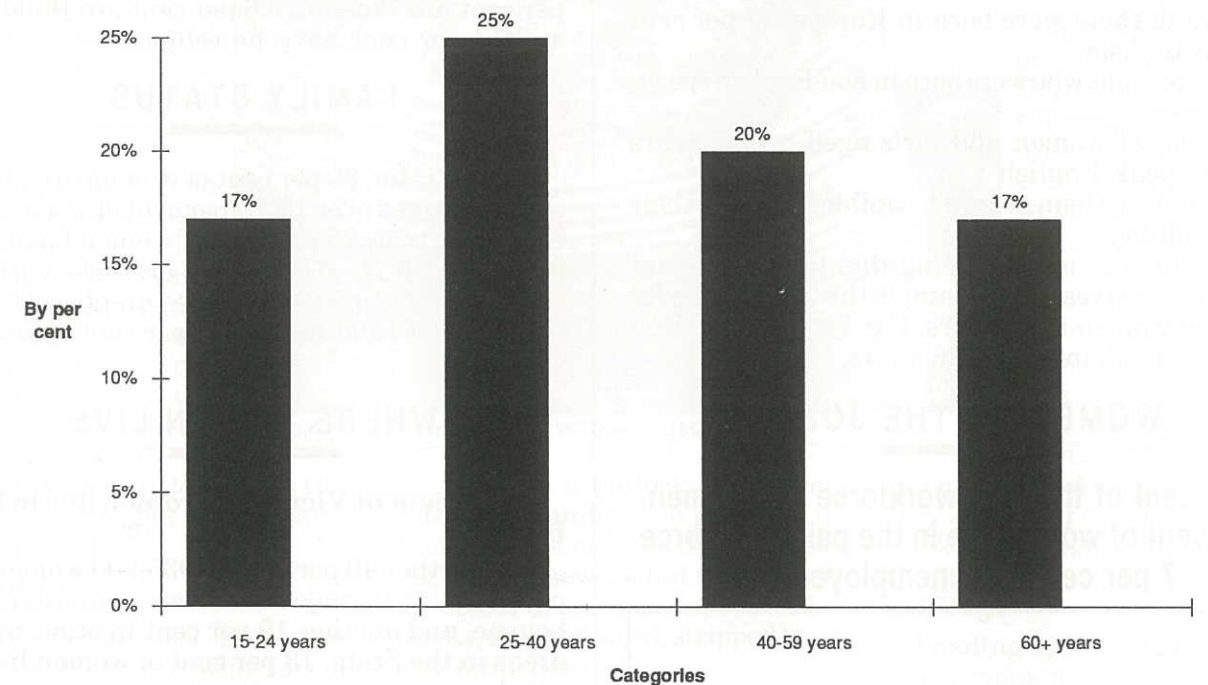
Women's Workly explores some of the other fascinating statistics about women in Victoria and Australia today. See where you fit in!

HOW OLD ARE YOU?

According to the 1990 Victorian Year Book, there are 2,089,009 women in Victoria.

That is a little more than 50 per cent of the State's population. Of that number, 6419 are Aboriginal or Torres Strait Islanders. (84 per cent of Aboriginal or Torres Strait

Island women in Victoria are under 40 years, whereas for all other women 63 per cent are under 40 years.) 447,325 Victorian women were born overseas.



BIRTHS, DEATHS AND MARRIAGES

In 1988 there were 62,134 births in Victoria.

At the last census 57 per cent of Victorian women were married. Only 11 per cent of women aged 30 to 40 had never married.

Of all Australian marriages in 1975-76, 14 per cent had ended in divorce within eight years.

Since 1970 there has been a growing trend for divorces to take place within the first five years of marriage.

In 1987, 42 per cent of divorced women were younger than 30.

Continued on page 4 ►

WHO LIVES WITH WHOM

Most "family units" are the traditional "nuclear family".

46 per cent of women are couples with children, and another 37 per cent are couples without dependent children.

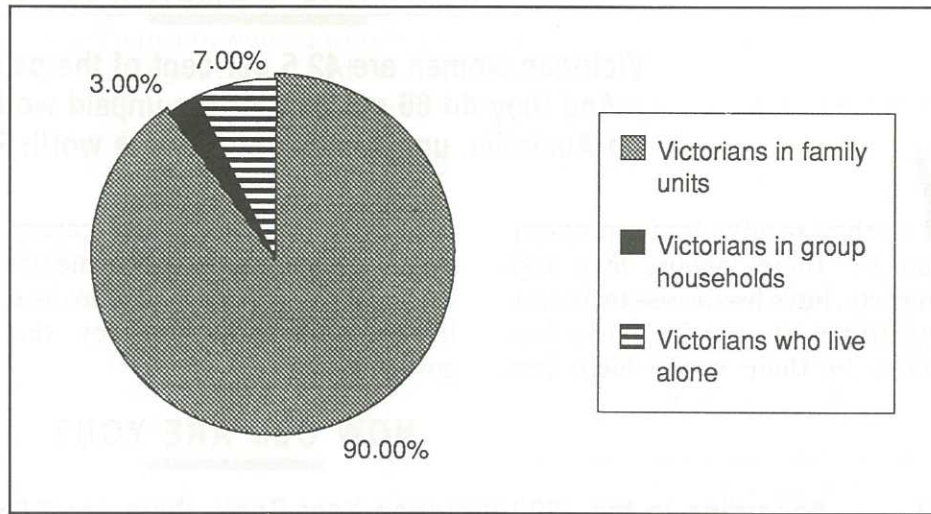
But 7 per cent of the households in the State are single parents with children.

Most of these single parents 85 per cent of them are women. (19 per cent of them have never married).

Of the 7 per cent of Victorians who live alone, 58 per cent of them are women.

Half of them are widows.

Did you know 46 per cent of widows are younger than 65?



WHERE WERE YOU BORN?

One in five Victorian women were born overseas, according to the 1986 Census.

68 per cent of them were born in Europe. 17 per cent were born in Asia.

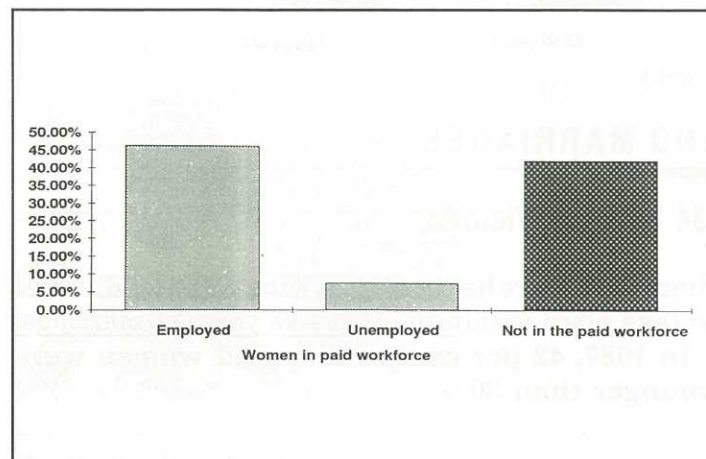
Of the 15 per cent who were born in non-English speaking countries:

- 11 per cent of women and girls aged over 5 years couldn't speak English
- 49 per cent of them weren't confident about their English ability

The average age of women highlights the different immigration "waves". For example the median age for Polish-born women is 55 years. For Vietnamese-born women, the median age is 26 years.

WOMEN ON THE JOB

42.5 per cent of the paid workforce are women. 53.9 per cent of women are in the paid workforce. 7 per cent are unemployed.



RELIGION

83 per cent of Victorian women describe themselves as Christian. One per cent are Jewish, one per cent are Muslim, 0.6 per cent are Buddhist, and 14 per cent have no religion.

FAMILY STATUS

In Australia, 80 per cent of women are family members aged over 15. 56 per cent of women live with a partner. 25 per cent of women have children aged 0-14. 5 per cent are sole parents. (4 per cent of women are single parents with children aged 0-14 at home.) 10 per cent of women live alone.

WHERE WOMEN LIVE

54 per cent of Victorian women live in Melbourne.

Of the other 46 per cent or 935,900 women: 70 per cent live in major urban areas around Melbourne, and another 19 per cent in other urban areas in the State. 13 per cent of women live in rural areas.

That is 6 per cent of all Victorian women live in rural areas.

WOMEN WITH DISABILITIES

16 per cent of women have an impairment that reduced their ability to do some tasks.

Of the women with disabilities, 38 per cent are severely disabled, and 24 per cent moderately.

HERSTORY

SPECIAL FEATURE

In HERSTORY, LYNN BEATON traces the history of women from our Aboriginal sisters, to the women of the 1990s. It's a story of struggle and sacrifice with some interesting twists...

The land of the kooris

ABORIGINAL women lived and worked in the area we now call Victoria for at least 40,000 years before the British took the land for farming. Aboriginal mythology tells us about the beginning of Australia.

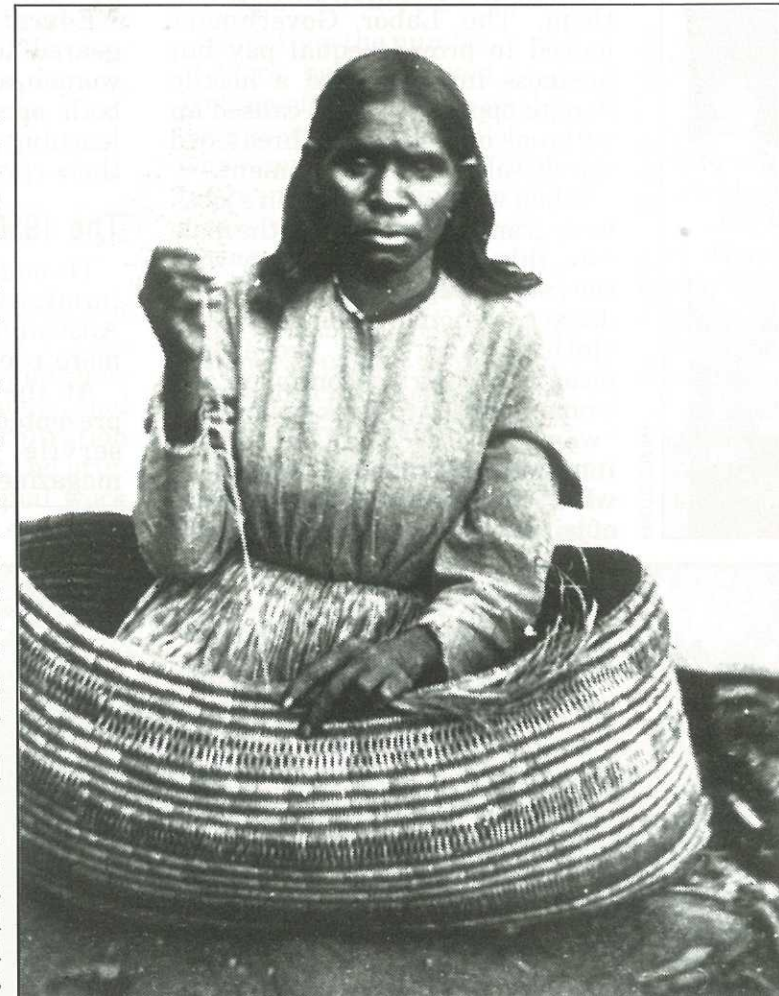
The Aboriginal people fished, hunted, and moved from place to place, leaving the environment intact. The women carried their belongings in baskets made from rushes. As well as food, the baskets held sticks and tinder for their fires, gum for adhesive use, and shells, tools, and charms.

They gathered food such as roots, mushrooms, fungi, vegetables, fruit, grubs, and molluscs from the sea. Some of this food was cooked, and some eaten raw. Food wasn't boiled. It was either roasted in coals, or cooked in baskets or bowls placed close to the fire so the food was affected but the containers not burned.

The settlers

In Victoria the first European women were settlers who raised sheep in the 1830s and 1840s. Life for the settler women was harsh and lonely. They were isolated and often cut off from other women. They were stuck on their farms, while the men went off to sell and buy stock. It was women who often kept the farm running. They also bore and raised children, and kept the home.

Women did all the work men did. For example, one report describes a Mrs Buntine who ...



PHOTOGRAPH COURTESY MUSEUM OF VICTORIA COLLECTIONS

"... became a bullock driver and raised her family on a property in Victoria. She not only did the cooking and housework but she rode after stock, drove a team, killed fat beasts, chopped wood, stripped bark and built fences."

The gold rush

In 1850 the gold rush brought many more people to Victoria. Women accompanied their husbands, brothers and friends. They worked in difficult conditions washing, cooking, chopping wood, and often raising domestic animals. Many of them also worked beside the men in the search for gold.

As townships grew, more women came to the gold fields to provide

services for the single men: laundresses, storekeepers, prostitutes, dancers, and actresses.

Women in industry

From the 1880s women started to work in factories where they joined trade unions and began the fight for improved conditions. In 1882 the Victorian Tailoresses Union was formed after tailoresses at one factory walked out over a pay cut. This was the first women's union in Australia.

The tailoresses approached the Trades Hall Council and asked for support in forming their union. Soon they had 2000 members, who all went on strike in support of a log of claims. They received great public support, and eventually won their claims.

The strike also led to a parliamentary inquiry into allegations of "sweating" in Victorian

factories, and Australia's first Factory Act. The precedents set by the strike are largely unrecognised.

Suffrage

Leading up to the turn of the century, women began to fight for suffrage. Victorian women were granted the right to vote in State elections in 1909.

The fight for equal pay

After Federation in 1901, a wage decision set the wage rate for women they would receive only 54 per cent of men's wages. It was argued that men had to support families, while women did not. This led to

► Continued from page 5

male workers applying to have women expelled from most areas of employment. Women were forced into a narrow range of occupations. By the 1920s women were campaigning for equal pay. The



PHOTOGRAPH COURTESY MUSEUM OF VICTORIA COLLECTIONS

Council of Action for Equal Pay was set up in 1937 to get trade unions to adopt a policy of fighting for equal pay for women.

The outbreak of the second world war saw a change in women's work. Until then the largest group of employed women was that of domestic servants. During the war women started to work in occupations previously denied to them. The Labor Government moved to provide equal pay but business interests and a hostile Senate opposed it. This caused an outbreak of strikes, and threatened the dissolution of Parliament.

When women doing "men's jobs" were granted 90 per cent of the male rate, this led to a discrepancy with the rates being paid to women still doing traditional women's work in clothing and food processing factories. The strikes continued, and women refused to work in low-paid "women's jobs". The Government introduced Manpower legislation which forced women, under threat of jail, to work in the low-paid jobs.

At the end of the war, women continued to work in the factories which turned to peacetime production. Many women worked in factories making clothes, processing food, and assembling whitegoods. The services sector began to expand and employed mostly women. The general women's wage was increased to 70 per cent of men's.

Education systems were not geared to meeting the needs of women, and women were excluded both openly and privately from learning skills that could broaden their career choices.

The 1950s, 60s and 70s

Throughout the 1950s and 1960s immigrant women came to Australia and took on much of the more poorly paid work.

At the same time, the media presented women as passive and servile partners of men. In magazines and movies and on early

Continued on page 7 ►



PHOTOGRAPH COURTESY MUSEUM OF VICTORIA COLLECTIONS

► Continued from page 6

television, women wore flowing floral dresses and smiled endlessly at their husbands and children. Women seemed to spend their lives running to meet their families' every need.

In reality the picture was very different. Many women went to work and were made to feel guilty for doing so. Despite this, the number of women in the paid workforce increased. More and more paid jobs became available for women in the expanding services sector and more and more women went into these jobs. By 1971 18 per cent of the paid workforce in Australia were married women.

In 1969 the ACTU presented equal pay cases, arguing that social attitudes to women, and their contribution to the economy, had changed. In 1972 the Arbitration Commission agreed that the principle of equal pay for equal work would apply to all Australians.

However the interpretation of this ruling was as narrow as possible: women had to work in exactly the same job as men to get equal pay. Only a limited number of women benefited, because the gender segregation of the workforce was well established, and men and women rarely did the same jobs.

More gains in the paid workforce

Since then the number of women at work has continued to grow. Women often do in the paid workforce exactly what they do at home. One woman might work in a factory sewing dresses; another provides meals to elderly residents. They each spend wages consuming the products of each other's labor.

In 1977 Equal Opportunity legislation was passed in Victoria, outlawing discrimination on grounds of sex and marital status.

In 1979 Victorian women were granted maternity leave to ensure they could return to work after

spending up to 12 months at home with a new baby.

In 1984 the Federal Sex Discrimination Act was passed. In 1986 Affirmative Action legislation was passed by the Federal Government.

Women still do the unpaid work

The number of women in the paid workforce has continued to rise, and society has been forced to adjust. There are still great inequalities in the workforce, and women still do most of the domestic work at home. The work women do at home is invisible work. It is not recognised by society, and it is not included in the National Accounts.

While women have gone out to work, society still operates as if every household has a full-time housewife.

Herstory is one of rich diversity and change. Herstory is also one of being the relatively "invisible" worker, creating a vital yet unrecognised economy.



PHOTOGRAPH COURTESY MUSEUM OF VICTORIA COLLECTIONS



Women do most of the work to keep the nation clean and clothed, the cogs of society well-oiled, and the spokesmen well-fed.

Women's unpaid housework is worth \$170 billion a year in Victoria. (That is, about two thirds of the national total worth \$260 billion.)

Because they are not paid, their work is not valued in the economic value of our land. Cooking, washing up, cleaning, repairs and maintenance, education, childcare, community work, shopping, gardening, caring for the elderly and ill these are some of the items not included in the National Accounts figures. It is the biggest single industry in the nation and State.

Women look after men and children. They also look after the sick, disabled, and elderly. Government policy changes mean there is increasing reliance on women and the community to take on this work as well.



Many women who work at home would prefer to get a paid job, but there are not enough to fit in with the time they have to spend with their children. Tolerance at the workplace and more flexible working hours would help, but these

moves are slow in coming.

Of the women who are not in the labour force, one third have either never had a job or had their last job more than 20 years ago.

AND CHILD CARE ...

There are two types of women emerging in the workforce: those with children, and those without. Women with family responsibilities find it difficult to pursue an uninterrupted career. Their working lives are always to some extent overshadowed by the needs of their children.

So what help do they get?

At the 1986 Census, there were 295,151 children aged under five in Victoria.

There are currently 20,655 places for pre-school children in Victorian child care centres.

There are 11,669 places in Family Day Care schemes.

And there are 34,689 places at kindergartens, mostly for sessions of only a couple of hours a day.

At the 1986 Census, there were a further 331,806 children aged between five and 10.

There are 11,780 places in "out of hours" schools programs, and 7200



Continued on page 9 ►



► Continued from page 8

in vacation programs. Apart from these types of child care, there are many informal arrangements. And it's nearly always women who are the carers.

The economy would go broke if women were paid for what they now do.

The approximate value of one week's unpaid work done by Victorian women in 1990 was \$660 million.

WHAT'S IT LIKE AT HOME?

In 1986 there was an overwhelming response to a survey on Unpaid Work for the Victorian Women's Consultative Council. Nearly 1000 women returned the comment sheet attached to the discussion paper. The women at home identified four major difficulties:

- lack of personal income
- lack of status
- family poverty
- lack of leisure

The loneliness and isolation of house-bound women are increased by geographic isolation, financial hardship, and separation from family and friends.

There is a need for reliable cheap public transport, and community buses, for women with access to public transport. There also needs to be more development of local support services such as neighborhood houses and community centres.



OPEN LINE

Despite the take-away food boom, \$60 billion worth of meals are cooked at home in Australia each year, mostly by women. The home-cooking industry is twice as big as Australia's mining industry (worth \$30 billion a year).

Household Research Project, Economics Department, University of Melbourne.

With more women working, you might expect men would be sharing more work at home. Wrong! The report *Juggling time How Australian Families Use Time* shows men are not doing significantly more than they were 10 years ago. Historically, as men's hours of paid work have decreased, they have only marginally increased their contribution to housework and child care.

Michael Bittman, *Juggling time how Australian families use time*, prepared for the Office of the Status of Women, Department of the Prime Minister and Cabinet, May 1991

The average working woman does 42 minutes a day on laundry her husband does an average of two minutes! With children aged 15+, women do 56 minutes laundry each day men do one minute.

Australian Bureau of Statistics, *Time Use Pilot Study*, Sydney, May-June 1987, Catalogue. No. 4111.1, Sydney, 1988

Unpaid child care by Australian mothers is valued at \$22,122 million a year.

Household Research Project, Economics Department, University of Melbourne

Mothers with partners spend over seven hours a day in the direct care of their children, while simultaneously engaging in other activities for over half this time. The corresponding figure for single mothers is almost five hours and for fathers it is 3 hours 22 minutes.

Women do 33 per cent of paid work, and 67 per cent of unpaid work. Men do 67 per cent of paid work, and 33 per cent of unpaid work.

Michael Bittman, Division of Labour in the Household, Centre for Applied Research on the Future, Department of Architecture and Building, The University of Melbourne, January 1990

Single childless women were found to spend less time (89 minutes per day) than single men (100 minutes) in housework. Childless men with partners spend the least amount of time in housework (70 minutes). The burden appears to have been transferred to their partners, as wives in this group do 148 minutes per day.

Michael Bittman and F. Lovejoy, *The constraints of care: women, child care, paid and unpaid work*, presented to Sociological Association of Australia and New Zealand conference, Canberra, November 28 - December 2 1988

PAID WORK



One of the most dramatic changes in society in recent years has been the increase in the number of women in the paid workforce. Traditionally women were usually only thought to be in the workforce when there was a major labour shortage, or before they had children. Not now women in the workforce are here to stay.

WOMEN IN THE PAID WORKFORCE

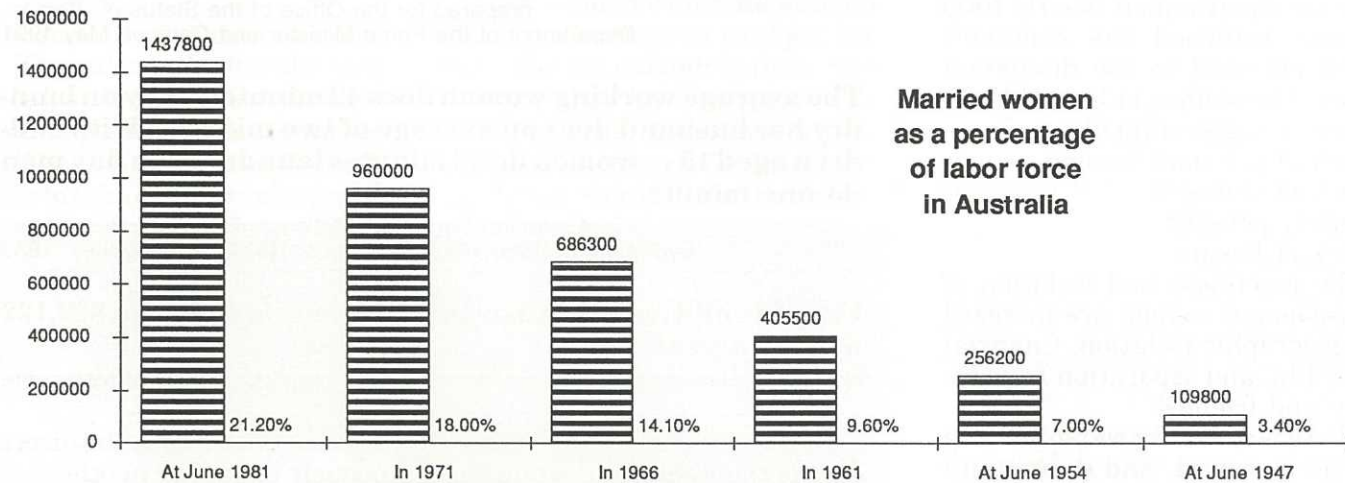
In 1990 nearly 43 per cent of the Victorian workforce were women. There were 875,000 women in the paid workforce in Victoria,

representing 54 per cent of all Victorian women. Most of them, 60 per cent, work full-time.

In November 1990, 7.5 per cent of women were registered as unemployed (compared with 7.7 per cent of men).

MARRIED WOMEN

The biggest growth in women's employment has been among married women.



And in November 1990 married women were 25 per cent of the labour force.

LOWER WAGES AND INDUSTRY SEGMENTATION

Women move in and out of the workforce more than men, and change jobs more often. In August 1990, 15 per cent of women had been in their current job more than 10 years, compared with 29 per cent of men.

This partly accounts for why they have lower wages and status. But the main reason women receive less pay is that they are limited to particular industries and occupations.

The largest occupational group for women in Australia is clerks 1,045,500 of them or 31.5 per cent

of all women workers. Or, to look at it another way, 77 per cent of all clerks are women.

Another example, 63 per cent of women in Australia work in only three industry groups: community services, wholesale and retail trade, and finance, property and business services. Or that 22 per cent of women workers born outside Australia work in manufacturing.

Yet only 10 per cent of tradespeople are women, and only one-twentieth of a per cent

PAID WORK



PART-TIME WORKERS

Women workers have to juggle their working life around the needs of their children, so many of them work part-time. The average weekly hours worked by women is 26.8 hours (for men it is 37.4 hours).

40 per cent of women workers have part-time jobs. 78 per cent of all part-time workers are women. 54 per cent of them are married.

The industry sectors in Australia which employ the most women, such as community services and retailing, also have the most part-time workers.

Many women who work part-time want more hours. Many are forced to do it because nothing else is available. In November 1990 in Australia there were 78,000 unemployed women looking for part-time work, compared with 171,000 looking for full-time work.



PAID WORK



EQUAL OPPORTUNITY

Equal Opportunity legislation was first passed in Victoria in 1977.

Equal Opportunity programs, Sex Discrimination legislation, and Affirmative Action legislation have been introduced to try to fix the imbalance. Their effectiveness has been limited by rigid attitudes to gender which still predominate in the workplace.

Women's participation in the workforce varies across different age groups, because of the time they take off to have and raise children. Women suffer many difficulties at work that their male colleagues don't encounter. Sexual harassment is one. Another is that it can

be difficult to explain health problems to male bosses. They still have responsibility for their children and can be called away from work when their children are ill or have accidents. The nature of their work can be repetitive, and the injuries they suffer are often not visible.

WOMEN EMPLOYED AT HOME

In April 1989 in Australia there were 3,119,600 employed women aged 15 and over. Of these 186,200 or 6 per cent were employed at home.

were women. A quarter of them worked from home so they could combine work with child care.

Of all the people who worked at home, 70 per cent And 30 per cent of Victorian small businesses are owned by women.



INCOME DISTRIBUTION

WAGES

Women earn less. In August 1990 in Australia the average weekly wage for women was \$366.70. That's 65 per cent of the male average, \$564.30.

For women who work full-time the average total weekly earnings was \$488.50, or 78.6 per cent of the male average of \$621.

Considering only ordinary hours worked (no overtime), women earned an average of \$475.80, or 82.7 per cent of the men's average of \$575.

Part-time, full-time, with or without overtime, women consistently earn less than men.

While the overall average of women working full-time in Victoria is that women earn 78.6 per cent of what men earn, in some industries, where the work is segregated, women earn proportionally less.

Industry	Males \$	Females \$	F\$ as % of M\$
Mining	832.60	530.90	64%
Manufacturing	555.00	394.30	71%
Electricity, gas, water	573.70	436.30	76%
Construction	567.70	473.10	82%
Wholesale trade	555.90	407.20	73%
Retail trade	495.40	370.40	75%
Transport, storage, communication	534.40	466.10	87%
Finance, property, business services	679.40	460.80	68%
Public administration, community services	597.80	496.80	83%
Recreation, personal, other services	449.10	371.90	83%
Overall	571.20	444.60	78%

The average weekly total earnings of women who worked full-time in managerial positions in May 1990 was \$599.80. For men in managerial roles it was \$813.40.

In May 1988 men received an average over-award payment of \$12.70. Women received \$6.30, or less than half.

BENEFITS ON TOP OF WAGES

In Australia 16 per cent of women receive no benefits apart from their pay. 7 per cent of men receive no benefits.

In 11 occupations, even where women dominate, they are less likely to receive benefits than men.

Only 43.8 per cent of women in the paid workforce get superannuation, compared with 57 per cent of men. Yet 17 per cent of women are over 60 years of age, and this proportion is likely to increase to 20 per cent by the year 2011.

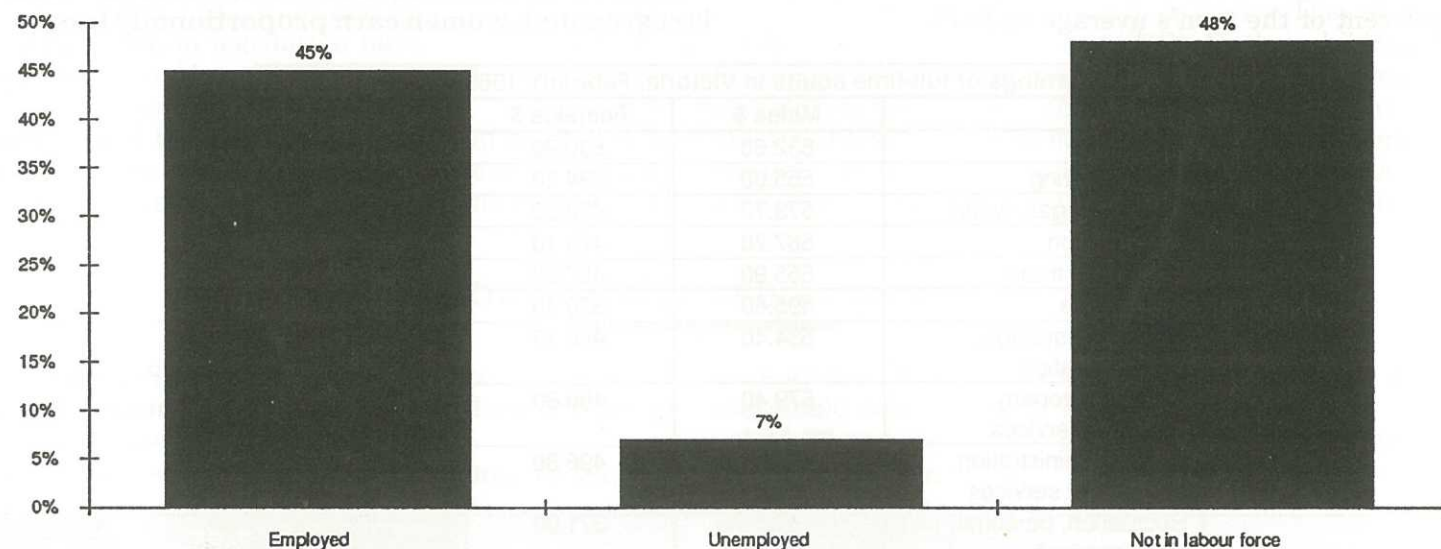
Benefit	% of men	% of women
Holiday expenses	4.5	2.7
Low interest finance	2.9	2.1
Goods and services	15.9	19.3
Housing	4.4	1.7
Electricity	2.5	1.2
Telephone	12.0	3.9
Transport	24.5	7.3
Medical	4.1	2.6
Union dues	3.6	1.1
Club fees	2.1	.8
Entertainment allowance	3.0	.6
Shares	3.5	1.4
Study leave	2.5	2.2
Superannuation	57.0	43.8
Child care/education expenses	0.33	0.26
Sick leave	84.8	70.1
Annual leave	85.4	70.3
Long service leave	71.9	57.7

INCOME DISTRIBUTION

BENEFITS AND PENSIONS

In Australia in 1990, 8 per cent of all families were one-parent families. 87 per cent of these are headed by women. Here is a summary of single mothers at work in June 1990 in Australia.

Single mothers at work



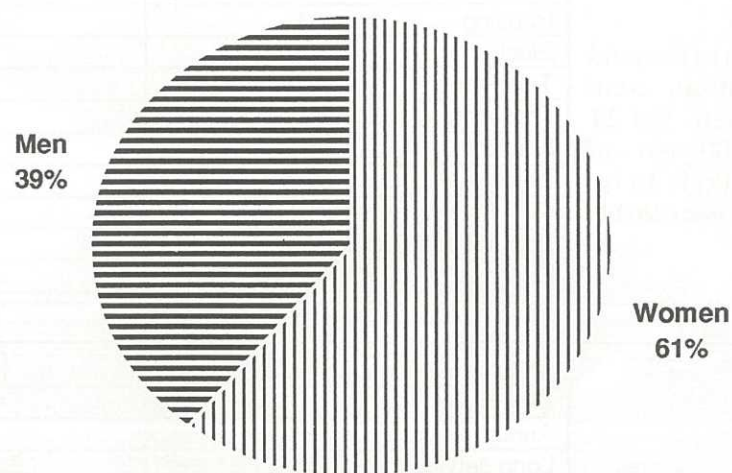
58 per cent of these employed single mothers are working full-time.

In Australia there are 50,000 single-parent families which spend 77 per cent of their income on housing and food, although they spend only half as much as other families on food.

In Australia nearly 70 per cent (241,606) of aged pensioners are women. Other women (5774) receive pensions as wives of pensioners, or (420) as carers of aged pensioners. Other women receive pensions as wives of invalid pensioners, or carers of invalid pensioners.

The number of women on benefits and pensions (403,967) far outweighs the number of men (257,967).

Australians on benefits and pensions



EDUCATION -

A passport to success?

As the following story shows, Educating Rita does not give her the same chances as Educating Richard.

Women dominate in fields of study that lead to the limited range of jobs that women traditionally do. Their qualifications reflect the segregation of the workforce.

For example, in 1989 in Australia: Only 0.4 per cent of Australians in metal trades apprenticeships were women.

But 98.5 per cent with secretarial certificates or diplomas were women.

Other examples: 0.3 per cent of those who have studied mechanical subjects were women.

15 per cent of those with a degree in Architecture were women.

24 per cent of those with a degree in Law were women.

27 per cent of those with a degree in Business Administration were women.

31 per cent of those with a degree in Science and Computing were women.

32 per cent of those who held a degree in Medicine were women.

70 per cent of those who studied footwear, clothing and textiles were women.

And 75.6 per cent of certificates and diplomas in Social Studies are held by women.

Even when they have the equivalent qualification, women are less likely to be employed than men.

For example, 31 per cent of those with degrees in science and computing are women, yet only 71 per cent of these women are employed. 81 per cent of men with the same degrees are employed.

And again: 61 per cent of those with degrees in education are women. 73 per cent of them are employed, but 89 per cent of men with the same qualification are employed.

Women today are better educated than in the past.

In May 1990 there were 1.27 million Australians aged 15 to 24 were either attending an educational institution or had been at one the previous year. 44 per cent were women. But they still don't get the jobs.

In education there is plenty of evidence of impending job segregation.

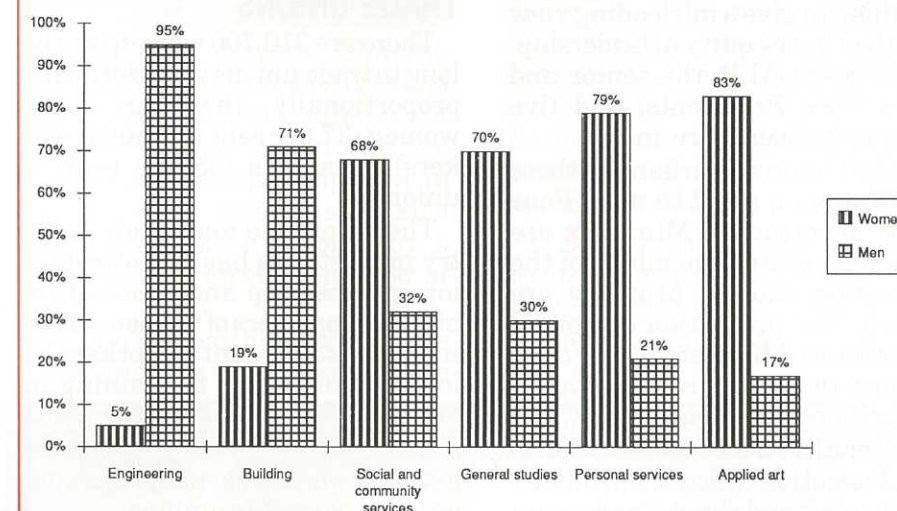
Nationally, 12 per cent of apprentices are women. But 61 per cent of all female apprentices are doing hairdressing, and 12 per cent food or related studies.

At TAFE colleges in Victoria, half the female students are doing just two fields of study (general studies and applied art), while 31 per cent of all the males are doing engineering.

Half as many females as males attend TAFE colleges, but four times as many women as men do TAFE courses at community providers away from the main campuses.

Women dominate in some courses, and are under-represented in others.

STUDENTS IN VICTORIAN TAFE COURSES IN 1987



Some of the gains made for equal access to tertiary and training courses are now being lost because of government cutbacks.

When the Women's Centre at Footscray TAFE opened in 1989, now Premier Joan Kirner called it "an example of the government's commitment to women in the western suburbs."

At the time of writing, the Centre is now in danger of losing most of its funding, with Footscray TAFE told to make a 23 per cent cut. The Centre has only three part-time teachers, offering courses to provide access to work and further education, English courses to speakers of other languages, the Certificate of Occupational Studies, labour market programs, bridging units in numeracy, literacy, study skills, computer studies, word processing, and more.

Students at the Centre come from non-English speaking backgrounds and are aged 18 to 80, and include incest victims, single parents, and socio-economically and educationally disadvantaged women.



POWER

POLITICS

White Victorian women were among the first in the world to get the right to vote, and have a high voting participation. But they are still not represented equally among the executives or decision-making committees of the two major political parties.

Women are 51 per cent of the Victorian population. Only 12 per cent of State politicians are women.

In the United States, women are 7 per cent of elected representatives.

In the United Kingdom, the figure is also 7 per cent.

But in Finland, Iceland and Norway, 50 per cent of politicians are women.

Victoria now has its first woman Premier, Joan Kirner. It is also the first time the Australian Labor Party has had women as its State President and elected Secretary. But this can give a misleading view that they have equity in leadership. In the State ALP, the senior and junior Vice Presidents, and five party organisers, are men.

In the Victorian Parliament there are 16 women and 116 men. Four of the government Ministers are women, and three members of the Opposition shadow Ministry are women. The proportion of women MPs who are Ministers (22 per cent) is nearly twice their representation in Parliament (12 per cent).

Nationally, the President, Secretary, Executive Officers, Parliamentary leaders and deputy leaders are all men.

Shirley McKerrow was national President of the National Party in the late 1970s and early 1980s.

The Democrats have eight Senators in the federal Parliament – four are women. Janine Haines was the first woman to lead a party in Parliament. Her successor is Victoria's Janet Powell.

In Local Government in Victoria, women have stronger but still not equal representation. In 1990-91 20 per cent of Councillors were women, while 18 per cent of Mayors were women.

TRADE UNIONS

There are 316,700 women who belong to trade unions in Victoria. But proportionally, there are fewer women (37 per cent of women workers) than men (55 per cent) in unions.

The wholesale and retail industry in Australia has the lowest union membership and is one of the biggest employers of women. In this industry 23 per cent of workers belong to unions. (In the mining industry the figure is 63 per cent.)

It's interesting to compare the average weekly earnings for women who belong to unions, and those that don't.

In 1990, of the 114 unions affiliated with the Victorian Trades Hall Council, 23 have women Presidents, 19 have women Secretaries, and 21 have women Vice Presidents or Assistant Secretaries. Of the THC's 21 executive officers and Group and Council representatives, two of the 21 are women.

Victorian women are 37 per cent of union members, but less than nine per cent of the Victorian Trades Hall Council Executive.

At the federal level the situation is little better. There are 1,136,700 women members of trade unions in Australia. Four of them are on the ACTU Executive, none in leadership positions. There are 35 men on the Executive. Recently, to try to redress this imbalance the ACTU created two positions for women on the Executive.

Unions have so far failed to obtain equal pay for women. The inequity flows through to benefits paid on top of wages. As well as a higher average pay, male union members get more benefits than non-union members. For women, the reverse is true.

As well as being poorly represented in union leadership, women are under-represented on the State and Federal Industrial Relations Commissions. On the State Commission there are four male Presidents and nine of the ten Commissioners are men. In the Federal Industrial Relations Commission the President and 11 of the 13 Deputy Presidents are male. And only two of the 33 Commissioners are female.

MANAGEMENT

44 per cent of the total permanent members of the Victorian Public Service were women at June 1990. But only 19 per cent of the Senior Management category (Chief Administrator, Senior Officers, and Senior Executive Service) were women.

HEALTH –

It can make you sick

WHAT IS HEALTH?

According to the World Health Organisation: "Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity."



Women and men might live together in the same society, but they have different health needs.

For women, their health and well-being is directly related to the social context in which they live. Their biological difference is only one factor that contributes to women being the major users of health services.

THE PRESCRIPTION FOR WOMEN'S HEALTH

To achieve the WHO definition, women need (among other things)

- to have appropriate information about how their bodies work
- to be listened to when they speak about their health needs
- to have enough money for food, housing and leisure for themselves and those they care for
- to be employed in appropriate work conditions
- to have their unpaid work acknowledged
- to be free to develop physically
- to be safe from sexual abuse, harassment, rape, and domestic violence

THE HEALTH OF WOMEN IS POOR

Women are the carers of the nation. Yet their own health is poorer than that of men.

Women report more episodes of ill health, consult doctors more often, visit chemists and other health personnel more frequently, have a higher hospital use in both admissions and length of stay, take

medication more often, and are diagnosed as suffering more mental illness. Because they tend to care for the health needs of their families, they tend to be the target of pharmaceutical advertising.

BUT THEIR NEEDS ARE NOT MET

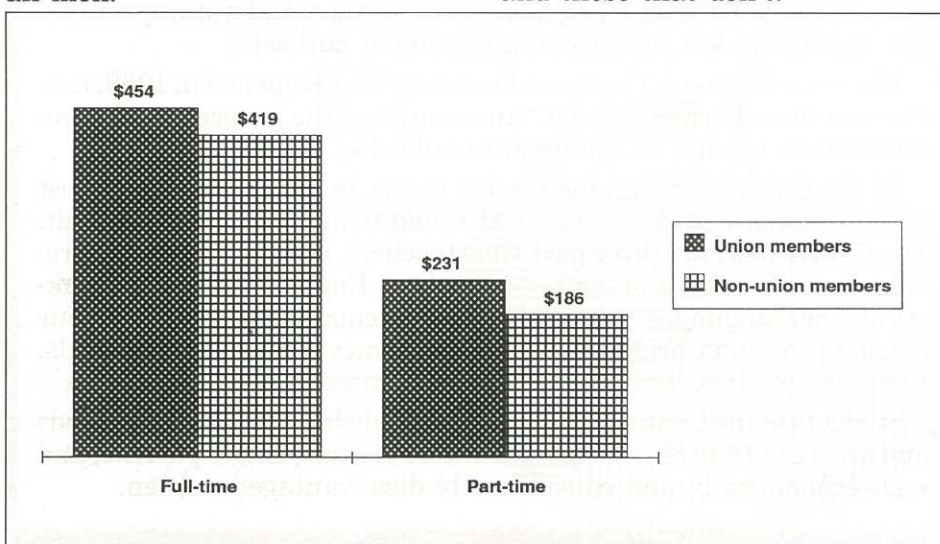
According to Health Sharing Women: "Women's experiences and interests are often trivialised or not expressed because of a lack of representation and participation. In other words, women's health concerns are often ignored by a health system largely directed at men."

Women's health services are scarce, and lack resources. Doctors

who specialise in women's health are paid less, and not officially recognised. Women are poorly represented on the Boards of hospitals and health centres.

Women are often seen by the health industry as "breeders". A survey of women's health needs identified eight major areas of concern, from occupational health and safety, to reproductive health and sexuality. Yet 70 per cent of the money allocated for research on women's health goes on reproductive health and sexuality.

27 per cent of those receiving an invalid pension are women. Two thirds of residents in nursing homes and geriatric hospitals are women aged over 60.



WOMEN AND VIOLENCE



Kate: "How come there are more women in poverty, yet women commit less crimes than men?"

Eliza: "And why are women usually the victims of crime too?"

Effie: "Like 93 per cent of adult sex assault victims?"

Ann: "Did you know there are 18 men in prison for every one women? (In Victoria in 1990.)"

Lui: "There are nearly 70 per cent more women in prison than there were eight years ago."

Kate: "Most of them about 90 per cent are in for drug or poverty-related offences. The rest for violence, like murder or armed robbery."

Eliza: "80 per cent of women in prison are incest victims."

Effie: "Most violent offenders are male. Their victims are usually other men, or the women and children they live with."

Ann: "Police estimate 80 per cent of violent and sexual crimes against women are committed indoors, by men who know their victim."

Effie: "28,000 women ask for Victorian legal aid each year (in 1990)."

Ann: "So why are there no women judges in the Supreme and County Courts in Victoria?"

Lui: "And only 12 out of 87 magistrates are women."



WOMEN AND VIOLENCE



Kate: "One third of all murders (1985-88) in Victoria are due to domestic conflict. 75 per cent of those killed are women."

Eliza: "In nearly half the cases where a husband kills his wife it's because of separation or the threat of separation."

Effie: "Every murder costs the community about a million dollars."

Ann: "The total cost of assaults is about \$300 million a year. But most domestic violence isn't reported, so it's probably lots more."

Lui: "Each year 28,000 women and children ask for accommodation in Victorian women's refuges because of violence at home."

Kate: "But there's only room for one fifth of them."

Eliza: "In one six month period in 1990, at least 32 women fled to refuges after being threatened by men with guns."



Effie: "They estimate one in every ten women will be raped in her lifetime."

Ann: "Yet in a typical year only 200 men are charged with rape."

Lui: "It hits children too: one in every four girls, and one in 11 boys, are sexually abused or exploited before they're 18."

Kate: "Police say more than 80 per cent of people who sexually abuse children are family members or trusted friends."

Eliza: "Many homeless kids are running away from physical or sexual abuse at home, like 80 per cent of girls."

YOUR HOUSE

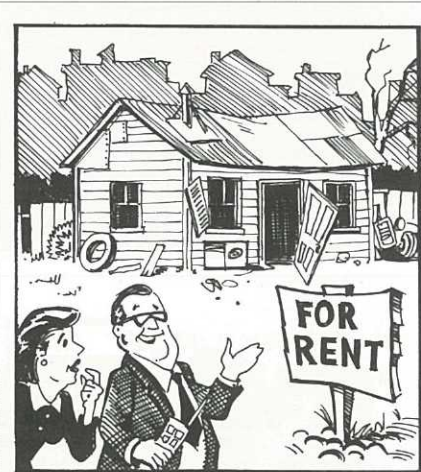
Affordable adequate housing is an important issue for Victorian women. But women's access to housing and their ability to pay for it are restricted by their lower average income and the child rearing responsibilities.

Changes in women's lives due to children, separation, divorce, or the death of a partner, can lead to major housing problems. Often they have to make the costly and disruptive move to cheaper accommodation. It can be difficult for women to get private rental housing, and it can be unsatisfactory for longterm stability.

Housing is often portrayed in the media in terms of economic investment. For women it means more. "Home" is a place to belong,

representing stability, control, and personal identity.

Relationships can affect women's housing decisions. Factors like a partner's employment, or children's



schooling and health. These can come before a woman's own needs.

Women often highlight the poor design and maintenance of houses. And there are problems like a lack of income, a lack of skills and confidence to tackle tasks for themselves, and difficulties in dealing with tradespeople. Women often report problems with bankers, government bodies, real estate agents, and landlords, who can be slow to act on maintenance requests.



ARE YOU BEING SERVED?

Few may realise that sexism even affects the constructed environment in which we live, from the sprawling layout of our cities to the public transport system. The planning process which is largely dominated by men is a serious barrier to women's achievement and equality.

Melbourne's continuing urban spread and the isolation of rural women mean many essential services are stretched or lacking. These are basic parts of the infrastructure of modern living, such as transport, health services, educational facilities, government services such as the Commonwealth Employment Service and Department of Social Security, and drop-in, community, neighborhood and learning centres.

Whether a woman is at home caring for the young, aged or ill, or needing to travel to her workplace, she is affected by the location and provision of these services.

But for many women in the urban and rural fringes, these services are non-existent, too distant, too expensive, inappropriate, or inefficient. This places women and men in these areas at an economic and social disadvantage.

PUBLIC TRANSPORT

One of the best examples of this is public transport. Women are the greatest users of public transport. Women are discriminated against by the lack of satisfactory regular services in outer Melbourne suburbs and rural areas.

Transport services outside peak times can be inadequate. Women's time is often not considered valuable, and not taken into account when planning schedules.

And women are often afraid to use public transport in remote places and times. Empty trains are dangerous, and place women at risk of attack or abuse. Many women know the dread as the train approaches a station in off-peak times, not knowing who might then get into the carriage.



As a side effect of poor public transport, people in these areas become more car-dependent. It falls

mainly to women to be the chauffeurs for unlicensed members of the family.

QUIZ TIME!

No prizes except increased knowledge and action.
No answers you have the answers. Just lots of important questions!

These questions might be worth discussing with friends, your family, or a group you belong to.

UNPAID WORK

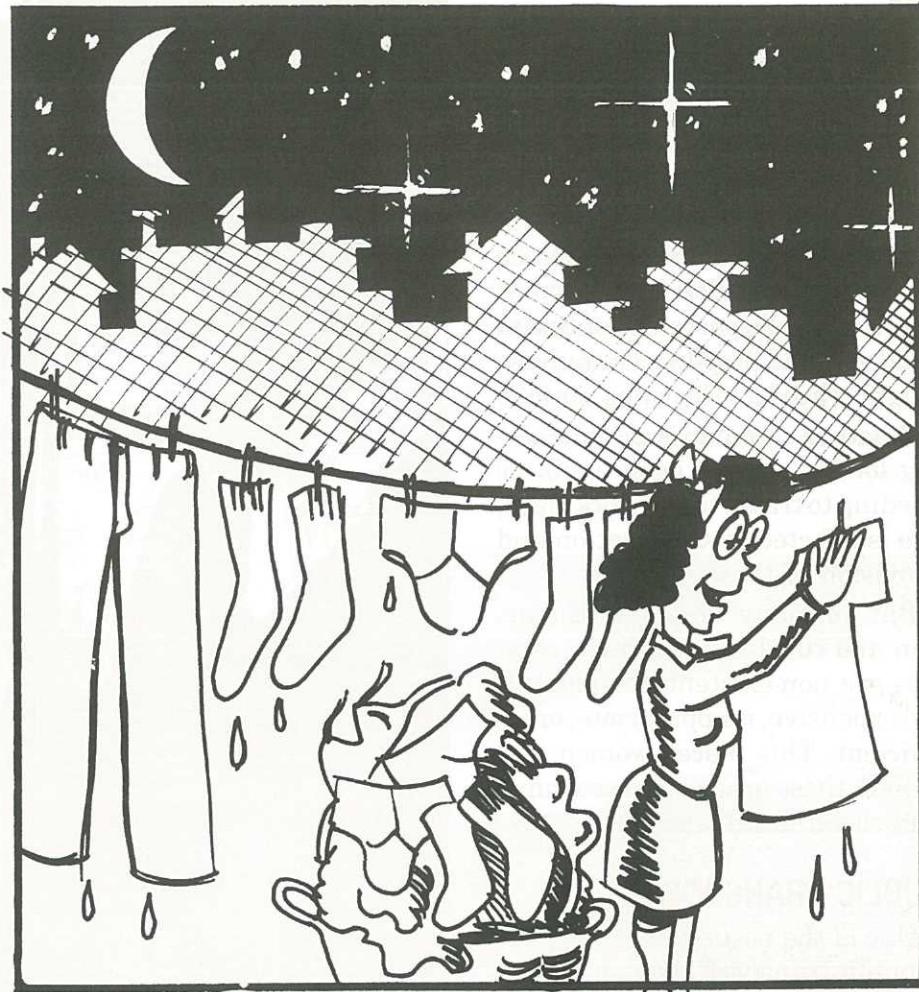
Why do women do most of the unpaid work in our society?
How can the status of unpaid work be lifted?
Who should do the housework of Victoria?
How could it be determined how much unpaid work is done?
How would the value of this work be determined?
Why is unpaid work not counted in the National Accounts?
Is housework the only unpaid work women do?

CHILD CARE

Who should mind Victoria's children? Should they get paid? How much?
Factors in setting work-value include the skill, responsibility and effort required so does child care have high work-value?
What sort of child care services do Victorian women need?

PAID WORK

Why does "work" nearly always mean paid work?
Why is women's work so badly paid? Is it because they're unskilled? Or because their work is like housework? Or because they don't have a lot of responsibility? Should paid work be organised to meet the responsibilities of all workers with family responsibilities? Should the need to take time off for sick children and school visits be taken more seriously in the workplace?
Should workers have more flexibility in the hours they work?
Should it be assumed that workers with family responsibilities are all women?



DOING DOUBLE TIME

What can women with partners and children do to share the workload at home?
What needs to be done to reduce the double load on women?

STATUS OF WOMEN

Has the status of women in Victoria improved significantly?
What are the main gains women have made since 1900 in improving their role in paid and unpaid work? What gains have men made? What can women do to get equal pay? Why don't they?



TIME AND REWARD CHART

Add up your unpaid work hours outside the home. The rates of pay do not include extras, like shift allowances, etc. Then compare it with the hours and monetary reward you get for any paid work you do.

Job	Award rate in \$/hour (approx)	Hours each week							Total hours per week	Total earned: Rate x hours worked
		Sun	Mon	Tues	Wed	Thurs	Fri	Sat		
Transport driver/taxi For children: school, sport, etc For business: messenger, shopping	\$10									
Cook/chef Shopping, menu planning, food preparation. Washing up	\$12									
Domestic labour Cleaning, vacuuming Ironing, washing, gardening Other	\$9									
Secretarial/Book keeping Receptionist, phone, mail, books, accounts, banking, letters, correspondence Other	\$13									
Supervisor/ coordinator Minding children, changing nappies, organising child care, clothes shopping, contact with school, checking homework, keeping in touch with relatives, remembering birthdays, buying gifts, cooking and caring for the sick and elderly	\$10-13									
Community work Volunteer at local school, community centre, elderly club; member of local committees, etc	\$13									
Farm assistant Stockhandling Maintenance, fencing, driving tractors, machines	\$9									
Other	\$?.??									
Total unpaid salary/week										
Total unpaid salary/year										

Job	Award rate in \$/hour (approx)	Hours each week							Total hours per week	Total earned: Rate x hours worked
		Sun	Mon	Tues	Wed	Thurs	Fri	Sat		
Your	\$?.??									
Total paid salary/week										
Total paid salary/year										

GREAT READING

Australian Bureau of Statistics, An index of information about women, catalogue number 1117.0, NSW office, January 1991

There is more information in ABS statistics than you could ever imagine. The problem is: how do you know what they have? This booklet tells you all.

Australian Institute of Family Studies, Work and family, AIFS, 1991

One of the greatest changes in our lives over the last 20 years has been the number of women who now work in the paid workforce. As a result, one of the most challenging sides of our modern lives is how to juggle work and family.

This booklet looks at the facts and discusses the issue.

Michael Bittman, Division of Labour in the Household, Centre for Applied Research on the Future, Department of Architecture and Building, University of Melbourne, January 1990

This booklet tells you all about who does what around the house who washes whose socks, who holds the baby, and who buys the food.

Duncan Ironmonger, Australian Households A \$90 Billion Industry, Centre for Applied Research on the Future, Department of Architecture and Building, University of Melbourne, April 1989

What is the value of work done in Australian households? And why is the work not counted in the national accounts? Is housework worthless?

Anne Summers, Damned Whores and God's Police, Penguin, Melbourne, 1975

The role of women in Australian society has been marked out since convict days. Since the start of white settlement, they had to fill roles such as "bad women" and "do gooder". Anne Summers says the roles allowed then are still as pervasive today.

MORE GREAT READING

- Australian Bureau of Statistics, Monthly Summary of Statistics, Victoria, catalogue number 1303.2, December 1990
- Australian Bureau of Statistics, The Labour Force, Australia, catalogue number 6203, AGPS Canberra, January 1991
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A BRIGHTER FUTURE

Victorian women - through their community networking, positions in policy making within government and the public service, and their active role in trade unions, private enterprise and the media - have made considerable progress in many areas of concern to women which all add up to a much brighter future.

THERE IS STILL A LONG WAY TO GO

This magazine outlines the centuries of struggle by women and although much has been achieved, there is still a long way to go.

If we have learnt anything it is that women themselves must take the initiative whether they work in a shop, on the factory floor, in the Public Service, in the home, in the community or in Parliament.

Women of all ages, races, creeds, color or political persuasion can have a common goal to help each other achieve maximum recognition and satisfaction in whatever work we choose.

