

# Feminisation of Poverty

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# Approach

## **Framework**

- Equity
- Agency
- Advocacy

**Comparison of two cohorts of women**

**Case Study - NDIS**

# Introducing Cohort 1



- Born 1955
- Entered workforce in 1975
- Currently early 60s
- Eligibility for pension at age 66yrs and 6 months
- Retiring superannuation balance (median) \$166,339
- Income support to age pension eligibility  
Newstart \$275/week

# Policy Framework

- **1972**            **Equal wage**
- **1974**            **Minimum wage extended to women**
- **1974**            **Abolition of University Fees**
- **1971**            **Woman can raise loan without Male Guarantor**
  
- **1973**            **Sole Mother's benefit and**
- **1976**            **Increase in Child Endowment rates**
- **1975**            **No fault divorce**
- **1975**            **Racial Discrimination Act**
- **1972**            **Commonwealth Govt - Child Care funding**
- **1979**            **One year's unpaid maternity leave**

# Introducing Cohort 2



- Early 20s
- Enter workforce 2015
- Precarious employment
- Insecure accommodation  
including time with  
parents
- HECS debt \$50,000\*
- Super balance ~ \$5000
- Bank balance ~ \$4000

# Policy Framework

- 1984 Affirmative Action promote equal opportunity
- 1988 Higher Education Contribution Scheme
- 1992 Universal Superannuation introduced
- 1996 Equal remuneration for work of equal value
- 2005 Workplace Relations amendment (Individual agreements extended)
- 2009 Fair Work Act
- 2010 Flexible working arrangements for parents
- 2011 Paid parental leave (18 weeks)
- 2012 Workplace Gender Equality Act
- 1984 Medicare
- 2017 Same sex marriage becomes legal

# Equity

## Cohort 1

- Pay Equity
  - Focus on achieving equity
- Employment
  - Participation increased but mostly part time
- Education
  - Increased # degrees
- Family Structure
  - Divorce and four generations
- Care Responsibilities
  - Improved but not enough

## Cohort 2

- Entrenched pay gap
- Precarious Employment
- Breakdown of the SER and conditions of work
  - Links to safety net and security
- Education and Training with debt
- Social structures more diverse and fluid
- Care Responsibilities broadened

Mary Gaudron

First Australian Female High  
Court Judge



**We won equal pay  
for equal work in  
1967.**

**We won again in  
1969, and again in  
1972 and 1974.**

**Yet we still don't  
have equal pay.**



# Agency

## Cohort 1

- Contraception
- Family Law Act
- Access to financial loans
- Women able to work in permanent positions after marriage
- Sex Discrimination Act
- Leadership roles
  - Firsts
- Policy Forums
  - Affirmative Action

## Cohort 2

- First female Prime Minister
- Parliamentary Representation 30%
- Slipping Internationally
- Public Office
  - 16% CEOs
  - 25% Directors
- Mainstreamed Policy



# Advocacy

## Cohort 1

- **Structures**

WEL.

Women's Policy Units –  
education, employment,  
gender equity

Targeting: Government,  
Legislative etc

- **Strategies**

Campaigns for  
affirmative action –  
status & choice for  
women

By women for women

## Cohort 2

- **Structures**

Declining Union  
membership

Collective bargaining  
and industrial action

Targeting: Government,  
Business, Consumers

- **Strategies**

Global & Digital –  
complex

By men and women



# Case Study

## - bringing it all together

- **Marketisation**
- **Revenue & Prices**
- **Precarious employment**
- **Training and education**
  - **Workers responsible for training, risk and tools**
- **Income, assets and welfare**
  - **poorly paid, no control, no entitlements**
  - **difficult to negotiate or bargain**
- **Family responsibilities vs Consumer choice**
- **Choice, control and quality?**



# Disability Support Worker Recruitment

## The opportunity

This is a **Casual** role. To be successful in this role we require **availability** between **Monday and Friday from 7am – 8pm** for a minimum of 3 days per week.

## About you

To be considered for this role, you will need the following:

- **Certificate III** Industry Relevant (Individual Support/Aged Care/Disabilities)
- Current **Australian Drivers Licence**
- Current **First Aid Certificate**
- Reliable **registered vehicle with comprehensive insurance**
- Smart **Mobile Phone and Internet access**

**Please note that this position may be subject to mandatory pre-employment checks**

*XXXX requires its staff to be **honest, trustworthy, reliable** and fit to perform their roles safely. Some roles are also subject to **mandatory police checks**. Accordingly, it is a condition of all applications that candidates consent to **medical, psychological or functional health assessment(s) and/or background checks** (including criminal history checks) if they are required during the application process.*

# Lessons Learned

- **We need to maintain the gains**
- **Global influences requires both global and national approaches**
- **Equity**
  - Data disaggregation
  - Asset development - superannuation, property
- **Agency**
  - Role of women – contradictions or multiple roles
  - Gender responsive policies
- **Advocacy**
  - New structures and strategies that also harness global and digital directions

#MeToo...

# Further Contact

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