



GENDER ANALYSIS TOOLKIT

Section 2

Why is gender analysis necessary?



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GENDER EQUALITY IS THE LAW

The Queensland and Commonwealth governments have each made commitments to gender equality, expressed in policies, legislation and agreements at state, national and international levels.

Queensland's strategic commitment

The Queensland Government's commitment is articulated in the Queensland Women's Strategy 2016-21. The strategy presents a vision that:

the Queensland community respects women, embraces gender equality and promotes and protects the rights, interests and wellbeing of women and girls.

The associated Community Implementation Plan sets out how government, businesses and the community are working together across Queensland to achieve this vision.

Gender discrimination laws

→ Federal anti-discrimination legislation

The [Sex Discrimination Act 1984](#) prohibits discrimination on the basis of sex, marital or relationship status, pregnancy, sexual orientation, gender identity, intersex status or breastfeeding in a range of areas of public life.

This Act gives effect to Australia's obligations under the Convention on the Elimination of All Forms of Discrimination Against Women. It is actioned via the [Australian Human Rights Commission](#) (More information: <https://www.humanrights.gov.au/>)

→ Federal employment provisions

The [Workplace Gender Equality Act 2012](#) aims to improve and promote equality for both women and men in the workplace. It replaced the *Equal Opportunity for Women in the Workplace Act 1999*, and is administered by the [Workplace Gender Equality Agency](#). (More information: <https://www.wgea.gov.au/>)

→ State Anti-discrimination legislation

The [Anti-Discrimination Act 1991 \(Queensland\)](#) aims to protect people in Queensland from unfair discrimination, sexual harassment and other offensive conduct. The Act is administered by the [Anti-Discrimination Commission Queensland](#). (More information: <https://www.adcq.qld.gov.au/>)



→ State employment provisions

The [Public Service Act 2008](#), [Industrial Relations Act 2016](#) and various Queensland Industrial Relations Awards further protect against sex and gender discrimination in employment. (More information: <https://www.treasury.qld.gov.au/fair-and-safe-work/industrial-relations/>)

International conventions and agreements

→ The United Nations Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)

The CEDAW sets an agenda for national action to end discrimination against women, and promote equality. It commits Australia to taking steps to eliminate discrimination against women and work towards equality for women in all areas of social, economic and political life. It was adopted by the UN General Assembly in 1979 and ratified by Australia in 1983.

The CEDAW also commits Australia to submit a national report on measures it has taken to comply with its obligations. Queensland contributes to Australia's periodic report. (More information: <http://www.un.org/womenwatch/daw/cedaw/reports.htm>)

→ Fourth World Conference on Women, Beijing, 1995

This conference made declarations and adopted a global platform for action in areas of concern for women and girls. These included gender mainstreaming in policy and planning as well as poverty, education, health, violence, economic self-reliance, and participation in decision-making. (More information: <http://www.un.org/womenwatch/daw/beijing/platform/>)





WHAT ARE THE BENEFITS OF GENDER ANALYSIS?

Everyone benefits

Gender analysis is a tool to examine key disparities and gaps between people of different gender identities in all aspects of society. It enables policies and programs that aim to redress gender inequalities and inequities.

Greater gender equality is important not only for reasons of human rights and social justice. It also has a positive impact on the social and economic development of society as a whole.ⁱ

When inequality persists, the progress of the whole society is restricted. Inequality excludes or limits the opportunities of a segment of society. It constrains those people from reaching their full potential and contributing fully to social and economic life.

Gender responsive policies, programs and services are an acknowledgement of the positive benefits for all the community.

Bringing economic and social benefits to women and society as a whole

Where inequalities between women and men exist, it is generally women who have lesser access to and control over resources, opportunities and decision-making.ⁱⁱ Gender analysis brings economic and social benefits to women and society as a whole:

- It helps to increase **participation** by women. This benefits society through access to additional skills and experience, enhanced purchasing power, increased tax revenue and reduced demand for welfare assistance.
- Policies, programs and services are **better targeted** to clients. For instance, to enable women from low socioeconomic backgrounds to take full advantage of employment training programs, assistance may be necessary in childcare and transport. Such programs increase women's potential and help them move off welfare benefits.
- It supports **gender diversity**. National and international studies have shown a positive association between gender diversity and economic and social performance. A recent study found that gender diversity and inclusion on Queensland boards would deliver an estimated \$87 million productivity gain for Queensland.ⁱⁱⁱ
- It broadens the focus of economic analysis by raising **different questions and issues**. For example, the issue of women's over-representation in lower paid and unpaid work can be examined in terms of the structural barriers that limit women's opportunities, rather than viewed as a woman's choice.
- Organisations are better able to **identify the impacts** of policies, programs and services on people of all genders, including inequities and inequalities between genders and unintended consequences.



Ensuring quality advice

Incorporating gender analysis increases the quality of advice by:

- generating useful data on gender, age, disability and other factors relevant to a particular issue
- identifying where more detailed evidence is needed to base policy decisions and program and service delivery
- examining underlying issues, uncovering relevant considerations and exposing hidden assumptions, all of which may sustain gender-based inequality
- identifying and examining the differences in the lives of people of all genders, to reduce unintended discrimination and avoid program and service delivery failure
- ensuring that opportunities are not missed, such as promoting a woman's earning capacity and future choices by presenting her with a broad range of job opportunities or career choices, including traditionally male-dominated occupations and industries
- ensuring that policy, programs and services will have greater credibility and validity among those affected by them.





SUMMARY: BENEFITS OF GENDER ANALYSIS

✓ Identification

Gender analysis promotes better understanding of the gender differences and diversity of clients and customers.

✓ Evidence

Gender analysis gathers evidence on the relevance and impacts of policies, programs and services for people of different genders.

✓ Efficiency

Gender analysis tools improve the predictability of outcomes and minimise unintended consequences.

✓ Action

Gender analysis helps to better understand clients and customers and make effective and equitable decisions.

✓ Engagement

Gender analysis engages people who experience gender inequalities in policy and program development to deliver more equitable services.

✓ Systems

Gender analysis enhances planning, implementing, monitoring, evaluating and reporting.

✓ Innovation

Gender analysis raises different questions, challenges old ways of thinking and prompts new responses.

✓ Quality of life

Gender analysis ultimately improves the quality of life of people of all genders and advances their engagement in society.





EXAMPLES: APPLYING A GENDER LENS

The examples below will help you identify and consider gender issues, using a gender lens. Taking these issues into account will help your work be more inclusive and responsive to the needs of your organisation, its customers and the community. It will also help meet your desired outcomes.

Note: These examples are not meant to cover all issues that should be considered in the formulation of policy advice or program and service delivery. They should complement other relevant guides.

Example 1: Workforce development in the renewable energy sector

The renewable energy sector will need to hire close to 32,000 by 2030. Many of these jobs will be located in regional areas.^{iv}

Issues identified using a gender lens



- What are the current socio-demographic characteristics of the renewable energy sector workforce? For example, sector workforce statistics broken down by sex and by age, and leadership in the sector broken down by sex.
- Are there any population groups that are under-represented in the sector? For example, women, Aboriginal and/or Torres Strait Islander people or people with disability.
- What are the barriers to participation for those under-represented groups? For example, remote locations, employer stereotypes, lack of flexible work arrangements, shift work.
- What can be done to address perceived or identified barriers? Are there any success stories/best practice examples in other states or overseas? Are separate approaches needed to address barriers for different groups of women and men?
- Could staff be better retained through clear career pathways and continuing professional development, especially for those from under-represented groups?
 - Are separate approaches and different career pathways needed for different groups of women and men to accommodate different needs? For example, work-life balance, upskilling/reskilling of people who re-enter the workforce after a career break due to caring responsibilities.
 - How can pathways to leadership be more inclusive of under-represented groups?
- Do your stakeholder engagement strategies encourage inclusion of under-represented groups?
- How are staff recruitment and retention monitored and reviewed?



Example 2: Housing and neighbourhood planning

An urban planning company is starting a government-funded project for housing and neighbourhood planning in a suburb. The project is at design stage, with a requirement for equal access to urban spaces, such as public facilities, streets, open space and retail space.

Issues identified using a gender lens^v



- What does the evidence say about past urban design practices?
 - For example, evidence acknowledged that urban design was generally blind to differences between groups (such as women, men, people using different forms of transport and performing different kinds of work).
 - Urban design often focused on the needs of people who are in the paid workforce, overlooking the needs of people who undertake unpaid housework, childcare and eldercare.
- How do different genders use space in relation to paid work, home life and work, social relations, cultural practices and leisure?
- What are the needs of different genders living in houses, units and the needs of the people who service those places, such as cleaners and maintenance people?
- What are the needs of people who combine employment with care responsibilities? How can large distances between homes, shops, schools, care facilities and medical facilities be reduced?
- What strategies can be used to obtain input from all stakeholders, including different groups of women and men? Urban designers may ask people about their daily experiences, using a variety of methods, such as surveys, interviews and observation.
- What are the ways to evaluate and plan next steps? Can people of different genders and life experiences be involved in decision-making?



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- ⁱ United Nations Office of the Special Adviser on Gender Issues and Advancement of Women, 2001, *Gender mainstreaming: strategy for promoting gender equality*.
 - ⁱⁱ Technical Division of the United Nations Population Fund (UNFPA), 2014, *Methodological guidelines for the gender analysis of national population and housing census data*, UNFPA.
 - ⁱⁱⁱ Deloitte, 2016, *Toward gender parity: women on boards initiative*, commissioned by the Queensland Department of Communities, Child Safety and Disability Services, Office for Women and Domestic Violence Reform.
 - ^{iv} The situation draws on the Utilities, Engineering, Electrical and Automotive Training Council, 2012, *Workforce development in the renewable energy industry sector*.
 - ^v Schiebinger, L., Klinge, I., Sánchez de Madariaga, I., Paik, H. Y., Schraudner, M., and Stefanick, M. (Eds.), 2011-2015, *Gendered Innovations in Science, Health & Medicine, Engineering and Environment*.

