

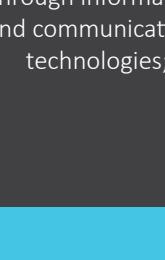


## Professionals Australia

### ILO CONVENTION ON VIOLENCE AND HARASSMENT

The ILO Convention on Violence and Harassment ([Convention 190](#)) recognises every worker's fundamental right to be free from all forms of violence and harassment at work, including gender-based violence and harassment. Professionals Australia, in conjunction with the ACTU, is working towards the ratification of the Convention so it can become law in Australia.

### THE CONVENTION:



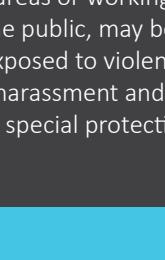
protects against all forms of violence and harassment in the world of work, including commuting to and from work, and through information and communications technologies;



protects all individuals in the world of work, irrespective of their contractual status, including volunteers, trainees and apprentices, and casuals;



recognises that family and domestic violence is a workplace issue and sets out specific measures that can be taken to protect workers; and



recognises that workers in some sectors, such as health, transport, education, or those working at night, in isolated areas or working with the public, may be more exposed to violence and harassment and need special protections.

### SEXUAL HARASSMENT

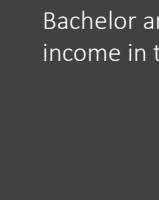
The [Respect@Work report](#) on sexual harassment was tabled in Parliament on 5 March 2020. The report noted that the annual cost of workplace sexual harassment to the Australian economy was \$3.8 billion and recommended that the Fair Work Act should be amended to explicitly prohibit sexual harassment using the definition in the Sex Discrimination Act 1984. The Sex Discrimination Commissioner supported ratification of C190 in the report.

### PROFESSIONALS AUSTRALIA'S APPROACH

We need urgent action to prevent sexual harassment and to tackle the underlying causes of sexual harassment and gender inequity. We need to:

- affirm the right of workers to be free from sexual harassment as a workplace right;
- ensure sexual harassment is recognised as a core workplace health and safety issue;
- shift the framework from seeing harassment as an individualised issue to understanding it in systemic terms and in the broader context of gender inequity. Research confirms there is a significant gender pay gap in the STEM workforce overall as well as in the Engineering, Science and IT professions, women are under-represented in number in the STEM professions and female STEM professionals experience higher levels of discrimination and sexual harassment than their male counterparts;
- address sexual harassment as one of the key factors that leads to the attrition of women from the STEM workforce, as a mainstream economic and workforce development issue and as a key reform priority for the coming decade; and
- support the ratification of C190 to become law in Australia.

### SEXUAL HARASSMENT AND DISCRIMINATION IN THE STEM PROFESSIONS IN BROADER GENDER EQUITY CONTEXT



#### ENGINEERING

- Only 12% of the Engineering workforce is female.
- Only 15% of those enrolled in Engineering courses at university are female.
- Only 1 in 10 Engineering graduates are female.
- Variation by discipline:
  - Chemical engineering – 24% female
  - Environmental engineering – 40% female
  - Biomedical engineering – 50% female
  - Process and resources engineering – 29% female
  - Civil engineering – 14% female
  - Software engineering – 14% female
  - Automotive engineering – 2% female

#### PAY GAP 20.6%

- 1 in 5 (20.1 per cent) of female respondents and 3 in 100 (3.1 per cent) of male respondents reported having been sexually harassed in their careers.
- Just over 6 in 10 (63.9 per cent) said their workplace currently had formal policies in place to promote diversity and almost 3 in 4 (76.2 per cent) said their workplace currently had formal policies in place to deal with discrimination.
- However close to 1 in 3 (30.8 per cent) said they did not believe the employer had strategies in place to actually implement policies relating to diversity and discrimination.
- Over half (56.5 per cent) female respondents said they had been discriminated against on the basis of gender in their workplace over the last three years compared to 3 in 100 (2.8 per cent) of male respondents.
- Women were also more likely than their male counterparts to have been discriminated against on the basis of age, religion, race or disability.

Source: 2020-21 ICT Employment and Remuneration Survey



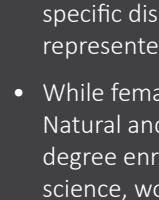
#### IT

- Females comprise only 28% of the IT workforce.
- Only 16% of IT course enrolments are female.
- Females account for only 25% of those with post-secondary qualifications in Australia – only 1 in 4 IT graduates are female.
- Female participation is under 10% for most specialised IT occupations.
- Female ICT graduates in full-time roles at both the Bachelor and Doctorate levels are less likely to earn an income in the highest wage bracket (104,000 or over).

#### PAY GAP 12%

- Around 1 in 3 (32.5 per cent) of female respondents reported having experienced sexual harassment in the course of their employment compared to 1 in 50 (1.9 per cent) of male respondents.
- While 81.7 per cent of respondents said their employer had in place formal policies to deal with discrimination and 75.3 per cent said their employer had in place formal policies to promote diversity, 12.8 per cent said that their employer did not have strategies in place to actually implement the policies.
- Over half (50.9 per cent) of female respondents reported that they had experienced discrimination on the basis of gender.
- Women respondents were also more likely than their male counterparts to have been discriminated against on the basis of age, race or sexual identity.

Source: 2020-21 Professional Engineers Employment and Remuneration Survey



#### SCIENCE

- Females remain seriously under-represented in some specific disciplines of science and are not well-represented at the most senior levels in all disciplines.
- While females comprise 52% of enrolments in the Natural and physical sciences and 52% of bachelor degree enrolments in Agriculture and environmental science, women are under-represented in the fields of astronomy, physics and geology.
- 12% of the STEM workforce in construction
- 17% in mining and
- 19% in utilities.

#### PAY GAP 15% OVERALL 9% IN THE LIFE SCIENCES 13% IN THE ENABLING OR SO-CALLED 'HARD' SCIENCES

- One in five female respondents (20.1 per cent) had experienced sexual harassment at least once in their careers compared to around one in 14 male respondents (7.0 per cent).
- Two in five female respondents (40.9 per cent) said they had experienced gender bias or discrimination on the basis of gender in the previous three years.
- Women were also more likely to have been discriminated against on the basis of age, race, disability, religion or sexual identity than their male counterparts.
- 70.1 per cent of respondents reported their employer had formal policies in place to promote diversity and 74.5 per cent had policies to deal with discrimination. 17.4 per cent of respondents said their employer did not have strategies in place to actually implement policies on diversity and discrimination.

Source: 2020-21 Professional Scientists Employment and Remuneration Survey



#### STEM



#### PAY GAP - 22.8%

- 46% of females in the STEM workforce reported having experienced sexual harassment compared with 9% of males.

Source: Australian Human Rights Commission National Inquiry into Sexual Harassment in Australian Workplaces

### Additional resources available at:

[www.saferespectfulworkplaces.com/resources](#)

[www.worksafe.vic.gov.au/resources/work-related-gendered-violence-sexual-harassment](#)