

WEN & BCEC host our first Australian Gender Economics Workshop

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In partnership with the Bankwest Curtin Economics Centre (BCEC), the Women in Economics Network was excited to host our first Australian Gender Economics Workshop (AGEW) in Fremantle on 8-9 February 2018.

AGEW2018, the first gender economics workshop of its kind in Australia, combined BCEC's commitment to deliver research that contributes to the economic and social wellbeing of Australians, and WEN's mission to promote and advocate for women in economics.

The workshop provided researchers with a forum to present and discuss innovative research incorporating gender analysis into all areas of economics.

We were delighted to receive such strong interest in the workshop from researchers working across a wide spectrum of gender economics topics.

Noongar Elder **Marie Taylor** delivered a warm welcome to country in both Noongar and English, and spoke about the matrilineal Noongar culture and the importance of gender equality.

Vice-Chancellor of Curtin University, **Professor Deborah Terry AO**, officially opened the workshop, acknowledging the importance of the



workshop in tackling gender inequality and driving good public policy: "Gender equity is a challenge that essentially cuts across all critical policy areas. These are issues that go to the heart of fairness and equity in our society, but they also have very significant economic implications."

Keynote presentations were delivered by **Professor Alison Booth** of the Australian National University, and **Associate Professor Betsey Stevenson** of the University of Michigan, both of whom have made invaluable contributions to the knowledge base that informs our understanding of gender inequality and how to address it.



Drawing upon her extensive economic research into gender differences in competitive behaviour, Professor Booth's compelling keynote address broached the question: "How different are men and women really?" Professor Booth shared her research on gender differences in the choice to compete and in competitive outcomes, using evidence from several novel studies including analyses of the behaviour of secondary school students in single and co-ed schools in the UK, the competitive behaviour of birth cohorts in China and Taiwan, and the outcomes of Japanese speedboat racing competitions.

A key overall conclusion from the three studies was that willingness to compete is malleable and dependent on the environment: "Women tend to avoid competing against men, but this tendency is less pronounced for those who have been educated in an environment in which women's value is upheld."

Associate Professor Betsey Stevenson delivered a timely and powerful keynote on the under-representation of women in economics and the stalled pipeline that exists across the globe.

In an innovative study on how gender is portrayed in best-selling introductory economics textbooks, Associate Professor Stevenson found that men make up three-quarters of the fictional people in economic textbook case studies. And where women were found in examples, they were typically engaged in education or household tasks, and were more likely to be passive rather than active participants in economic decision-making.

Associate Professor Stevenson highlighted the importance of involving more women in economics, particularly as men and women tend to have different views on redistributive policies and government intervention in markets: "Small interventions and role models matter in encouraging women to pursue economics."



The workshop's inaugural Best Student Paper Award was won by **Ruth Badru** (University of Otago) and presented by **Professor Siobhan Austen** of Curtin University. Ruth's paper examined the effect of gender wage gaps and women's bargaining power on aggregate demand, and is an important contribution to the evidence base needed for the formulation of inclusive macroeconomic policies (read more about Ruth's research on page 22).



The workshop culminated with a Policy Symposium which brought together senior influencers from government, research, industry and not-for-profit communities. The symposium drew upon the key themes and research insights stemming from the workshop, helping to actively shape policies to enhance the status of women across the full spectrum of economic and social outcomes.

Chaired by the Executive Director of CEOs for Gender Equity, **Tania Cecconi**, the symposium featured panellists the **Hon. Simone McGurk MLA** (WA Minister for Women's Interests; Child Protection; Prevention of Family and Domestic Violence; Community Services), **Diane Smith-Gander** (Non-executive Director, Wesfarmers), **Conrad Liveris** (Corporate Adviser on Workplaces and Risk), **Associate Professor Betsey Stevenson** (University of Michigan) and **Associate Professor Rebecca Cassells** (Bankwest Curtin Economics Centre).

The panel discussed the importance of challenging gendered roles in workplaces and society more broadly, along with reflecting on the value of women in driving gender inequality and the need for a cultural shift.

The symposium panellists raised the need to normalise parental leave in the workplace as one of the key policy elements required to overcome gender disparities in labour market outcomes.

Both the workshop and policy symposium offered an important opportunity for all participants to connect to the wider community of economic researchers, policy analysts and experts within Australia, who all share a common goal to better understand and tackle the issue of gender inequality.



WEN and the BCEC are very grateful to the Australian Government Office for Women in the Department of the Prime Minister and Cabinet, and the Australian Government Department of Jobs and Small Business for their sponsorship of AGEW 2018.



Australian Government

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Prime Minister and Cabinet**



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Australian Gender Economics Workshop (AGEW) 2018 Presentations

All AGEW2018 presentations are available at:

<http://bcec.edu.au/assets/Australian-Gender-Economics-Workshop-Program.pdf>

Video highlights of AGEW2018 can be viewed at:

<https://youtu.be/Uh5W87SG9m4>

Keynote addresses

Alison Booth (Australian National University)

Competitive behaviour in economics: How different are men and women?

Betsey Stevenson (University of Michigan)

Gender representation in economics textbooks and what it means for inclusivity in the classroom

Gender and human capital

Tina Rampino (University of Queensland)

Gender differences in educational aspirations and attitudes

Alison Preston (University of Western Australia)

Understanding the financial literacy of men and women in Australia: A decomposition analysis

Michael Dockery (Curtin University)

Labour market implications of promoting women's participation in STEM in Australia

Gender and non-cognitive characteristics

Leonora Risse (RMIT University)

How do differences in men's and women's personality profiles affect their job promotion prospects?

Michael Jetter (University of Western Australia)

Gender differences in competitiveness and risk-taking among children, teenagers, and college students: Evidence from *Jeopardy!*

Claire Thibout (Melbourne Institute)

The importance of self-confidence in explaining subject choices in high school

Gender gaps in labour market outcomes

Donna Ginther (University of Kansas)

Why do women leave computer science and information technology jobs?

Rebecca Cassells (Bankwest Curtin Economic Centre)

The evolution of the gender pay gap in Australia: Do younger women now have the advantage?

Timothy Watson (Department of the Prime Minister and Cabinet)

Digitalisation and the labour force gender participation gap in the Indo-Pacific

Gender and leadership

Shanthi Manian (Washington State University)

Leadership and gender discrimination: Experimental evidence from Ethiopia

Edwin Ip (Monash University)

How do gender quotas affect hierarchical relationships? Complementary evidence from a representative service and labor market experiments

Rachel Power (University of Technology Sydney)

A policy paradox: Evaluating a target for gender diversity in corporate Australia

Culture, identity and behaviour

Rose Khattar (Australian Treasury)

It's raining men? Hallelujah? The long-run consequences of male-biased sex ratios

James Ottaway (Department of the Prime Minister and Cabinet)

Labour markets, behavioural norms and identity

Ananta Neelim (RMIT University)

Self-promotion, stereotypes and gender inequality: Breaking the shackles of modesty

Gender and social justice

Julie Smith (Australian National University)

Markets and exchange of mother's milk: Implication and regulatory approaches

Sue Ash AO and Kelly Bruce (KB West Advisory)

The tsunami that we can stop: The feminisation of poverty in Australia

Jay Martin (KPMG)

Gender economics and the human services - pricing virtue

Gender gaps in retirement incomes

Emily Millane (Australian National University)
Gender and superannuation in Australia:
An historical overview

Michelle Fairbairn (Australian Treasury)
Superannuation savings across couples:
Insights from taxation data

Brendan Coates (Grattan Institute)
What's the best way to close the gender gap
in retirement incomes?

Evaluation of policies

Maria Racionero (Australian National University)
Gender gaps in the labour market: The role
of parental leave policies

Salma Ahmed (Deakin University)
Expansions in paid maternity leave coverage
and women's labour market outcomes

Anna Zhu (Melbourne Institute)
The effect of changing financial incentives
in the family on youth outcomes

Gender in developing countries

Maryam Naghsh Nejad (IZA)
Impacts of hosting refugees on the fertility of
natives

Diana Contreras Suárez (Melbourne Institute)
Sticky floors in developing countries: A distributional
analysis of the formal and informal sectors

Christine Smith (Griffith University)
Gender, consumption, and poverty in post-war
Sri Lanka

Economics of the household

Jan Kabátek (Melbourne Institute)
Daughters and divorce

Ruth Badru (University of Otago)
The effect of gender wage differentials and women's
bargaining power on aggregate expenditure

Minhee Chae (Australian National University)
Quantity-quality trade-off: Has the one-child
policy reduced gender gaps in cognitive
development in China?

Following the success of the Australian Gender Economics Workshop (AGEW) 2018, WEN delivered a **Policy Brief** to the Australian Government Office for Women, the Department of the Prime Minister and Cabinet, and the Australian Government Department of Jobs and Small Business. The Policy Brief summarised

the key findings and policy implications identified the AGEW research papers and symposium discussion and proposed a set of actionable strategies for policy-makers. A copy of the Policy Brief is available on the WEN website:

<http://esawen.org.au/440/images/AGEW2018PolicyBrief.pdf>

