

# International Women's Day 2023

Cracking the Code for DigitALL: Innovation  
and technology for gender equality

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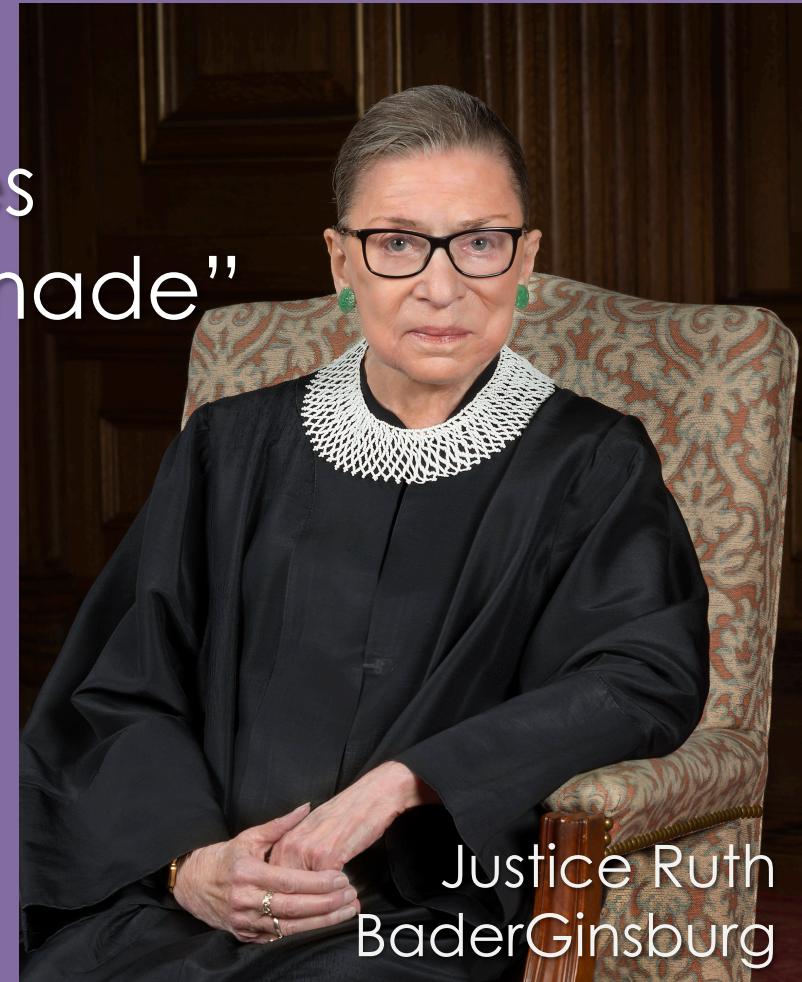
Women's Leadership Institute Australia

**Gender equality** in economic participation is about men, women and individuals of all genders having **equal voice in all decision-making.**

“Women belong in all places  
where decisions are being made”

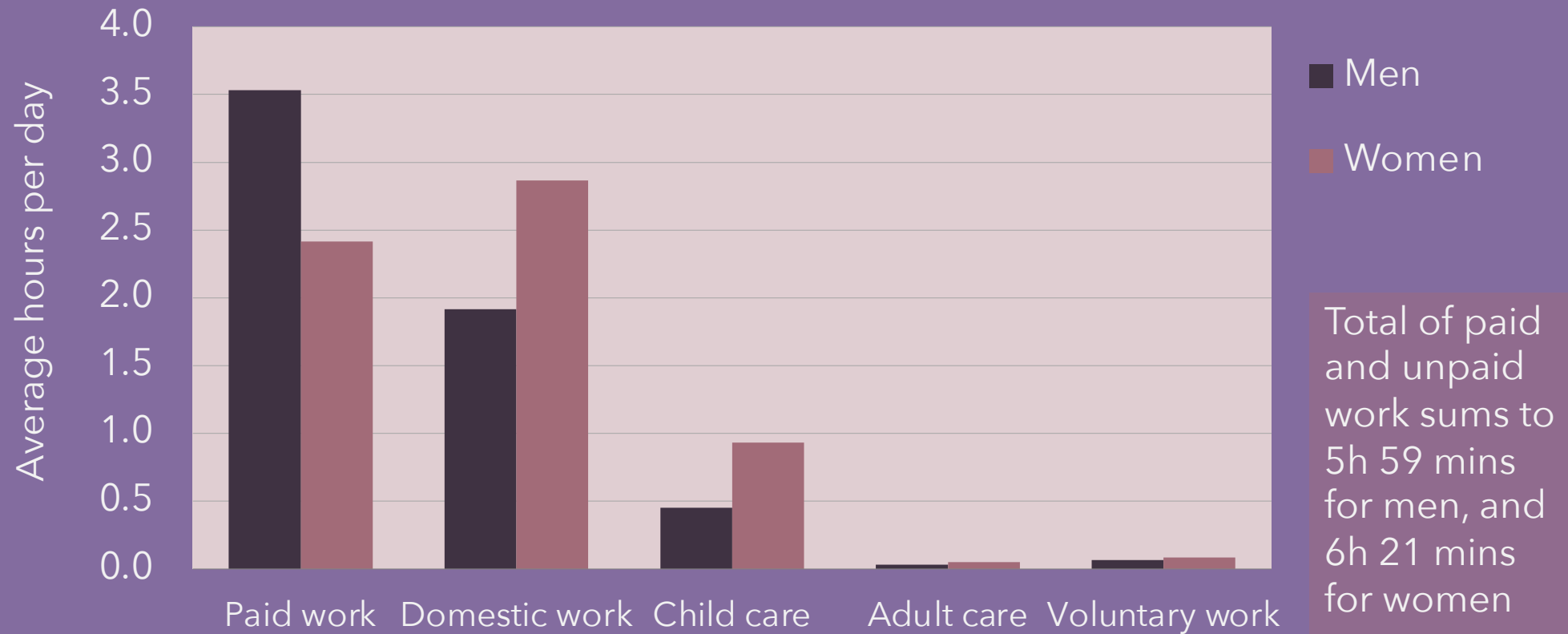


US Supreme Court, 2006-2007



Justice Ruth  
BaderGinsburg

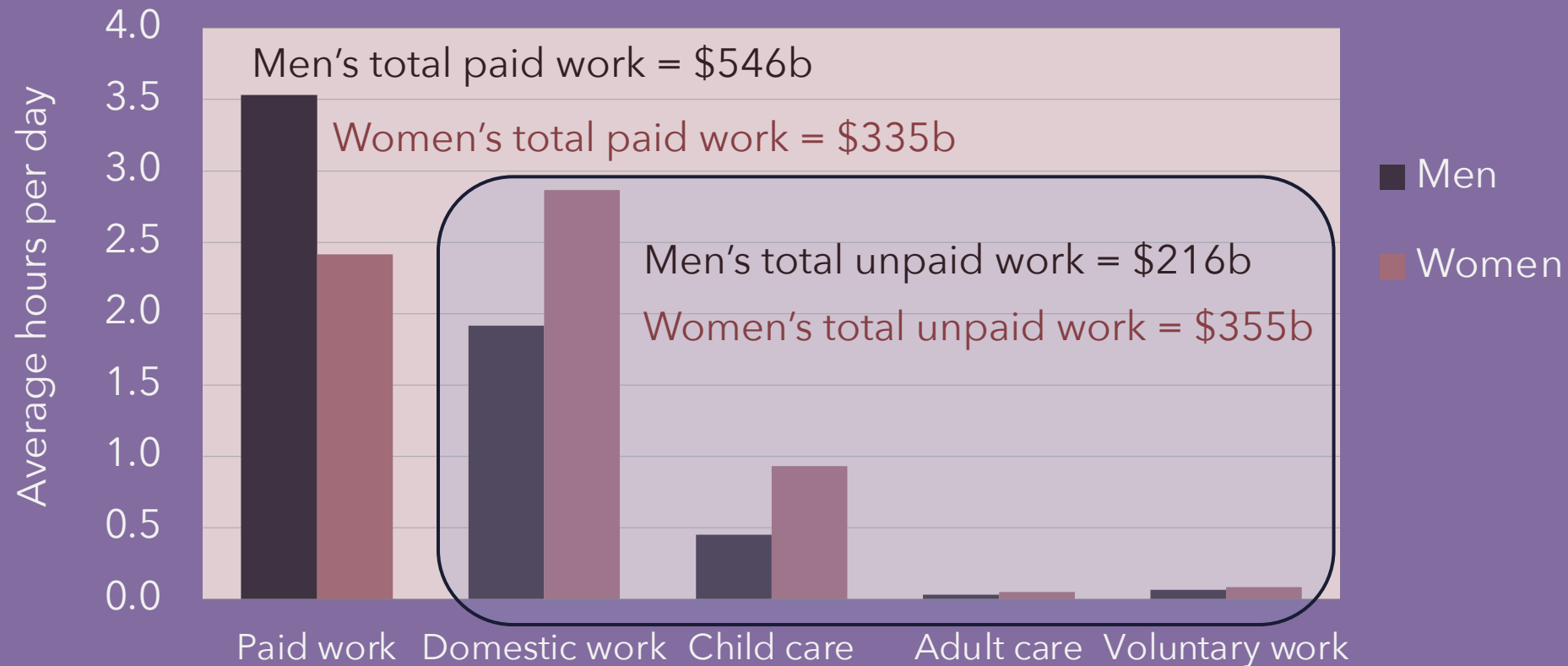
## Australians' daily time allocations towards paid and unpaid productive activities



Source: ABS Time Use Survey, 2021

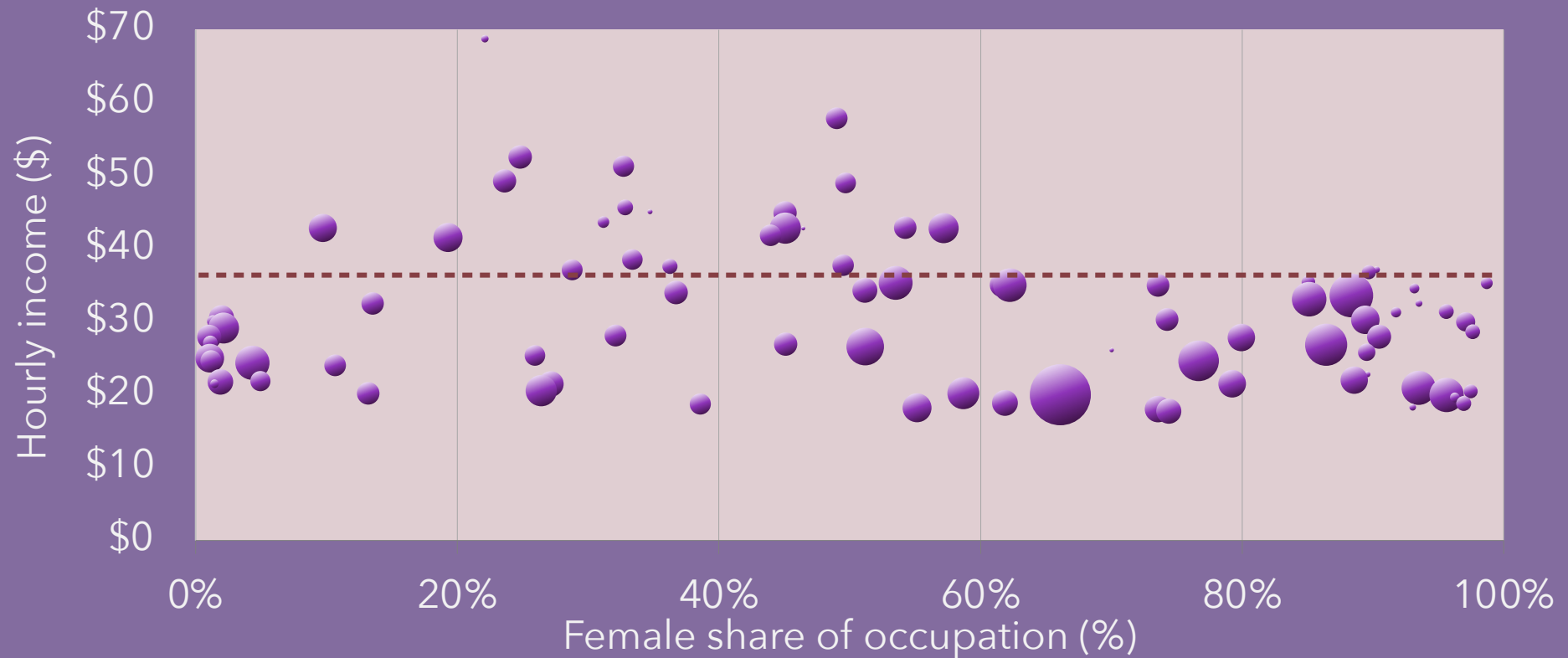
Average includes people who do not participate in the activity at all.

# Equivalent total annual labour market value of paid and unpaid productive activities



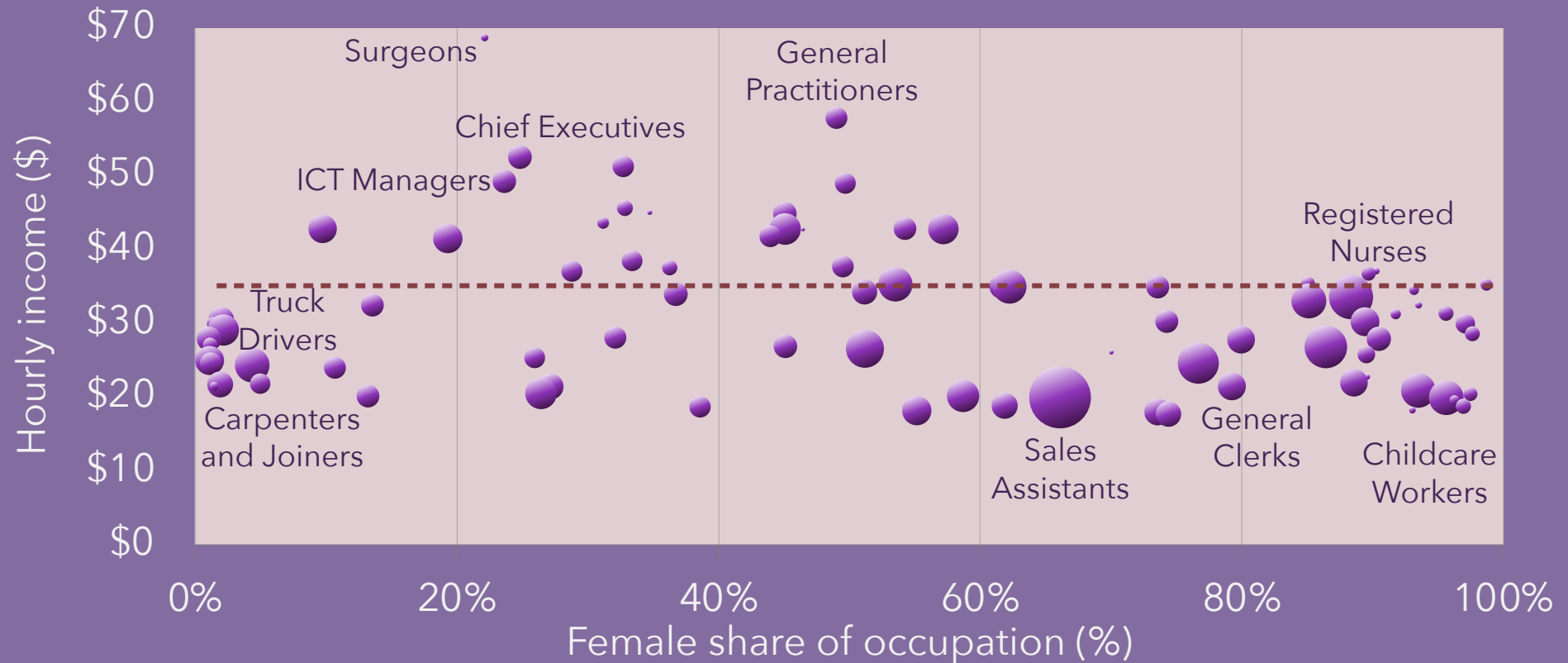
Source: Author's calculations using ABS Time Use Survey 2021 and Census of Population and Housing 2021. Presented at the Australian Gender Economics Workshop 2023.

## Gender composition and hourly income by occupation (Income-earners with university qualification)



Source: Author's calculations using ABS Census of Population and Housing Australia Table Builder 2021. Dotted line denotes average hourly income.

## Gender composition and hourly income by occupation (Income-earners with university qualification)



Source: Author's calculations using ABS Census of Population and Housing Australia Table Builder 2021. Dotted line denotes average hourly income. Chief Executives includes Managing Directors.

# Channels to make a difference to gender equality

Workforce  
and decision-  
making

Gender lens on  
product,  
service and  
policy design

Recognition  
and credit for  
contribution

Ensure benefits  
flow through to  
women and  
workers in  
female-  
concentrated  
sectors

“For gender to affect the supply of inventions, it appears that women must occupy positions of power.

Who benefits from innovation depends on who gets to invent.”

Source: Koning, Samila and Ferguson (2021) Who do we invent for? Patents by women focus more on women's health, but few women get to invent''

“Technology and digitisation have a core — not superficial or ancillary — role to play.

Amidst the sea of challenges, the potential for technology in aged care is far deeper and more transformative than might be imagined.”

RMIT Health Transformation Lab and CISCO (2022)  
“Transforming Aged Care”



## But hazards and resistance along the way...

Implicit bias and gender norms

Backlash against destabilising gender norms

Resistance to change – traditionalism and perceived threat to status and purpose (“breadwinner identity”)

Imbalances in economic power

# Characteristics about digital and tech sectors that elevate its prospects for gender equity

Adaptive, innovative and forward-looking by nature

Historical precedence –  
Computer science used to be a majority-female field!

Many people in the field understand what it feels like to be marginalised and excluded

Rapid growth and high skills demand

# Takeaway message to hopefully inspire and empower

1) Gender equality in economic participation is about men, women and individuals of all genders having equal voice in all decision-making.

3) Ensure benefits of technology flow through to the wages of women and workers in female-concentrated sectors

2) Where are the technologies to free up women from the time demands of unpaid work, while also incentivising men to participate more in care?

4) Understand that resistance can stem from perceived threat to status and purpose

When women have a greater say in decision-making, they have a greater say in shaping **what society values.**