

Hello from Hilary...

I hope you are all keeping well and coping with whichever circumstance you find yourself in.

How quickly human behaviour can change! Here in Queensland we are now allowed to travel 50km from our home and have a picnic or small family gathering. In NSW, my adult kids and grandkids are celebrating the fact that they can now visit friends (two adults plus dependent children). All of us are feeling slightly 'naughty' about stepping out of the boundaries that have held us back for – only -the past 5 or so weeks.

Whether or not you agree with the shutdown, we have all mostly complied with the new regime, acknowledging that the sooner we manage to control the spread of the virus, then the quicker we can get back to normality. But seeing how many of us have adopted different ways of living and spending our days, I am wondering, along with many others, what that new 'normal' will be. The tragedy of so many deaths and the economic fallout from the response to the pandemic are overwhelming, but there have also been some positive outcomes from the shutdown. Mother Nature for a start has been able to draw breath – and a much fresher breath with the dramatic reduction in pollution. Articles abound celebrating that even endangered species have, in this short time, started to flourish. Families are connecting in different ways and parents are spending more time with school-age children; I am sure these experiences are a mix of positive and negative!

My point is that human beings have learned in a truly short time to live differently. Many of them will be hating the experience, whilst others will look back on it as an enjoyable time in their lives. However, enjoy it or not, we have all lived differently for several weeks across the globe.

So, what does that mean for the vision of The 100% Project, to see 100% of Australia's leadership potential, female and male, equally contributing to our social and economic future? I read an article recently that stated that the number of women in the workforce in the 1950's (post World War II) was the same as the number of women in the workforce in the 1930's (pre-World War II). This, despite during the war women working in traditionally male-dominated jobs including factory work, flying transport aircraft, agriculture, engineering, etc. etc. They gave up those jobs when the men returned from war, and the women went back to the home. No doubt many of the women were happy to do this and indeed the men needed to work, but my feeling is that many women would have preferred to remain in work if they had been given a choice. Will we go back to the way it was before, or will we take advantage of the new ways of living and working that have seen some positive outcomes?

The purpose of The 100% Project is to promote equality of choice and opportunity for women and men. Recognising that some women, and men, will be rethinking work/life integration and balance, how will that choice be impacted by the economic realities of 2020 post the pandemic? A significant factor to consider is the gender pay gap; is there a risk this will increase due to the current level of unemployment and the resulting choices employers and employees will necessarily take to get back to work?

A great article by Jane Hill, our newly appointed board member, cautions us to maintain our resolve to ensure women are not side-lined as we rebuild our economy.

Best regards and keep well,

Hilary



ARTICLE OF THE MONTH...

GENDER EQUITY STARTS IN THE HOME

by David G. Smith and W. Brad Johnson May 4, 2020

Jack Koban, a geologist and engineering project manager, is working from home during the pandemic shutdown while his wife, Ashley Saucier, works long hours as a pediatric emergency medicine physician. In our recent call with Jack, he reflected, “I don’t remember the last time I’ve cooked three meals a day and done the dishes for three straight weeks. It’s been nice being home, having more family time, and being more involved with the kids. We’ve definitely achieved a new work-life balance.”

Not everyone is seeing a silver lining in the shutdown, though. Families are struggling with unemployment, keeping small businesses afloat, and having to work to survive in the absence of paid sick leave. What’s more, many individuals are now discovering what it’s like to spend so much of their time managing work, childcare, and a household.

For most women, this last challenge is nothing new. Despite the fact that women outnumber men in the [paid workforce](#), women still do more of the domestic work and childcare — almost [twice as much](#) as their male partners. The pandemic has closed many schools and daycare centers, creating childcare scarcity and exacerbating the stresses and strains of caregiving, home-schooling, and domestic duties, especially for dual-earner [mothers who were already doing more unpaid work](#). Even with expanded use of telework and flexible work arrangements by many businesses, working from home is not necessarily easier when parents are juggling job responsibilities, full-time childcare, and supervision of children’s education.

Because [44% of all U.S. households with children](#) are comprised of married dual-earner full-time working couples, and because [1.57 billion children are currently out of school globally](#) and most non-critical workers are now teleworking from home, a seismic shift in the traditional division of household responsibilities is likely. It is not a stretch to expect that men are doing more housework and childcare during the pandemic — an enlightening experience for many.

Continue reading...

https://hbr.org/2020/05/gender-equity-starts-in-the-home?utm_medium=social&utm_campaign=hbr&utm_source=twitter

Employees who can work from home earn on average 24 percent more than those who cannot.

**Centre for Future Work,
April 2019**

Director's thoughts...

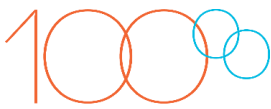
As a passionate advocate for all forms of diversity, I'm honoured and excited to join the Board of The 100% Project whose purpose is to promote equality of choice and opportunity for women and men.

To quote Winston Churchill, "Never let a crisis go to waste". As businesses reset their strategies in the wake of Covid-19, I encourage you to champion gender equality and ensure your business has diversity targets hardwired into its goals.

Over the last month, lots of fathers / secondary carers have been more active in sharing care and home duties with their partners. Let's continue this post Covid-19 by ensuring your company's parental leave policy includes secondary carers and flexible work is the norm.

Does your business strategy include a timeframe to achieve a 50:50 gender split across your workforce and are you maximising diversity in all its forms – gender, cultural, age, experience etc? The evidence is clear. If you want your business to come back strongly on the other side of Covid-19, ensure your workforce is leveraging 100% of the population.

Jane Hill, Director



THE ONE HUNDRED
PERCENT PROJECT

News & Events



The 100% Project welcomed Jane Hill, People & Culture Director at Lion to the team. Her knowledge and passion for transforming organisations into diverse, thriving workforces aligns perfectly with our vision and we look forward to her contribution.

Due to COVID-19, we have postponed all 2020 events. To keep connected, we will be sending out a monthly newsletter to The 100% Project subscribers.

Please visit us at <https://the100percentproject.com.au/> for monthly blogs from our Directors.

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