Project with Alessandro Ghio:
Practices that help women Flourish, our impact journey...

Aspects we focused on:
1) identifying the problems women accountants faced in their workplaces
2) comparisons of psychological resources (wellbeing and resilience) differences between women in Big 4 vs Non Big 4
3) the prevalence and utilisation of formal and informal supporting practices in organisations and Big 4 vs non-Big 4
4) the impact of these processes on the well-being and resilience of women
5) the ‘so what?’ factor

Questions and Opportunities
• How can we communicate our work in a way that is practical and of relevance to organisations?
• Are there opportunities available to us? eg. International Women’s day Impact article and press release, article for Thrive Global, Masterclass
THrive Global

How workplaces can help women flourish for free

READ MORE

IMPACT
Shaping the future of business

WELLBEING AND PERFORMANCE: WHAT WOMEN REALLY WANT IN THE WORKPLACE

MONASH BUSINESS SCHOOL
Effective paths to engagement

**Masterclass**
- Development of a proposal
- Time consuming – ‘Ted Talk’ Style
- Opportunity to invite research participants and connect with stakeholders eg funding bodies
- Question and answer session
- Permanent record of Masterclass

**Website**
- Summarises study’s findings
- Shows our engagement activities
- Shows links to further projects
- Provides contact details of researchers
- Can be used as a reference point

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**Masterclass: How Do We Integrate Mental Health, Wellbeing And Performance Within Professional Service Firms?**

**Event Details**
- **Date:** 29 October 2023 at 10:30 am – 1:30 pm
- **Venue:** Online (Melbourne time)
KEY FINDINGS

1. Practices Supporting Women

EFFICACY PRACTICES SUPPORTING WOMEN

- **Flexible Working Arrangements** emerged the most often cited practices that support women. Flexible working arrangements are the most highly adopted practice from our survey and most utilized by women, followed by taking carer’s leave; in our study carers leave leads to more trust in the organization and resilience.

- It is important that working flexibly is not seen as a "women’s arrangement". It greatly helps women balance their family and work life, it helps them even more if these arrangements are just seen as normal.

Fig 1 Percentage of women CPA

- 49% of women CPA
- 14% of women partners
What challenges will you/did you face in identifying/recording the project’s impact.

Weighting up opportunities and cost

• Move onto next project or continue through to impact
• Deciding what to say yes to, eg podcast, presentations at Industry events, engagement with practitioner-based conferences such as Accounting Business Expo
• Deciding on applying for impact grant
• Deciding on conducting round table with Big 4 stakeholders

Website

• Can track engagement statistics
• Can potentially lead to consulting work – but do we want to do this (??)
• Could lead to case site for further research

Media releases & Media training

Wednesday 17th April 2019
SUPER GAP HITS WOMEN’S HIP POCKET

Women could have more than $80,000 less in their superannuation accounts compared to men by the end of their working lives, according to new Australian research that examines the impact of gender differences and labour market forces on retirement income. Research by Dr Carly Moulang (Monash University), Professor Paul Gerrans (University of Western Australia) and Professor Noel Whiteside (University of Warwick, UK) has identified fresh evidence of how the ‘gender pay gap’ begins from the first days of employment – a deficit that women fail to recoup during their careers.

Dr Moulang from Monash Business School’s Department of Accounting says the results provide an explanation of why women persistently fall behind men when it comes to superannuation savings and therefore rely heavily on the age pension in retirement.

“Gender-based differences in labour force participation, the presence of dependent children, and other caring responsibilities impact on women’s ability to access waged work more than men. Women are also more likely to be employed part-time and work fewer hours,” Dr Moulang said.

This study used administrative data from Mercer Australia to examine superannuation accumulation trends across a 10-year period from 2002-2012. This allowed them to track specific people during this period to estimate the cumulative effects on their individual retirement savings. The age cohorts tracked were early career (24-36), mid-career (34-46) and late career (44-46).

“In 2002, comparing the retirement balance of men and women, the youngest cohort had an average gender gap of $1142 in 2002 while the oldest group had $21,889,” Dr Moulang said.

“When measured again in 2011-12, this gap had widened to $18,608 and $81,769 respectively – figures that are most alarming.

“We found that the young cohorts experienced more gaps in their contributions as they are more likely to be establishing their family around this time, where the more stable 44-46 year olds did not have as many gaps.”
Outcomes from media release:

2. **ABC Radio Interview** Thursday 18th April 2019. ABC North Coast Drive radio interview with Bruce McKenzie
3. **2CC Canberra Radio interview** Friday 19th April 2019. 2CC Canberra with Chris Mac
   [https://www.2cc.net.au](https://www.2cc.net.au)
4. **The Financial Standard** Superannuation Gender gap hits women early
5. **The Sector** The gender pay gap impacts women’s superannuation too: is the gap closing?
6. **Money Management** Gender super gap starts in women’s 20s
7. **Australian Business Deans Council** Gender pay gap and superannuation
8. **MediNet** Gender gap hits women’s super early
9. **Mirage News** Gender gap hits women’s super early
10. **Self-Managed Super** Ongoing contributions best for closing super gender gap
11. **Australian Nursing and Midwifery Journal** Women face $80,000 deficit in retirement.
    [https://www.abc.net.au/radio/illawarra/programs/mornings/](https://www.abc.net.au/radio/illawarra/programs/mornings/)
13. **Super Review** Gender super gap starts in women’s 20s
    [https://lens.monash.edu/e-a-different-lens/2019/09/12/1376222/the-ageing-population](https://lens.monash.edu/e-a-different-lens/2019/09/12/1376222/the-ageing-population)
Final notes on engagement/impact advice...

- Project design
- Media training
- Engagement leads to more opportunities for engagement

#WHNPodcast
What Happens Next?, a podcast by Monash University, hosted by Dr Susan Carland, explores the biggest challenges facing the world today.

Discussion / Questions?