



# Credit for a fair go

By **Winston Tan**

FOR June Dansey, a workplace that promotes gender diversity is a positive workplace.

Ms Dansey is a manager at the school of engineering, technology and trade at Swinburne University in Melbourne's outer east.

She said what set her employer apart from some others was the way it encouraged women to take on leadership roles within the educational institution.

For example, she is part of the My Mentor program, which aims to develop women and educate leaders about gender issues.

Ms Dansey said the program allowed women to learn about networking and raising their own profile.

"Swinburne is a very large organisation, and you travel to meet women you haven't met before."

She said it was also a valuable tool to exchange ideas and praised Swinburne for giving women the opportunity to gain the confidence they needed to advance their careers.

Programs such as this have led to Swinburne receiving an



**Higher learning:** June Dansey says promoting gender diversity is important.

Picture: Wayne Hawkins

Employer of Choice for Women citation by the federal government.

Swinburne human relations manager Richard Williams said the university offered a range of other benefits, such as "superior" parental leave entitlements.

Women are provided with 14 weeks' pay at 100 per cent, and 38 weeks' pay at 60 per cent. There is also the added flexibility for women to come back to work earlier for one or two days a week and still be able to claim some of their leave entitlements.

Mr Williams said fathers were entitled to 15 days of paternity leave, which they could use before or after the child was born.

"It's very important to retain staff," he said.

## THE GREAT DIVIDE

MANY women still believe gender inequality is an issue in the workplace.

Ninety-two per cent of women in an Australian survey felt they did not enjoy equal rights at work, according to a study by the Mt Waverley-based Heat Group, UNIFEM Australia and the United Nations Development Fund for Women.

The study, released last Monday on International Women's Day, also revealed 41 per cent of women believed domestic commitments and the resulting inability to work longer hours were major stumbling blocks to gender equality.

More than half of the 500 women surveyed also felt pressure to conform to traditional female roles in the home.

**Kirsten Leiminger**