



Department of Employment and Workplace Relations

Via Email: JSALegislatedReview@dewr.gov.au

Jobs and Skills Australia Act 2022 legislated review consultation

Dear Dr Michele Bruniges AM,

The Working with Women Alliance (WwWA) welcomes the opportunity to comment on the effectiveness of the *Jobs and Skills Australia Act 2022* (the JSA Act). We commend the Government's commitment to evidence-based policymaking through Jobs and Skills Australia (JSA) and emphasise the importance of continuing and strengthening JSA's gender-responsive reporting and analysis to advance women's economic equality.

JSA plays a vital role in addressing persistent gender inequities across Australia's workforce and skills training. The research and data insights from JSA, highlighting gender imbalances in workforce participation and skill acquisition, provide the evidence needed for more inclusive policy and program design. Publications such as the *Gender Economic Equality Study* and *Our Gen AI Transition* series continue to inform efforts to dismantle entrenched occupational gender segregation that funnel women into low-paid, insecure roles while enabling men to remain concentrated in higher-paid, more senior positions. Without such insights, these structural disparities will keep perpetuating the gender pay gap and limit women's economic security and career progression.

We value JSA's focus on intersectional data analysis. Detailed insights into workforce trends - disaggregated by gender, cultural background, disability, and age - are essential to designing policies that reflect women's diverse experiences. Data from the *Occupation and Industry Profiles* and the *Jobs and Skills Atlas* have informed our submissions to departmental consultations on employment, education, emerging technologies, and productivity. These initiatives ensure that gender equality remains central to national workforce planning and investment decisions.

We also recognise JSA's strong stakeholder engagement. As part of the National Women's Equality (NWE) lunchtime webinar series, we were delighted to host Dr Emma Cannen, who shared findings from the first two reports of the *Gender Economic Equality Study*. The discussion offered our members valuable insight into ongoing barriers women experience in workforce participation and education pathways and equipped them with practical strategies for change to incorporate into their own work.

The continuation of JSA's legislated functions, particularly its evidence-informed approach, wide consultation, and gender-responsive reporting, is essential to ensuring that gender equity remains a measurable and accountable outcome of national workforce initiatives. Metrics that capture progress in occupational representation, skills access, and leadership participation must stay central to JSA's work to ensure meaningful improvements in women's economic outcomes.

Further, we encourage JSA to deepen partnerships with women's advocacy groups, Indigenous organisations, and multicultural communities to make sure that reports and datasets genuinely reflect diverse lived experiences. Such collaboration is crucial to tackling intersectional forms of disadvantage that often go unaddressed.

Aligned with the priorities identified under the *Working for Women Strategy*, including addressing gender segregation of industries and occupations and understanding how employees experience multiple and intersecting forms of bias, discrimination and disadvantage at work, JSA stands as a cornerstone of an inclusive and productive labour market. The Alliance strongly supports embedding a gender lens as a core principle within JSA's strategic direction and operational remit.

We thank the Department for the opportunity to provide input and look forward to continued engagement on these important reforms.

Yours sincerely,

Dr Gemma Killen

Director – National Women's Equality
Working with Women Alliance