



A VICTORIAN GENDER EQUALITY STRATEGY

CONSULTATION PAPER

The Victorian Government is developing **A Gender Equality Strategy for Victoria** to guide actions and priorities, and to work alongside the community towards a common goal of equal social, civic and economic participation for women in society.

Advancing gender equality increases women's safety, security, health and wellbeing by encouraging a society based on respect and equality.

Gender equality also has tangible benefits for Victoria's productivity and economic prosperity, as more women are supported to reach their potential.

This consultation paper seeks your input on the key challenges and opportunities that gender equality presents.

GENDER INEQUALITY AFFECTS WOMEN IN ALL AREAS OF THEIR LIVES



» On average, girls receive **11%** less pocket money than boys.¹

» Many **teenage girls** begin to drop out of sports and physical recreation, putting them at a lifelong **health disadvantage**.²



» More women than men graduate from higher education³, but women get a **lower average graduate salary**.

What barriers have you observed for women?



» The Victorian workforce participation rate for women is **58.8%**, compared to **71.4%** for men.⁶

» **Only 14%** of women enrolling in university chose **science-related** fields of study, including engineering, manufacturing and construction.⁷

How do we shift embedded attitudes about women and their role in society?



» **One in two** mothers report experiencing **discrimination** as a result of their pregnancy, parental leave or return to work.⁴

» Australian women spend almost **twice** as much time on **unpaid work** as men.⁵




» Women in full-time work earn around **\$15,000 less** than men each year.⁸

» Women retire with just over **half the superannuation savings** of men.⁹

Tell us about your experience and send us your views.

GENDER INEQUALITY IS A KEY DRIVER OF POOR OUTCOMES FOR WOMEN



» **1 in 3** women over 15 has experienced physical violence and **1 in 5** sexual violence.¹⁰

» Reports of **family violence** in Victoria are **rising** and projected to increase into the future.¹¹

Societies with greater gender equality have lower rates of violence against women and children.



» Women hold **21% of directorships** on ASX 200 boards and 19.4% on ASX 300 boards.¹²

» An analysis of **ASX 500** companies found that those with female representation on their boards outperformed others by **8.7% over 5 years**.¹³

Inform us of your research or knowledge of best practice.



» **1 in 5** young people surveyed by VicHealth believed women often say "no" when they mean "yes".¹⁴

» **21%** of the 1,923 people surveyed were prepared to **excuse violence against women**.¹⁵



» **50** of Victoria's **128** State Parliamentarians are **women**.

» Women represent **67%** of the Victorian **public sector** workforce, yet only **37% of executive roles**.¹⁶

How have gender stereotypes affected you?



GENDER EQUALITY: HAVE YOUR SAY

Your ideas and submissions are sought on how we can achieve gender equality in Victoria.

Mail your ideas and submission to Women and Royal Commission Branch, Department of Premier and Cabinet, 1 Treasury Place, Melbourne 3002 or email to genderequality@dpc.vic.gov.au by **18 March 2016**. Twitter **#VICforWomen**

» *How should Government partner with the community, corporate sector, non-profit sector and other stakeholders to advance gender equality?*

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» *How do we address the pay and superannuation gap for women in Victoria?*

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» *What is the role of men in a gender equality strategy?*

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» *What needs to be done to promote women's health and wellbeing?*

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» *What are the most urgent areas of gender inequality that Victoria should tackle first?*

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» *How do we ensure we meet our objectives over the long term?*

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» *How can we improve childcare access?*

» *How do we encourage women and girls to take up leadership roles?*

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» *How do we get women to participate in non-traditional careers, in particular STEM?*

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» *How should we celebrate and recognise women's achievements?*

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» *What strategies do we need to ease the strain of balancing work and caring responsibilities?*

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» *What is the role of business in addressing gender equality?*

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» *What are the barriers to creating more flexible workplaces?*

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» *How do we address inequality among the most diverse and disadvantaged groups of women?*

References:

1. Heritage Bank (2015) Australian Pocket Money Survey. 2. VicHealth (2014), Female participation in sport and physical activity. 3. Australian Bureau of Statistics (2015) Gender Indicators, Australia, 4125.0. 4. Australian Human Rights Commission, Supporting Working Parents: Pregnancy and Return to Work National Review, 2014. 5. ANZ Women's Report (2015), Barriers to Achieving Financial Gender Equity. 6. Australian Bureau of Statistics (2015) Labour force, Australia, 6202.0. 7. OECD (2015) The ABC of Gender Equality in Education. 8. Australian Bureau of Statistics (2015) Average Weekly Earnings, Key Figures, Australia, 6302.0. 9. ANZ Women's Report (2015), Barriers to Achieving Financial Gender Equity. 10. VicHealth (2013) National Community Attitudes Towards Women Against Violence Survey. 11. Victoria Police Family Incident Reports - 2009/10 to 2013/14. 12. Australian Institute of Company Directors, Board Diversity Statistics, 30 September 2015. 13. Reibey Institute, ASX 500 - Women Leaders Research Note, 30 June 2011. 14. VicHealth (2013) National Community Attitudes Towards Women Against Violence Survey. 15. VicHealth (2013) National Community Attitudes Towards Women Against Violence Survey. 16. Victorian Public Sector Commission, The State of the Public Sector in Victoria 2013-14.

