



AGEC 2022 Pre-election PLEDGE for Candidates

Australian Gender Equality Council's vision is simple – to achieve gender equality in Australia. Through high profile national awareness campaigns, advocacy and research, we are committed to drive a cultural shift in Australia so that women and men have the same rights and opportunities across all sectors of the community. We believe that gender equality will be achieved when the different behaviours, aspirations and needs of women and men are equally valued, respected and are manifest in Australian society.

Australia has never had a national strategy on gender equality – one which comprehensively identifies and seeks to address all aspects of gender inequality as set out in [AGEC's Gender Equality Manifesto](#). Only when a comprehensive National Strategy is established by Government in collaboration with business and the broader community will Australia accelerate its pathway to achieving gender equality.

Given the marginal decline the gender pay gap over the past 20 years, ongoing gender segregation of industry sectors, unchanging gender role stereotypes, low levels of representation of women in leadership and politics, poor retirement outcomes for women relative to men, declining numbers of women CEO's in our ASX200 firms and ongoing violence against women, **AGEC believes that it is time that the Federal Government initiated a formal national gender equality strategy** through a comprehensive consultation process.

As a candidate standing for the 2022 Federal Election, **AGEC is seeking your endorsement for the development of a national gender equality strategy by way of signing the following pledge**, which outlines specific actions we believe are essential elements that require priority attention.



Australian Gender
Equality Council
working for balance

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As a candidate in the 2022 Federal Election I hereby endorse the need for Federal Government to initiate and implement a formal National Gender Equality Strategy, developed through a comprehensive consultation process, and pledge to advocate for that initiative with priority focus on these specific outcomes and actions:



Free Universal
Childcare

Increase women's workforce participation and create a more equal distribution of family and caring responsibilities through universal childcare, increased paid parental leave which is gender neutral, and national campaigns to eliminate societal gender role stereotypes.



Safety & Respect
for Women

Ensure safety and respect for women through increased investment in services and programs that support victims of domestic violence, sexual assault and harassment, and adopt all 55 recommendations of the Australian Human Rights Commission's Respect@Work Report.



Women's
Representation
& Leadership

Commit to gender parity at all levels of government and cabinets and adopt all 28 recommendations of the Set the Standard report. Increase women's workforce and leadership representation across male dominated industries, through targets, extended reporting, and enforceable minimum standards for organisational gender equality reporting.



Women's
Economic
Security

Strengthen women's economic security through superannuation paid on the Government funded parental leave scheme, and reform of the Fair Work Act to include equal remuneration objective, and public reporting of organisations gender pay gap.



National Strategy
on Gender
Equality

Establish a formal gender equality strategy to ensure that all key policy and budget decisions made by business, government, and the community, explicitly consider the impacts on women, include women with relevant experience in decision-making, and removes implicit gender biases. The strategy will support material increase in investment in all aspects of gender equality including the key areas outlined in this pledge.



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