



## Australian Gender Equality Council

*working for balance*

For Australia to be a gender equality global leader, further measures are required.

### **ADVANCING GENDER EQUALITY**

Gender inequality is a socially constructed problem, resistant to legislative intervention. Australians must be educated on the need for change.

- The National Strategy must address the causes of gender inequality.
- Review all State and Federal Government gender related legislation providing integration through a National Gender Equality Act.
- Introduce gender-responsive budgeting, applying a gender lens to all policies and decisions.
- Women's Budgets must measure progress of past initiatives, reconciling expenditure.
- Government must set measurable targets for gender equality.
- Government must implement a Wellbeing Index.
- The strategy must identify and address intersectionality.

### **ECONOMIC EQUALITY**

#### **Gender Pay Gap**

Government must use the Full Remuneration Gender Pay Gap as a reporting measure:

- Increase investment in real wages for employees in female-dominated industries and improve women's low representation in male-dominated industries.
- WGEA to include public sector reporting for State and Local government, private sector >50 employees with mandatory minimum standards and stronger enforcement powers.
- Review and improve legislation to reduce work casualisation.

#### **Superannuation**

- Address women's lower retirement savings.
- Gender Pension or Retirement Gaps reported annually.
- Superannuation Guarantee paid on Commonwealth Paid Parental Leave Scheme, with no distinction between primary/secondary caregivers.

### **WORKFORCE PARTICIPATION**

- Incentivize all employers to adopt policies normalizing flexible working for everyone.
- Government engage with industry bodies agreeing targets for recruitment and promotion of women.



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## **UNDERREPRESENTATION OF WOMEN**

- Incentivize leadership targets for all levels of government/business, addressing the lack of women in CEO and executive roles.

## **BURDEN OF CARE**

- Free Universal Childcare and before/after school care.
- Commonwealth Paid Parental Leave Scheme - 26 weeks of paid leave for both parents on a “use it or lose it” basis, removing the primary/secondary caregiver distinction.
- Incentivize men to utilise workplace flexibility and paid parental leave.

## **GENDERED VIOLENCE**

Implement the National Plan to End Violence against Women and Children Action Plan including:

- Services/programs supporting victims of domestic violence, sexual assault and harassment.
- Long-term programs to address consent and promote respect for women/girls.
- Law reform to ensure consistent and appropriate responses to victim protection.
- Programs supporting offender rehabilitation.
- Programs addressing the needs of all communities.
- Require financial institutions and superannuation funds to prevent financial coercion and control.

## **HEALTH**

Apply a gender lens to all health issues:

- Freedom to control reproductive rights and access to safe/affordable reproductive healthcare.
- Consistent legislation decriminalizing abortion nationally.
- All genders have equal/unimpeded health service access.
- Proportionate distribution of funding, research and services.
- Equitable health treatment and outcomes for rural, regional and remote communities.
- Removal of taxation on female health and well-being related products.

## **Sport**

Equal access, participation and remuneration in professional and recreational sport:

- Apply a gender lens to funded sporting infrastructure by all levels of government.
- Government-funded sporting codes must achieve gender targets.
- Gender-neutral pay and conditions for professional sporting codes.

## **GENDERED FACTORS**

Map women’s life-course, identify and address cumulative economic, physical and mental health effects of gender inequality.

- Improve women’s housing security particularly for women over 55 and those experiencing domestic violence.



## **STEREOTYPES**

The origins of gender stereotypes/gender norms, must be addressed:

- Investment in primary and secondary education and advertising campaigns:
  - removing gender stereotypes in work, education, media and sports.
  - promoting respect for women and girls
  - dispelling gender norms associated with traditional gender roles.
- Involve all States and Territories.
- Modernise anti-discrimination frameworks ensuring there are no systemic reasons to discriminate based on gender.

### **Education**

- All genders must have equal access to national curriculum content.
- Increase transport, childcare and digital connectivity for women in rural, regional and remote Australia.
- Upgrade National curriculum, including best practice in understanding gender, gender stereotypes, consent, sexuality, reproductive rights, and sexual health.
- Education programs in schools and universities encourage and empower women to consider leadership positions.
- Educate the educators on industry opportunities and gender, especially around non-traditional industries.

### **Media**

- Apply a gender lens to media, setting editorial targets.
- Media watchdogs develop and enforce a policy toolkit for gender representation.
- Reform standards eliminating gender-biased advertising.
- Gender-proportional media sports coverage.

## **MEASURING PROGRESS**

Restoration of government machinery to measure and track progress:

- Adopt measurable targets for key dimensions of gender equality.
- Mandate gender analysis of all government programs.
- Report on expenditures and outcomes in the Women's Budget.
- Ensure gender balance in all Budget expenditures.
- Benchmark Australia's gender equality performance internationally.

## **GAPS:**

### **Private sector businesses**

- Legislation and incentivization addressing gender inequality in workforce participation, leadership and workplace flexibility.
- Workplace and community infrastructure reflects needs of all genders. Change planning laws to mandate consideration of the gender impacts of decisions.

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