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.

» 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

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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

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

» 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

» 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

How have gender stereotypes affected you?

» 50 of Victoria’s 128 State Parliamentarians are women.16

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

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

» 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

» 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

Inform us of your research or knowledge of best practice.

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Tell us about your experience and send us your views.
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 19 February 2016. Twitter #VICforWomen

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

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

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

- What needs to be done to promote women’s health and wellbeing?

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

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

- How can we improve childcare access?

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

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

- How should we celebrate and recognise women’s achievements?

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

- What is the role of business in addressing gender equality?

- What are the barriers to creating more flexible workplaces?

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

References:
2. VicHealth (2014), Female participation in sport and physical activity.