

#### **Elizabeth Broderick**

Sex Discrimination Commissioner

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# Voice and Agency: empowering women and girls for shared prosperity











### Gender inequality in Australia

- Women on average earn 18.2% less than men.
- 43% of employed females aged 20-74 years worked part-time compared to 14% of employed males in the same age group
- Women represent 55% of casual workers.



## 1 in 2

mothers reported experiencing discrimination in the workplace at some point during pregnancy, parental leave or on return to work









### Gender inequality in Australia

- The labour force participation rate of women in Australia was at 58.9 per cent cent in June 2013.
- The average superannuation payouts for women are just over half (57%) that of men.



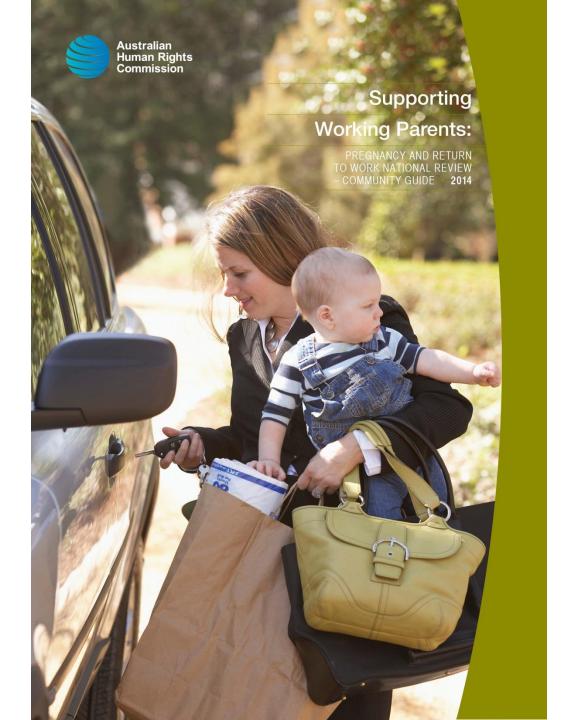














While I was on maternity leave... [my boss] told me that there had been a business decision that I was no longer suitable for the role I was in previously (they had offered it full-time to my maternity leave [replacement]). [My boss] said, don't worry I have managed to secure you a position in another department but it was a \$20,000 pay difference.

Affected individual



I would describe my experiences during pregnancy, whilst on parental leave and on returning to work as harrowing, disappointing and probably the worst experience of my life. I spent much of my pregnancy feeling anxious (and sometimes in tears), despite being thrilled about the pregnancy and being physically well. I felt powerless, vulnerable and fearful about my job security and couldn't understand why I was being treated so badly, especially given my unquestionable commitment to the organisation over the previous seven years.

- Affected individual



### **Voice and Agency: Empowering Women and Girls for Shared Prosperity**





### **Male Champions of Change**



**2013** Leadership Forum and Report Launch



If we don't intentionally include women and girls, they will unintentionally be excluded, to the detriment of all our economies and nations.