



Australian
Human Rights
Commission

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**





1 IN 5

**AUSTRALIANS HAVE
EXPERIENCED SEXUAL
HARASSMENT IN THE
WORKPLACE SINCE
THE AGE OF 15.**

This is almost equivalent to
the combined populations of
South Australia, Western
Australia and Tasmania.

Sexual harassment.
Know where the line is.

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.



Supporting Working Parents:

PREGNANCY AND RETURN
TO WORK NATIONAL REVIEW
- COMMUNITY GUIDE 2014



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.