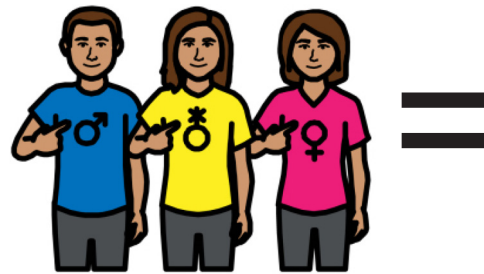
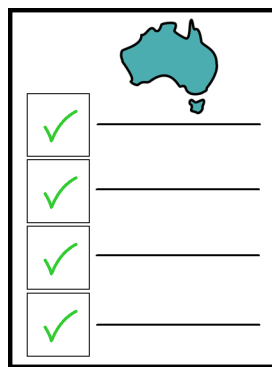


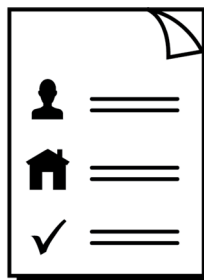


Australian Government



National Strategy to Achieve Gender Equality

Discussion Paper summary



Easy Read

About this booklet



This booklet is from the Office for Women,
Department of the Prime Minister and Cabinet.

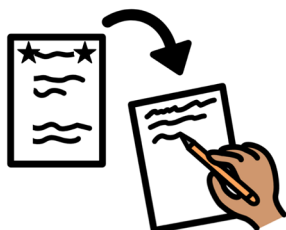


This booklet is written in a way that is easy
to understand.



You can read more information about this topic
on our website at

[pmc.gov.au/office-women/national-
strategy-achieve-gender-equality](https://pmc.gov.au/office-women/national-strategy-achieve-gender-equality)



We add a star before and after *hard words*.
Then we explain what the words mean.



You can ask someone to help you read and
understand this booklet.



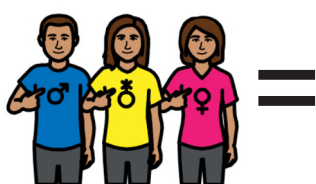
Contact information is at the end of this booklet.

What is the National Strategy to Achieve Gender Equality?



We are writing a *Strategy* to achieve *gender equality* in Australia.

Strategy means steps to make a plan happen.



Gender equality means people of all genders have



- equal *rights*



- equal *responsibilities*

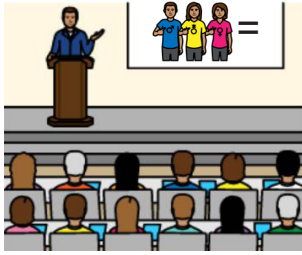


- equal *opportunities*.

Rights are things people should get, have and do.

Responsibilities are things people must do.

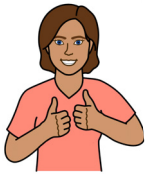
Opportunities are things people can achieve.



We want Australia to be a leader in gender equality.

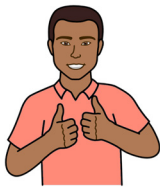
Gender equality is good for everyone.

Our Strategy will help us to focus on what we must do to reach our goals.



The Strategy will be for everyone, including

- women



- men

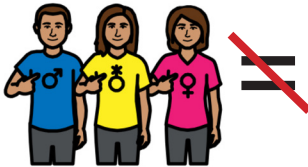
- *non binary* people.

Non binary means genders that are **not** only female or male.



When we write the Strategy we will think about different experiences of women, men and non binary people.

No one has the exact same experience of *gender inequality*.



Gender inequality means people are **not** treated fairly because of their gender.

Sometimes gender inequality happens because of gender **and** other things.

For example, a person's



- race



- religion



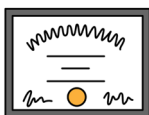
- sexuality



- disability



- age



- education.

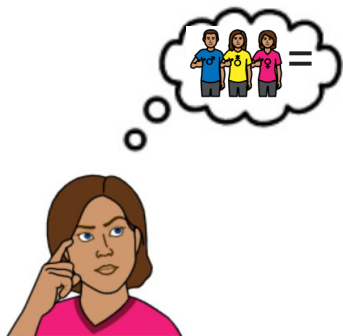


Your ideas

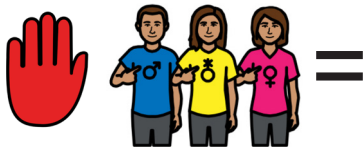
We want to hear your ideas about the Strategy.

We want to know what is important about gender equality.

For example



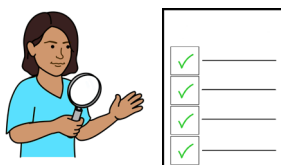
- What would it mean to have gender equality in Australia?
- How would gender equality in Australia be good for you, people you know and the community?



- What stops Australia from having gender equality?



- Who should make gender equality happen?
 - for example, governments, businesses, community.

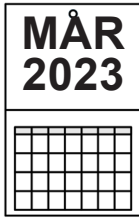


- How will we check that we are reaching our goals?



- How can the Strategy make good changes for the future?

How to share your ideas

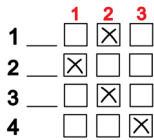


You can share your ideas **from 8 March 2023**.



Visit our website

pmc.gov.au/office-women/national-strategy-achieve-gender-equality/consultation



You can do our *survey*.

A survey is a list of questions.



You can get someone to help you.

For example, a friend, family member or support worker.



Your ideas will help us to make a good Strategy.

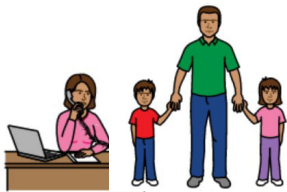
Why is gender equality important?

We must stop *gender norms* that hurt us



Gender norms mean some people think men and women have different roles.

For example, men work and women care for children.



We can change gender norms with good government policies.

For example, paid parent leave and giving people choices about how they want to work.



Women in Australia should **not** have big money problems if they stop work to care for children.



Some jobs are mainly done by women.

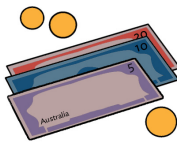
For example, caring for older people.

Women must be supported to work



We must stop the *gender pay gap*.

The gender pay gap is the difference between the average pay for men and women.



The national gender pay gap is about 13 per cent or \$254 per week.



Women get paid less even though many have a good education.

Women do **not** have the right support to work more.



For example, women are more likely to do part time and casual jobs while caring for family.



These jobs might only be for a short time and have lower pay.



When women work more it is good for everyone in Australia.

Women and girls must be safe



Many women and girls in Australia are **not** safe.



Violence against women and girls is **not** ok.

Violence means a person hurts someone else.

Violence can happen because of

- gender inequality
- women having less power.



We **cannot** have gender equality until women and girls are safe.

We must have good health services



When we have good health services, it is good for everyone in Australia.



Research shows problems with health services can cause bad health in women.

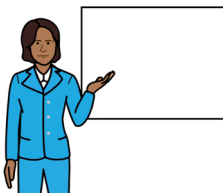


Research means studies to learn more about something.



Some groups of people find it harder than others to get the right health care.

For example, First Nations women and girls.



We must have more women leaders



Men are leaders in lots of workplaces across Australia – especially in jobs like mining and building.



We must have more women leaders in different workplaces.



More information



Australian Government

For more information contact the Office for Women.



Website

pmc.gov.au/office-women/national-strategy-achieve-gender-equality



Email OFWengagement@pmc.gov.au



National Relay Service

If you need help to hear or speak



Call 1300 555 727



Website

communications.gov.au/accesshub/nrs

If reading about gender inequality is hard and you want support, contact these services.



1800RESPECT

Call 1800 737 732



Website 1800respect.org.au



Lifeline

Call 13 11 14



Website lifeline.org.au



Beyond Blue

Call 1300 224 636



Website beyondblue.org.au



MensLine Australia

Call 1300 78 99 78



Website mensline.org.au



QLife

Call 1800 184 527



Website qlife.org.au



13YARN

Call 13 92 76



Website 13yarn.org.au



Arafmi

Call 1300 554 660



Website arafmi.com.au

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