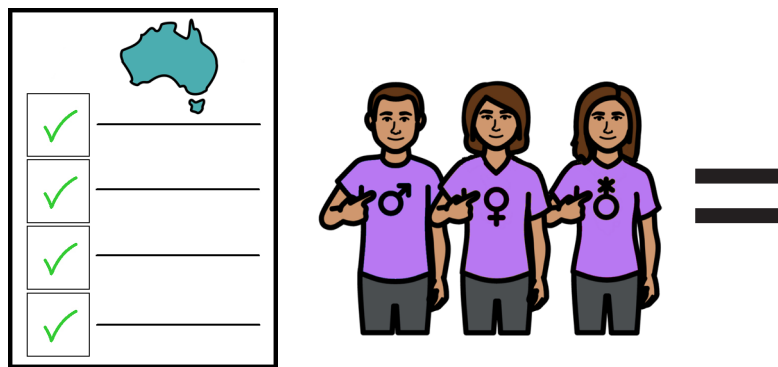
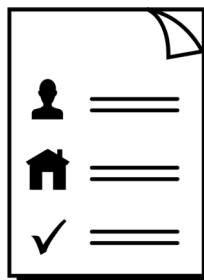




Australian Government



## Working for women A strategy for gender equality



Easy Read

## About this booklet



Australian Government

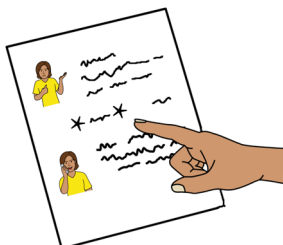
This booklet is from the Australian Government.



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



You can read more information about this topic on our [gender equality strategy website](https://www.genderequality.gov.au)  
<https://www.genderequality.gov.au>



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

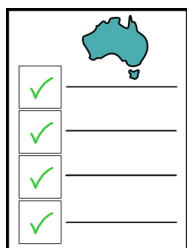


You can ask someone to help you read and understand this booklet.



Contact information is at the end of this booklet.

# What is Working for women – a strategy for gender equality?



We have 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 and have.

Responsibilities are things people must do.

Opportunities are things people can achieve.



We thank the many people who helped us make  
the strategy.



We want Australia to be a leader in gender equality.

Gender equality is good for everyone.



The strategy will help Government to focus on what we must do to reach our goals.

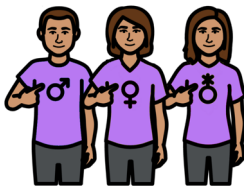


The strategy is for everyone, including

- women

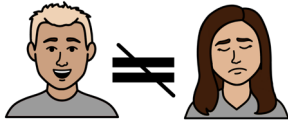


- men

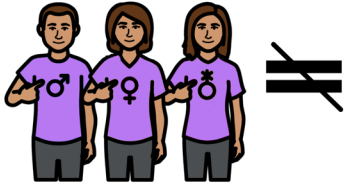


- **\*gender diverse\*** people.

Gender diverse means genders that are **not** only female or male.



We know everyone has a different 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



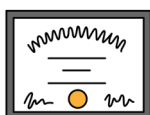
- sexuality



- disability



- age



- education.

## Why is gender equality important?



Gender equality is a human right.



Everyone should

- feel safe



- be treated with respect



- have choices



- have access to things they need.



Gender equality helps everyone live happy and safe lives.



Gender equality also helps communities work well together and be happy.

# How can we create a better Australia for people of all genders?



One way is to change

**\*gender attitudes and stereotypes\***.



Gender attitudes and stereotypes are what some people think men and women should be and do.



For example, some people think

- men work and women care for children



- men are powerful and women are caring.



Good government policies can help to change these attitudes.



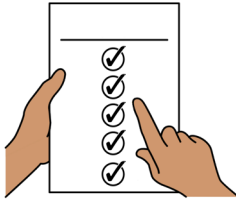
For example, **\*paid parental leave\*** and giving people choices about how they want to work.

Paid parental leave is paid time off work to look after a baby.



We can also change attitudes with positive ideas about gender in families, schools and the community.

## About the strategy



The strategy has 5 areas for action.

### Area for action 1

#### \*Gender based violence\*



Gender based violence means violence happens to someone because of their gender.



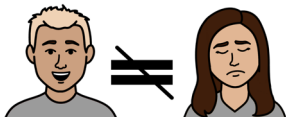
Violence means a person hurts someone else.



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



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



Violence can happen because of

- gender inequality
- women having less power.







We made changes to the law so women can access paid family and domestic violence leave from work.



We made laws to stop **\*sexual harassment\*** at work.

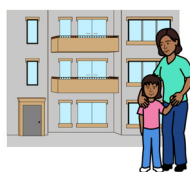


Sexual harassment means someone

- does sexual things to you that you do **not** want
- talks about sexual things that make you feel uncomfortable.



We will help more women and children affected by family violence.



For example

- more crisis housing
- more financial support
- more support from the justice system.



## Area for action 2

### Unpaid and paid care



Unpaid and paid care jobs are mainly done by women.



Paid care workers are often paid less and do **not** work regular hours.



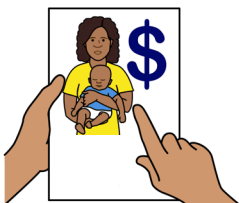
Unpaid care work, like caring for children, parents or family members at home, is undervalued.



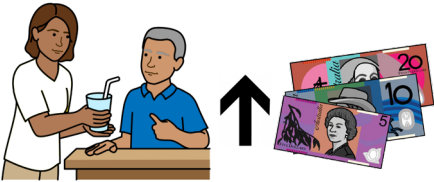
Our community needs to value all care work. And we need to share this work.



Women in Australia should be able to work in care jobs and have enough money to pay their bills.



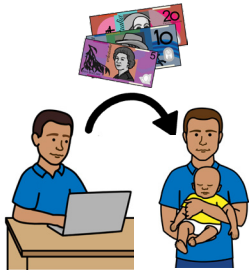
We are making the Government's paid parental leave scheme longer and easier for men and women to use.



We will help care workers be paid more and have good work conditions.

Families can talk about

- how much care work is done by each person at home
- ways to share the work at home.



Employers can support more men to use parental leave.

### Area for action 3

#### **\*Economic equality and security\***



Economic equality and security means men and women have money to enjoy their lives and be safe.



We must stop the **\*gender pay gap\***.

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



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



Some things make it harder for women to work more if they want to.



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.



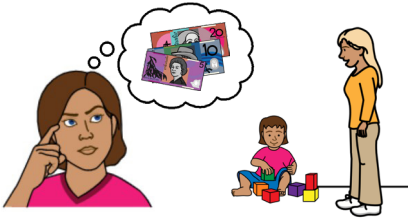
When women work, the community benefits.



We made changes to the tax system so women and men pay less tax.



We will make sure women and children in need can access safe housing.



We will think about the cost of child care and how it affects the jobs and hours women choose.



We will make policies to help support **\*migrant\*** women at work.



Migrant means someone has moved to Australia from another country.



We will investigate ways for women to retire from work with the same amount of money as men.



We will support employment services to help more women find jobs.



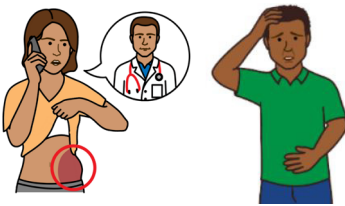
We will find ways to make sure more First Nations girls can access good education.

## Area for action 4

### Health



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



We know that problems with health services can cause bad health in women and men.

Some groups of women and girls find it harder than others to get the right health care.

For example



- First Nations women and girls



- women and girls with disability



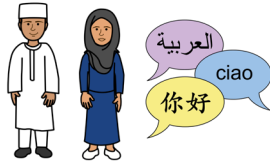
- women and girls in remote areas.



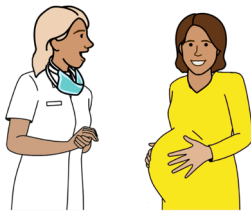
Women's health and wellbeing affects how they can work and care for themselves.



We will do more work to make sure health systems in Australia support everyone.



For example, people with cultural differences and who speak other languages.



We will make sure everyone can access **\*reproductive services\***.



Reproductive services means women's health and pregnancy support.



We want communities to support people to find and use mental health services when they need it.

## Area for action 5

### Leadership, \*representation\* and decision making



Representation means women are part of decision making and public life, like in business, government and their communities.



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



More women leaders in all jobs would mean good decisions and better workplaces.



We will support more women to become leaders.

For example

- women leaders in government jobs
- leaders who are First Nations women
- women leaders who speak other languages.





## How we will make the strategy happen



We will listen to

- experts in women's issues
- women's experiences in their workplaces and communities.



We will find different ways to hear women's ideas.



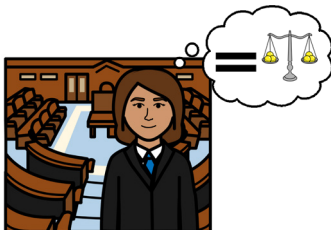
For example, we will do **\*surveys\*** to ask women about their lives and what they need.

	1	2	3
1	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

A survey is a list of questions.

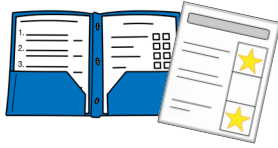


We will use this information when we make plans.

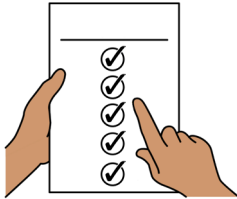


The Government will think about gender equality in the work we do and how we spend money in the community.

## How we know the strategy works

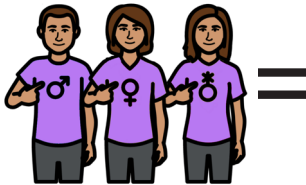


We will write reports about the progress we make.



The reports will say

- what the Government is doing to make the strategy happen



- how things are changing.



We will review the strategy to find out if the work needs to change to make things better.



We will share information so everyone can see how we are making things better.



## More information



Australian Government

For more information contact the Office for Women.



### Website

[gender equality strategy website](https://www.genderequality.gov.au)

<https://www.genderequality.gov.au>



### Email

[OFWengagement@pmc.gov.au](mailto:OFWengagement@pmc.gov.au)



There is an Easy Read booklet on our website about the discussion paper that helped us make this strategy.



### Website

[Easy Read booklet](https://www.genderequality.gov.au)

<https://www.genderequality.gov.au>

## Help to speak and listen



If you need help to speak or listen, the National Relay Service can help you make a call.



**Call** 1800 555 660



**Website** [NRS Helpdesk](#)

<https://www.accesshub.gov.au/about-the-nrs/nrs-helpdesk>

## Help in your language



If you need help with other languages, contact the Translating and Interpreting Service.



**Call** 131 450



**Website** [TIS National](#)

<https://www.tisnational.gov.au>

## How to get support



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



### 1800RESPECT

**Call** 1800 737 732



**Website** [1800respect web page](https://www.1800respect.org.au)

<https://www.1800respect.org.au>



### Lifeline

**Call** 13 11 14



**Website** [Lifeline web page](https://www.lifeline.org.au)

<https://www.lifeline.org.au>



### Beyond Blue

**Call** 1300 224 636



**Website** [BeyondBlue web page](https://www.beyondblue.org.au)

<https://www.beyondblue.org.au>



### **MensLine Australia**

**Call** 1300 78 99 78



**Website** [Mensline web page](https://mensline.org.au)  
<https://mensline.org.au>



### **QLife**

**Call** 1800 184 527



**Website** [QLife web page](https://qlife.org.au)  
<https://qlife.org.au>



### **13YARN**

**Call** 13 92 76



**Website** [13YARN web page](https://www.13yarn.org.au)  
<https://www.13yarn.org.au>



### **Arafmi**

**Call** 1300 554 660



**Website** [Arafmi web page](https://arafmi.com.au)  
<https://arafmi.com.au>



### **My Blue Sky**

**Call**        02 514 8115



**Website**   [My Blue Sky web page](#)

<https://mybluesky.org.au>



### **Carer Gateway**

**Call**        1800 422 737



**Website**   [Carer Gateway web page](#)

<https://www.carergateway.gov.au>



### **eSafety Commissioner**

**Website**

[eSafety Commissioner web page to report  
online harm](#)

<https://www.esafety.gov.au/report>



The Australian Government acknowledges and pays respect to all First Nations peoples across Australia, who are the Traditional Custodians of the land and waters and are the oldest continuous living cultures on Earth. We pay respect to Elders past and present. We recognise the First Nations people who helped us write this strategy. We are committed to listening to and working with First Nations women to achieve change.

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<https://www.easyreadaust.com.au>