



# Consultation for a new Queensland Women's Strategy

## Discussion paper – in brief

The Queensland Government is committed to advancing the rights and interests of women and girls and to work to achieve gender equality in Queensland. To do this, the Queensland Government is developing a new women's strategy which will build on the progress made under the *Queensland Women's Strategy 2016–21*. The new strategy will also recognise the intersectionality of challenges and barriers impacting on women and girls and how these are prioritised across the work of the Queensland Government.

To develop the new strategy, due for release in late 2021, the Queensland Government is leading statewide consultation and is inviting feedback from all Queenslanders. This consultation is aimed at capturing the priorities of women and girls appropriately and that associated government-led responses best deliver change for Queensland.

### *Gender equality:*

Gender equality is achieved when people of all genders have equal rights, responsibilities and opportunities. Whilst there have been significant achievements and advancements in gender equality, there is still much more work to be done to move towards a society where gender equality truly exists.

Research shows us that gender inequality does not just impact women and girls once in their life. It has a compounding effect that has lasting impacts over their lifetime in the areas of their economic security, health and wellbeing and social participation, including:

- Females constitute 48.6% of total employed persons. Of all employed persons, 26.1% are females working full-time and 22.5% are females working part-time.
- 30.4% of females, compared with 11.5% of males, aged 15 years and older, spend 15 hours or more every week on unpaid domestic activities.
- Females comprise 71.9% of all primary carers.
- On average, females in Queensland earn 13.4% less than men in a full-time working week.
- In every age group on average females have lower superannuation balances, with those aged 70 years and over showing the largest gap: 30.9%.
- One in six women has experienced physical or sexual violence by a current or former partner, with one in four experiencing emotional abuse
- Sexual harassment: Almost two in five women (39 per cent) have experienced sexual harassment in the workplace in the past five years, with Aboriginal and Torres Strait Islander people more likely to experience workplace sexual harassment than people who are non-Indigenous.
- COVID-19 pandemic has had a disproportionate economic and social impact on women. This includes on female dominated industries they work in and increasing demand on non-paid caring roles. For many women, the pandemic also coincided with the onset or escalation of violence and abuse.
- For various and complex reasons, some women and girls are more likely to face greater inequity and challenges, and many women experience multiple, intersecting layers of unequal treatment.

Research tells us that gender inequality occurs when there is an unequal value and unequal distribution of power, resources and opportunities afforded to men and women. This is underpinned by long-held gender stereotypes, including traditional gender-based roles and norms, conscious and unconscious bias and discrimination. These traditional gender roles are often undervalued, with women also experiencing lower levels of recognition of their contribution across many domains in society.





# Consultation for a new Queensland Women's Strategy

## *A new Women's Strategy: a future for all Queenslanders*

The Queensland Government does not accept that a future for Queensland involves gender inequality.

We believe that gender equality will be achieved when women and girls are safe, valued and able to freely participate in the economic, social and cultural opportunities available. Women should expect to occupy an equal number of leadership positions, be as economically equal and financially secure as men, and share evenly in the benefits available of being a Queenslanders.

We think a new Queensland Women's Strategy should:

- prioritise addressing the immediate needs of women whilst working to dismantle persistent barriers causing gender inequality
- give urgent attention to women's economic security
- encourage and enable everyone to play their part in ending gender inequality to ensure change is sustainable and meaningful
- explore opportunities to apply a gender lens to all that we do and encourage others to do the same
- ensure action and support is tailored to the needs of women and girls, including those most likely to be impacted by gender inequality
- be reflective of the voices and experiences of women and girls
- recognise that gender identify exists across a continuum.
- explore opportunities to promote the achievements of Queensland women
- be inclusive and recognise diversity

## Where to now?

Feedback from statewide consultation, along with additional research and learnings from the existing *Queensland Women's Strategy 2016–21* will be used to develop the new Queensland Women's Strategy, due for release in late 2021.

For more information on the development of the new Queensland Women's Strategy visit [www.qld.gov.au/qwsconsultation](http://www.qld.gov.au/qwsconsultation) / contact the Office for Women on email [women@qld.gov.au](mailto:women@qld.gov.au) /subscribe to the Office for Women's eNewsletter by visiting [www.qld.gov.au/community/women/join-mailing-list](http://www.qld.gov.au/community/women/join-mailing-list)

## *Questions to consider*

- What are the top three issues that need to be addressed to achieve gender equality in Queensland, and what are the most important actions to respond to?
- What learnings from the COVID-19 pandemic are critical to inform a new Queensland Women's Strategy?
- What do you think would be the most positive difference a new Queensland Women's Strategy could make for women, girls and gender equality in Queensland?
- What do you consider to be the key role of the Queensland Government in addressing the needs of women and girls and driving gender equality?
- How do you think we should celebrate and recognise the achievements of leading Queensland women? Who do you think we should recognise?
- How can we best support Queenslanders to address gender equality? Consider the roles of industries, workplaces, communities, men and boys and all genders.
- What can be done to further ensure diverse women and girls' voices are heard?

