

# Respect, safety, and equality for women

Women and girls still face unacceptable levels of risk and recent scandals in parliament show this goes right to the top. It's way past time to act. Let's deliver respect, safety, and equality now.

## **A culture of respect at every level**

A respectful culture is essential to the health and wellbeing of everyone. This starts at the top in our Parliament.

We need to:

- Build on consent education and respectful relationship programs to instil mutual respect between boys and girls from a young age
- Fully implement all recommendations of the Respect@Work report including the positive duty on employers to prevent discrimination, sexual harassment and victimisation in the workplace
- Fully implement all recommendations of the Set the Standard report to ensure the culture in our national parliament sets the highest national community standard
- Significantly improve the gender balance in Australia's parliament and cabinet

## **Safety and equality at home**

Women are most vulnerable to abuse and violence when they are at home, and we must act now to support them.

We need to:

- Develop effective national leadership and coordination for domestic violence initiatives
- Support grass-roots, local services providing emergency accommodation, financial / legal assistance, and counselling, including here in Wentworth
- Pursue and fund evidence-based, ways to prevent gendered violence
- Listen and act on the voices of First Nations women calling for a dedicated domestic violence plan

## **Access to work and fair pay**

Achieving gender equity in workforce participation and pay will boost the economy, incomes, and quality of life.

We need to:

- Make childcare more affordable for Australian families with a focus on low-mid income earners, unlocking an \$11BN a year economic opportunity from increased female workforce participation
- Encourage sharing of parental leave, through a proportion of the leave – for example 6 weeks – only available to the 2<sup>nd</sup> partner in a family
- Capitalise on the flexible work practices that got us through the pandemic, and consider how they could be applied further in the public sector