**Face the Facts: Gender Equality:**


20/4/16

- Growing number of women have taken on leadership roles, forging pathways for other women and girls to follow
- 1984, Sex Discrimination Act came into force – against the law to discriminate against someone on the basis of gender, sexuality, marital status, family responsibilities or because they are pregnant.
- Played important role in changing community attitudes and helping advance gender equality in this country
- Despite progress, women and girls continue to experience inequality and discrimination in many important parts of their lives
- Can limit choices and opportunities available to them
- Women make up just over half of the Australian population (50.2%)
- While women compromise roughly 46% of all employees in Australia, they take home on average $283.20 less than men each week (full-time adult earnings)
- National gender 'pay gap' is 18.2% and has remained stuck between 15% and 18% for the past two decades
- Australian women account for 92% of primary carers of children with disabilities, 70% of primary carers for parents and 52% of primary carers for partners
- 2013 – Australia ranked 24th on global index measuring gender equality, slipping from a high point of 15th in 2006
- Aus. women are overrepresented as part-time workers in low paid industries and insecure work and continue to be underrepresented in leadership roles in private and public sectors
- ¼ women were sexually harassed in workplace 2007-2012
- Harasser most likely co-worker (53%)
- Most common forms included sexually suggestive comments/jokes (55%), intrusive questions about private life or appearance (50%) and inappropriate staring/leering (31%)
- 2014, ½ (49%) mothers reportedly experiencing discrimination in workplace at some point during pregnancy, parental leave or return to work
- 1/5 (18%) mothers indicated they were made redundant, restricted, dismissed, or their contract was not renewed due to these things
- Mothers spend twice as many hours (8hr 33 min) each week looking after children under 15, compared to fathers (3hr 55min)
- 1/3 Australian women aged 15 and over has experienced physical violence
- Nearly 1/5 has experienced sexual assault
- Estimated that violence against women and children will cost the Australian economy $15.6 billion per year by 2021-2022 unless decisive action is taken to prevent it
- More than smoking or obesity, domestic and family violence is the leading preventable cause of death, disability and illness in women aged 15-44yrs
- Australian women would have to work an extra 66 days a year to earn the same pay as men for doing the same work
has received international attention for the last ten years, with an alarming recent resurgence.\(^5\)

- In Guatemala, the number of femicides has risen steadily from 303 in 2001 to 722 in 2007, with the majority of the victims between ages 16 and 30. A U.N. report found that femicides are inadequately investigated in Guatemala.\(^6\)
- Throughout the region, inadequate record-keeping around domestic violence and the victim’s relationship to the murderer results in a problem of underreporting of gender-based deaths.\(^7\)

**Sexism and Gender Discrimination Statistics:**
20/4/16

- Women working 41-44 hours per week earn 84.6% of what men working similar hours earn
- Women working more than 60 hours per week earn 78.3% of what men in same time category earn
- Pay inequality figures are even worse for women of colour
- African American women earn only 72 cents and Latinas 60 cents for every dollar that men earn
- Women typically face challenges breaking into male-dominated fields
- Women have a 10 times greater likelihood of being victimized by an intimate than men (ibid.).
- Also, 33% of all women murdered are murdered by an intimate partner. In fact the leading cause of death among pregnant women is not complications from pregnancy, but murder.

**10 Statistics on Slavery Today:**
http://borgenproject.org/10-statistics-on-slavery-today/
21/4/16

- "Elementary students across America are taught that slavery ended in the 19th century. But, sadly, nearly 150 years later, the fight to end this global scourge is far from over." – Hilary Clinton
- estimated 29.8 million people live in modern slavery today
- slavery generates $32 billion for traffickers globally each year
- approximately 78% of victims are enslaved for labour
- 22% are enslaved for sex
- 55% of slavery victims are women
- 26% of slaves today are children under the age of 18
- estimated 60,000 victims are enslaved in the US
- UK alone, estimated 4200-4600 victims of slavery
- India has the largest number of slavery victims at 14 million

**Forced labour, human trafficking and slavery:**