

2015-16 Public Accounts and Estimates Committee Hearing

Fiona Richardson MP

Minister for Women

Minister for the Prevention of Family Violence

Thursday, 21 May 2015

OVERVIEW – WOMEN'S PORTFOLIO

Leading a whole-of-government strategy to improve outcomes for women, recognising and supporting women in leadership, and facilitating women's participation in the economic, social and civic life of the community.

GENDER INEQUALITY

- Family violence continues to be the most pervasive form of violence perpetrated against women in Victoria.
- The causes of family violence are complex but include gender inequality and poor attitudes towards women.
- If we are to tackle family violence, we must understand and tackle these causes.

"We need to go upstream and understand that behind men's control of women and the murder of intimate partners sits two key drivers; gender inequality and holding to traditional and rigid gender stereotypes."

- Paul Linossier, CEO Our Watch

SNAPSHOT OF GENDER INEQUALITY

- **Gender pay gap:** 18.8% nationally and 14.8% in Victoria.
- **Victorian workforce participation rate:** 71.8% for men and 58.6% for women.
- **Superannuation balances:** approximately \$260,000 for men and \$160,000 for women.
- **Workplace discrimination:** One in two women reported experiencing workplace discrimination as a result of their pregnancy, parental leave or on return to work.
- **Boardroom representation:** women hold 20.4% of directorships on ASX 200 boards & 18.6% on ASX300 boards.

THE PREMIER'S STATEMENT:

“Between now and November 2018, no less than 50 per cent of all future appointments to paid Government boards and Victorian courts will be women.”

MACHINERY OF GOVERNMENT CHANGES

- In late 2014, the Premier announced machinery of government changes to better align policy with delivery responsibilities, and to elevate a number of community portfolios to the Department of Premier and Cabinet.
- As part of these machinery of government changes, the Office for Women was transferred from the then Department of Human Services to DPC.
- The new portfolio of the Prevention of Family Violence was also created.

CHANGES TO PERFORMANCE MEASURES

Quantity

Number of meetings, forums and events held for Women and the Prevention of Family Violence consultation/engagement with key stakeholders.

Quality

Women and the Prevention of Family Violence service agreements and contracts deliver agreed outcomes for the prevention of family violence and the social and economic participation of women.

Timeliness

Timely delivery of policy analysis and papers prepared (including submissions to the Royal Commission).

Women and the Prevention of Family Violence projects and programs which support the prevention of family violence and the social and economic participation of women are delivered on time.

CURRENT PROGRAMS

Queen Victoria Women's Centre Trust

Provides services, information and facilities for women at the Queen Victoria Women's Centre in Lonsdale Street.

Victorian Women's Governance Scholarship Program

Strengthens women's board skills through governance training.

Victorian Women's Honour Roll

Celebrates and recognises remarkable women across Victoria.

Victorian Women's Register

An electronic database of board-ready women which links women with board vacancies.

Thinking Ahead: Women into Local Government 2016

Supports women to stand in the October 2016 local government elections.

SUMMARY

- *Family violence is linked to systemic gender inequality.*
- *Addressing pay gaps and under-representation is critical to shifting the scales on gender inequality.*
- *Labor will support women's equal participation in the economic, social and civic life of the community by implementing whole-of-government policies and programs.*
- *No less than 50 per cent of all appointments to paid Government boards and Victorian courts will be women.*