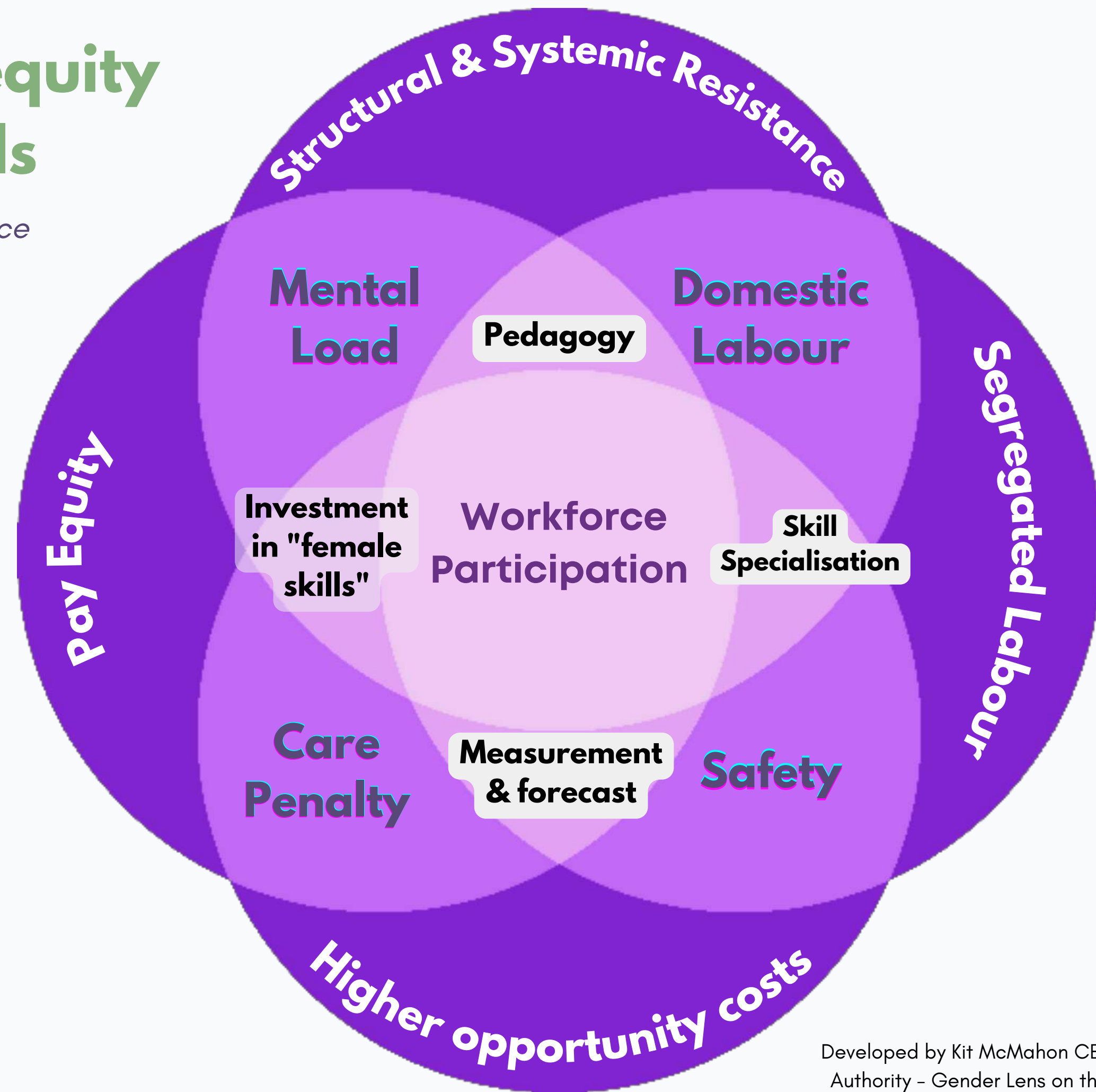


An ecosystem of inequity for women and skills

Barriers to Skills Development and Workforce Participation for Women



Gender Inequity - its a thing

Family Violence

On average, one woman per week is killed by a partner or former partner

Majority of victims do not disclose to their employer

Safety

One in two women has experience sexual harassment in their lifetime

4 out of 5 perpetrators are male.

Pay gap

Males earn \$263.90 per week more than women

Driven by:

- Type of Job **24%**
- Care family and workforce participation **33%**
- Discrimination **36%**

Care Burden

Women spend 64% of working hours with no remuneration in comparison to men (36%)

Women represent 70% of unpaid carer's of children



Migrant and Refugee Women's Experience COVID-19

21%

Not aware of
government
support

90%

Multiple
hardships

40%

Job loss; hours
cut; unemployed

50%

Increase in hours
of unpaid care
work

COVID-19 IS A GENDERED PROBLEM

During the COVID-19 crisis, women are experiencing **higher levels** of depression, anxiety and stress than men.

35%

of females have moderate to severe levels of depression, compared to 19% of males

27%

of females have moderate to severe levels of stress, compared to 10% of males

37%

of women aged 18-24 report suicidal thoughts, compared to 17% of men

55% of job losses due to COVID-19 are women.



\$205 BILLION

VALUE OF UNPAID LABOUR BY VICTORIAN WOMEN
DELOITTE REPORT 2019



WOMEN ARE PERFORMING FAR MORE OF THE UNPAID LABOUR AND ADDITIONAL EDUCATIONAL SUPPORT IN THE HOME DURING LOCKDOWN.

THE PAYROLL IMPACT ON WOMEN HAS BEEN GREATER THAN MEN ACROSS MANY INDUSTRIES.

DURING LOCKDOWN, WOMEN ARE SIGNIFICANTLY MORE LIKELY THAN MEN TO HAVE FELT:



NERVOUS



THAT EVERYTHING WAS AN EFFORT



LONELY

2800%
INCREASE IN DEMAND

TO THE WOMEN'S MENTAL HEALTH CLINIC AT THE ALFRED HOSPITAL IN ONE MONTH.

WOMEN ARE DEPLETING THEIR SUPERANNUATION AT A HIGHER RATE THAN MEN WHEN WITHDRAWING EMERGENCY COVID-19 FUNDS.

MAJORITY OF THE CASUAL WORKERS UNABLE TO ACCESS JOBKEEPER ARE WOMEN.

The majority of essential workers have been women and are in the **lowest paid jobs.**



CLEANERS



TEACHERS



EARLY
CHILDCARE



RETAIL
WORKERS

A GENDER
EQUAL
RECOVERY
REQUIRES
GENDER
EQUAL
SOLUTIONS

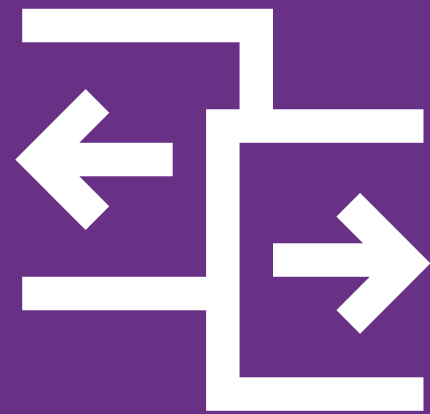
G+V
GENVIC



While notions of fairness alongside racialised, gendered and class-based discourses can be traced back to the origin stories of what we now call VET, *the positioning of 'equity' has always been and remains nebulous.*

...the approach has been distributive, rather than seeking structural or substantive change

The system is not equitable



SEGREGATED

Entrenched stereotyping – education pathway to job and back again



CAPITAL

Invest more in male dominated skills than women – burden of debt with women



EXPERIENCE

Reasons for leaving – personal rather than job

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