

Women:  
Safety,  
Wellbeing,  
Equality

For  
the  
Future



South  
Australian  
**Labor**



#### Acknowledgment of country.

We acknowledge and respect the Traditional Custodians whose ancestral lands we live and work upon and we pay our respects to their Elders past and present. We acknowledge and respect their deep spiritual connection and the relationship that Aboriginal and Torres Strait Islander people have to Country. We also pay our respects to the cultural authority of Aboriginal and Torres Strait Islander people and their nations in South Australia, as well as those across Australia.

# Foreword

South Australia has a proud history of being the first place in the world in which women successfully fought for the right to vote and to stand for parliament. Whilst we have continued to make advancements towards gender equality in every area of life, we still have work to do. Rights have been hard won but we are not done.

Labor is committed to achieving gender equality.

I recognise that our economy and our community are strongest when they are inclusive and fair, and when they enable equality of opportunity for all to participate and thrive.

Addressing inequality and ensuring that women and girls can equally and actively participate in our economy and in every aspect of community life is a core Labor value and integral to our state's future.

Issues which inhibit girls and women from equally participating in our community must be addressed. As must every issue that contributes to the terrible scourge of violence against women in our community and every issue that sees girls and women disadvantaged.

Labor is committed to creating a state in which your gender has no bearing on the opportunities available to you, which is renowned for equal opportunity for girls and women, that empowers women and girls to live their best possible lives and that realises the benefits for all that an equal future creates.

We are proud of the huge steps forward Labor has taken towards gender equality in our parliamentary representation and that, for the first time in South Australian history, our Shadow Cabinet has comprised 50% women. We know that achieving gender equality in public life requires implementing a clear plan that achieves change.

Having a clear plan is more important than ever as we plan for our social and economic recovery in the wake of COVID-19 – a crisis that disproportionately affected women.

Women worked at the frontline of our crisis response, industries predominantly employing women were negatively affected and jobs were lost.

Women, who are more likely to be engaged in insecure work, found themselves ineligible for income support, juggling caring, home schooling and work responsibilities and our community experienced an alarming increase in domestic violence.

Labor is committed to ensuring South Australian girls and women are safe, able to build a financially sustainable future for themselves and their families and empowered to equally and actively participate.

This reflects our core values, is a key element of our economic policy, our community policy and this women's policy, and Labor is committed to making change to achieve this.



Peter Malinauskas MP  
SA Labor Leader





# TIME FOR EQUALITY

## Women's Economic Equality and Participation

Women are increasingly taking their rightful places as both workers and employers, but we are still some way from true equality. The recent pandemic has put further pressure on women's employment.

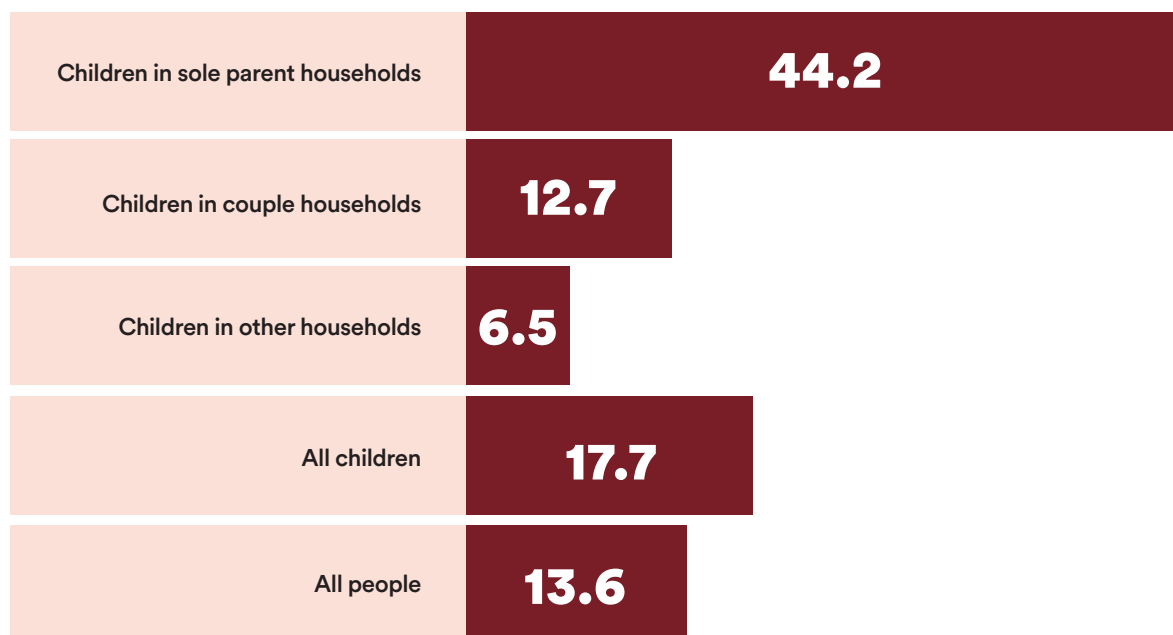
When all women are not able to participate fully in the labour market, everyone is worse off; children are more likely to live in poverty and our economy is robbed of talent we need for future prosperity.

Women's employment was affected by COVID-19 as work in hospitality, events and the arts disappeared. Alongside this, given the insecure nature of work in these industries, women also often could not access JobSeeker and other payments.

Australia has one of the highest levels of jobless single-parent households of children under 15 in the OECD. Australian women not being fully employed also affects the poverty levels in Australian two-parent families with children under 15. They are much more likely to have only one person working – full time or part time – than nearly every other country in the OECD.<sup>1</sup>

Source: OECD<sup>1</sup>

### Rate of poverty among children



Rate of poverty among children – Poverty and Inequality (acoss.org.au)





Women who were working were often also at the frontline of our COVID-19 response in health and education and were often also supervising home learning during periods of lockdown.

The Working Women's Centre's recent report *Loss of Work, isolation and worry: the disproportionate impact of COVID-19 on young women* identified that since March 2020, of those who responded to their survey, 22% of young women had lost their job, 28% had their hours or pay reduced and 53% had their way of working disrupted.

The report (and the ABS, Cat 6291023a) also identified that as at November 2020, the underutilization rate was higher for female workers than male workers and that there was evidence that the male underutilization rate was returning to its pre-COVID rates whilst the female underutilization rate remained static at above 10 per cent.

**The gender pay gap in South Australia persists and, as at November 2020, sat at 8.3% in South Australia.**

**22% of women work fewer than 20 hours a week, compared to just 10.6% of men and women are twice as likely to be engaged in insecure work than their male counterparts.**

**As of January 2021, 68 per cent of all part time jobs in South Australia were held by women.**

**Women continue to retire with less superannuation than men and remain more likely to take on caring responsibilities in the home.**

**The 2018 Fourth National Survey on Sexual Harassment in the Workplace identified that almost two in five women (39%) have experienced sexual harassment in the workplace in the previous five years.**

Government cannot sit to one side and hope that equality will come one day.

Labor will work to achieve gender equality.

A Malinauskas Labor Government:

- ✔ Recognise that women were disproportionately affected by the pandemic and invest in those industries in which women make up a bigger share of the workforce such as tourism and the arts. Labor commits to -
  - ▶ Major event funding of \$40m over four years;
  - ▶ Increase the tourism marketing budget by \$20m over two years to ensure that South Australia has its share and more of the returning tourism boom;
  - ▶ Increase funding to the Adelaide Fringe by \$8m to ensure it retains its position as Australia's most successful and vibrant festival, and work with the Fringe to encourage community arts groups to participate and develop;
  - ▶ Increase arts grants by \$8m to ensure that as South Australia emerges from the pandemic our arts community is ready to welcome visitors and to accelerate growth.
  - ▶ Establish a \$4m grants fund for women in small business.
- ✔ Recognise that women are more likely to work in the caring professions and reintroduce aged care, disability care, child protection and child-care courses in TAFE .
- ✔ Recognise that caring for young children often keeps women out of the workplace through our ambitious early childhood strategy will not only improve the education and care offerings for young children, but will also better support women to be able to make choices.
- ✔ Encourage builders and other trades subcontracting on public building and roads projects to employ female apprentices.
- ✔ Consult with workers, unions and businesses to expand the portable long service leave system for workers in sectors that predominantly employ women and are characterised by short-term employment conditions (\$1.506m contribution).





- ✔ Introduce Wage Theft legislation to create criminal penalties for persistent and deliberate underpayment of workers.
- ✔ Strengthen our labour hire laws to ensure that all labour firms and workers are covered by the same laws and regulations.

Labor will establish an Early Childhood Education and Care Royal Commission to plan the introduction of preschool for three-year-olds, how to improve the quality and accessibility of out of school hours care and how to best support families in the first three years of a child's life.

To achieve gender equality, a Malinauskas Labor government will:

- ✔ Introduce an Equality Bill to encourage public and private sector organisations to achieve equality and to adjust procurement and grants processes to ensure funding supports equity.
- ✔ Require all grants and procurement processes to increase gender equity.
- ✔ Review all legislation and government policy to ensure it is inclusive and enables equality of opportunity.
- ✔ Ensure all government boards comprise at least 50% women.
- ✔ Set up a Gender Pay Gap Taskforce.
- ✔ Reinstate the Premier's Women's Directory.
- ✔ Reinstate the Women in Sport Taskforce.
- ✔ Establish a Taskforce to work towards housing security for older South Australian women.



The gender pay gap in South Australia persists and, as at November 2020, sat at 8.3% in South Australia.



The 2018 Fourth National Survey on Sexual Harassment in the Workplace identified that almost two in five women (39%) have experienced sexual harassment in the workplace in the previous five years.



Women continue to retire with less superannuation than men and remain more likely to take on caring responsibilities in the home.





**22%**

of women work fewer than 20 hours a week, compared to just 10.6% of men and women are twice as likely to be engaged in insecure work than their male counterparts.



As of January 2021, 68% of all part time jobs in South Australia were held by women.

# A Safe Community for Women and Girls

**The horrific scourge of domestic violence, harassment and disrespect towards women continues. It is unacceptable. Everything that can possibly be done to prevent violence, and to address the gender inequality at its core, must be progressed.**

More than one woman per week in Australia dies every year as a result of domestic violence perpetrated by a partner or former partner.

**The rate of domestic violence in South Australia has significantly increased over the past year – with more than 1,100 additional domestic violence related offences reported in the 2020 SAPOL Annual Report.**

This spike in incidents followed revelations during the 2020 Estimates process that, at the time of that process, the Marshall Liberal Government had provided no ongoing funding for much needed domestic violence prevention hubs.

Last year, the Multi Agency Protection Service had almost 350 cases referred to it each week.

In November 2020, the Commissioner for Aboriginal Engagement released a report criticising a lack of specific action on domestic violence, stating “a strategic and whole-of-government approach is urgently required”.

Nearly \$800,000 was cut from the Domestic Violence Court Assistance Service and the budget of the Equal Opportunity Commission was slashed.

As it was in Government, Labor has been active in its efforts to work with our community to prevent and end violence against women.

As well as working with communities and organisations across our state to raise awareness about these issues, we have continuously moved legislation to strengthen women’s safety.

From Opposition, we have led the way by introducing legislation to -

- ✓ criminalise coercive control;
- ✓ toughen penalties for breaches of domestic violence intervention orders;
- ✓ require those who are granted bail who have been charged with serious domestic violence offences to be electronically monitored as a condition of bail;
- ✓ waive fees for court initiated domestic violence intervention orders; and
- ✓ include the experience of domestic violence as a ground of discrimination in the *Equal Opportunity Act*.

Our legislation to toughen penalties for breaches of domestic violence intervention orders passed both Houses of Parliament with the support of the Cross Bench. Unfortunately, the government delayed the passage of a number of the other bills, as they did when they stalled legislation for two years that would have expeditiously rid our roads of the vile slogans on Wicked Campers vans.

We have introduced motions for the parliament to inquire into insecure work and modern slavery and slavery like practices.

Labor has been relentlessly active in the legislative space.

Labor knows that, while it is crucial to utilise every available legal measure, prevention must be at the heart of our response to domestic violence.





## A Malinauskas Labor Government will:

- ✔ Restore funding cut from the Domestic Violence Court Assistance Service.
- ✔ Provide \$1 million in funding to establish a southern and northern domestic violence prevention and recovery hub to undertake work to support and empower women and raise community awareness.
- ✔ Ring-fence a proportion of Labor's public housing for women escaping domestic violence.
- ✔ Recognise that the Federal ALP has committed to 500 community sector workers to work with women at risk, ensure a fair share of those workers, in the event of a Federal Labor government, are allocated to meet the needs of women in South Australia.
- ✔ Work with the finance and real estate industries to determine how we can ensure women do not bear the brunt of mortgages, loans and rent that go unpaid as a result of domestic violence.
- ✔ Improve mechanisms to share government data and develop mechanisms to share data collected by community organisations to help prevent domestic violence.
- ✔ Introduce a serious legislative reform program, working with women's organisations, the Equal Opportunity Commissioner and the SA Police.

This legislation will cover:

- ▶ Criminalising coercive control to prevent and end this insidious form of violence.
  - ▶ Including the experience of domestic violence as a ground for discrimination in the Equal Opportunity Act 1984.
  - ▶ Including both mental health first aid training and an understanding of domestic violence in Work Health and Safety education.
  - ▶ Investigate progressing paid domestic violence leave for workers engaged pursuant to the Fair Work Act (SA.)
  - ▶ Requiring those who are granted bail who have been charged with serious domestic violence offences to be electronically monitored as a condition of bail.
  - ▶ Reviewing legislation pertaining to consent to sexual activity.
- ✔ Invest \$1 million in a grant program for women's and men's sheds, with \$120k already allocated to support the Playford Women's Shed, which is at risk of being without a home after March 2022 and urgently needs assistance.



## Women in Business

**It is high time that women in business are afforded the recognition they deserve and can pursue their entrepreneurial spirit without gender-related barriers**

Gender disparity in business and the gender pay gap are still prevalent in the Australian community. The pay gap between working men and women, regularly discussed in the media, shows that Australian women earn 14.2 per cent less than their male counterparts.

Women continue to fight to be represented in executive positions in the workplace. For example:

- ▶ In the South Australian Parliament just over 30 per cent of Members of Parliament are female.
- ▶ In the corporate sector, female representation on ASX200 listed boards sits at 33 per cent, with only 5 per cent of women in CEO positions in those same companies.
- ▶ Across the globe, female-led businesses receive less than 5 per cent of the total venture capital money which provides the initial funding that allows start-up businesses to grow and provide good, high value jobs.





Reaching gender parity for women in South Australia is possible but requires further commitment by both the State government and the community.

South Australian entrepreneurs have been turning big ideas into big jobs and the South Australian community has benefitted from those opportunities of employment.

Well paid, high value jobs are important for the future of our economy and we know that South Australian entrepreneurs are key to building jobs for the next generation.

A Malinauskas Labor government is committed to fostering the entrepreneurial spirit in a greater proportion of the South Australian community and removing the barriers for entry for female entrepreneurs.

Just over a third of business owners in Australia are women and the number of female entrepreneurs is growing.

South Australian female entrepreneurs are taking leading roles and promoting innovation in the space industry, professional services, technology, health, and social enterprises.

Whilst these entrepreneurial women are creating jobs and growing our State's economy, women in business continue to face barriers to accessing support and venture capital to get their ideas off the ground.

Globally, female-led businesses receive less than 5 percent of the total venture capital money. Representation in ASX listed companies and workplaces such as the South Australian Parliament is lower than it ought to be.



## A Malinauskas Labor Government will:

# ESTABLISH THE WOMEN IN BUSINESS PROGRAM

**COST: \$4 million**

A \$4 million support package for female-owned businesses in South Australia.

The package will grow South Australian businesses and boost our economy, creating jobs and supporting our local entrepreneurs.

The Women in Business package will provide a suite of programs that will be made available to South Australian female-owned businesses.

Packages will be tailored to the needs of individual businesses including:

- ✓ financial literacy training;
- ✓ business mentoring;
- ✓ networking events;
- ✓ business development opportunities;
- ✓ grant writing and funding support;
- ✓ capability training;
- ✓ industry partnerships; and
- ✓ upscaling guidance.

There will be two programs available to female entrepreneurs:

## Women in Business Start Up Program

The Women in Business Start Up Program will deliver capability development programs with a focus on confidence, education and skills development for women in the early stages of their business journey. Programs will include:

- ✓ a 1-hour consultation to guide female entrepreneurs through the available small business support
- ✓ mentor matching – matching the female entrepreneur to a mentor for one-on-one support
- ✓ events and webinars – providing opportunities to attend events and webinars to strengthen networks and improve business skills and knowledge.





## Women in Business Advisory Board Program

The Women in Business Advisory Board Program will be focused on increasing participation rates and business skills of South Australia female entrepreneurs, with established businesses and high growth ambitions. Programs will include:

- ✔ Essentials program – group sessions designed for female business owners to facilitate the improvement of business skills and provide available support to achieve high growth aspirations
- ✔ Growth program – designed to help female-owned businesses establish best practice governance, improved strategic planning and provide the foundations to support female business owners, including access to advisory board members and business mentors.

Through the provision of upskilling and support, the Women in Business program will build resilience and strengthen innovative female-owned businesses in South Australia. This will lead to greater access to venture capital, increased growth and security of jobs for future South Australian generations.



## CHANGING HER GAME

**Sport is powerful. Seeing women and girls celebrating for being strong, skillful and physical can change perceptions about the role of women in our community.**

Many women and girls find expression through sport and recreation activities and have gone on to achieve local, national and international success. This must continue to be supported and celebrated, and importantly we need to ensure that women and girls have access to the facilities, training and equipment they need to pursue their sporting passion.

The Marshall Liberal Government has done great damage to this by scrapping Labor's dedicated Female Facilities Fund, established to ensure local sporting clubs have access to funds to build facilities to meet the rapidly growing number of women wishing to participate in their local community sporting club.

A Malinauskas Labor government will address this by reviewing how money is invested in local sporting clubs and we will change procurement processes so that the allocation of sport and recreation funds consider whether funds are being used in a way that enables equal participation.

Labor is serious about backing women in sport and will work to ensure girls and women can equally and actively participate in the sport they love.

Additionally, we will:

- ✔ Re-establish a Women in Sport Taskforce to advise Government on issues preventing women and girls participating fully in their sporting passions.
- ✔ Link funding to state sporting organisations, clubs, leagues and association to improvements in the diversity of their decision-making bodies.

