

# Tackling Sexism, Sexual Harassment and Gender Discrimination in the Workplace

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Commission



# Role and functions of VEOHRC

- Role: Independent statutory body with functions under three laws
- Functions: Dispute resolution, Education and Information, Research, Compliance Reviews, Interventions, Investigations

# Challenges

- Progress to achieve gender equality is slow
  - National gender pay gap is 17.3%
  - Women retire with half the savings of men
  - Women make up only 15.4% of CEOs
  - 27.4% of key management roles
  - Part-time work dominated by women
  - 6.3% of management roles are part-time



# Challenges

- Discrimination is pervasive
  - One in two mothers report experiencing discrimination
  - 91% of mothers who experience discrimination do not make a formal complaint
  - 27% of fathers and partners report experiencing discrimination
  - Very few fathers and partners make a formal complaint *(AHRC, National Prevalence Survey)*
- Domestic violence is a workplace issue

# What has changed

- Positive duty on employers to eliminate discrimination, sexual harassment
- Greater understanding of the benefits of gender equality and diversity
- Know more about the impact of unconscious bias and gender stereotyping
- Importance of bystander action
- Importance of leadership

# Prevention and Systemic change

- Positive duty on employers to eliminate discrimination, sexual harassment
  - Addressing the underlying causes or drivers of systemic discrimination / lack of diversity & inclusion
  - Implementing complementary activities over time to address those drivers
  - Having defined indicators to track progress
  - Supporting with long term investment
- Eg. *Victoria Police Independent Review*

# Contact Us

## Victorian Equal Opportunity & Human Rights Commission

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