

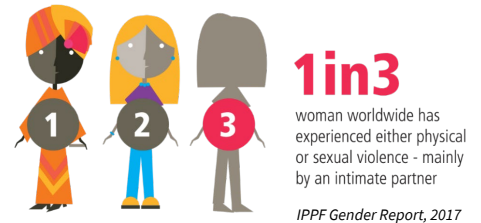


WHY IS GENDER EQUALITY RELEVANT TO CRE?

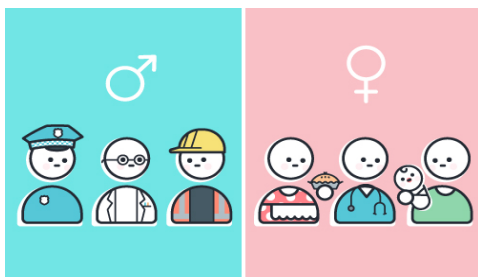
There is a complex range of social and personal factors that contribute to the incidence and severity of family violence.

The key area that requires the most focus is Gender Inequality!

Gender inequality is a social condition characterised by unequal value afforded to men and women and an unequal distribution of power, resources and opportunity between them. Gender inequality is historically rooted in laws and policies, formally constraining the rights and opportunities of women.



It is also maintained through more informal channels, which are strongly linked to **gender stereotypes**.

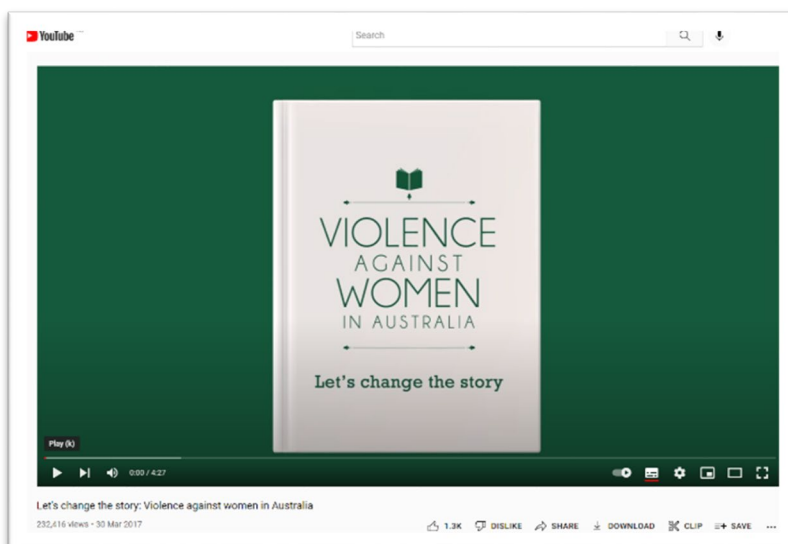


Social norms and gendered expectations shape the roles of men and women, defining what is considered appropriate behaviours for each sex.

- ✿ **social norms** such as the belief that women are best suited to care for children
- ✿ **practices** such as differences in childrearing practices for boys and girls
- ✿ **structures** such as pay differences between men and women.

Family violence is gendered in nature. While both men and women can be victims and perpetrators of family violence, the overwhelming majority of family violence is perpetrated by men against women. To prevent gender-based violence, we need to address the factors that drive it!

In many societies, women are viewed as subordinate to men and have a lower social status, allowing men control over, and greater decision-making power than, women. These differences in gender roles create inequalities and unless challenged, over time they become entrenched and we, as a society, begin to accept that unequal power and status is fair and just the way things are. These beliefs become values that build attitudes; for example, that girls and women are less important, that they think less and feel more than men, that men are leaders and women are the caregivers. Paying women less for their work or assigning most or all of childcare to them, making it harder for them to get education and job training, or keeping them out of 'good-paying' jobs (or any jobs at all) are tactics, sometimes deliberate and sometimes unconscious, to keep the existing power structures as they are.





Violence against women has gendered drivers. Evidence points to four factors that most commonly predict or “drive” violence against women and explain its gendered patterns. The below infographic from Our WATCH helps explain in detail how we need to approach family violence through a gendered lens

THE PROBLEM

Violence against women is serious, prevalent and driven by gender inequality

Gendered drivers of violence against women

Driver 1.	Driver 2.	Driver 3.	Driver 4.
Condoning of violence against women	Men's control of decision-making and limits to women's independence in public and private life	Rigid gender stereotyping and dominant forms of masculinity	Male peer relations and cultures of masculinity that emphasise aggression, dominance and control

Underlying **social context** for violence against women

SOCIAL CONTEXT

Gender inequality and other forms of **oppression**
such as racism, ableism, ageism, classism, cissexism and heteronormativity

Factors that reinforce violence against women

REINFORCING Factor 1.	REINFORCING Factor 2.	REINFORCING Factor 3.	REINFORCING Factor 4.
Condoning of violence in general	Experience of, and exposure to, violence	Factors that weaken prosocial behaviour	Resistance and backlash to prevention and gender equality efforts

These drivers and reinforcing factors play out at every level of society: from individual attitudes and behaviours, to social norms, organisational cultures and practices, policies, laws, and institutions.

Source: Our Watch. (2021). *Change the story: A shared framework for the primary prevention of violence against women in Australia* (2nd ed.). Melbourne, Australia: Our Watch. pp. 70–71.



THE SOLUTION

Violence against women is preventable if we all work together

Essential actions to address the gendered drivers

ACTION 1.
ESSENTIAL

Challenge the condoning of violence against women

ACTION 2.
ESSENTIAL

Promote women's independence and decision-making in public life and relationships

ACTION 3.
ESSENTIAL

Build new social norms that foster personal identities not constrained by rigid gender stereotypes

ACTION 4.
ESSENTIAL

Support men and boys to develop healthy masculinities and positive, supportive male peer relationships

Essential actions to address the underlying social context

ACTION 5.
ESSENTIAL

Promote and normalise gender equality in public and private life

ACTION 6.
ESSENTIAL

Address the intersections between gender inequality and other forms of systemic and structural oppression and discrimination, and promote broader social justice

ACTION 7.
ESSENTIAL

Build safe, fair and equitable organisations and institutions by focusing on policy and systems change

ACTION 8.
ESSENTIAL

Strengthen positive, equal and respectful relations between and among women and men, girls and boys, in public and private spheres

Supporting actions to address the reinforcing factors

ACTION 9.
SUPPORTING

Challenge the normalisation of violence and aggression as an expression of masculinity

ACTION 10.
SUPPORTING

Reduce the long-term impacts of exposure to violence, and prevent further exposure

ACTION 11.
SUPPORTING

Strengthen pro-social behaviour

ACTION 12.
SUPPORTING

Plan for and actively address backlash and resistance

These 12 actions need to be implemented at every level of society: using legislative, institutional, policy and program responses; by governments, organisations and individuals; in settings where people live, work, learn and socialise; in ways that are tailored to the context and needs of different groups.



GENDER EQUALITY IN THE WORKPLACE

All workplaces have the power to make changes that will support progress toward gender equality in our society.

Every workplace conversation, policy and action have the potential to either reinforce or challenge gender inequality and the kinds of attitudes and norms that drive violence. **All workplaces can influence the structures, norms and practice that support ongoing gender inequality in Australia.**

Workplaces can drive change by developing policies and practices that proactively support women and men to equally share care responsibilities and unpaid work, take up senior roles and be economically independent. Furthermore, Workplaces can use their status and influence to challenge stereotypes and speak out against sexual harassment and violence.



The impacts of sexual harassment

Anyone can experience sexual harassment, but it is more likely to be experienced by women. Attributes such as age, sexuality, migration status, race, disability and literacy can also increase a person's vulnerability.

Sexual harassment can cause physical and psychological harm to the person it is directed at and to anyone witnessing the behaviour.

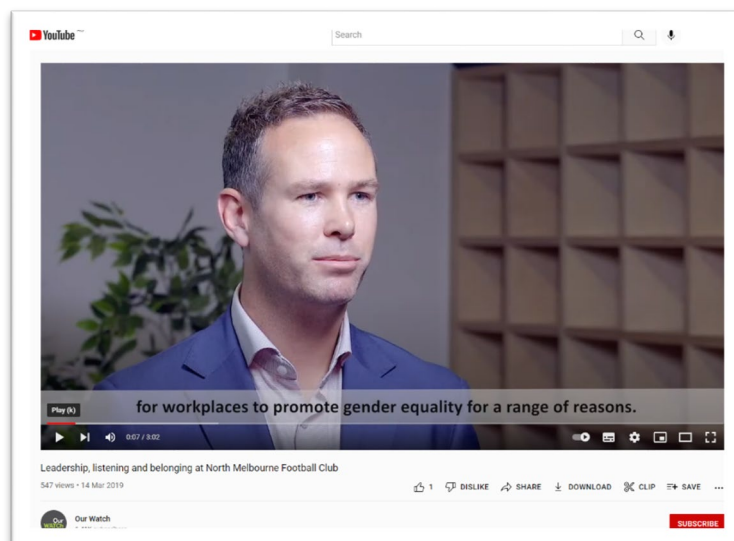


Where to start to learn more about gender equality in your workplace!

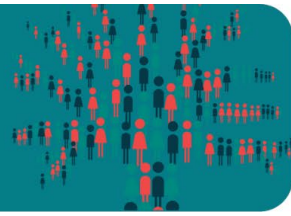
Conduct a **Staff Survey** – provide staff the opportunity to provide feedback on their experiences in the workplace and the way that gender influences and shapes their working lives
[Staff survey - Our Watch](#)

Conduct a **workplace self-assessment** – use this guide to generate the discussion on the experience, practice and culture within your workplace
[Workplace self-assessment - Our Watch](#)

Develop your leaders to understand more about how **intersectionality impacts gender equality** in your workplace
[Intersectionality resources to strengthen gender equality in the workplace | Workplace Equality and Respect - Our Watch](#)



Click to watch Hear from North Melbourne Football Club on why Gender Equality is important to them



References

Our WATCH – Workplace equality and respect [Workplace harassment and violence prevention – why do this work? - Our Watch](#)

Our WATCH – Leadership, listening and belonging to North Melbourne Football Club video - [Leadership, listening and belonging at North Melbourne Football Club - YouTube](#)

Our WATCH – Change the Story: Violence Against Women in Australia video - [Let's change the story: Violence against women in Australia - YouTube](#)

IPPF (International Planned Parenthood Federation) – Interactive gender report 2017
<https://www.ippf.org/resources/gender-report>

Safe Work Australia - Workplace sexual harassment - <https://www.safeworkaustralia.gov.au/safety-topic/hazards/workplace-sexual-harassment>