

APPENDIX 2: MAP TO WORKING FOR WOMEN

Working for Women	YWPS Research – Targeted Approach & Sample Questions
<p data-bbox="215 331 546 405">How the community can use this Strategy</p> <p data-bbox="215 424 786 531">Gender equality cannot be achieved by Government alone. While this Strategy focuses on how the Australian Government can drive change, it is also a call to action for every part of the community. Changing attitudes and stereotypes takes more than Government action, and it will take a collective effort to achieve gender equality.</p> <p data-bbox="215 544 786 675">Every institution, organisation, community and individual has a role to play. This Strategy sets out the roles and responsibilities of different parts of society to take action and drive change. This Strategy is an invitation to all parts of the community and economy to focus energy, efforts and resources towards achieving the Strategy's ambitions. Collectively, everyone needs to pull together for a gender equal Australia.</p> <p data-bbox="215 687 786 783">But the Government alone cannot change individual attitudes. The collective action of individuals, families, communities, workplaces and institutions is needed to address the barriers that hold Australia back from making gains towards gender equality and retaining this progress into the future.</p> <p data-bbox="215 796 786 911">Change is needed at a community level – with families, educators and community leaders modelling positive attitudes and challenging rigid ideas about gender in homes, educational institutions and neighbourhoods. Shifting how children understand stereotypes from an early age can have long-term impacts by changing how boys and girls view themselves and opening up more choices later in life.</p> <p data-bbox="215 924 786 979">All workplaces have a responsibility to ensure that decisions on recruitment, promotion, role allocation and access to flexible work are not influenced by gender bias or assumptions.</p> <p data-bbox="215 992 786 1187">There are a number of industries with significant influence over gender norms. These industries produce and amplify content that shapes people's ideas about what it means to be a woman or a man, and attitudes towards gender. For example, the tech industry is responsible for many products that change the way people think about gender and must be proactive in ensuring gender bias is not built into new technologies. Adopting Safety by Design principles, including through the guidance offered by the eSafety Commissioner¹⁶ would contribute to this effort. The media and entertainment industry, also, must consider how depictions of gender affect and reinforce people's attitudes.</p> <p data-bbox="215 1200 786 1256">Over the course of the Strategy, the Government will measure progress towards attitudinal change in Australia through the following key outcomes:</p> <ul data-bbox="215 1268 786 1310" style="list-style-type: none"> • community attitudes and beliefs in Australia reject gender inequality • people are not limited by gender roles. 	<p data-bbox="1151 357 1966 414">Through extensive community consultation, we researched how coordinated action, supporting the goals of the strategy, can be realised.</p>

Foundations: The foundational shift needed to achieve this Strategy's ambitions and vision for gender equality.

Positive gender attitudes and an end to stereotypes

We researched how to foster positive gender attitudes and eliminate stereotypes to support the strategy's foundational shift toward gender equality.

Sample research questions:

Literature review:

- Why do young men hold poor views about women, and what are interventions or policies to stop these views from developing or turning into harmful actions against women?
- How does society encourage men to form poor views of women?

Interviews:

- A United Nations report, which looks at gender inequality and attitudes towards women around the world, found nearly 90% of people hold views that men are better or deserve more rights or opportunities than women.
 - a. What do you think contributes to this view?
 - b. Can you trace these views to particular points or influences in your or young people's lives?
 - c. Why do you think young men hold poor views about women?
 - d. How do you think these views turn into harmful action? For example: how does a belief in the superiority of men, turn into sexual assault or domestic violence or workplace discrimination?
 - e. Can you share specific programs, policies, or interventions to change these views, especially among young people? (Try to be as specific as possible.)

Survey:

Q53 For you personally, what would be most **effective** in improving your **views about women**?

Please **score** them out of 10

0 = not effective, **5 = somewhat** effective, **10 = very** effective

Male-led discussion groups that openly address issues of masculinity and gender (1)

Not watching porn (2)

A series of interactive workshops for boys and men facilitated by gender equality advocates (3)

A mentorship program where men in leadership positions advocate for and demonstrate gender equality (4)

Spending less time on social media (5)

A 'Media Literacy' program that educates about how media portrayal can create negative gender perceptions (6)

Nationwide 'Gender Equality Festivals' with music, art, and workshops to promote understanding and appreciation of women's roles in society (7)

Finding a way to feel better about myself and my role in society; having more life purpose (8)

Being friends with a different crowd (9)

Having more female friends (10)

- **Supported a range of early intervention efforts to address violence, engage with men and boys and stop violence escalating**, through a healthy masculinities project trial to combat harmful gender stereotypes perpetuated online; funding a new national early intervention trial for young men and boys who present with adverse experiences, including family and domestic violence, and who are at risk of perpetrating family, domestic or sexual violence; funding No to Violence for the Men's Referral Service and Brief Intervention Service; developing a perpetrator risk assessment framework for frontline service providers; extending the MensLine Changing for Good service; and developing a national perpetrator referral database of services to improve uptake of intervention services. Funding is also being provided to partner with states and territories to trial innovative responses to address the behaviour of perpetrators.

We researched how to effectively support early intervention efforts to address violence, engage with men and boys, and stop violence from escalating.

Sample research questions:

Literature review:

- What makes the period of 18-28 rife with gender-based discrimination and violence for women in Australia or in English-speaking developed countries (OECD/Developed Countries)?
- What are the factors leading to young men engaging in sexual violence?
- What are the factors that deter young men from engaging in domestic family sexual violence (DFS)?
- What is a successful model for women to engage with men's behavioural change program practitioners to reduce violence?
- What are optimal interventions and intervention points in young women's and men's lives to prevent gender-based discrimination and violence?

Survey:

Q48 What led you to physically or sexually abuse your partner?

We are here to understand, not to judge; all responses are anonymous

Q54 Can you share **2 reasons** why men might be **violent** towards or sexually assault or rape a **woman**?

Q49 What led you to emotionally or financially abuse your partner?

We are here to understand, not to judge; all responses are anonymous

- **Improved data and reporting on domestic, family and sexual violence**, by establishing a new statistical dashboard to provide more timely reporting on intimate partner homicide, to be introduced by mid-2024, and by working with states and territories to improve data sharing and support women's safety through the Data and Digital Ministers Council and Women and Women's Safety Ministers Council.

We researched how to enhance data collection and reporting mechanisms to support the strategy's goals in improving safety and reporting on domestic, family, and sexual violence.

Sample research questions:

Literature review:

- Why do young women not contact police regarding gendered violence issues? How can this be improved?
- What are the gaps in current monitoring and evaluation of gender policies in Australia? What are the gaps in current monitoring and evaluation of gender policies in OECD countries?

Interviews:

- Can you identify particular points in your life where intervention or support would have been particularly valuable for whatever you were dealing with?
 - a. Are there moments where intervention or support would have changed your life trajectory or prevented you from experiencing significant harm?
 - b. What could that intervention or support have been? Try to be as specific as possible.

- **Put gender equality at the heart of economic policy and decision-making** through the reintroduction of gender responsive budgeting and gender impact assessments to the Commonwealth Budget process, and making gender equality a priority **at the 2022 Jobs and Skills Summit**, and in *Working Future: the Australian Government's White Paper on Jobs and Opportunities*.

We researched how to integrate gender equality into economic policy and decision-making processes to support the strategy's goals.

Sample research questions:

Literature review:

- What are effective policies for achieving gender equality?
- Why has gender equality not been achieved despite policy and investment?
- Can a strong economy and socialist policies work together?
- Does it make business sense to provide Universal Basic Income (UBI) to women experiencing violence in developed countries?
- What are the most impactful policy solutions preferred by young people to address gender inequality?
- What economic models and methods of value measurement support more provision of public goods by the government? How can a strong welfare state and a strong economy co-exist?

Interviews:

- How has your gender affected your life or the lives of women around you, so far?
- Do you think your gender affects every aspect of your life? (some of these answers may lean into gender).

- Supported women's representation and opportunities in traditionally male-dominated industries** through the Australian Skills Guarantee, which includes national targets for women in apprenticeships, traineeships and cadetships. The Government is investing in Australia's vocational education and training (VET) system and addressing skills shortages; commissioning an independent Pathway to Diversity in STEM Review to evaluate existing women in STEM programs and make recommendations on the most effective approaches to improve equity and representation of women and other under-represented groups in STEM education and work; and also providing further funding for the Women in STEM and Entrepreneurships Grants program. The Government is supporting new digital career opportunities in the Australian Public Service (APS) through the APS Digital Traineeship Program, which supports priority groups – including women returning to the workforce or seeking a career change – to undertake a Certificate IV qualification and is funding support for women in male-dominated trade apprenticeships. Through its Cyber Security Strategy, the Government has committed to improving diversity of the cyber security workforce, and established a workstream for industry leaders to develop initiatives to improve the diversity of the cyber workforce. The Government has released a Women in Aviation Initiative to improve retention in the industry and increase visibility and awareness of the sector among girls and women, and is working with states and territories regarding options to increase women's participation in major Commonwealth-funded infrastructure projects.

We researched how to enhance women's representation and opportunities in traditionally male-dominated industries, as well as how to increase men's interest in female-dominated industries.

Sample research questions:

Literature review:

- What are the most effective government policies for improving career outcomes for young women?

Interviews:

- If you are studying/working currently, is it fulfilling and meaningful?
 - Are you doing what you want to be doing? How did you decide this is what you wanted?
 - Would you describe yourself as ambitious?
- What are the attitudes (e.g. respect, gender roles, violence, assault, girls' education, etc.) towards women and girls in your community? (this question can give a good insight into the attitudes that push women into STEM roles).

Survey:

Q32 People often pursue employment that is stereotypical of their gender. Stereotypically male industries are usually more highly paid than stereotypically female industries.

Because of this, governments are trying to desegregate industries by gender; ensuring that anyone feels comfortable doing any job.

Which of the following would be most **helpful** in de-segregating industries by gender; in other words, **encouraging you to pursue any job you want?**

Please **score** them out of 10

0 = not helpful, **5** = somewhat helpful, **10** = very helpful

- Offering 'returnships' for women re-entering the workforce in new industries (1)
- Incentives for companies that achieve gender balance in senior roles (2)
- Career switch scholarships for women entering high-paying industries (3)

- Ensuring women's wellbeing and safety in male-dominated workplaces (4)

- Diversity Job Fairs hosted at schools, TAFEs, universities, and community centres (5)

- More education about different career options in school, TAFE, or university (6)

- Opportunity to speak with women in male-dominated industries (7)

Q27 How much would you **benefit** from the following in a national program to encourage women and girls into STEM (Science, Technology, Engineering, Mathematics)?

Please **score** them out of 10

0 = no benefit, 5 = some benefit, 10 = significant benefit

- STEM Experience Days at local companies and universities (1)

- Mentorship program pairing female high school students with women in STEM careers, including at least 20 hours of one-on-one mentoring every year (2)

- Virtual or in-person internships at tech companies (3)

- Social media influencers creating content about women in STEM (4)

- Female-led STEM innovation contests with substantial scholarships as prizes (5)

- A national STEM Career Fair exclusively for women, with virtual reality experiences of STEM workplaces (6) _____
- Summer coding bootcamps with female instructors (7)

- A policy that requires STEM companies to allocate a percentage of their internship roles to women from underrepresented backgrounds (8)

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Diversity Job Fairs hosted at schools, TAFEs, universities, and community centres (5)

More education about different career options in school, TAFE, or university (6)

Opportunity to speak with women in male-dominated industries (7)

- support Australia's national Domestic, Family and Sexual Violence Commission to amplify the voices of people with lived experience of domestic, family and sexual violence; provide evidence-informed policy advice; and promote coordination and accountability towards ending gender-based violence
- further embed the voices of lived experience, including through work of the Domestic, Family and Sexual Violence Lived Experience Advisory Council

We researched an effective model for consulting young women.

Sample research questions:

Survey:

Q50 What were the barriers to escaping relationship abuse? What would have helped you?

We are here to understand, not to judge; all responses are anonymous

- increase safety in higher education, including through the Australian Universities Accord and through the *Action Plan to Address Gender-based Violence in Higher Education*, to recognise the leading role the higher education sector can and should play to prevent and respond to gender-based violence

We researched how to enhance safety in higher education to support the strategy's goals in preventing and responding to gender-based violence.

Sample research questions:

Literature review:

- Have educational programs regarding consent in universities been successful in developed countries? What improvements are needed?
- Have educational programs regarding consent in schools been successful in developed countries? What improvements are needed?
- What are highly effective models for engaging young women to develop and implement government policies?
- Has the increasing focus on 'consultation' and 'participatory research' by state and federal governments improved policy outcomes in Australia?

Interviews:

- How has living in a rural area as a woman affected your educational opportunities?
- What are the attitudes (e.g., respect, gender roles, violence, assault, girls' education, etc.) towards women and girls in your community?
 - a. Do you think attitudes differ between rural, regional, and urban Australia?
- In your community, how would you go about creating more positive attitudes towards women and girls? What would work? (Try to be as specific as possible) (These attitudes are particularly prevalent at university and school and can exacerbate harm).

Future directions

To further accelerate progress, directions for future effort include:

- continuing to invest in evidence-based approaches to ending gender-based violence by responding to what's working

We researched how to continue investing in evidence-based approaches to ending gender-based violence to support the strategy's future directions.

Sample research questions:

Literature review:

38. What are highly effective models for engaging young women to develop and implement government policies?
39. Has the increasing focus on 'consultation' and 'participatory research' by state and federal governments improved policy outcomes in Australia?

Survey:

Q51 For you personally, what would be most **effective** as a gender violence intervention?

Please **score** them out of 10

0 = not effective, 5 = somewhat effective, 10 = very effective

A local community-based alert network that uses a mobile app to connect potential victims with nearby help in real-time, including trained volunteers and professionals (1)

Gender Relations Simulator — an educational tool that simulates different gender dynamics and outcomes based on user decisions (2)

School-Based Peer Counseling Programs where students are trained to provide support and referral services (3) _____

Open-Source Gender Equality Curriculum developed collaboratively by educators and made available for free to schools (4)

Data-Driven Advocacy Workshops to teach community leaders how to effectively use gender data to advocate for policy changes (5)

Workshops for women teaching them about their rights and instilling self-respect (6)

Workshops for men teaching them about their responsibilities and instilling respectful behaviour (7) _____

Harsher consequences for gender violence (8)

Q52 Can you share 2 ideas for effectively preventing gender violence?

- building capabilities of employment services to help women overcome barriers to work and break cycles of disadvantage, and ensuring employment services systems (such as Workforce Australia, Disability Employment Services, and the New Remote Jobs Program) can support women's economic participation

We researched avenues for women's financial security, independence, and accessing stable, meaningful employment to support the strategy's goals.

Sample research questions:

Literature review:

- What are the most effective strategies to increase crisis and transitional housing options for women and children escaping DFV and older women at risk of homelessness, especially in OECD/Western economies?
- What are the strengths of the government support systems/services for young women in Australia?
- What are the weaknesses of the government support systems/services for young women in Australia? How can these be improved? Is it done better in other OECD countries?

- support data that improves understanding of health outcomes for women
- develop a strategy to improve health outcomes for LGBTIQIA+ people.

We researched strategies to improve health outcomes for LGBTIQIA+ individuals.

Sample research questions:

Interviews:

- Have you experienced discrimination or felt unwelcome in healthcare settings because of your sexual orientation or gender identity? Please describe your experience.
- What specific health or mental health services do you think are lacking for LGBTIQIA+ individuals, and how could these be improved?
- How easy is it for you to find healthcare providers who are knowledgeable and welcoming towards LGBTIQIA+ patients, and what resources have you used to find them?
- Would you use telehealth services for sexual and reproductive health care? What features would make these services more appealing to you?