




*Shaniella is from a remote village in the Solomon Islands
Photo credit Neil Nuia*

**WOMEN FOR THE
WORLD REPORT 2023**

women for the
world
Caritas Australia

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*Joy and her family, participants of a Covid-19 response project in Samoa
Photo credit Caritas Samoa*

FOREWORD

I am honoured to present the Caritas Australia - Women for the World Report 2023, a guiding light illuminating our path toward a more equitable world. This report resoundingly affirms that empowering women and girls stands as the pivotal force for igniting global transformation.

Within these pages, stark statistics command our attention and beckon us to action. The potential to alleviate hunger for millions becomes tangible when women are granted equitable access to resources and services. The distressing reality of violence, affecting up to 60 per cent of women and girls in the Pacific, with even higher rates in Papua New Guinea and Kiribati, demands our collective resolve to effect change.

Notably, the report underscores the profound impact of accessible water, liberating women from the burden of spending 200 million hours daily on its collection. This liberation empowers women to engage in income-generating activities and nurture families.

As we immerse ourselves in the stories and insights held within these pages, we find ourselves compelled to advocate for change. Our unity in championing the empowerment of women and girls is a shared responsibility, a call to action that transcends boundaries and backgrounds. Let us seize this potential to reshape lives, uplift communities, and forge a world founded on principles of equity and justice.

Sincerely,
Kirsty Robertson
CEO, Caritas Australia



"Within these pages, stark statistics command our attention and beckon us to action."



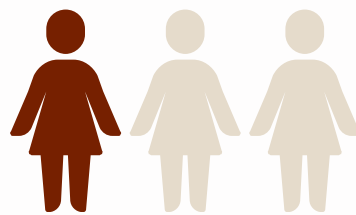
A Wagilak woman, Janice a traditional dancer who tells stories through movements handed down over generations
Photo credit Richard Wainwright



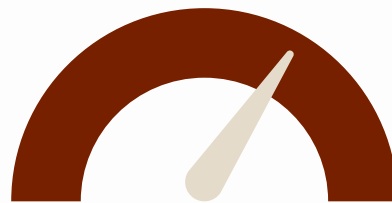
GENDER DISCRIMINATION

This report provides an analysis of research conducted by Antenna Insights on behalf of Caritas Australia in July 2023. 1,005 Australians from a national sample were surveyed, with results weighted for representation against the 2021 Census. The research aimed to gain an understanding of the relevance to Australians of gender issues in Australia and across the Pacific region.

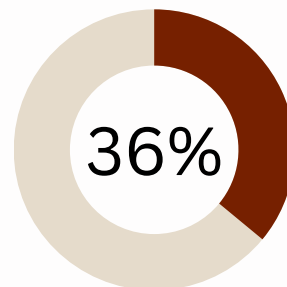
Gender Discrimination impacts the daily lives of more than one in three women, with younger women either noticing or experiencing more discrimination than previous generations.



Gender Discrimination was felt most by younger respondents (Gen Z and Millennials) who were either more aware of discrimination or experiencing it more.



36 per cent of women said they experienced gender discrimination in their daily lives vs 26 per cent of men, and a staggering 10 per cent of all respondents experienced gender discrimination regularly.



UNDERSTANDING GENDER DISCRIMINATION

Both men and women are in agreement that gender discrimination quite evidently exists within society and workplaces.

In fact, 71 per cent of men and 78 per cent of women agreed discrimination was happening at least occasionally but over a third (35 per cent) of women said it happened more than regularly.

ADDRESSING GENDER DISCRIMINATION

However, despite a universal acknowledgment of discrimination, men and women had significantly different perceptions of how much should be done to address it.

Men were more likely to say there are still equal opportunities for women and were less convinced of the need for more female role models or participation in politics and business. This is compared to 38 per cent of women who felt they lacked equal opportunities for leadership. Further, 91 per cent felt strong female role models were important and 73 per cent felt we need more.

An overwhelming 70 per cent of all Australians still feel there is a need to increase the number of female CEOs and politicians.

Turning to the Pacific, four in five people felt we should be doing more to support victims of domestic violence and 78 per cent felt we should be doing more to encourage female participation in politics.



*Margret from the Solomon Islands stands in front of San Isidro Care Centre vocational school for deaf and mute students
Photo credit Neil Nuia Caritas Australia*

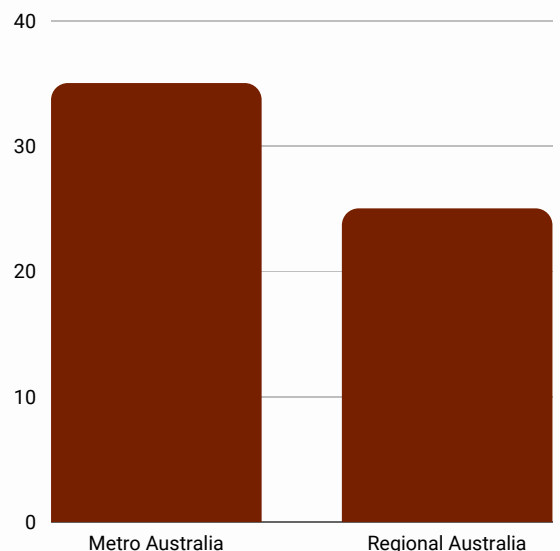


WOMEN IN THE WORKPLACE

One in three (34 per cent) of women have been witness to discrimination within the workplace, and 28 per cent of men agreed.

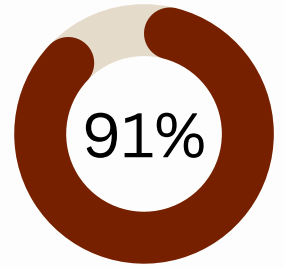
However, discrimination was felt more widely by younger respondents such as Millennials and Gen Zs (42 per cent) compared to older respondents (25 per cent).

It also appears location affects the prominence of workplace discrimination, being more likely to be observed in Metro Australia (35 per cent) in comparison to regional Australia (25 per cent).

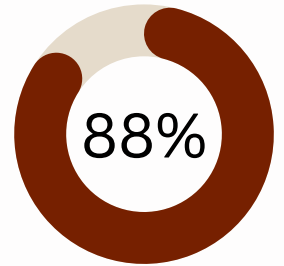


WOMEN IN LEADERSHIP

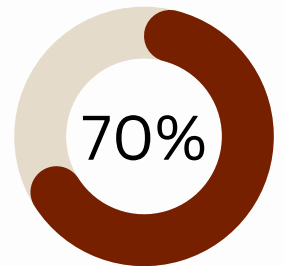
There are strong disparities in how genders view equal opportunities for leadership, with over half of men (52 per cent) believing they have equal opportunities, in comparison to just over a third of women (34 per cent). However, women almost unanimously agreed (91 per cent) that younger women need strong female role models, in comparison to just 77 per cent of men.



However, this figure quickly changed for men who had witnessed gender discrimination, with 88 per cent stating that it was important for young women to have these role models. Almost three-quarters of women (73 per cent) agreed there are not enough strong female role models in comparison to only 46 per cent of men who believe that women have enough or even more than enough.

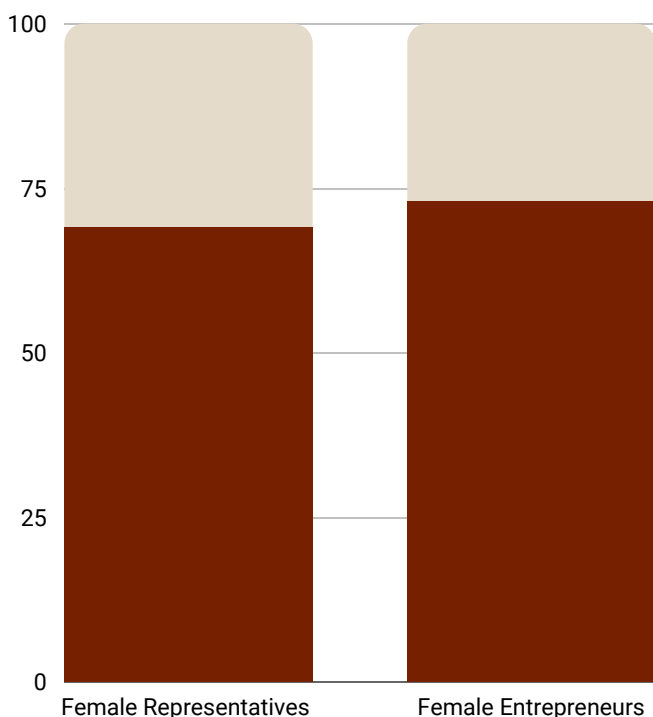


Saying this, it is somewhat unanimously agreed (70 per cent) by all Australians that it is important to change the status quo of female representation in CEO positions, with over 86 per cent of younger generations (Millennials and Gen Z) believing it is an important issue to be addressed.





FEMALE REPRESENTATION



It is agreed that women need to have more opportunities in politics, with 69 per cent of all Australians feeling it is important to increase female representation in parliament. This sentiment is as high as 80 per cent among women and is consistent across all generations.

In support of female entrepreneurs, almost three in four Australians (73 per cent) believe we need to reduce the gap in funding new companies to support more female entrepreneurs.

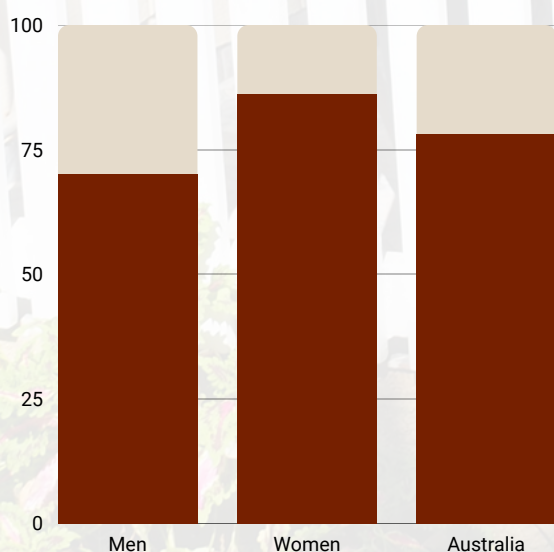
THE PACIFIC

Over one-third of Australians (38 per cent) believe gender discrimination is worse in the Pacific - although younger generations (who also observe more discrimination in Australia) are less convinced there is a significant difference between ourselves and our neighbours.

Four in five Australians believe we should be supporting victims of domestic violence in Papua New Guinea, including 90 per cent of women. Overall, Australians prioritised supporting women in the Pacific who were suffering violence over other gender issues.

This being said, Australians felt even more strongly about increasing female participation in politics in the Pacific as they did in Australia (78 per cent). In fact, 70 per cent of men agreed we should be doing more to support females to participate in politics in the Pacific compared to only 56 per cent of men who thought we should focus on this in Australia.

This is in comparison to 86 per cent of women who agreed we should be doing more to support females to participate in politics in the Pacific, which is in line with the number who thought we should focus on this in Australia too.



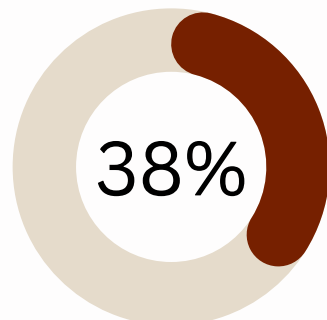
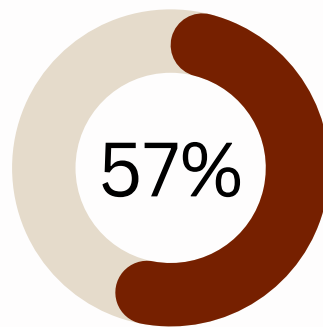
*Tupou from Hunga Tonga stands in front of her home
Photo credit Nicole Chehine Caritas Australia*



LOCAL OPPORTUNITIES AND GENDER PAY GAP

Women felt addressing the gender pay gap in Australia was the number one priority and felt more local opportunities needed to be given to women to help combat the issue.

Men and women disagree on whether women in Australia have equal opportunities for leadership. 57 per cent of men believe there are currently equal opportunities for women in leadership, whereas 38 per cent of women say they lack equal opportunities for leadership roles.





CONCLUSION

We've delved deep into the data, unveiling layers of gender discrimination, societal perspectives, and hopes for change. These insights serve as a resounding call to action, urging us collectively to build a world that's more inclusive and just, where women thrive through opportunity.

Across all walks of life, Australians acknowledge the persistent issue of gender discrimination, particularly against women. The disparities in experiences and views underscore the urgency to address these imbalances. From workplaces to leadership, gender gaps endure, emphasising the importance of female role models and equal opportunities. Transcending borders, our exploration of the Pacific has revealed shared convictions to support domestic violence victims and elevate women in politics. These resonances mirror our local aspirations, showing the universality of our commitment to equality.

This confluence of data, voices, and convictions directs us to a critical juncture. Armed with knowledge, we're poised to drive change. The Women for the World Report serves as a roadmap, propelling us to confront discrimination and foster inclusivity.

We should carry these insights as catalysts for change. By amplifying voices against discrimination and working collaboratively, we can construct a world where everyone's potential shines irrespective of gender. Our path may be challenging, but the vision is compelling—a future where equality prevails.

Thank you for joining us on this journey, as we continue striving for a reality where equity isn't just an aspiration, but a shared achievement.