

Achieving Women's Equality sets out the key priorities for action to ensure the economic status, social inclusion, safety and wellbeing of South Australian women throughout their lives is improved and sustained. The Policy provides a framework to address gender equity across all facets of state government and partnerships with non-government organisations, business, local government and community groups.

Vision: Women and girls in South Australia will be able to fully participate in and share the benefits of living in South Australia

Improving women's economic status

- Increase the number of women participating in employment, education or training, particularly in non-traditional sectors such as science, technology, engineering and mathematics (STEM)
- Improve the financial planning and literacy skills of women
- Promote gender pay equity
- Increase access to flexible work options for all workers.

Increasing women's leadership and participation

- Improve the profile of women as leaders across government, business and community
- Increase the number of women represented on Government boards and committees
- Encourage all South Australian workplaces to improve gender diversity in their workforce at all levels.

Improving women's safety and wellbeing

- Violence against women and their children is reduced and perpetrators are held accountable
- Increase community awareness that violence against women is not accepted by working with business and community partners to implement strategies to prevent violence against women
- Improve women's accessibility and knowledge about safety and justice
- Ensure women, especially vulnerable women, can access appropriate health care through every life stage
- Improve young women's body image.

Priority areas for action

Three priority areas for action have been identified to reflect the different dimensions of life and recognises that women's experiences can intersect across all these areas. Positive outcomes in one area can impact outcomes in other areas, for example improving the financial security of women can play an important role in increasing the safety of women and reducing vulnerability to violence and homelessness.

Principles

To achieve the vision this Policy is underpinned by the following principles which are aligned with the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW), the *United Nations Women's Empowerment Principles*, the *Sex Discrimination Act 1984* (Cth) and *Equal Opportunity Act 1984* (SA).

We believe:

- All individuals, women or men, are equally entitled to participate in and benefit from living in South Australia.
- Equality, diversity and social inclusion are valued by all South Australians.
- Vulnerable groups of women need targeted support to access services and participate fully in our community.
- Strong partnerships with non-government organisations, business and community are critical to achieve gender equality.
- It is important to measure and report on progress to achieve gender equality.