

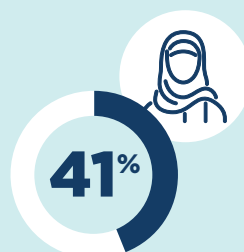
Gender equality



People in Australia continue to campaign for gender equality and have achieved significant outcomes in recent years. But many women and gender diverse people still face violence, harassment, and unfair treatment, and are still underrepresented, overworked, and underpaid across many domains in Australia.

This is especially true for women and gender diverse people who experience racism as well as sexism, have a disability, or are LGBTIQ+. Negative attitudes about gender equality in society continue to be a barrier for people to fully enjoy their rights and freedoms.

The national gender pay gap is



of women



of men

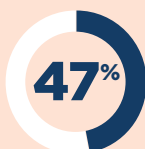
have experienced

workplace sexual harassment

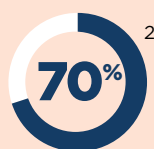
in the past 5 years.³

Workforce participation of migrants and refugees:

Women



Men



Women do

over 9 hours a week more

unpaid work and care than men,⁴ and represent

7 in every 10 primary carers.⁵

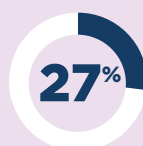
After returning to work from parental leave:



receive no information about their return-to-work entitlements



receive negative comments about working part-time or needing flexible work hours



are not provided with appropriate breastfeeding or expressing facilities⁷

1 in 4 company boards have no women⁶





**About 20%
of adults (3.8 million)**

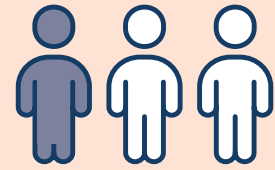
have experienced

**intimate partner
or family violence**

since the age of 15, including:

27% of women (2.7 million)

12% of men (1.1 million)⁸



1 in 3

Australians hold a
negative bias

about women's ability to
participate fully

**economically, politically
or in education.**⁹

Expressing **gender outside
traditional categories** can
result in **experiencing violence,
discrimination, stigma and
exclusion**. This is true for
cisgender people as well as for
trans and gender diverse people.¹⁰

A fear of being criminalised means

**First Peoples women often
do not report domestic
and family violence.**

When First Peoples women go to police or
other services for help, they are often
misidentified as perpetrators of violence.¹¹



A 2021 survey showed almost

**1 in 3 women
aged 15 to 34**

years had been diagnosed
with depression or anxiety.¹²

1. Workplace Gender Equality Agency. (2024). [Australia's Gender Equality Scorecard 2023-24](#), p. 16.

The gender pay gap is the difference between the average or median remuneration of men and the average or median remuneration of women, expressed as a percentage of men's remuneration. This data includes base salary, overtime, bonuses, additional payments, and the annualised full time equivalent salaries of casual and part time workers.

2. Workplace Gender Equality Agency. (n.d.) [Gender equality and intersecting forms of diversity](#). Australian Government, Workplace Gender Equality Agency. Percentages have been rounded to the nearest whole number.

3. Australian Human Rights Commission. (2022). [Time for respect: Fifth national survey on sexual harassment in Australian workplaces](#), pp. 47, 49..

4. Australian Bureau of Statistics. (2022, October 7). [How Australians Use Their Time](#).

5. Australian Bureau of Statistics. (2024, July 4). [Disability, Ageing and Carers. Australia: Summary of Findings](#). Primary carers - age and sex.

6. Workplace Gender Equality Agency. (2024). [Australia's Gender Equality Scorecard 2022-23](#), pp. 7, 31 - 32.

7. Potter, R., Foley, K., Richter, S., Cleggett, S., Dollard, M., Parkin, A., Brough, P., & Lushington, K. (2024). [National Review: Work Conditions & Discrimination among Pregnant & Parent Workers in Australia Evidence & Insights Report](#). University of South Australia, pp. 19 - 20. Percentages have been rounded to the nearest whole number.

8. Australian Bureau of Statistics. (2023, March 15). [Personal Safety. Australia](#). [Violence: Experiences of violence by an intimate partner or family member since the age of 15(a), 2021-22].

9. United Nations Development Programme. (2023). [Gender social norms index](#). United Nations, Human Development Reports. [Table A1].
10. Commonwealth of Australia, Department of Prime Minister and Cabinet. (2024). [Working for Women: A Strategy for Gender Equality](#), p 30.

A cisgender person is someone whose gender identity matches the sex they were assigned at birth. For more information, access: Australian Human Rights Commission (2026, January 19). [Explainer: Trans and gender diverse people's rights in Australia](#)

11. Djirra. (2024, June 14). [Yoorrok Justice Commission Social Justice Hearing](#).

From a recent review of women supported in 2023 by Djirra's casework (an Aboriginal Community Controlled Organisation established by Aboriginal Family Violence Prevention & Legal Service Victoria).

Caulfield, L., Malins, P. (2025). [Harm in the Name of Safety: Victorian Family Violence Workers' Experiences of Family Violence Policing](#). Flat Out Inc.

12. Wilkins, R., Vera-Toscano, E., & Botha, F. (2021). [The Household, Income and Labour Dynamics in Australia Survey: Selected Findings from Waves 1 to 21](#). Melbourne Institute: Applied Economic & Social Research & University of Melbourne: Melbourne, p. 125.