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Human Rights  
Commission**

*everyone, everywhere, everyday*

**Elizabeth Broderick**  
Sex Discrimination  
Commissioner

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Tuesday, 31 May 2011

## **Communities in Control**

# **Just Communities: Facts, Lies, Atrocities and Answers**



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# The Agenda



- Pay equity
- Poverty in retirement
- Acknowledgement of women leaders



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Challenge = Opportunity



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**WOMEN**  
**Like men,**  
**only cheaper.**

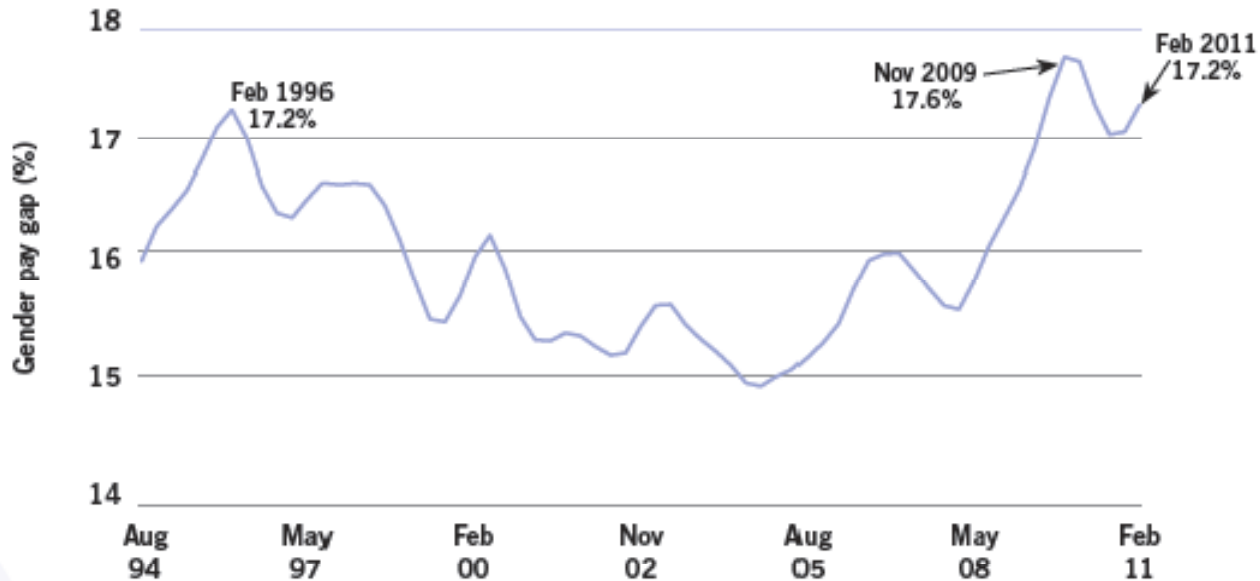
A photograph of two women in professional business attire. The woman on the left is wearing a grey blazer and a black skirt, and is holding a dark red briefcase. The woman on the right is wearing a light grey suit. They are both smiling and high-fiving each other. The background is plain white.

**IF YOU DON'T LIKE IT,  
HELP US RIGHT IT.**



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Source: ABS Average Weekly Earnings (Cat No 6302.0), February 2011 (released 19.05. 11)

## The Gender Pay Gap



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“There is **not** equal remuneration for men and women workers for work of equal or comparable value...gender has been important in creating the gap between pay”

- Fair Work Australia, Equal Remuneration Case



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# Rewarding a lifetime of caring with poverty: The story of Cheryl



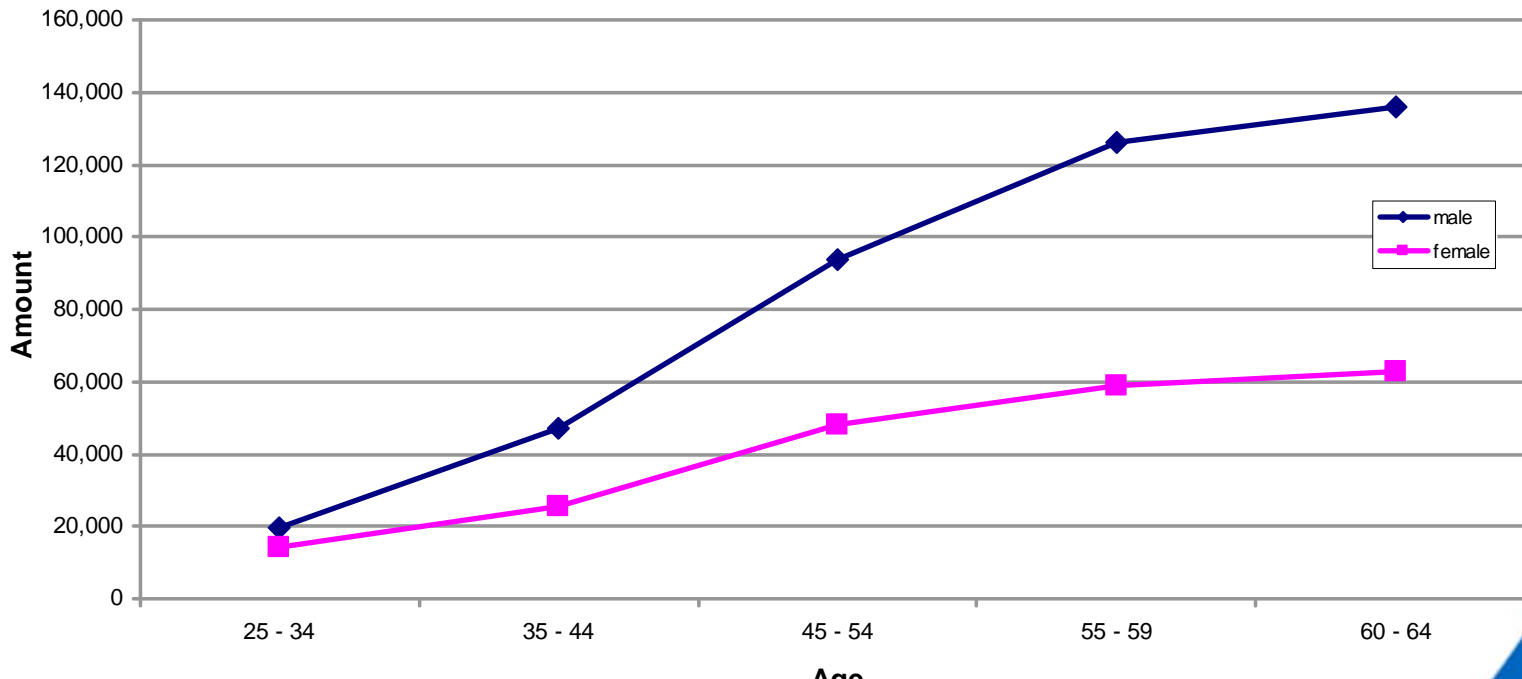




# The gap between men and women's retirement incomes



Retirement Income  
Average Superannuation Balances By Age  
Australia 2006





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Women's superannuation balances as  
a proportion of men's

71.1% (25-34 age bracket)

46.1% (60-64 age bracket)

- AHRC, *Accumulating Poverty*, 2009



# How do we change the picture?



- Expand the superannuation co-contribution scheme for people on lower incomes
- Greater tax incentives to encourage voluntary contributions to super scheme
- Superannuation layer on PPL
- Caring credits scheme / social insurance for carers on retirement
- Tax summit – 2011



# Women's Leadership?



- ASX 200 companies women hold 11.9% of all boardroom positions
- Cooperative research centres women hold less than 20%
- NFP sector women hold 30% of all leadership positions



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# Two examples



SOUTH  
EASTERN  
CENTRE  
AGAINST  
SEXUAL  
ASSAULT



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