

# Gender equity education: Information for industry

Knowledge, skills and solution to build workforce capability

Gender equity aims to address the injustice of gender-based discrimination and envisions a world where members of society are treated with equality and respect.

GENDER

EQUITY

Knowledge • Skills • Solutions

## The issue - gender inequality

A gender equal economy is not only a human right it is essential for economic prosperity.

Australia however has a unique workforce - it is distinctively segregated by gender, with many gender stereotypes, norms and practices still restricting the aspirations of women, men and gender diverse people in the workplace.

But the world is changing, gender inequality is no longer acceptable, it is time for workplaces to change and unlock the potential of their workforce. It makes business sense to address gender equity in the workplace.

***Economic outcomes flow from gender equality in the workplace - higher staff satisfaction and retention, improved productivity, and economic growth. Gender equity is also linked to greater health and wellbeing outcomes for everyone.***

Workplaces also have regulatory obligations which require them to ensure workplaces are free of unfair work practices such as gender inequality, sexual discrimination and workplace violence.

## The goal - gender equality

Gender equity addresses the unequal status of diverse groups of women, men and gender diverse people and is the proven approach or process to achieve the goal of gender equality.

### Gender equity aims to:

- reduce disadvantage
- improve physical, mental and social health and wellbeing
- improve access to safe, respectful and inclusive public facilities, programs and services
- reduce health inequalities across a diverse range of population groups
- reduce barriers to economic participation and access to financial resources.

## Creating the change required

***Workers need the knowledge and skills to understand gender equity theories, frameworks and regulatory environments and effectively contribute to gender equity within the workplace.***

This includes the knowledge and skills to:

- develop an awareness of the impact of gender inequality, and apply that gender lens to their own work role using reflective practice
- support gender equity within the workplace as it relates to policy and practices, communication and stakeholder relationships
- apply a gender lens to the design, management and monitoring of workplace policies, programs or services, with the ability to conduct a gender assessment and develop strategies to address any issues identified.

## The solution - gender equity education

### Option 1

*The Course in Gender Equity is an accredited course that can provide workers with the knowledge and skills required to contribute to gender equity in the workplace.*

### Option 2

*The Gender Equity Microcredentials are online credentials that have been developed by industry for industry, ensuring their relevance to the professional development needs of the emerging workforce contributing to gender equality in the workplace.*

The Gender Equity Microcredentials are a suite of short, two-hour online courses which can build capability within the workforce to:

- apply a gender lens to a work context
- apply the principles of self-care when doing gender equity work
- communicate gender equity to others
- build stakeholder support for gender equity work
- evaluate gender equity work
- understand the impact of gender inequality on people living with disabilities.

## What are the benefits?

Tap into the benefits that a gender equitable workforce will deliver; gender equality is not only good for the economy it makes good business sense. Developing the workforce's gender equity knowledge and skills:

- builds workforce capability to address inequities within the workplace while meeting regulatory compliance
- enables workers to engage equitably with women, men and gender diverse people, creating positive peer, client and community relationships
- positions the workplace as an employer of choice, and the voice for gender equality in the community
- enables the workplace to contribute to a safer and healthier community.

## Take the next step

To access the Course in Gender Equity, visit the National Register for Vocational Education and Training website to find a training provider who can assess your workplace training needs.

**Website** [training.gov.au/Training/Details/22521VIC](https://training.gov.au/Training/Details/22521VIC)

To access the Gender Equity Microcredentials contact Women's Health Victoria.

**Email** [gettraining@whv.org.au](mailto:gettraining@whv.org.au)      **Website** [whv.org.au/our-focus/gender-equity](https://whv.org.au/our-focus/gender-equity)

## About Women's Health Victoria

Women's Health Victoria is a state-wide woman's health promotion, advocacy and support service. We advocate and build system capacity for a gendered approach to health that reduces inequalities and improves health outcomes for women. Our health promotion, information and support programs work with and for women, to identify and respond to service gaps and health inequalities in innovative ways. Our training programs build the capability of individuals and workforces to understand and address the gender inequalities that exist in our communities and workplaces.

**For more information contact Women's Health Victoria** [gettraining@whv.org.au](mailto:gettraining@whv.org.au)

*Women's Health Victoria acknowledge the support of the State Government of Victoria in the development of the Gender Equity Training programs © Women's Health Victoria.*