

The Greens (WA) 2020 policy

Women

Women should be valued as equal members of the community and have the right to live their lives free of violence, harassment, prejudice and discrimination. Social and economic structures which disadvantage women must be immediately addressed as society as a whole would benefit from genuine gender equality. Therefore men also have an obligation to address gender inequality and gender bias.

Aims

The Greens (WA) want:

- equal representation of women in public life
- equal pay for work of equal or comparable value (see also The Greens (WA) [Workplace Relations](#) policy)
- equal access for women to all paid occupations at all levels
- the work of caring for children, older people and other dependents to be valued and recognised
- people with family responsibilities to be able to work without conflict between their paid employment and caring and other family responsibilities, as well as be free from workplace discrimination and employer prejudice
- family-friendly workplaces and public spaces
- women to live their lives free from violence and/or experiences of harassment and discrimination
- women to have access to appropriate, safe and confidential health and well-being services, including reproductive health services (see also The Greens (WA) [Health](#) policy)
- women to have equal access to appropriate well-resourced education services, at all levels of education throughout their lives (see also The Greens (WA) [Education](#) policy)
- gender relations education for all people to reduce prejudice and discrimination (see also The Greens (WA) [Gender Identity](#) policy)

Measures

The Greens (WA) will initiate and support legislation and actions that:

- resource the relevant social services department of government to support women, develop and implement programs to improve the status of women and the relations between men and women, including programs and legislation to address intersectional issues and support women at higher risk, such as Aboriginal women, disabled women and LGBTIA+ women
- include gender awareness, parenting and relationship skills programs in school curricula with the aims of eliminating gender stereotyping, eliminating all forms of violence against women (including sexual violence), and increasing critical understanding of how gender shapes our lives
- undertake public education campaigns that counter the sexualised commodification of women and girls

- strengthen support mechanisms so that women can take on leadership roles equally with men in our political, legal, cultural, social and economic institutions
- ensure that women are not disadvantaged in their access to welfare, housing, health care, child-care, employment, further education, legal aid, superannuation or other programs because of discrimination

Violence

- ensure that all women are able to live their lives free from violence and eliminate all forms of violence against women, including sexual violence (See also The Greens (WA) [Domestic & Family Violence](#) policy)
- put measures in place to ensure the safety of women in public spaces
- provide and maintain funding for adequate support services, including legal assistance for women experiencing violence
- provide the appropriate level of funding for refuges for women experiencing violence
- ensure that transgender women¹ are not discriminated against in accessing refuges (see also The Greens (WA) [Gender Identity](#) policy)
- improve and resource the violence death review process and improved systemic responses and service provisions to reduce, with the aim to eliminate, incidents of violence, and resource effective rehabilitation programs for perpetrators of violence against women

Employment

- strengthen and enforce penalties for sexual harassment and other forms of discrimination in the workplace (see also The Greens (WA) [Workplace Relations](#) policy)
- provide opportunities and strengthen support mechanisms to enable women to hold leadership roles in our political, legal, cultural, social and economic institutions
- enact pay equity legislation with sanctions to ensure that all organisations with 25 employees or more undertake pay equity audits and implement strategies to reduce pay inequities
- monitor organisations to ensure that pay equity audits are undertaken and assist organisations to achieve pay equity
- provide free, safe, evidence based financial and budgeting education and counselling to women in need, and ensure such services are well promoted, safe and responsive to intersectional needs
- provide scholarships, training, mentoring programs and other forms of support for women to enter 'non-traditional' employment

Reproduction

- ensure all women have access to free and safe contraception and contraceptive advice, including safe legal termination of pregnancy
- ensure all women have access to free, safe and diverse options for pregnancy and childbirth, including home birth and birth assisted by trained midwives

Caring & Domestic Work

- promote greater valuing and recognition of the importance of child-bearing and child rearing
- ensure access to high quality, publicly-funded child care
- provide intensive support services for vulnerable and at risk families
- ensure public spaces are accessible and meet the needs of parents with children
- promote a greater balance between paid work and domestic and caring work in the lives of women and men
- provide means-tested allowances which enable parents and carers of children to stay at home with their children if they so choose
- develop minimum standards requiring employers to make workplaces more friendly to parents with children, including by provision of lactation breaks, paid leave for parents with sick children and flexible work practices

(See also the Australian Greens [Gender Equality and Empowerment of Women](#) policy)

Glossary

1. **Transgender women** are women whose gender identity or expression does not match the gender they were assigned at birth.

Women policy ratified by The Greens (WA) in 2020

The Greens (WA) spokesperson for women's issues is [Alison Xamon MLC](#)