

INTERNATIONAL WOMEN'S DAY 2025

March Forward: It's time to turn promises into progress



GIPPSLAND
WOMEN'S
HEALTH

Acknowledgement

Gippsland Women's Health (GWH) acknowledges Aboriginal and/or Torres Strait Islander people as the Traditional Owners and Custodians of country and pay our respects to Elders past and present for they hold the stories, traditions and culture.

We acknowledge the Gunai Kurnai, Bunurong, Bidwell, Yuin and Monero (Ngarigo) as the Traditional Custodians of the land and waters now known as Gippsland and acknowledge that they have never ceded sovereignty.

We commit to respectful truth telling and working in partnership with Gunai Kurnai, Bunurong, Bidwell, Yuin and Monero (Ngarigo) to improve the health and well-being and security and safety of all Aboriginal and/or Torres Strait Islander women.

Gippsland Women's Health acknowledge the support of the Victorian Government.

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What Can You Do to Participate in IWD?



Use the United Nations Campaign

Make sure you align your activities with the International or Australian chapter United Nations campaign. This year's UN Women Australia theme is **"March Forward"**.

"The theme 'March Forward' reminds us that progress is not just about reflection but about taking decisive, bold steps to turn our commitments into action. This is our moment to drive change and ensure a truly equal future for all women and girls" - Minister for Women, Senator the Hon Katy Gallagher.



IWD Activity Ideas

Leverage the theme of IWD to promote how your organisation will 'March Forward' and turn promises into progress.

- Engage gender equity champions to host small discussion groups about IWD.
- Attend IWD events and have follow-up Q&A/discussion groups.
- Create networks for women leaders to get together and share their experiences.
- Invite leaders to talk about their commitment to gender equity in the workplace/local community and progress made. For example, initiatives that:
 - promote respectful relationships and behaviours,
 - address incidents of violence, sexual harassment and discrimination,
 - encourage gender-equal recruitment,
 - provide inclusive and supportive environments,
 - encourage flexible work arrangements.



Engage your Workforce

Listen to the experiences of your staff on how they engage with organisational gender equity policies, processes and programs. Find out what issues are important to your staff in the early stages of your planning and ensure they are included in your strategy. IWD is a fantastic opportunity to start having these conversations and to report on progress made so far.

What Can You Do to Participate in IWD?



Complete a Gender Impact Assessment (GIA)

Implement policies and practices that promote gender equity within your organisation. GIA's are designed to help organisations think critically about how their policies and practices meet the needs of their staff and stakeholders. They also help to ensure that everyone has what they need to be successful.

For example, implement or review your organisation's policies that cover:

- Equal pay
- Family violence leave
- Flexible work arrangements
- Workplace discrimination and harassment

We can assist you to complete a GIA at your organisation [contact us](#) to find out more.



visit www.genderequalitycommission.vic.gov.au for more informatoin

Involve Men

Gender equity is everyone's responsibility. Involve men from all parts of the community as active and equal partners in supporting gender equity initiatives. Men play a pivotal role and can demonstrate their commitment to gender equity by challenging sexist language and behaviour; promoting women's decision making and leadership; actively listening to women's perspectives, challenging disrespect towards women, and challenging the condoning of violence against women.



What Can You Do to Participate in IWD?



Have conversations about Gender Equity

Here are some ideas to get the conversation going:

-  What does International Women's Day mean to you?
-  What can we do to make our community safer for women?
-  How do you recognise and celebrate diversity in your community?
-  Does everyone in your household spend the same amount of time on housework?
-  How can we raise our children free from gender stereotypes?
-  What qualities do you value in a leader? Are they traditionally more masculine or feminine qualities?
-  How can we challenge traditional gender roles in our community?
-  What does respect in relationships mean to you?
-  What can we do to address incidents of violence, harassment and discrimination?
-  How are we promoting gender equal recruitment at all levels of the workplace?
-  How can we encourage respectful behaviour in our community? Our workplaces? Our clubs?
-  Are our environments inclusive and supportive for all women, girls and gender diverse people?
-  How can we promote the use of flexible work arrangements at all levels in the workplace?



What Can You Do to Participate in IWD?

Attend our International Women's Day Information Session!



Learn how to showcase your organisation's gender equity initiatives and celebrate the achievements of women in your community or workplace.

When: **Tuesday 18 February 10am - 11am**

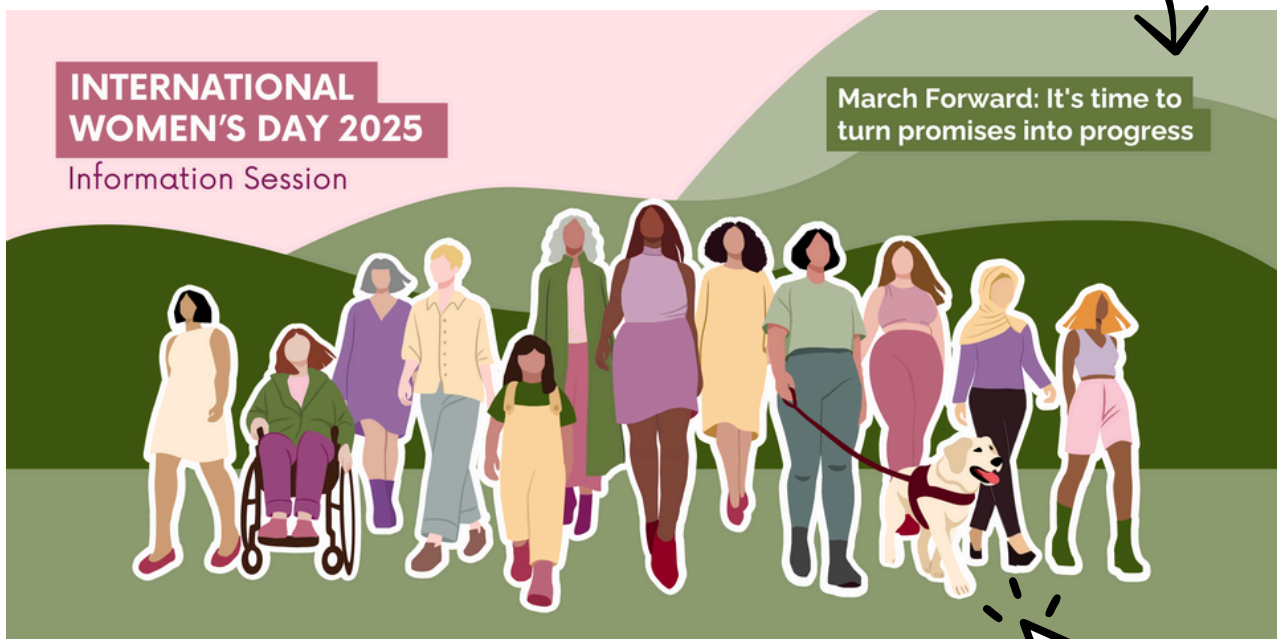
Where: **Online**

The topics covered will include –

- What is IWD about?
- Why get involved?
- Ideas for IWD activities and events
- What events are happening across Gippsland
- How to talk about IWD with your staff and/or community
- How to use the resources available



Click on the image or scan the QR code to register!

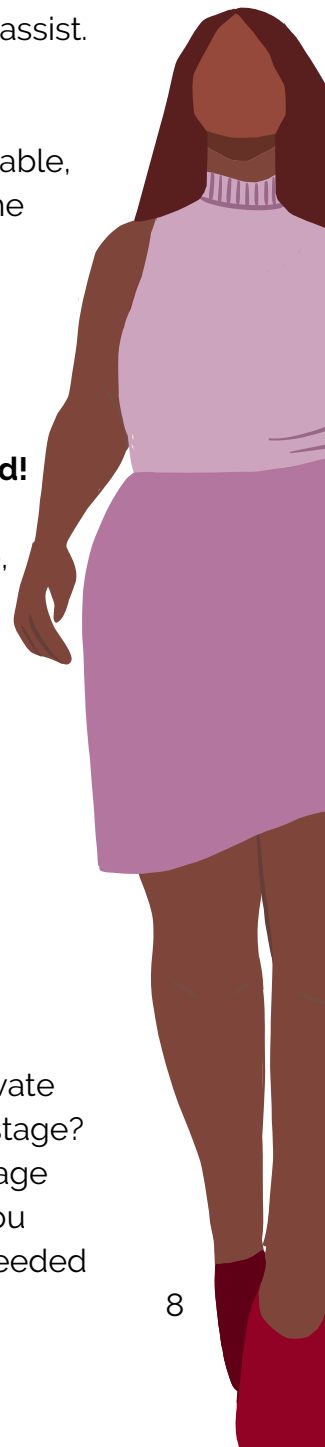


IWD Event and Guest Speaker Words of Advice

Giving women the space, capacity and opportunity to speak publicly and highlight their contributions and knowledge is something we love to see... and need to see more of!

However, there are still some key considerations that you and your organisation can keep in mind when planning your IWD events and guest speakers.

- **Not having a breakfast or after-hours meetings or events.**
Despite progress in this area, women are often still the primary carers at home and their mornings and evenings will be filled with getting the kids organised and may not have the luxury of having a babysitter/carer to assist.
- **Travel time and her own work commitments.**
The expectation for her to 'drop everything and get there' is not reasonable, nor respectful. Alternatively, are you able to offer transport as part of the speaking arrangement?
- **Request her service or attendance well ahead of time.**
Again, it's all about respect and consideration.
- **Pay women for speaking at events... even if she doesn't ask to be paid!**
Organisations will have budgets for catering and other event fees, so it's time we appropriately recognise women for their talent, knowledge, experience and time.
- **Provide public recognition of speaking engagements**
Whether that's through social media, media releases, newsletters or proper acknowledgement at the event.
- **Ensure she is appropriately introduced to key people at the event**
Not only for recognition, but more importantly for networking opportunities and career advancement.
- **Make sure the environment is safe and welcoming.**
Have you arranged someone to greet the guest speaker? Is there a private space for them to rehearse or have a quiet moment before taking the stage? Do you have the appropriate resources and processes in place to manage backlash or poor behaviour from the audience or your own staff? Do you have appropriate support systems for audience members to seek as needed after the event?



Gender Equity in Gippsland

Gippsland is built around a highly gendered workforce - such as agriculture, fisheries, power stations, paper mills and forestry - which has perpetuated and normalised gender inequity.

As a result, Gippsland has:



Some of the **highest rates of family and gendered violence in Victoria.**



Less than adequate access to women's **health and well-being services.**



Alarming low rates of women in **leadership, education and employment.**

Women hold just **29%** of CEO or General Manager roles **in Gippsland.**

What does that mean?

If we gathered the CEOs and General Managers from 1,000 organisations in Gippsland around a table, less than 300 seats would have women in them.



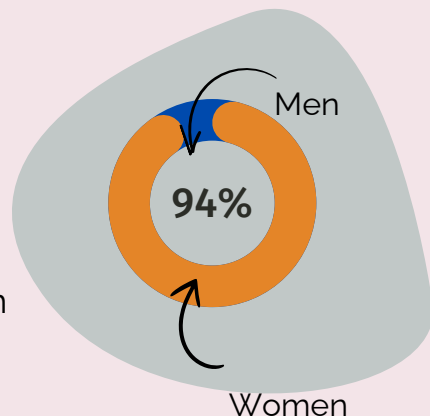
Who is sitting at the leadership table in your organisation?

Gender Equity in Gippsland

94% of primary parental leave (paid or unpaid) is taken by women
Source: ABS 2016

What does that mean?

Primary parental leave means taking time out of the workforce to tend to caring responsibilities. Of all the primary parental leave hours taken in Australia, 6% of leave is taken by men, while the remaining 94% is taken by women.



Look at your organisation's parental leave statistics - are they similar to the national averages? How are your parental leave policies designed?

Only **25.5%** of Gippsland women **earn above the minimum weekly wage \$772.60**

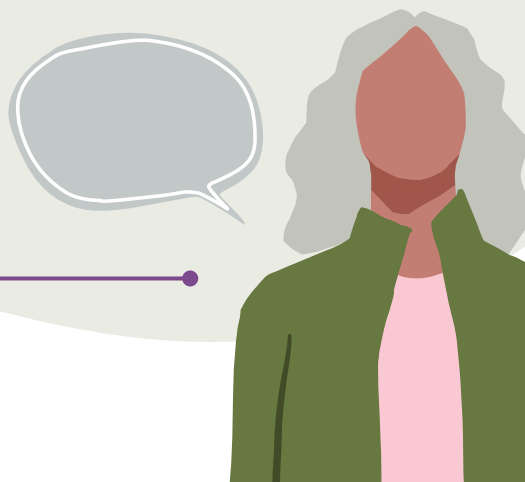
Source: Victorian Women's Health Atlas



What does that mean?

3 out of 4 women in Gippsland are earning less than the minimum weekly wage of \$772.60

Has there been a weekly pay review for employees in your organisation recently? What differences in weekly pay do you notice between genders?



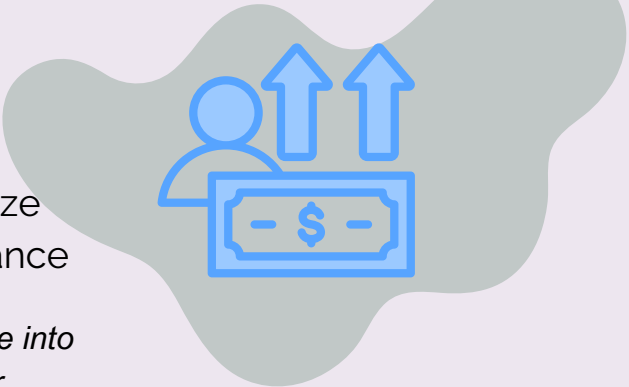
Gender Equity in Gippsland

In 2015-16, the overall gender difference in superannuation balances was **38.8%**

Source: WGEA, 2016

What does that mean?

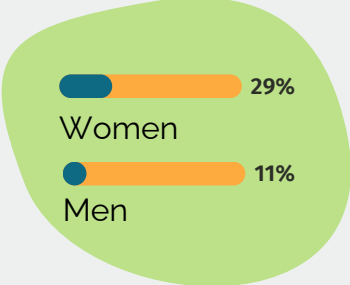
Across Australia, the average men's superannuation balance is nearly twice the size of the average women's superannuation balance



Have you done a deep dive into gendered pay gaps in your organisation? How else can you support the women of your organisation, knowing this statistic?

29% of women in Gippsland undertake 15 or more hours of unpaid domestic work per week, compared to just **11% of men.**

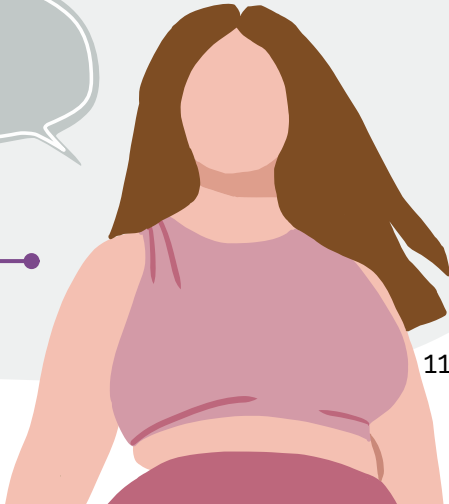
Source: Victorian Women's Health Atlas



What does that mean?

Women continue to carry the overall burden for unpaid housework.

How can your organisation support in shifting this towards a more equitable balance? How else can you support the women of your organisation, knowing this statistic?



Benefits of Gender Equity

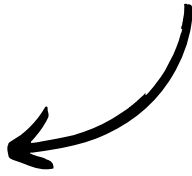
- ✓ Reduced violence and anti-social behaviour
- ✓ Increased regional liveability and safety
- ✓ Increased organisational and regional creativity, innovation and improved reputation
- ✓ Improved access to a broader labour market
- ✓ Reduced gender pay and superannuation gap
- ✓ Increased organisational and regional profitability



IWD Social Media Tile



Click on the image to download the **GWH IWD Social Tile**



Suggested Social Media Tile Caption:

International Women's Day

Today, March 8, we celebrate International Women's Day, honouring the achievements and contributions of women who shape our communities and inspire change.

We believe in a world where everyone—regardless of gender—feels safe, valued, and respected in every aspect of life.

This day is more than a celebration; it's a call to action.

Let's move beyond words and commit to creating inclusive and supportive environments that build the confidence of everyone to thrive.

Together, we can turn promises into progress by championing gender equity and driving meaningful change.

#InternationalWomensDay #IWD2025 #GippslandWomensHealth #GWH #Gippsland #MarchForward #ForAllWomenAndGirls #UNWomen

HAPPY INTERNATIONAL WOMEN'S DAY

March Forward : It's time to turn promises into progress

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Follow us on social media
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or visit www.gwhealth.asn.au



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We want to hear from you!
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