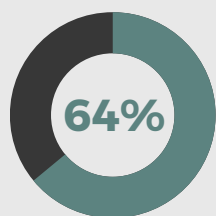


Workplace Safety and Wellbeing



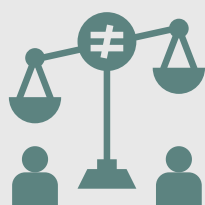
WHAT IS NEEDED: A GREATER UNDERSTANDING OF INTERSECTIONAL FACTORS WHICH INTERSECT WITH GENDER INEQUALITY AND HAVE A **DISPROPORTION IMPACT ON MIGRANT AND REFUGEE WOMEN AND GENDER DIVERSE PEOPLE IN THE WORKFORCE**



64% of women experienced bullying at work

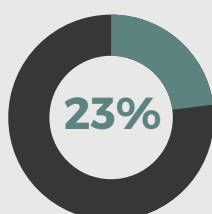
64% of surveyed women experience bullying, harassment or violence in their workplace.

Victorian Trades Hall Council Survey, 2017



Women are more likely to receive unfair treatment because of their gender

Potter RE, Dollard M, Tuckey MR. Bullying and harassment in Australian workplaces: results from the Australian workplace barometer 2014/15; 2016



23% of the home care workforce was born overseas

National Institute of Labour Studies 2017

WHAT RESEARCH SHOWS

- Migrant and refugee women and gender-diverse people regularly find themselves as a minority in the workplace, in most cases being both the gender and racial minority. They may face bullying resulting from the intersectional effects of both sexism and racism.
- Many factors that 'push' migrant and refugee women and non-binary people into low paid roles in sectors such as aged care, are directly related to structural marginalisation and racial inequality and often make them more vulnerable to violence.
- Migrant and refugee women and non-binary people occupy disproportionately underpaid, precarious and essential front-line roles even though they contribute significantly to Australian social and economic systems.
- Systemic disadvantages have a significant impact on the health and wellbeing of migrant and refugee women and gender-diverse people.
- Workplaces and organisations are key settings for primary prevention activities, as they provide significant opportunity to reach large populations, and influence organisational culture, working environments and practices, and social norms and relationships.
- Women's economic equality and workforce participation are essential components of women's economic security and their safety.
- Workplaces might be one of the few places where migrant and refugee women have access to information and resources about gender equality and capacity building.

KEY RECOMMENDATIONS

- Provide in-language information about health, wellbeing and safety to women about their rights in the workplace as they enter the workforce.
- Develop and implement tailored workplace-based gender equality initiatives led by migrant women and addressing the different structural inequalities women face in the workplace and provide opportunities for leadership, training pathways and recognition of women's skills and qualifications.
- Address the gender pay gap by supporting wage increases for workers in health care, aged care, childcare and teaching, commensurate with male-dominated professions which require equivalent qualifications.
- Address the exploitation of migrant workers by holding to account employers who perpetrate wage theft.
- Address sexual harassment in workplaces where migrant and refugee women work.
- Provide on-going investment to prevent gender and race discrimination in workplaces and promote equity within the Australian labour force.

KEY POLICY FRAMEWORKS



Read the Equality@Work report from the Multicultural Centre for Women's Health and Mercy Health



The Gender Equality Act 2020 and what it means to us from the Gender Equality Commissioner