

Terms of Reference

INQUIRY INTO ECONOMIC EQUITY FOR VICTORIAN WOMEN

Including options for redressing the gendered
impacts of coronavirus (COVID-19)

1. The Panel will be asked to inquire into, consider and report to the Treasurer and Minister for Women on the extent, nature and magnitude of economic inequity for women in Victoria, and ways to address this.
2. The Panel may consider matters including:
 - a. Pay equity and relevant workplace barriers, and the value given to work performed in women-dominated industries and other sectors;
 - b. Frontline roles in health care and social assistance, local government; accommodation and food services, retail, the arts, and community and support services sectors, and relevant other sectors;
 - c. Blocks to workforce participation, including unemployment and underemployment;
 - d. Skill development and access to promotional opportunities;
 - e. Work insecurity and rates of casualisation in women dominated industries and other sectors; and
 - f. The impact of intersecting and compounding forms of discrimination and disadvantage, including women who identify as Aboriginal and/or Torres Strait Islander, LGBTIQ+, culturally and linguistically diverse, single mothers, older women, younger women, women with disability, women experiencing family violence, and women from rural and regional areas.

3. In making recommendations, the Panel should have regard to suitable policy options for the Victorian Government to redress the systemic disadvantage for women highlighted by the impact of coronavirus (COVID-19) on economic equity for women in Victoria, which may include:
 - a. Targeted industry/sector approaches;
 - b. Measures to support the workforce participation of women with caring responsibilities and to encourage women's domestic partners and men to take on a greater share of these responsibilities;
 - c. Retraining and reskilling support for women; and
 - d. Support for small business and self-employment for women.
4. In making recommendations and considering suitable policy and investment options, the Panel may have regard to:
 - a. The adequacy of existing legal and regulatory frameworks and policy settings to address workplace and economic equality (from all tiers of government), which may include regard to:
 - i. access to parental leave and early childhood education and care; and
 - ii. workplace education and training;
 - b. any implications for state investment and revenue, including requirements for additional Commonwealth funding;
 - c. regulation in other Australian jurisdictions and in other countries, including how other jurisdictions provide for equal pay for work of equal or comparable value; and
 - d. the ability of any Victorian regulatory arrangements to operate effectively in the absence of a national approach.
5. Gender inequities are well known and researched; therefore, the Inquiry will focus on policy solutions available to the Victorian government.