



WRANA

**WOMEN'S RIGHTS ACTION
NETWORK AUSTRALIA**

“(Our Rights, Our Voices)”

**The South Australian
Community Report on
Women's Human-Rights**

February 2005



Acknowledgements

Consultation forum participants

Dodi Ansell	Kellie Armstrong-Smith	Janet Adkins
Monika Baker	Alva Bruun	Elaine Butler
Chilla Bulbeck	Heather Crosby	Judi Cheshire
Franciose Creevey	Rebecca Constantinou	Rosa Colanero
Jeannie Daniels	Sandra Dann	Kay Davis
Angela De Conno	Natasha De Silva	Anne Deslandes
Clare Deslandes	Jenni Deveaux	Robin Eagle
Louse Firrell	Tammy Franks	Margaret Flint
Alison Gent	Alison Gita Aggarwal	Pru Goward
Sarah Hanson-Young	Mia Handshin	Kath Harrison
Jo Hatchard	Michelle Hogan	Martine Hawkes
Sue Holubeck	Gayathiri Jambulingam	Renee Jenkin
Esther Kamara	Rita Kamara	Celia Karpfen
Amy King	Zetta Karay	Awel Kuol
Ornella Lewin	Vicki Lachlan	Fliss Lord
Jean Lovell	Ruth Lynton	Sue McNamara
Sarah Macdonald	Linda Matthews	Megan McFarlane
Beryl Miller	Heather Mobbs	Allison Murchie
Amelia Munn	Dr Lillian Mwanri	Elizabeth Nhial
Leanne Nearmy	Maureen Oborn	Julia Pitman
Margaret Price	Mel Purcell	Helen Pointon
Rita Perkons	Kerry Rogers	Marilyn Rolls
Ruth Russell	Sophie Rose	Tracey Sloan
Mary Schultz	Heather Southcott	Vanessa Swan
Joy Taylor	Augustina Thomas	Jillinda Thompson
Wendy Thompson	Carla Tongun	Wee Hean Bee
Merydith Willoughby	Kate Wise	Jenny Young

Consultation workshop facilitators and scribes

Dodi Ansell	Rebecca Constantinou	Sandra Dann
Anne Deslandes	Jenni Deveaux	Robin Eagle
Tammy Franks	Alison Gita Aggarwal	Martine Hawkes
Mia Handshin	Michelle Hogan	Amy King
Fliss Lord	Jean Lovell	Sue McNamara
Sarah Macdonald	Marilyn Rolls	Vanessa Swan

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Women's Rights Action Network of Australia	YWCA of Adelaide



Organisations in attendance at consultations

Adelaide University Students Association Women's Department
Adelaide University Gender Studies Department
Amnesty International Australia (SA/NT)
AngliCare
Asian Women's Consultant Council
Australian Education Union (SA)
Business and Professional Women
Catholic Women's League
Dale Street women's Health
Department of Human Services
Department of Further education, Employment, Science and Technology
Disability Action
Equal Opportunity Commission of South Australia
Homestart Finance
Human Rights and Equal Opportunity Commission
National Council of Women
National Union of Students (SA) Women's Department
Northern Domestic Violence Services
Saint Aloysius College
SA Women's Trust
Shelter SA
Office for the Commissioner for Public Employment
Union of Australian Women
Uniting Care Wesley
University of South Australia Students Association Women's Department
Women and Vocational Education
Women's Community Centre (Stepney)
Women's Electoral Lobby
Women's Health Statewide
Women's Housing Association Inc.
Women's International League for Peace and Freedom
Women's Legal Service
Women's Resource Centre
Women's Studies - Technical and Further Education (SA)
Working Women's Centre
Yarrow Place
Youth Affairs Council of South Australia
YWCA of Adelaide

This report has been drafted by Anne Deslandes and Tammy Franks and edited by Kelly Blainey



WRANA

Our Rights, Our Voices - The South Australian Community Report



Contents

Acknowledgements.....	i
Executive Summary.....	2
Introduction.....	5
Methodology.....	6
Violence Against Women.....	7
Leadership and Political Participation.....	11
Law and Justice.....	13
Housing and Utilities.....	16
Health.....	18
Education.....	21
Economic Security and Employment.....	23
Migrant Women.....	26
Refugees and Asylum Seekers.....	29
Young Women/The Girl Child.....	31
Conclusion.....	32



Executive Summary

The Women's Rights Action Network Australia (WRANA) has facilitated the *Women's Human Rights Report Card Project – Our Rights, Our Voices*, documenting the experiences of women in relation to human rights and gender equality across Australia. Key areas affecting women were identified and consultations around those issues were conducted in each state and territory. The South Australian State Report is presented according to the seven key areas under which the national report is being compiled: Violence Against Women; Leadership and Political Participation; Law and Justice; Housing and Utilities; Health; Education and Economic Security and Employment. These are all human rights protected in the United Nations' Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), to which the Australian Government has voluntarily committed. CEDAW requires that governments implement actions to stop discrimination against women. Based on the consultations, the *Women's Human Rights Report Card Project* will produce a Shadow Report to go to the United Nations at the time that the Australian Government's Fourth and Fifth Periodic Report on the implementation of CEDAW is considered.

This report is the findings of the Adelaide-based consultations of the *Women's Human Rights Report Card Project*.

Violence Against Women

Consultation participants acknowledged that women of all ages, socio-economic statuses, abilities and ethnicities in South Australia continue to be subjected to high rates of physical, sexual and domestic violence. Consultation participants referred particularly to domestic violence, sexual assault, and rape and child abuse.

Within this, the following key issues were identified as being of current concern:

- Girls and women are particularly vulnerable to violence
- Community stereotyping around women and violence
- Legislation and policing of violence against women

Leadership and Political Participation

In this focus group, participants focused mostly on women in leadership roles – both inside and outside institutional politics, for example Parliament, political parties and activist groups. The consultation identified the following as key issues for women regarding political participation in South Australia:

- Definition of leadership and pathways
- Women in leadership roles
- Support for women to gain leadership roles
- Women and political participation in 'gender-neutral' fields



Law and Justice

Key issues affecting women's legal status in South Australia were identified as:

- Laws for sexual and reproductive rights
- Family law
- Women decision-makers
- Women in detention
- Women in prison
- Access to legal services
- Law reform
- Legal education
- Parliament and political parties
- Provision of sex-disaggregated data
- Government departments and services for women
- The attitudes of graduating law students

Housing and Utilities

Issues identified affecting housing and utilities for women in South Australia were:

- Poverty
- Statistics on women's homelessness
- Home ownership
- The vulnerability of particular groups of women in obtaining secure and safe housing

Health

Women at the consultation identified the following as key issues for women in the area of health in South Australia:

- Social view of health
- Eating disorders and obesity
- Access to services for women with disabilities
- Women's health in remote, rural and regional areas
- Impact of profit motive in health
- Support for midwives
- Mainstreaming of services
- Availability of services for newly arrived migrants
- Indigenous women
- Flexibility of funding
- Community education
- Medicare

Participants also raised a general concern about the erosion of the national and state women's health policies.



Education

The discussion of this focus group centred on the following as key issues for women regarding education in South Australia:

- Financial access to education
- Discrimination against girls and women in the education system
- The relationship between education and employment for women

Economic Security and Employment

The consultation identified the following as key issues for women regarding economic security and employment in South Australia:

- Wage equity
- Barriers to economic participation
- Casualisation of work
- Working parents
- Women as primary care givers

Migrant Women

This consultation largely focused on the issue of access to social services and community life. It was strongly felt that the experience of being a migrant woman from a non-English speaking background is defined by a systematic 'locking out' from services available to mainstream society. Within this the key issues identified were:

- Access to social services
- Problems caused by lack of English proficiency
- Problems caused by differences between migrant women's home culture and Australian culture
- Poverty
- Health

Refugees and Asylum Seekers

The consultation identified the following as key issues for refugee and asylum seeker women in South Australia:

- Women in immigration detention facilities
- Women on Temporary Protection Visas (TPVs)
- Access to services for female refugees and asylum seekers
- Access to sustainable, appropriate housing for female refugees and asylum seekers



Young Women/The Girl Child

The consultation identified the following as key issues for young women in South Australia:

- Education of young women
- Sexual exploitation of young women through the media
- Consulting with young women
- Conflict between Australian laws and cultural/family practises

Further feedback at the broader session added bullying as a significant issue for the girl child.

Introduction

The contents of this report were created from two women's human rights consultations known as 'caravans' that were held in Adelaide in late May 2004. At these two caravans individual women and girls, as well as delegates of women's organisations, were invited to come and share their experiences, hear the stories of others and learn more about human rights mechanisms over some chocolate cake!

The first of these caravans was a forum led by Alison Gita Aggarwal at the YWCA of Adelaide's Hutt Street cottage on Sunday May 30th 2004. This caravan gathered together ten refugee and migrant women to discuss a broad range of issues facing them and their communities. The following day saw a larger 'caravan' of over 80 women and girls take place at the Australian Education Union on Greenhill Road.

Keynote Speakers

- Alison Gita Aggarwal - UNSW Centre for Refugee Research and Australian National Council of Refugee Women (ANCORW)
- Angela De Conno - YWCA of Adelaide/NGO member of the Official Australian Government delegation to 48th session of the UN Commission on the Status of Women
- Pru Goward - Federal Sex Discrimination Commissioner

Towards the end of the afternoon, there was an opportunity for feedback on each workshop and for the larger gathering to have input into the key issues identified. This was a great opportunity for further learning, understanding and discussion of what needs to be addressed in order to eliminate discrimination against women in South Australia.

These two caravans were organised by the YWCA of Adelaide, and the Women's Information Service Support Group, and supported by the Australian Education Union and the Office for Women in SA. They took place as part of the both the WRANA CEDAW Women's Human Rights Shadow Report Card and UNSW Centre for Refugee Research and ANCORW Beijing+10 Projects. The issues raised were also used to create representative responses from SA women to be heard at the National Beijing +10 Conference held in NSW in June 2004. This report also serves as a tool for further work to defend, promote and improve women's rights in Australia.



Methodology

The Adelaide consultations comprised two events: one for migrant and refugee women on May 30th at the YWCA of Adelaide; and one general forum held on May 31st at the Australian Education Union (SA).

A focus group discussion around each of the seven key areas was held in the forums. Each group had a facilitator and a scribe. The scribe reported the key points from each discussion to a plenary at the end, and also submitted notes to the YWCA of Adelaide for compilation of this report.

The migrant women's caravan and focus group discussion on refugees and asylum seekers is included as a separate key area, in order to identify the unique experience of migrant women, and to recognise the diversity and intersectional nature of women's experiences in South Australia. This has also been the case for the focus group discussion on young women/ the girl child.

This report has not focused a great deal on specific legislative or program reforms required to increase Australia's compliance with CEDAW. Within this, we wish to note that consultation participants recognised that it is an ongoing challenge to implement sustainable law reform to advance women's human rights. However, women spoke more broadly than this: participants described issues relating to "*the stuff of the law*" - that is, the daily experience of violence, political participation, legal status, housing and utilities, health, education and economic security and employment in women's lives and work in South Australia. This 'stuff', in our view, goes beyond quantification and codification. Hence, in this report we have pointed to relevant legislation in each section, but have not dedicated a large amount of space to discussing technical revisions. This reflects the spirit of the consultations. Reporting on the status of women's human rights in solely legislative and policy terms is something participants want to leave to the government - in our view, the chief contribution of this alternative, community-based report is this 'stuff of the law' - the actual lived experience of women under current government and community regimes in the aspiration to substantive equality.

As such, the primary source of information in this report is located with the participants. We have pointed to some references for fact checking and further information, but overall, the report recognises the experience of participants and therefore should be read as information that 'participants reported' and 'participants felt'.



Violence Against Women

Introduction

Consultation participants acknowledged that women of all ages, socio-economic statuses, abilities and ethnicities in South Australia continue to be subjected to high rates of physical, sexual and domestic violence¹. Consultation participants referred particularly to domestic violence, sexual assault, and rape and child abuse.

Within this, the following key issues were identified as being of current concern:

- Girls and women who are particularly vulnerable to violence
- Community stereotyping around women and violence
- Legislation and policing of violence against women

Our Voices

Girls and women who are particularly vulnerable to violence

It was recognised that women with disabilities are particularly vulnerable to violence², as are female partners and girl children.

Participants also discussed the vulnerability of migrant and refugee women. Within this, they raised the following issues:

- In services addressing violence against women, there is often no recognition of trauma that these women have already experienced as part of the asylum seeking or migration experience
- The general stresses related to the migrant experience, such as unemployment, restricted access to services and isolation, may lead to violence against women in families
- Settlement services do not adequately recognise the intersection between violence and mental health

Community stereotyping around women and violence

Participants identified that a long-term stereotype regarding women and violence was still prevalent in the community – the view that women ‘ask for it’ in some way and are therefore partially or wholly responsible for violence being perpetrated against them. The recent ‘football code scandal’ has revealed this: it is clear that women who have been victims of rape and other physical and sexual violence often do not report such incidents because they and others believe they somehow deserved it³.

Participants strongly emphasised the need for education for all surrounding violence against women, especially young boys and girls.



Legislation and policing of violence against women

The need for uniformity of laws that deal with violence against women was strongly expressed.

For example, it was noted that there is no consistency at state and federal levels regarding child protection. It was considered problematic that the (Federal) Family Court has no role in child protection. Furthermore, sexual assault legislative reviews differ in each state. Within this, participants expressed their concern that, in South Australia, 'corroboration warnings' are allowed in court cases dealing with sexual assault of women. This occurs when the judge advises the jury that evidence given by the woman holds less weight. Participants were also concerned that judges are able to decide if a woman's sexual history is able to be raised in such cases.

Participants described the criminal justice process as 'harrowing' for women who report assault and pursue a criminal trial. In their view, police attitudes are often patriarchal, there is a culture of 'victim blaming', and women are not provided with adequate information and support to deal with the process.

Domestic Violence

Domestic violence (DV) was cited as a particular example of an issue that is exacerbated as a result of inconsistent laws. Participants reported that if a woman with a restraining order goes interstate, she has to register her restraining order in the new state, which results in the perpetrator being notified that she has moved. It was felt that federal law is not useful for addressing this because the constitution prevents the federal government from legislating on state matters and federal laws may not apply to state government institutions. Instead, model legislation should be developed and the same law adopted in all states and territories.

On the whole it was felt that the needs of DV victims are not met due to the gaps between federal and state areas of responsibility. There needs to be better coordination between federal and state laws, between federal and state services and between laws made at one level and corresponding services provided at the other level.

Participants also referred to the low rate of reporting of DV incidents. This occurs because police attitudes are not supportive of victims, for example DV is often perceived and treated as 'just a domestic' and not a 'real' crime; with greater emphasis placed on 'public' crimes. Beyond this, the high DV caseload in police work is not reflected in the amount of training police receive on how to handle DV cases. Participants also felt that the full extent of DV cases are not reported in criminal news reports.

As such, participants noted that statistics on DV do not reflect the large number of unreported incidents. This issue is exacerbated by the recent trend in policing towards using the term 'assault on a family member' instead of DV, which allows DV to be treated less seriously.



Participants also felt that women's shelters have been placed under such strict funding restrictions that their role is limited to crisis intervention rather than long-term support and prevention of violence against women.

Participants noted that there has been a lot of publicity on DV in Indigenous communities⁴ but it has not translated into policies and funding to address these problems. Instead money has been given to services that do not employ Indigenous workers. Participants reported that there is only one designated Indigenous DV centre in SA, with an outreach worker for rural areas. However not all Indigenous women can access or want to use this service. As such there is a need for more Indigenous workers to be employed in other DV centres.

On the whole, there was a view that the concept of prevention has disappeared for the policies surrounding domestic violence. It was felt that there is some talk of 'early intervention' but such policy initiatives have not been actively implemented.

Rape

Participants felt that the evidence procedures in rape trial have a negative impact on victims, for example, discrediting the victim when testifying to the victim impact statement. They also expressed their concern that there is a very low level of conviction in rape cases.

Our Situation

Legislation

The legislation pertaining to these matters in South Australia was identified as:

Family and Community Services Act 1972

Children's Protection Act 1993

Criminal Law Consolidation Act 1935

Summary Offences Act 1953

Policy and trends

This discussion focussed mainly on programs that target community attitudes towards women and violence. See below for discussion regarding the government-sponsored advertising campaign to stop violence against women in Australia.

Challenges

Many of the key challenges in this area can be represented by recent debate surrounding government-sponsored advertisements aimed at decreasing violence against women.

It was felt that women's groups become more marginalised the more they speak out. An example of this is in the above mentioned advertising campaign launched on June 6 2004. The government did not allow women's services to view the advertisements before they



went to air, and they also refused to put women's services on the ads as places to contact. Instead, the *Lifeline* service was engaged, one which appeared not to include adequately trained workers. The campaign launched on June 6th replaced the original campaign, *No Respect/No Relationship*, which was pulled by the Prime Minister only days before its launch in December 2003⁵.

The original campaign *No Respect/No Relationship* provided positive models for respectful relationships and education about how to respond to all forms of abuse, including emotional abuse and controlling behaviour. The new campaign no longer deals with the complex issues in relationship abuse, and appears to only focus on crisis responses to physical and sexual violence. It ignores two years of government-funded research which found that young people were particularly concerned about the issue of emotional abuse and control in relationships. It appears that a significant opportunity for the government to deliver effective violence prevention has been lost.

Participants felt that the federal government has wasted a huge amount of money to transform a campaign that was internationally ground breaking in its focus and delivery, into a reminder of basic messages about physical violence that the community already understands.

Under the new campaign, victims of violence will not be encouraged to directly access specialist support. Instead of a cost effective alternative such as funding an 1800 number that could have directly linked victims to specialist services in each state for support, victims of violence will be directed to a temporary 1800 number managed by *Lifeline*. This stems from a closed tender process, which excluded all currently operating specialist sexual assault or family services. Local services have the proven expertise to respond to callers experiencing severe trauma, understand the local legislation and police practices and are connected to service networks. Research shows that the kind of response women receive when they initially talk about abuse will have a huge impact on their ability to leave a violent relationship, or recover from an assault. Responding effectively to a victim of violence takes appropriate training and experience, or it can cause further harm.

There is currently no indication that the new campaign will incorporate crucial best-practice prevention and intervention strategies, based on expert training and practical experience, such as expert telephone counselling modelled on the successful *Men's Referral Service*, and men's behaviour-changing programs. It is concerning that initial strategies to engage with young men through sport and mentoring has vanished.

Also of concern is the lack of funding for services to meet the demand that the campaign will generate. The government says it will pay a fee to services of \$100 for each referral they receive from the central hotline that has been set up for the campaign. This will make it very difficult for services, which are already unable to meet current demands, to plan staffing to meet this extra demand if they only get paid after the referral is made. It also raises a huge question about how services will be able to continue to support victims after the campaign is over.⁶



This new campaign seems to be a call to action, recommending that people ring a hotline to discuss current violence. The original campaign, in contrast, was preventative and focused on assisting young people to develop respectful relationships. Beyond the matter of this advertising campaign, participants reported that there appears to be no funding for the services required to do holistic, sustainable work on ending violence against women with young people, families and the community in general.

Our Solutions

Participants resolved that, in order to meet their human rights obligations under CEDAW, the Australian Government should fund and implement the following:

- Services aimed at ending violence that operate on sustainable, holistic principles, using models such as the axed *No Respect/No Relationship* campaign
- Ongoing research into violence against women, and public reporting of this research
- A national police code of practice for dealing with violence against women
- Model DV legislation should be developed and implemented nationally

Leadership and Political Participation

Introduction

In this focus group, participants focused mostly on women in leadership roles – both inside and outside institutional politics, for example Parliament, political parties and activist groups. The consultation identified the following as key issues for women regarding political participation in South Australia:

- Definition of leadership and pathways
- Women in leadership roles
- Support for women to gain leadership roles
- Women and political participation in ‘gender-neutral’ fields

Our Voices

Definition of leadership and pathways

A need for research and analysis of women’s pathways through decision-making roles was identified. This would examine existing barriers and look at expanding or changing the definition of leadership and pathways through querying how women can be involved in decision-making processes and what would assist women to access leadership roles.

Women in leadership roles

Participants expressed a need for a ‘critical mass’ of women in leadership and decision-making roles. At present it is felt that there are so few women in such roles, that any admission of failure or inability to cope with the associated pressures of leadership is seen as being failure in itself.



Issues around the perceived and actual tokenism of ‘female only’ positions on boards of management and advisory committees were also raised as having a negative impact. This is leading to individual ‘burn out’ because a few women are chosen to be representative of women for every issue.

Support for women to gain leadership roles

Women at the consultation expressed that there is a pressing need to provide support for more women to reach higher levels within leadership and decision-making. It is also felt that there is a lack of specific structures to support women to do this, such as family friendly workplaces. The provision of such structures would provide the means for many women to begin to ‘step up’ into leadership roles.

Women and political participation in ‘gender-neutral’ fields

Of particular concern to participants is the need to support women as leaders in fields that are not specifically concerned with gender issues. For example, the under-representation of women in key positions in the South Australian environment movement: it was noted that the vast majority of key positions in the South Australian environment movement are held by men – from voluntary leadership roles to paid executive positions. Misogyny in such fields can be masked by the perception that the issues they are concerned with are ‘gender neutral’.

Case Studies: EMILYs List and Women on Boards

EMILYs List

EMILYs List⁷, an initiative of women in the Australian Labor Party that is supported by many women outside the Party, was identified as a successful model for involving women in leadership and decision-making roles. EMILYs List works to increase the number of women in government. In this model, very highly skilled and successful women are willing to support, mentor and fund women in these areas. The important factor is seen as being the focus on effecting change and achieving gender equity in parliamentary representation.

Women on Boards

Another successful collaborative approach identified by participants was the *Women on Boards* program⁸. This is a shared program of four non-profit organisations. The focus of the *Women on Boards* program is to provide opportunities for mentoring and networking and to assist women in acquiring board positions.



Our Situation

Challenges

Key challenges identified at the consultation include:

- A need for women's groups to engage in succession planning – power cannot be held in the hands of one person. It was identified that many women's groups need to begin looking at local levels rather than focusing on the peak of leadership and decision-making. This contributes to women's broader political participation
- A need to remove negative stereotypes of, and stigmas around, the roles of women in leadership
- Misconceptions around 'affirmative action' (AA) need to be redressed to improve the levels of women's political participation. The chief misconception appears to be that AA policies result in people who are not 'best for the job' winning positions solely because they are female

Our Solutions

- At the feedback session it was noted that the abolition of many government policy advisory committees under the South Australian State Government has decreased the ability of women to participate in government and to effect decision-making. Therefore the reinstatement of advisory structures would be a progressive step
- It was also noted that workplaces needed to become more 'family friendly' to enable greater and more effective participation by women – examples given included child care provision at conferences, particularly those which were crucial to professional opportunity and development for women workers

Law and Justice

Introduction

Key issues affecting women's legal status in South Australia were identified as:

- Laws for sexual and reproductive rights
- Family law
- Women decision-makers
- Women in detention
- Women in prison
- Access to legal services
- Law reform
- Legal education
- Parliament and political parties
- Provision of sex-disaggregated data
- Government departments and services for women
- The attitudes of graduating law students



Our Voices

Laws for sexual and reproductive rights

Lesbian women and single women are calling for a donor conception facility which will allow them to access safe, screened sperm in South Australia. Currently they cannot do this because sperm is only available through infertility clinics, which are only available to women who are infertile. It was reported that infertility is defined according to the World Health Organisation definition, which is based on a heterosexual standard.

Family law

There was a view that some lawyers continue to exploit family law scenarios, rather than work towards a solution.

Participants also reported that many women seeking redress under family laws are forced to represent themselves, because they cannot afford the costs of representation. There were reports that the Legal Aid budget for family law has been cut and the federal government has capped the funds available for family law matters.

Women decision-makers

Participants expressed concern that there are no women on the current High Court and a lack of critical mass of women in high level decision-making positions, such as heads of public service departments. It was considered encouraging that the South Australian public service has several women in high level decision-making positions.

Women in detention

Participants reported that, in Baxter detention centre, single women are placed in with families, but they want to be in separate quarters.

Women with Temporary Protection Visas (TPVs) are very restricted in what they can do. For example, in some instances guards have been placed outside their flats, which is expensive and a violation of their rights. Participants were aware of letters, submissions and requests for interview with the Immigration Minister that have been sent by women TPV-holders, that were not acknowledged by the department or the minister. Participants also expressed their concern that human rights for TPV-holders was not included on the agenda of the government's Human Rights Forum for Non-Government Organisations.

Women in prison

Participants reported that facilities in women's prison are not adequate. For example, women prisoners have heavily restricted access to their children.

Lack of access to legal systems and government services

Participants acknowledged that specific groups of women face exclusion from the law and government services generally. Women with TPVs and women migrants joining their spouse face problems due to lack of English, translation services, funds and support.



Law reform

There is a backlog of private/non-government bills in the South Australian parliament. The Attorney-General decides how much time is given in parliament to non-government bills which can restrict the extent of progressive law reform for women in South Australia.

Participants acknowledged that the constitution was developed at a time when women were not consulted. As such, the constitution entrenches gender-biased barriers in the legal system and in governance structures. This should be an ongoing consideration in addressing women's legal status.

Lack of education on new laws and policies

There was concern that government, legal and community officials are not trained or educated on new laws and policies, which creates confusion for women who are already at a disadvantage in dealing with the law by virtue of their gender.

Parliament and political parties

Participants noted that conventions that have developed in parliament are gender-biased, for example long sitting hours, no child care and adversarial debate. It was felt that the job demands are based on members and/or employees being single men, so the job requirements are inappropriate for women or parents with children. Beyond this it was felt that political parties do not have adequate women representatives; and their ways of working create barriers for women.

Affirmative action

Affirmative action measures do not work unless they are accompanied by substantive training and support for women. Participants were aware of an assumption underlying government policy that women and men are equal, which perpetuates the view that affirmative actions for women discriminates against men.

Sex-disaggregated data

Participants reported that the federal government has stopped reporting on sex-disaggregated data in several areas. Lack of gender-based data means the capacity for gender-based advocacy is reduced and the impact of programs on gender is not visible.

Women's departments

There have been significant cuts to government departments and services for women at both the state and federal level⁹.

Law students

Participants reported that 60% of university law graduates are women and the majority do not see sex discrimination as an issue that affects them. They also reported a corresponding lack of interest to address issues for other women.



Our situation and solutions

Legislation

Participants identified the following as legislation that is particularly relevant to their discussion of the law and justice for women in South Australia:

Equal Opportunity Act 1984

Criminal Law Consolidation Act 1935

Migration Act 1958

Summary Offences Act 1953

It was recommended that this legislation be reviewed in light of the issues raised above.

Housing and Utilities

Introduction

Participants in this focus group focused mainly on housing, due to the prevalence of expertise on this issue within the group. Women from SA Women's Housing Association, UnitingCare, Anglicare (both of which are involved in emergency housing for people at risk or homeless) and Shelter SA were present.

Key issues identified were:

- Poverty and housing
- Statistics on women's homelessness
- Home ownership
- The vulnerability of particular groups of women in obtaining secure and safe housing

Our Voices

Poverty and housing

All participants were concerned about the poverty cycle for women, given that housing is hard to obtain, or requires a large percentage of constrained income.

This applies for single women and single mothers, and women who are separated or divorced. The poverty cycle exists even without family conflict, domestic violence, prevention of further child sex abuse or other child abuse being the main causes of entering this cycle.

It was also noted that some women 'inherit' debt and/or rent that is unmanageable when a spouse is jailed for drug or criminal offences, or deserts them, resulting in they and their children becoming homeless.



Statistics on women's homelessness

Participants reported that young and/or homeless women are generally able to find temporary shelter with friends, relatives and extended family, so the statistics on street homelessness and shelters underestimates the actual figures and need for shelters.

Home ownership

It was the strong view of women at the consultation that home ownership is not attainable for the majority of women, even if partnered. It is not possible to own a home when the combined incomes are under \$50,000 pa and women's incomes are often much lower – usually less than \$20,000 pa.

Participants suggested that even women on middle-level incomes, such as a couple of the participants themselves, are unlikely to obtain home ownership of more than a one bedroom unit. Bank loans or the Home Start loan obtainable by women are very small, generally around \$50,000. The cost of family houses and larger units are upwards of \$120,000.

Participants reported that banks practice routine discrimination, despite the existence of equal opportunity legislation. For example, they may require a male guarantor for a woman applying for a loan, or deliberately deal primarily with a male partner in the case of couples. Beyond this it was felt that the statistics used by banks on women's lifetime possible income, which is becoming comparatively less than men's, due to the increased casualisation and insecurity of women's jobs, leads banks to offer smaller, shorter-term loans to women than to men.

Particular groups of women and housing

Participants reported that women on TPVs end up returning to violent partners because of the lack of sufficient emergency public housing. They are not prioritised within the South Australian public housing system. Beyond this women felt that Indigenous women, poorly dressed women, battered women and mothers who have to take children with them to look at or apply for private rental housing are discriminated against by owners or real estate agencies.

Our solutions

- Increase funding and provision of public housing. Focus ought to move back to public housing, not rental assistance which ultimately only benefits private capital and property owners
- The whole housing market, and both federal and state public housing and legislation on the private rental market needs drastic overhaul. Without more affordable housing, our society is facing a major increase in poverty and crime over the next 5-20 years. Women of all ages are the majority of people with low incomes who cannot find affordable housing
- New policy should be introduced based on everyone's right to be housed, especially women and their children, backed by adequate funds to increase stocks of public housing and alternatives such as housing co-operatives and long-term leases



- Governments can act to legally 'cap' housing prices, or force developers to build a percentage of affordable housing. They can also act to replace stocks of affordable housing bulldozed for private housing or office development
- That the South Australian Government re-invigorates, and increases funds to, the Community Housing Council (CHC). The CHC is the peak body for community-based initiatives in public housing, such as the housing co-operatives introduced to South Australia in the 1980s
- Beyond the government, participants suggested that employers could take some responsibility for housing their staff, with affordable housing for low-income women. They could perhaps create partnerships with community services and local and state governments to provide nearby housing
- Programs such as the European 'Foyer' program can be useful for teaching home living skills to young women and men exiting homeless shelters¹⁰
- The South Australian Government ought to review criteria for women to access emergency housing: for example, women on TPVs are in Category 2 of the South Australian Housing Trust waiting list, which leads to the aforementioned problem of women on TPVs returning to violent relationships
- Participants suggested that legislation should force landlords/ lessors in the private market to negotiate longer-term leases. They reported that this takes place in some parts of Europe where leases of 5-20 years are required

Health

Introduction

Women at the consultation identified the following as key issues for women in the area of health in South Australia:

- Social view of health
- Eating disorders and obesity
- Access to services for women with disabilities
- Women's health in remote, rural and regional areas
- Impact of profit motive in health
- Support for midwives
- Mainstreaming of services
- Availability of services for newly arrived migrants
- Indigenous women
- Flexibility of funding
- Community education
- Medicare

Participants also raised a general concern about the erosion of the national and state women's health policies.



Our Voices

Social view of health

Participants emphasised the importance of health policy that takes a social view of women's health – that is, policy that links health to access to housing, income, freedom from violence and other social and economic factors.

Eating disorders and obesity

Participants cited the prevalence of eating disorders and general poor health related to poor nutrition, and a growth of diseases like anorexia, bulimia, body dysmorphia and obesity.

It was emphasised that health policy needs to consider the environmental context of obesity, which includes factors such as the expense of exercise, availability of public space and availability of cheap health food. Beyond this women also suffer from a lack of balance between 'work and life', which limits the capacity to learn about, purchase and prepare health food. This also relates to the double role of women often being responsible for the health of others.

Access to services for women with disabilities

Participants cited the lack of support for women with disabilities to access options regarding their sexuality. The forced sterilisation of women with disabilities was cited as a serious human rights issue.

Women's health in remote, rural and regional areas

There is a lack of availability of abortion services and emergency contraception to women in rural, remote and regional areas. Participants felt that there is also a need for better co-ordination of specialist referrals in these areas.

Impact of profit motive in health

The 'profit motive' in the provision of health services was raised as a concern for women's health. Participants emphasised the need for maintenance of the public system, as women form a high percentage of users. Within this participants emphasised the importance of community-based health services for women.

Participants discussed the changes in Medicare, and cited a negative impact on women's health care access resulting from the decline of bulk billing.

Support for midwives

The consultation held the view that midwives were a healthier option for women giving birth, as they were felt to provide a more complete and supportive level of care. Participants recommended that the government address insurance for independent midwives and provide support to ensure that doctors work with midwives.



Mainstreaming of services

Participants raised the issue of access and equity to health services for women from Culturally and Linguistically Diverse Backgrounds (CALD or CLDB). The concern was raised that there is a problematic shifting of resources between recent arrivals, such as women on TPVs, and established communities. Furthermore, it was reported that language-specific services and written resources are generally not funded.

Availability of services for newly arrived migrants

Participants expressed concern that there are not enough part-time health workers servicing newly arrived migrants. In particular, this results in the diversity within the communities not being addressed.

Indigenous women

It was felt that Indigenous women require greater access to community-based services. Again, the necessity for respect for diversity within Indigenous communities was discussed.

Environment and health

Participants noted the connection between physical and environmental health and the relationship of women to the environment. Two key issues for women raised were the condition of the Murray River, and land degradation in the state's mid-north, associated with nuclear testing. The latter issue in particular affects Indigenous women and has been the subject of Indigenous women's advocacy in South Australia in recent years.

Indigenous women in the mid-northern region of South Australia have publicly raised their concerns about the impact of environmental destruction on their health, most recently through the *Irati Wanti (The Poison – Leave It)* campaign, led by the *Kupa Piti Kungka Tjuta* (Coober Pedy Senior Aboriginal Women's Council). The land is traditional Yankunytjatjara, Antikarinya and Kokatha land that has already been degraded by nuclear testing in the region in the 1950s. Many members of the Kungka Tjuta lost family members to illness caused by the nuclear testing.

Our Solutions

- The private health rebate, where the government provides a 30% rebate to people who take out private health insurance, should end, and that money should be directed to the public health system, along with better funding for community health and women's health programs.
- Provide opportunities for community members to meet with members of the *Kupa Piti Kungka Tjuta*. The Kungka Tjuta members request that people hear their stories and understand the need to 'clean up the land' in the mid-north, as well as gain respect for the connection that Indigenous women have to the land and the emphasis they place on custodianship of the land.



Education

Introduction

The discussion of this focus group centred on the following as key issues for women regarding education in South Australia:

- Financial access to education
- Discrimination against girls and women in the education system
- The relationship between education and employment for women

Our Voices

Women's access to education

Consultation participants referred to a survey conducted by the Office for the Status of Women into women's economic well-being which noted that access to affordable education is a significant issue for women. It was felt that the upcoming increases in the Higher Education Contribution Scheme (HECS) and Postgraduate Education Loan Scheme (PELS) fees for university study will deter and restrict access to university education for women, particularly women from low socio-economic backgrounds.

Similarly, recent changes in the Technical and Further Education (TAFE) system were also cited as barriers to women's education. TAFE costs are unable to be deferred to a scheme such as HECS, there is no access to child-care and there has been a recent reduction in available government subsidies.

Beyond this, it was noted that women students are still more visible in 'traditional female' areas like arts and law, rather than 'traditional male' areas like science and engineering. This is a concern for women's overall equality.

Discrimination against girls and women in the education system

Participants discussed the current public debate about boy's education which centres on the perceived disadvantage of boys in the school system. It was felt that, whilst improved education outcomes for boys is important, there is an alarming trend which sees community support and resources directed away from girls' education in favour of boys. Participants suggested that the institution of programs for boys reinforces gender disparity and inaccurately suggests that all boys are worse off in the system. Overall, this can serve to mask ongoing endemic sexism against girls in the school system and the educational difficulties for girls associated with this.

There are legal provisions within the education system that implicitly condone gender discrimination. In South Australia, schools in the private sector are exempt from compliance with parts of the *Sex Discrimination Act* and *Equal Opportunity Act*. It was felt that this should not be the case, particularly as private schools receive public funding and therefore are subject to public accountability.



Beyond this, a number of other examples of discrimination within the education system were identified. These are:

- Lack of support for retention of girls beyond year 10 in the event of pregnancy and child rearing
- Mainstreaming of women's studies and gender studies educational units
- Lack of equal consideration for girls' mental health. It was felt that boys display more public and obvious signs of angst and therefore receive disproportionate support in this area
- Restricted access to English as a Second Language (ESL) training for women
- Restricted access to adult literacy training for women
- The prospect of Voluntary Student Unionism (VSU) at universities: It was felt that women's departments or services would be the first to go when VSU is introduced

Relationship between education and employment for women

Participants expressed their concern that the education system needs to improve its capacity to prepare women for the workforce, with the aim of improving overall employment outcomes for women. This does not only refer to women attaining employment but also to the development of non-discriminatory and supportive workplaces for women. Within this, the following issues were raised:

Organisations do not invest in women because of their potential to become pregnant
Australia has the highest workforce gender segregation amongst Organisation for Economic Cooperation and Development (OECD) countries

Casualisation of the workforce impacts disproportionately on women, as the majority of casual workers are women

The value of unpaid work is not acknowledged – women undertake a disproportionate amount of unpaid work

Our Situation

Legislation

Participants identified the following Commonwealth legislation as relevant to this discussion:

Sex Discrimination Act 1984

Higher Education Funding Act 1998

Industrial Relations Act 1993

They also identified the following South Australian legislation:

Equal Opportunity Act 1984

Technical and Further Education Act 1975



Policy and trends

It was felt that there is a general policy environment that currently directs support and resources away from girls and women in education, as evidenced by the financial restrictions on education and the disproportionate emphasis on boys' education.

Our Solutions

- Participants recommended that Australian Governments legislate for private education institutions to be subject to the provisions of the *Sex Discrimination* and *Equal Opportunity Acts*
- Participants recommended that Australian Governments ensure that programs aimed at boys in schools do not in any way undermine the participation of girls in schooling. This may be by ensuring that commensurate resources are available for girls' education

Economic Security and Employment

Introduction

The consultation identified the following as key issues for women regarding economic security and employment in South Australia:

- Wage equity
- Barriers to economic participation
- Casualisation of work
- Working parents
- Women as primary care givers

Our Voices

Wage equity

Participants reported that on average, women receive lower wages than men. This is related to the fact that on average, pay is lower in feminised occupations (such as nursing or child care), and women occupy more junior ranks in masculinised occupations (such as manufacturing or IT). As a result, education costs are relatively higher for women as they earn less to pay back HECS/PELS.

Barriers to participation

Participants cited a lack of women in senior positions in commercial organisations and in government departments.

Gender-stereotyping in some sectors means that there are differing expectations of men and women doing the same job, and work environments where harassment of women is considered normal.



Women at the consultation also noted that high barriers to participation in work exist for particular groups of women. This includes women with disabilities, including minimal lack of services to support them at home and in the community. Barriers to participation for women also exist on the basis of race, for example, the limited recognition of previous overseas qualifications/work experience.

Finally, it was emphasised that unpaid work in the home and the community is still not recognised as a contribution to the household/community well being.

Casualisation of work

Participants noted that the casualisation of work has impacted greatly on women, particularly women working in the hospitality and service industries. This leads to unpredictable hours and pay and a lack of leave provisions, including annual leave, sick leave and carers' leave. It also impacts negatively on women's ability to accumulate superannuation.

Working parents

Participants felt there is a lack of recognition of the role of working parents. It was felt that issues such as paid maternity leave, family needs' leave, flexible working hours, and access to regular and predictable employment are dealt with ineffectively in most private and public sector organisations.

Participants also reported that inadequate child care support from the government disadvantages many women, in some cases leading to women being forced for financial reasons to stay at home rather than work and pay for child care.

Women as primary care givers

It was noted that continuing pressure is placed on women to act as primary unpaid care givers, including a lack of services for people with disabilities, the scarcity and high cost of child care and the lack of services for frail aged.

Participants also cited the influence of the social security system in this context. The current 'mutual obligation' regime was considered to have a disproportionate impact on women, who are still primary care givers. Ultimately it was felt that breaching the obligation sends women, and women and their children, into poverty.



Our Situation

Legislation

The following South Australian legislation was related to this area:

Sex Discrimination Act 1984

Industrial and Employee Relations Act 1994

Long Service Leave Act 1987

Superannuation Act 1988

Participants also cited the *Commonwealth Social Security Act 1991*

Challenges

Participants cited the following key challenges:

- There is a focus on the ‘nuclear family of the 50s’ in the current government policy environment
- A traditional view of women as care givers first and workers second
- Ad-hoc, short-term measures to address issues of maternity leave, rather than structural, whole-of-government approach to government-funded maternity leave
- ‘Traditionally female’ jobs are still low paid and undervalued

Our Solutions

Participants resolved the following recommendations for legislative change to support women’s human rights in the area of economic security and employment:

- The *Sex Discrimination Act* needs to be more regularly reviewed in light of the issues raised above
- Maternity Leave payment needs to be higher than the current \$3000
- Governments should make contributions to women’s superannuation schemes during times of primary caring responsibilities
- Part-time jobs must have the same supportive working conditions as full-time positions



Migrant Women

Introduction

This group discussed the seven key areas from the perspective of migrant women. The group included women from first and second-generation migrant families, women who are refugees and women with children born in Australia. Participants encompassed European, Asian and African ethnicities.

The discussion largely focused on the issue of access to social services and community life. It was strongly felt that the experience of being a migrant woman from a non-English speaking background is defined by a systematic 'locking out' from services available to mainstream society. There is also a deficit of holistic, sustainable services available to women who come to South Australia as migrants. Within this the key issues identified were:

- Access to social services
- Problems caused by lack of English proficiency
- Problems caused by differences between migrant women's home culture and Australian culture
- Poverty
- Health

Our Voices

Access to services

Participants noted that access for migrant women to particular social and other services was restricted in specific ways. On the whole, participants felt that there is a lack of service personnel able to serve specific communities, for example Sudanese personnel for Sudanese service users, a problem that is particularly relevant to social services aimed at a multicultural and/or migrant clientele.

In the case of education services such as English language and literacy, schooling, university and TAFE, access was chiefly restricted by the costs involved, such as up-front fees. Participants also noted that English language classes for migrants needed to be available beyond the current two years provided to migrants¹¹.

Access to public transport was also raised. For multiple reasons, migrant women tend to live in the outer suburbs of metropolitan Adelaide. Public transport services are heavily restricted in these areas – buses and trains to the city may only come once every hour at a minimum. This creates isolation and cuts out opportunities, in particular weekend and evening activities. This was cited as part of the 'vicious cycle of work and transport' (see comments on poverty, below).

Access to child care services was cited as another key issue. The cost and scarcity of



culturally appropriate child care services means that women and increasingly girl children are being “*kept in homes to care for children*”. Consequently, girl children (aged 5-16 years) are missing out on education because they are required to care for younger siblings.

The increase of telephone and internet-based services is also restrictive for migrant women. Telephone voice automated systems are not always available in languages other than English and are generally unfriendly for vulnerable women seeking a service. In the experience of group participants, only 2% of migrant women have access to the internet, and this does not account for whether or not they have the skills for using the internet.

Generally, participants also observed a shift in funding for essential services to migrants from older migrant communities to emerging communities. This negates the ongoing difficulties faced by migrants in the general community, well after they have ‘emerged’. As a rule this is a situation that is “*bad for all worse for women*”.

Problems caused by lack of English proficiency

It was noted that, from the outset, many migrant women were unable to participate in consultations such as this due to low English language and literacy skills. As one participant put it, “*you don’t know your rights if you don’t have the language*”.

Participants noted that English literacy is generally low amongst migrant women, particularly in emerging communities. In particular, many refugees were also not literate in their first language either and this creates a double barrier to education.

Problems caused by differences between migrant women’s home culture and Australian culture

Migrant women may face numerous difficulties in negotiating Australian culture. Apart from endemic racism in the Australian community there are also practical difficulties. For example, the social security ‘reporting’ system is unknown in the culture of some communities, such as Sierra Leone. Similarly, making appointments by phone as many services require, can also be an unfamiliar and even threatening experience for migrant women. Participants described women going to hospital emergency rooms and waiting for many hours instead of making a doctor’s appointment.

Another example is in the field of health promotion. Obesity is currently considered to be a major problem in the South Australian community and health providers are required to provide information and support around the issue. However in many African communities obesity is a sign of health, wealth and beauty. Governments and service providers need to be conscious of such issues in order to provide appropriate services to migrant women.

It was added that the stress of negotiating cultural differences for all migrants, particularly differences around gender, can lead to violence against migrant women in the family. It can also lead to an increase in migrant women’s unpaid work. The field of aged care was cited as an example: as there is lack of aged care that is considered to be culturally ap-



appropriate it is often done 'in the family', which places extra pressure on women.

In light of these issues it was strongly emphasised that in service planning, communities need to be consulted *first* about their needs and their underlying cultural values, and this needs to be undertaken with understanding and support.

Poverty

Participants reported that upfront fees for TAFE creates a further barrier to access to both literacy and other education and decreases the ability of migrant women to enter the workforce. The vicious cycle of the inability to access employment or education is particularly enhanced when women do not have the language skills required.

Participants expressed concern about the enormous reliance on the Centrelink social security system by migrant and refugee women. This is related to the above mentioned poverty cycle. One participant noted that *"you can't get a job with[out a] car and can't buy a car with \$500 Centrelink loan, or afford a car on Centrelink payments (perhaps the wheels but not the whole car!) and can't qualify for credit on Centrelink payments!"* Migrant women's corresponding dependence on public health care puts them at the back of the queue in terms of breaking the poverty cycle.

Participants acknowledged that poverty brings bad health and cannot be seen as a separate issue to health.

Health

Many migrant women have experienced armed conflict, which leads to delayed trauma or post-migration trauma, and can be compounded by poverty, lack of employment and lack of education. There was a strong view that the effects of post-migration trauma are increasing for migrant and refugee women. Participants observed a trend in the time of the onset of post-migration depression amongst women from 6-7 years after migration to 2-3 years. On the whole it was felt that services to address migrant women's mental health issues were under-resourced, with resources often mainstreamed and not specifically allocated to women in CALD communities.

Our Situation

Challenges

Participants felt that the concerns of migrant women in contemporary South Australia are heavily informed by endemic xenophobia, ignorance and racism in the community which is often reflected in government policy. This has also been reflected in cuts to funding for services to migrant women and/or the re-distribution of existing funds into programs that are perceived to be tokenistic and/or unhelpfully short-term in nature.

Forum participants specifically observed a shift in funding for essential services to migrants from older migrant communities to emerging communities. The female migrant experience continues to include disadvantage and discrimination well after initial 'settlement'



in Australia.

Our Solutions

- Mandate the printing of material and delivery of all essential services in range of community languages
- Participants noted that the qualifications that refugees and migrants hold are often not recognised by Australian institutions. It was suggested that the government review the current qualification recognition criteria
- Participants emphasised that there needs to be programs to assist literacy and access to education for refugees, in light of the difficulties of accessing mainstream education, particularly the high cost of up-front fees
- Time limits currently in place for English language classes must be extended, or abolished, and English classes need to be more targeted and relevant, for example filling in Centrelink forms, applying for jobs and getting into education
- There was a strong view that settlement services need to be extremely holistic and comprehensive, and recognise intersections such as those between violence and mental health
- The aged care needs of migrant and refugee communities need targeted programs which address the needs of both older and emerging migrant communities. It was also noted that people tend to revert back to their first language as they age, even if they had developed English, so services are needed in aged care to address this reality
- The health care needs of ethnic communities need to be ascertained through consultation and then delivery of services through targeted programs

Refugees and Asylum Seekers

Introduction

The consultation identified the following as key issues for refugee and asylum seeker women in South Australia:

- Women in immigration detention facilities
- Women on Temporary Protection Visas (TPVs)
- Access to services for female refugees and asylum seekers
- Access to sustainable, appropriate housing for female refugees and asylum seekers

Our Voices

Women in immigration detention facilities

Indefinite detention of women in immigration detention facilities has a number of significant human rights and health consequences for women. Participants in the consultation particularly identified the following:

Compounding of existing torture and trauma-related problems from poor treatment by de-



tention centre staff

Emotional and mental health problems related to the indefinite nature of detention

Heavily restricted access to reproductive health services, including basic sanitary needs

Women on temporary protection visas (TPVs)

The *temporary* nature of TPVs further compounds the human rights and health consequences for women discussed above, with women unable to make long-term plans for themselves and their families, and being faced with the constant possibility of being sent back to the country from which they fled persecution. The 2001 amendments to the *Migration Act 1958*, which created the temporary protection visa, resulted in TPV-holders being denied access to English language classes, Medicare, housing assistance or family reunion programs. This was seen by women at the consultation as particularly harsh.

Access to services

Perhaps due to the relative affordability of housing in the outer metropolitan suburbs, particularly the northern and western suburbs, refugees who 'settle' in Adelaide tend to do so in these areas. However, the services they require, including health, employment and education services, tend to be based in the inner metropolitan area or central business district. This compounds with restrictions on financial support, lack of English proficiency and familiarity with the area to create significant barriers to accessing these basic services, including services specifically for women, and particularly for women who are the primary carers of their children.

Housing

As noted above, affordable and appropriate housing is restricted to the outer metropolitan areas, which in turn restricts access to basic services as well as employment and education opportunities.

Our Solutions

- That the federal government abolish the temporary protection visa
- That the federal government enact legislation allowing persecution on the basis of gender to be included as legitimate grounds for being granted asylum in Australia
- That the particular experience of women is considered when designing programs for refugees and asylum seekers. Such consideration must take into account women's family and cultural context
- Include support for women escaping honour killings, genital mutilation, domestic violence and other gender-based persecution in the suite of services available to survivors of torture and trauma
- Continue to raise awareness and garner community support for the plight of all refugees and asylum seekers as discussed above, particularly those who are indefinitely detained, through community-based practices such as the refugee welcome picnic, run by Caritas, and the field of hearts where people can write their messages of hope for refugees and asylum seekers, organised by the Australian Refugee Association



Young Women/The Girl Child

Introduction

The consultation identified the following as key issues for young women in South Australia:

- Education of young women
- Sexual exploitation of young women through the media
- Consulting with young women
- Conflict between Australian laws and cultural/family practises

Further feedback at the broader session added bullying as a significant issue for the Girl Child.

Our Voices

Education of young women

The current focus in the education of young women seems to be on nurturing and rewarding community involvement rather than academic success. There needs to be a balance struck allowing for encouragement of young women in all academic areas.

Sexual exploitation of young women through the media

There is a limited choice of role models for young women who are not portrayed in relation to their sexual appeal. This creates an erosion of self-esteem amongst young women. There is also an increasing trend to use images of young women in such roles, for example in the employment of women younger than 16 as models.

Consulting with young women

At present young women tend to be co-opted into adult structures for consultation. This raises the question of whether the views of young women are being adequately represented. The solution may be to go to where young women are currently contributing rather than creating structures for consultation.

Conflict between Australian law and cultural/family practices

Young women face many pressures, particularly through the education system, to attempt to strike a balance between conforming to Australian society and respecting cultural or family practises.

Our Situation

Challenges

The consultation focused particularly on the challenges associated with the lack of appropriate consultation with young women. This includes the need to consult more broadly, rather than only consulting with the young women who are able to fit within adult structures



of consultation. The media-driven sexualisation of young women can also be a major barrier to the self-esteem and self-actualisation of young women.

Our Solutions

- Legislate for the appropriate consultation with young women at the legislative level in a more appropriate and accessible structure than the current 'Youth Roundtable' model. Roundtable also has annual turnover of youth 'representation', leaving little youth corporate memory in this structure
- Institute programs that involve young women in the ways in which young women would like to be involved. Involvement of young women in programs which target issues of self-esteem and self-actualisation are particularly needed
- Provide opportunities for young people to self-determine the ways in which issues affecting them are approached

Conclusion

The breadth of issues raised in these consultations was truly remarkable to witness. Above and beyond the necessity of reporting on the progress of CEDAW, it was clear that part of our commitment to women's human rights includes recording and honouring women's voices and experiences and, within this, grappling with the diversity of women's experiences and the intersectional nature of issues associated with discrimination.

As such, the consultation process highlighted the importance of providing support for South Australian women, particularly those who were refugees, to be involved in future consultations and activities of this nature. It was formally resolved that a request be made to the state government to support this.



Endnotes

1. See: A Women's Safety Strategy for South Australia at <http://www.dhs.sa.gov.au/documents/publications/womenssafetystrategy.pdf>
2. See: Violence Against Women with Disabilities Resources at <http://www.wwda.org.au/viol.htm>
3. Cleary, Phil (2004) *It's time to recognise and deal with footy's silent subculture of misogyny*, at <http://www.onlineopinion.com.au/view.asp?article=2094>
4. Australian Broadcasting Corporation *Indigenous women more likely to be victims of violence*, PM, 10 April 2001 at <http://www.abc.net.au/pm/stories/s275476.htm>
5. Australian Broadcasting Corporation (2004) *No word on domestic violence campaign*, 7.30 Report 30.03.04 at <http://www.abc.net.au/7.30/content/2004/s1077384.htm>
6. This has already become an issue since the forum was held and the advertisements were launched.
7. See: <http://www.emilyslist.org.au/>
8. See: http://www.faaaw.org.au/wob/wob_about.htm
9. National Union of Students (2004), *Federal Election Briefing Paper on Women's Issues*
10. For a discussion of the Foyer program, see: http://www.commonground.org/new_housing/homelessness_prevention/index.asp
11. See: Department of Immigration, Multicultural and Indigenous Affairs at <http://www.immi.gov.au> for information on visa provisions