

Gender equity and women's empowerment



Gender equity and women's empowerment is essential for economic and social progress. This is an essential part of Motivation Australia's work.



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Motivation Australia's goal is that women, men, girls, boys and gender diverse people, are equally able to realise their full human rights. Everyone has the right to contribute to, and benefit from, economic, social, cultural and political development.

Background

The United Nations sustainable development goal number 5 is dedicated to achieving gender equality and empowering all women. Achieving this goal will have multiple social, health and economic benefits for all people.

Worldwide, many women face discriminatory laws and are not fairly represented in leadership positions. Women and girls experience higher rates of family violence and barriers to accessing health, rehabilitation and assistive technology services.

Women and girls with a disability often experience a double disadvantage. They can be especially vulnerable to abuse and neglect.

What is gender equality?

Gender equality is when all people, regardless of gender, have equal rights, responsibilities and opportunities. It means people are not discriminated against, or disadvantaged in any way, due to their gender.

What is gender equity?

Gender equity means treating people fairly regardless of their gender. Fairly does not mean treating them the same, but ensuring they are equally able to access their rights. This includes understanding and acting on the different needs of women, men and gender diverse people; cultural barriers; and past discrimination to make positive changes.

Gender equity is an essential part of universal human rights and necessary to achieve gender equality.

An example of a gender equity approach is understanding that it can be unsafe for women to travel alone, which stops them from being able to access services. Services could provide free, safe transport for women or more services could be delivered closer to home to make it possible for women to access them.

What is women's empowerment?

Empowerment means having an active and central role in decision-making and the opportunity to make change. Women's empowerment is central to achieving gender equity and equality.

Women's empowerment means women are able to make their own, informed choices about all aspects of

their life, including their health, education, work, finances, political and community life.

In the context of rehabilitation services, women's empowerment may mean ensuring women are included in leadership and decision making initiatives.

Motivation Australia's commitment

Motivation Australia recognises female, male and gender diverse people have different roles, responsibilities, access to resources and priorities, and these differences vary from country to country and within different cultures.

Through our gender sensitive programme planning and implementation, we carefully consider these differences to promote gender equity in health, rehabilitation and assistive technology services.

At all times, Motivation Australia works with a "do no harm" approach and seeks to avoid reinforcing or increasing gender inequality and inequality.

Motivation Australia promotes gender equity and equality within our own organisation's recruitment policies and work practices at all organisational levels.

For more information see Motivation Australia's [Gender Equity and Women's Empowerment Policy](#).

