

Turn that anger into action

March 2021



International Women's Day is always a busy time for those working in the gender equality space, but this year seemed more overwhelming than usual. What is usually a time for women to come together, reflect and discuss important research, was turbo-charged this year by a sense of urgency, anger and sadness at the almost daily revelations about sexual harassment in our Parliament.

While it would be easy to be disheartened by everything that has come to light in the last six weeks, there are positive signs emerging - from the coming

together of more than 100,000 people at the March4Justice events across Australia, to the establishment of an independent inquiry into the workplace culture at Parliament House led by Australia's Sex Discrimination Commissioner Kate Jenkins. Most importantly, the past weeks have seen the emergence of a new generation of powerful young leaders in Grace Tame, Brittany Higgins and Chanel Contos, who have driven the discussion about sexual assault from whispers behind closed doors to a national conversation that is not going away.

You might have caught our Chair Julia Gillard doing a live interview on TikTok last week with Abbey Hansen who famously re-imagined her 2021 misogyny speech, turning it into a viral meme watched 1.5 million times. Julia used the interview to call on those who participated in the March4Justice to "turn that anger into action" and encouraged young women not to be put off aspiring to leadership positions and political careers. She implored young women that "we need you to own and claim your space. There are gender barriers, we have to be really honest about that, but the joys that come with leadership and the ability to put your values into action outweighs those gender barriers."

In other news this month, we are pleased to formally welcome ANU Visiting Fellow Kieran Pender to the Global Institute for Women's Leadership Advisory Council. Kieran is a senior lawyer at the Human Rights Law Centre and has undertaken extensive work on sexual harassment in the legal profession. Kieran joins an eminent group as part of the global Advisory Council for GIWL, including fellow Australians Elizabeth Broderick and Carol Schwartz. Read more [here](#).

Kieran and his co-authors Madeline Castles and Tom Halva have also had [new research](#) published this month in the *Federal Law Review* on damages awarded in sexual harassment cases. The research highlights both the very small number of cases that make it all the way through the court system, and the struggle to get adequate damages awarded in those that are successful. GIWL ANU is pleased to be supporting the next phase of this research to look at the lived experiences of those pursuing sexual harassment claims and how to better empower them to seek legal remedies.

Over at our sister institute, GIWL at King's College London released the results of a new global survey at their International Women's Day event this year. Undertaken in partnership with Ipsos MORI, the [research](#) looks at attitudes to gender equality as part of the COVID recovery in 28 countries across the globe.

And finally, our research spotlight this month is on the [Women in politics: 2021 map](#) created by the Inter-Parliamentary Union (IPU) and UN Women, which presents global rankings for women in government. The map highlights the particular challenges for women in the Asia-Pacific region as well as the depressing fact that Australia is still 73rd in the world when it comes to women holding ministerial positions. Definitely time to turn that anger into action...

Natalie Barr
Chief Operations Officer
GIWL ANU

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Sexual harassment damages in the #MeToo era

How one case helped shape workplace sexual harassment lawsuits

Read the latest media coverage of new [research](#) by GIWL Advisory Council member Kieran Pender, with co-authors Madeline Castles and Tom Halva highlights both the very small number of sexual harassment cases that make it all the way through the court system, and the struggle to get adequate damages awarded in those that are successful.

A Podcast of One's Own

Madeline Albright on politics and diplomacy

In her latest podcast, GIWL Chair Julia Gillard speaks to former US Secretary of State Madeline Albright about leadership in politics and diplomacy.



IWD 2021 Research

Building back better on gender equity post-COVID

The Global Institute for Women's Leadership at King's College London, together with Ipsos MORI released a 28 country [study](#) on COVID recovery and attitudes to building back better on gender equity for International Women's Day 2021. Globally, closing the gender pay gap is potentially at risk of stalling as people are divided over whether it should be a priority right now. Read more about the Australian results [here](#).



Research Spotlight

Women in politics: 2021 map

The Women in politics: 2021 map, created by the Inter-Parliamentary Union and UN Women, presents global rankings for women in government as of 1 January 2021.

- Australia is ranked 50th out of 193 countries in terms of its representation of women in Parliament, and 73rd when it comes to women in ministerial positions.
- The global average of women in parliament is 25.6%, but in Asian countries this drops down to 20.8% and only 18% in the pacific.

- The research also highlights that only 13 of 193 countries have a woman as the head of their government.

Download a copy of the map

One last thing!

GIWL ANU is collecting images of the protest signs from the March4Justice events held across Australia on 14 and 15 March as part of some exciting new research we are working on. If you have any pictures of signs you want to share, please email them to gjwl@anu.edu.au - we'd love to see them!

Global Institute for Women's Leadership



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