

# Media Release

The Hon Natalie Hutchins MP  
Minister for Education  
Minister for Women



Thursday, 24 August 2023

## ASPIRATIONS FOR AN EQUAL VICTORIA

Halving the gender pay gap in the Victorian Public Service and improving job security and conditions for women with a new Fair Jobs Code are just two of the 110 actions laid out in the Andrews Labor Government's gender equality strategy, *Our Equal State*.

The new whole-of-government strategy sets out a roadmap for the Labor Government's next four years of action and investment in gender equality, with the actions to be delivered right across government.

*Our Equal State* is a significant milestone under the state's ground-breaking *Gender Equality Act 2020*, which requires the Minister for Women to work with all public sector organisations to develop an action plan every four years.

The strategy focuses on gender equality on childhood and youth, adulthood and older age – to highlight the gendered gaps in choices and opportunities between women, men and gender diverse people at different ages, and outlines actions to close them.

These actions fall into five categories: cultural change, health and wellbeing, safety and respect, economic equity and public sector leadership.

*Our Equal State* represents a strong agenda for change, backed by \$2.7 billion in initiatives in the *Victorian Budget 2023/24* to directly address women's needs and work towards improving outcomes for women, including \$23 million to provide free pads and tampons in public places and \$153.9 million for new women's health services.

The strategy addresses the fact that gender inequality is compounded by intersecting forms of discrimination and disadvantage, including racism, homophobia, ableism and ageism.

Formed following community consultation, *Our Equal State* follows on from the release of Victoria's inaugural gender equality strategy, *Safe and Strong*. Released in 2016, it was the first of its kind in Australia – initiating landmark reforms to address the fundamental link between gender inequality and violence against women.

*Our Equal State* aligns with existing Labor Government strategies - *Pride in our future*, Victoria's first whole-of-government LGBTIQ+ strategy, and *Free From Violence*, the state's strategy to prevent family violence and all forms of violence against women.

To read the Strategy, visit [vic.gov.au/our-equal-state-victorias-gender-equality-strategy-and-action-plan-2023-2027](https://vic.gov.au/our-equal-state-victorias-gender-equality-strategy-and-action-plan-2023-2027)

### Quotes attributable to Minister for Women Natalie Hutchins

*"We need to ensure the girls of today are empowered to be the women of tomorrow regardless of the colour of their skin, religious beliefs or cultural upbringing".*

*"We've made nation-leading progress on gender equality, but we know there's still significant work to do and we'll continue to stand strong against biased systems and toxic ideas."*

*"We want to thank all of our valued partners who have worked with us to develop this strategy and continue to help us make Victoria a more equal state for everyone."*

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