

Monday, 12<sup>th</sup> September, 2005

Paid Work and Family Responsibilities Submission  
Sex Discrimination Unit  
Human Rights and Equal Opportunity Commission  
GPO Box 5218  
Sydney NSW 2001

Dear Sir/Madam,

**Re: Striking the Balance: Women, men, work and family  
Discussion paper 2005**

Women's Health Victoria is an independent Victorian state-wide women's health promotion organisation run by women for women. We work to identify and respond to the health issues of the women of Victoria through a feminist perspective and a social model of health.

Women's Health Victoria is primarily funded by the Department of Human Services and is one of three state-wide and nine regional women's health services which make up the Victorian Women's Health Program. These organisations are all members of the representative peak organisation Women's Health Association of Victoria (WHAV).

Our women's health information Clearinghouse forms the core of our organisation. It provides the basis for our work representing women and facilitates access to health information to a range of users from diverse locations.

Women's Health Victoria (WHV) welcomes the opportunity to respond to the Human Rights and Equal Opportunity Commission's request for submissions on paid work and family responsibility.

WHV would like to congratulate the Commission for their inclusion of gender-specific evidence in relation to paid and unpaid work and this discussion paper. The development of a full understanding of how women and men experience a wide range of life experiences, including the engagement in paid work, unpaid work, and family responsibilities is essential. It is vital that such evidence of gender differences is recognised and used in the development of policies and programs. WHV strongly advises that there is a continued recognition of these differences and recommend that subsequent policies and programs respond to this gendered evidence.

Yours Sincerely,



KERRILIE RICE  
Policy and Research Officer