



A New Year for Women: Economic Empowerment of Women and Girls

Based in Australia, **A New Year for Women** is creating a national and international movement for change, which brings together key thinkers and stakeholders from civil society, business and government. Together we are committed to addressing gendered poverty and ensuring the economic empowerment of all women and girls throughout their life cycle, with a focus on **financial literacy, employment, housing and retirement income**.

Gender inequality is the root cause of violence against women; it directly contributes to women's financial insecurity and poverty. And we know that not all women start on an equal footing, many women face multiple and compounding forms of disadvantage. But we also know that when we learn from diverse communities and work together across sectors finding common ground, we can achieve real change.

NCOSS Women, as a bridge builder has brought together government, business, academia, trade unions and grassroots communities to create sustained partnerships for change. Together we are a movement which is:

Brave – we are innovative, willing to take risks, learn and evolve.

Collaborative – we know that it is only when we come together and work collectively across sectors that we can make positive change and bring people and communities with us. We are consultative and work to build common ground and collective mobilisation.

Inclusive – we bring together diverse voices, expertise and experience and ensure that diverse leaders and communities are involved in shaping and driving change.

Active – we know that the time to act is now; we are focused on our vision, hope and solutions for the future and take concrete action to make change a reality.



Our movement for change has adopted **7 Guiding Principles** to provide long-term common goals:

1. Women and girls must be able to fully participate in **education, training, employment and financial decision-making**, including women and girls who face intersecting disadvantage.
2. **Financial literacy is intrinsically linked to women's wellbeing throughout their life cycle**, and consequently such skills must be taught to young women and girls early on and refreshed at key points throughout their lives, adopting a targeted approach for Indigenous and CALD women, LGBTIQ women and women with disability.
3. There must be **equal representation of women in senior roles and leadership positions** – including adequate representation of Indigenous and CALD women, women with disability, women from regional and rural areas and members of the LGBTIQ community – regardless of the industry or field.
4. **Carer responsibilities should be valued, they should be shared more equitably** and they should not result in economic or career disadvantage.
5. **Equal pay is non-negotiable.**
6. **Safe, accessible and affordable housing** that meets the diverse needs of women is essential in order for women to fully participate in economic life and achieve economic equality.
7. Every woman should be **able to age without fear of poverty or homelessness.**

NCOSS Women is advised by:

