

## Question 1:

**Globally, how many cents do women earn for every dollar men earn for work of equal value?**

## Conversation starter

**You're trapped with 20 people for five days but you have barely enough food and water for everyone. Who do you choose to divvy up the rations? Why?**

## Answer 1:

**Globally, women earn only 77 cents for every dollar men earn for work of equal value – and for women with children, the wage gap is even wider<sup>1</sup>.**

## A matter of representation...

**When disaster strikes, women, people living with a disability, LGBTQI+ people, and other minority groups face increased danger and discrimination. This is because they are often excluded from participating in their communities or having a say in how resources, land or income are used.**

**We know from experience that when women lead, everyone benefits, because when they speak, they speak not just for themselves but for others too. Which is why it's important for women to have access to the opportunities, power, and resources to shape the kind of world they – and others – want to live in.**

**Question 2:**

**Companies that have more women in leadership positions are worth more money.**

**True or False?**

**Conversation starter**

**What are you doing to smash the patriarchy?**

## Answer 2:

True! New research has proven that companies with female CEOs had a 5% higher market value (which is the equivalent of nearly \$80 million for an average ASX200 company!). And not only that, the opposite is also true: companies with fewer women in leadership positions underperform<sup>2</sup>.

## Whose job? Our job

From birth, men and boys have an unequal share of power and resources — systemic change will allow women and gender diverse people to lead, feel safe, and have the same opportunities and resources as men. And of course, gender equality also benefits men and boys, because toxic and unrealistic expectations of what it means to “be a man” can be incredibly harmful to everyone.

A gender-just world is one where women don't just have a seat at the table — they occupy at least half of the chairs. What are YOU doing to help change the system?

**Question 3:**

**Women are more likely to be impacted by climate change than men.**

**True or False?**

**Conversation starter**

**Do you like:**

**a) Piña coladas?**

**or**

**b) Getting caught in the rain?**

## Answer 3:

True! The IPCC (International Panel on Climate Change) found that gender inequalities are further exaggerated by climate-related hazards, and they result in higher workloads for women, occupational hazards indoors and outdoors, psychological and emotional stress, and higher mortality compared to men<sup>3</sup>.

## Change is a comin'

If you chose the delicious beverage with coconut (a staple fruit on which millions of tropical country inhabitants depend), you won't be too happy to know that rising temperatures and rainfall changes due to climate change are very likely to reduce coconut production<sup>4</sup>.

If you opted for getting caught in the rain, you might be waiting a while – climate change is making Australia's droughts happen more often, last a lot longer and affect much larger areas.

Climate change is set to push an additional 132 million people into poverty by 2030<sup>5</sup> and people who have contributed least to global warming are feeling the effects the most, which just isn't fair. We need to tip the scales so that women, poor communities, Indigenous people and other marginalised groups don't pay the price.

## Question 4:

**Who is the fastest growing cohort of people experiencing homelessness in Australia? Why?**

## Conversation starter

**Do you think you do your fair share of the unpaid work in your home?**

## Answer 4:

**Women over the age of 55 are the fastest growing group to experience homelessness in Australia<sup>6</sup> and unfair economic disadvantage is a huge contributor.**

## Fair work for fair pay

**Here in Australia, about a third of older women are living in income poverty and are more likely to rely on the pension than men. This is because of the 17.3% gender pay gap, sex discrimination, time out of the workforce to raise children, caregiving, or simply the fact that women work in fields with lower wages like healthcare, welfare, or education. In South-East Asia and the Pacific regions, there are even more barriers that prevent women from earning an income, becoming financially independent or being able to withstand economic shocks and downturns.**

**We need to rewrite the rules that prevent women and other marginalised groups from accessing the resources and opportunities to earn a fair wage. CARE works to lift the voices of local women so they can claim their fair share, and thrive.**

## Question 5:

Match each essential phrase with its country of origin.

- a) Nasaan ang palikuran?
- b) Kei hea te wharepaku?
- c) Di manakah bilik air?
- d) O fea le faleta'ele?

1. New Zealand   2. Samoa   3. The Philippines   4. Malaysia

Bonus points if you know what the phrase is!

## Conversation starter

Imagine you and all of your neighbours have just lost all of your belongings in a flood. You're allowed to ask for one thing, what is it?

## Answer 5:

Where IS the bathroom?

- |                          |                   |
|--------------------------|-------------------|
| a) Nasaan ang palikuran? | - The Philippines |
| b) Kei hea te wharepaku? | - New Zealand     |
| c) Di manakah bilik air? | - Malaysia        |
| d) O fea le faleta'ele?  | - Samoa           |

## “I don't want your love, I want money!”

Without sounding as ungrateful as the song lyric, sometimes it's impossible to know what you'll need until you need it! So the thing you might need most in a crisis could in fact be cold hard cash.

No-one knows a place and its people like a local does, and they're the first responders in crises like floods, earthquakes, cyclones and conflict. When local people are able to lead and identify their own needs, it works! It's much better than someone coming in from the outside, because locals know their land, resources and community best. CARE works with locally-led and women-led organisations so people can be empowered to determine their own futures.

## Question 6:

Name three things that influence the amount of power or privilege a person has.

- a) Race
- b) Religion
- c) Money
- d) Gender
- e) Marital status
- f) Physical ability

## Conversation starter

What forms of power and privilege do you have or not have?

## Answer 6:

**All of the above!**

**Power is about having control over things like money, resources, and the decisions that affect yourself and others. Visibly or not, the privileged few control most of the power, which denies others from having a say.**

## With great power, comes...

**Power is at play in every interaction we have, even if we aren't always aware of it. It comes in many forms, and it can be both positive and negative. But it becomes a problem when there is an imbalance — between individuals, between groups of people, between institutions, or between countries. This imbalance is what drives global inequality.**

**So in order to defeat poverty and inequality, there must be a power shift; where the people in power relinquish some of their control and allow other people to take their place in leadership positions.**

**We hope you enjoyed these conversation starters.  
To keep the conversation going or for more information  
about any of these topics, please visit: [care.org.au](https://care.org.au)**

## **References:**

<sup>1</sup>UN 2020 Equal Pay Day

<sup>2</sup>Australian Government Workplace Gender Equality Agency

<sup>3</sup>International Panel on Climate Change

<sup>4</sup>International Research Institute for Climate and Society

<sup>5</sup>The World Bank

<sup>6</sup>Australian Human Rights Commission