

SHE HAS A PLAN

THE UNIQUE POWER OF
GIRLS TO LEAD CHANGE



The charity for
girls' equality



ABOUT THIS REPORT

Plan International Australia, in collaboration with Vox Populi Research, developed a questionnaire for girls and young women aged between 12 and 25 to gauge their attitudes on girls' empowerment, leadership, role-models, girl activists leading change and girls tackling major social and global issues.

The research was conducted from July to August 2019. It was distributed online via a convenience sample, through networks of Plan International and Vox Populi Research to the target audience. Around 2% identified as Aboriginal and Torres Strait Islander peoples and 23% identified as being from a Culturally and Linguistically Diverse (CALD) background.

In addition, the Online Research Unit (ORU) distributed the same survey to 331 young women aged between 18 and 25 who are members of their online panel. This sample was weighted to reflect the population of young women in Australia according to census data.

- Girls aged 12-14: 161 (via online survey – with parental permission)
- Girls aged 15-17: 412 (via online survey)
- Young women aged 18-25: 557 (via online survey) and 331 (via a statistically weighted online panel)

Total number of participants: 1461 girls and young women.

The top-level findings of both the ORU results and the online network results were similar, however the exact percentages occasionally differed. This report deals mainly with the online survey findings.

This survey was designed by Jane Gardner at Plan International and Dr Rebecca Huntley at Vox Populi Research. Report written by Jane Gardner, with additional writing from Gareth Beyers.



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FOREWORD: ACTION IS THE ANTIDOTE TO DESPAIR

By Plan International Australia CEO Susanne Legena.

This year has been extraordinary. It has been devastating, frightening and overwhelming. But it has been something else too: hopeful.

Each year on October 11, Plan International Australia joins millions around the world to celebrate International Day of the Girl. But this year – 2019 – has truly been the year of the girl.

We've seen extraordinary girls and young women everywhere rising up and taking charge. Greta has sailed across the open sea in a solar-powered yacht to demand world leaders take urgent action on climate change. Malala is touring the world with messages of hope and resilience to show girls everywhere that they can make a difference and that an educated girl is an incredible force.

For every Greta and every Malala, there are hundreds of brave girl activists in the developing world doing extraordinary work every day to combat child marriage, child trafficking, teen pregnancy, harassment and violence. We see these girls. We support them. We applaud them.

As our newsfeeds are flooded with astonishing photographs of huskies pulling sleds through melted ice in Greenland, starving polar bears scavenging in Russia's city streets and the mighty Amazon burning, it's become undeniable that we are already living in a new climate reality. One that, for our children, will only become more omnipresent as they get older.

And girls are feeling it profoundly. In this survey, they have told us loud and clear that they see climate change as the most urgent threat to society and to their own future. As one girl in our survey put it, "If we don't fix the earth, then the progress we've made would all be for nothing."

For this generation, climate change is as the nuclear fallout threat was to my generation growing up. It's ever-present and existential, but it's more complex. The solutions exist, they are just in embryonic form. We know that globally, girls in the developing world will bear the brunt of climate change (see page 7 for more on this). It's also true that educating a girl is one of the best things you can do for the climate. An education means a girl can take charge of her future and exercise her reproductive rights. She will have fewer children and be better equipped to become a leader in her community. So we must continue to fund and advocate for free, accessible and appropriate education for girls everywhere.

When it comes to role-models, it is clear that Australian girls are not impressed with traditional top-down models of leadership. Nor are they impressed by wealth or fame. They look to people like Jacinda Ardern and Serena Williams, whose strength is drawn from an innate empathy and kindness. They admire women and girls who are

fearless and powerful, but who do not covet that power for itself. Rather, it is power for change and power for others. This is female leadership.

The women and girls they admire most are a truly diverse group: teenagers and grown women, politicians and sports champions, activists and singers of many sexualities and gender identities and cultural backgrounds.

In their own lives, girls seek support from their families. They are buoyed by their mothers, fathers and siblings and their friends are vitally important too. They want to lead, but sometimes don't feel confident to take charge. Their family play a vital role in empowering and supporting girls to succeed. This is true in Australia, but we also see this in every country where Plan International works – the support girls get from their families, is crucial to their confidence.

It's an exciting time to be a girl. Every challenge brings an opportunity and a more compassionate, cleaner, more equal world awaits. But we all have work to do to realise this future for our children. We must act, we must push, and we must stand with these young people who are refusing to be consumed by despair, and are sending a powerful message to our political leaders that apathy and inaction will not be tolerated.

This generation of girls – and boys – are clever. They are socially-minded. They are strong and unapologetic. They are rising up and taking charge. Because they are wise beyond their years and they understand this fundamental truth – action is the antidote for despair.

We stand with them. And you should too.





SUMMARY OF FINDINGS

- Australian girls and young women see climate change as the single most pressing social issue facing the world and their personal futures.
- They care about social issues and see girls as having great potential to lead change on ending sexism, accessing education and addressing climate change.
- Girls and young women are incredibly eager to lead social change, but they don't feel they are being heard. This is particularly true for younger girls.
- Girls feel that the main areas they can lead the biggest change in worldwide are achieving gender equality, reducing the impact of climate change, lobbying for universal education and tackling violence.
- The girl and women leaders they admire the most are taking a bold stand on these issues, including Malala Yousafzai (campaigning for girls' education), Greta Thunberg (lobbying for political action on climate change), Emma Watson (advocating for girls' and women's rights globally) and Serena Williams (challenging sexism in sports).
- The attributes girls most admire in girl activists are (in order): that they are speaking up and taking a stand; that they are strong, fearless and courageous; and that they are not deterred by trolling, nay-sayers or abuse.
- Australian girls and young women are inspired by people around them to achieve their goals – their mothers and their friends are the most important figures boosting their confidence.
- They identify a raft of issues holding girls and women back from achieving their dreams including sexism, violence, discrimination and lack of education and opportunities to lead.
- The biggest wish these girls and young women have for their sisters around the world is stopping harassment and violence, achieving gender equality and reversing the impact of climate crisis. They want freedom for girls and young women to be themselves, this includes a shift in social and cultural stereotypes and free and accessible education for all.

WHAT MATTERS MOST TO AUSTRALIAN GIRLS?

Girls and young women in this survey overwhelmingly agree that climate change is by far the biggest issue facing our society. Across all age groups, more than half (53%) nominated this as their number one concern facing society. This was followed by violence against women and girls (18%), then gender inequality (9%) and poverty (7%).

These results indicate a mature level of understanding about international development issues, particularly the most pressing challenges facing girls in the developing world. It is clear that girls and young women care about the world: only one in 20 respondents in both the online and panel surveys said they weren't concerned about anything.

When asked about the biggest issues facing their own future, once again, climate change was by far the most profound concern. Respondents were given the opportunity to list others not in the survey. Job insecurity, overpopulation, the rising cost of living, crime and housing affordability were the most common responses.

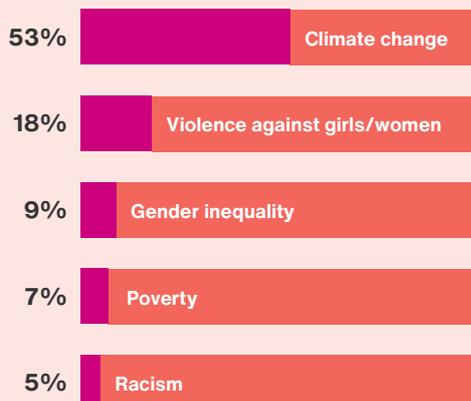
“The planet is virtually ending around us.. my wish is that climate change immediately starts to reverse, and sustainable living becomes a priority overnight.”

– Young woman 18-25, WA (panel participant).

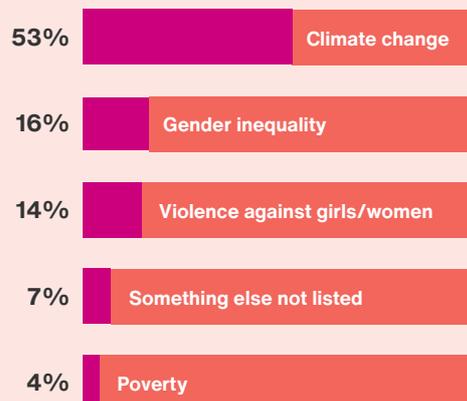
“If we don't fix the earth, then the progress we've made would all be for nothing.”

– 15 to 17-year-old girl from Victoria.

What is the biggest issue facing our society?



What is the biggest issue facing your own future?



THE GLOBAL PICTURE: ISSUES AFFECTING GIRLS WORLDWIDE

When it comes to girls around the world, Australian girls view sexism as the biggest issue facing them currently (62% agreed). Interestingly, while girls and young women feel sexism is the most profound issue holding girls back around the world, they also feel that girls are well placed to combat it and to achieve gender equality.

Survey respondents also acknowledged that girls can have a big role to play in reversing the impact of climate change, which may be influenced by global attention on the School Strikes for Climate action led by teen-activist Greta Thunberg.

Interestingly, while one in five survey respondents said lack of education was holding back girls around the world, a similar number also felt girls were best placed to lobby for universal education. This shows a sophisticated understanding of development principles, as education is the single most important way to lift girls out of the cycle of poverty and oppression.

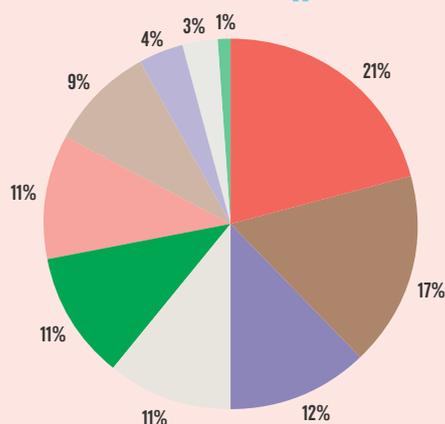
Across the board, girls also felt that a lack of confidence and opportunities, and not enough opportunities to have their voices heard, were keeping girls from achieving their dreams.

This finding is interesting when viewed in the context of what they find inspiring about girls and young women who are leading change (see page 14). By far the number one value girls place on girl activists is the ability to be heard.

“Women are disproportionately affected by climate change impacts such as droughts, floods, and other extreme weather events. They also have a critical role in combatting climate change, but need to be better represented at all levels of decision making. Empowering women will be a significant factor in meeting the climate challenge.

– UNFCCC Executive Secretary, Christina Figueres.

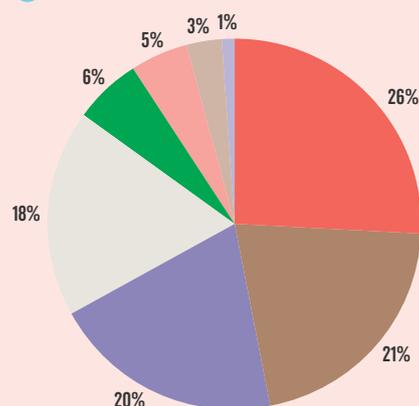
What’s holding girls back around the world? (pick three)



- Sexism
- Lack of education
- Lack of confidence
- Not enough opportunities to lead
- Not enough opportunities to be heard
- Poverty
- Violence against women
- Poverty
- Racism
- Something else*

*Something else: negative media attention, cultural restraints, fear, self-esteem issues

What issues can girls best lead change on?



- Achieving gender equality
- Creating free education for all
- Reversing the effects and impact of climate change
- Stopping harassment and violence
- Ending child marriage
- Fixing poverty
- Something else*
- Eliminating racism

*Something else: more earnings for retirement, their careers not being impacted by becoming mothers.

Fact box: the evidence

Climate change 	<p>Climate change exacerbates existing gender inequalities by affecting the most vulnerable people, largely women and girls, most acutely.ⁱ</p> <p>Girls are at greater risk of early marriage in times of weather-related crises, in part because their dowries can help ease the burden of scarce household resources.</p> <p>Girls are often also the first to be withdrawn from school or attend school less frequently during times of drought so that they can complete household responsibilities like fetching water.</p>
Violence against women and girls 	<p>Every 10 minutes, somewhere in the world, an adolescent girl dies as a result of violence.ⁱⁱ Young women (18-24 years) experience significantly higher rates of physical and sexual violence than women in older age groups.ⁱⁱⁱ</p> <p>Violence against girls and women is a problem in every country in the world. One in three women in Australia has experienced violence since the age of 15.^{iv}</p> <p>Girls in the Pacific experience some of the highest rates of family and sexual violence in the world. 1 in 4 adolescent girls in the Pacific experience physical violence and 1 in 10 adolescent girls experience sexual violence.^v</p>
Gender inequality 	<p>Around the world, girls are held back from being change-agents and leaders because of gendered attitudes and norms of behaviour and patriarchal power structures, which they encounter in their homes, their schools, their communities, in business and in politics.</p> <p>Gender inequality continues to be a major barrier to the realisation of rights and access to opportunities for girls and women in Australia.^{vi} Women make up 32% of all Australian Federal Parliamentarians.^{vii} Women account for just 21% of sources directly quoted in Australian news articles.^{viii} Women represent only 3% of CEOs, 8.4% of board directors and 8% of executive key management personnel of the top 200 ASX companies.^{ix}</p>
Poverty 	<p>Women are more likely to live below the poverty line due to women tending to have lower employment rates and lower wages than men, and a greater caring role both for children and for other family members.^x</p> <p>Adolescent girls and young women make up an astonishing 76% of young people around the world that are not in education, training or employment.^{xi}</p> <p>Global youth unemployment has been recognised by the International Labour Organization (ILO) as a crisis requiring the highest global priority.^{xii}</p>
Education 	<p>Girls face multiple barriers to accessing secondary education leading to low enrolment and completion rates in secondary education.</p> <p>Women make up more than two-thirds of the world's 796 million illiterate people. And just 39 percent of girls living in rural areas attend secondary school. This is far fewer than rural boys (45 per cent).¹</p> <p>Only 27% of girls in the Solomon Islands are enrolled in upper secondary education and 1 in 2 girls drop out of secondary school.^{xiii}</p>
Lack of leadership opportunities/voice 	<p>In a recent survey of 30,000 young people from 186 countries, more than half of young women say they do not feel their views are heard or taken seriously.² More than half (55%) of girls aged 7-21 say gender stereotypes affect their ability to say what they think.³</p> <p>Fewer than 5% of CEOs⁴ heading the world's 500 leading corporations are women. In 2016, globally, women held only 15% of the world's company board seats.⁵</p>

THE UNSUNG GRETAS: FOUR AMAZING TEEN ACTIVISTS AROUND THE WORLD



Sarita, 15, is campaigning to end child trafficking in Nepal.

Sarita is a driving force behind Plan International's campaign to end trafficking in Nepal. With her friend Sabina, they gathered hundreds of thousands of signatures for a petition to hand to the Nepalese Government to crack down on this crime.

"When girls are trafficked, they are sexually exploited and forced to labour beyond their physical and mental capacity," she says. "I got involved in the program because I've always wanted to prove my capacity to the community and to other children. From the core of my heart, I've always wanted to do something to stop child trafficking."



Abeigel, 18, is putting a stop to teen pregnancy in Sierra Leone.

Abeigel is the Chairperson of the Girls Advocacy Alliance, fighting back against injustices against girls in her community. She has been able to convince the elders in her community that girls must get an education rather than become mothers too early.

"I've seen many young girls, some as young as 13 and 14, become pregnant," Abeigel says. "And as soon as they were pregnant they had to stop going to school, either because they were denied further access or they were simply bullied until they left. Thanks to aid organisations that are fighting the same battle as me, I have learned to believe in myself and have much more self-confidence."



Barsha, 14, is general secretary of a children's group educating her community about climate change.

Barsha lives in a slum in Dhaka, the capital city of Bangladesh. Slum areas are particularly vulnerable for natural disasters like floods, logging, earthquakes and tornados. But Barsha doesn't want to leave, she wants to stay and improve the situation by developing the area. Through a children's group set up by Plan International, she raises awareness of all types of disasters and what do to when they strike and is learning the skills needed to identify, prepare for and respond to the disaster risks associated with climate change.

Lady, 19, is a fighting against violence and harassment in Ecuador.

In Lady's community, girls feel unable to go outside on their own or travel on public transport for fear of abuse, touching or worse.

Lady is a leader at her youth club and is teaching young people through workshops to think and talk about sexual harassment and gender-based violence. The young people are applying their new knowledge and skills to demand that local authorities work to stop harassment and sexual violence on the city streets.

"I am taking action and becoming a female leader, to show that women are equal to men. My mission is to improve the mentality of these men and to change the sexist culture. It is not impossible to change those beliefs," says Lady.



IF I COULD GRANT JUST ONE WISH FOR GIRLS AROUND THE WORLD ...

When asked what they wish for girls worldwide, one in three survey respondents wished for equality, followed by free education, an end to harassment and violence, and reversing the impact of climate change.

1. Equality for girls – 29%
2. Ending misogyny, violence and harassment – 20%
3. Free and accessible education for all girls – 15%
4. Girls must be more empowered and confident – 12%
5. Girls must be truly heard and have a voice on the things that matter to them – 7%
6. Girls should feel happy in their own skin – 6%
7. That their dreams come true – 3%
8. Equal pay for equal work – 3%
9. An end to poverty and hunger and basic provision of clean water – 3%
10. End gender stereotypes – 2%

“I wish that all girls worldwide could get access to education. That gives girls a voice, a platform to change the world.

– 15 to 17-year-old girl from Western Australia.

I would grant them freedom. Freedom from sexism, forced marriage, climate change, inadequate education, freedom from anything causing them harm.”

– 15 to 17-year-old culturally and linguistically diverse girl from Western Australia.

“I wish that we are equal and not expected to be pretty and perfect.

– 12 to 14-year-old Aboriginal girl from Tasmania.

“I want every girl in this world to feel as if she belongs, has a voice and has rights. She can change the world!

– 18 to 25-year-old young woman from Queensland

GIRLS AS CHANGE-AGENTS, LEADERS AND ACTIVISTS

It is clear that Australian girls and young women want to lead positive changes in our society. They see the impact other high-profile girls and women are having and are inspired by them.

Overall, 91% of girls and young women were eager to lead positive changes for the future.

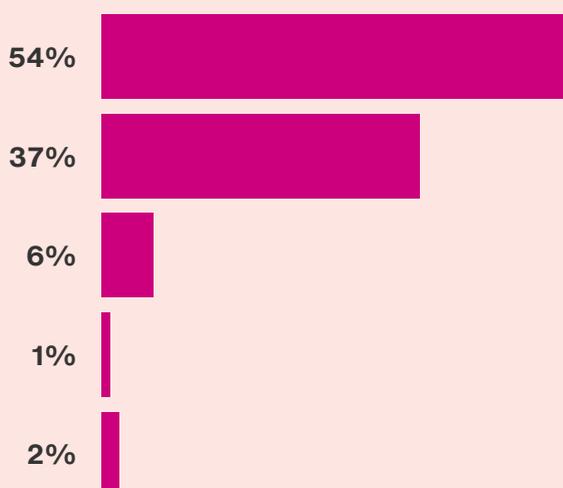
But there is a gap between their aspirations and confidence, which echoes Plan International Australia’s Dream Gap survey (2017), which found girls’ confidence in leading change drops off as they get older.

The majority (82%) of girls aged 12-14 felt very much or somewhat confident to lead change. In the panel survey of 18 to 25-year-old women, just 18% said they felt very confident to be a leader.

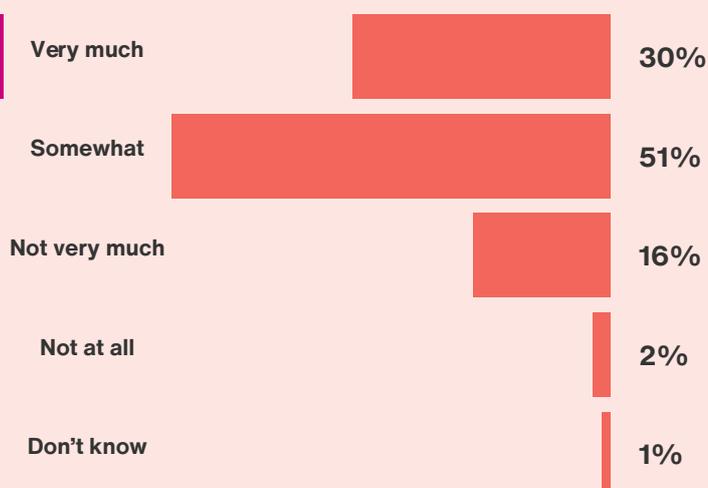
Encouragingly, very few girls and young women said they had no confidence, with not a single girl aged 12-14 choosing this option.



How much would you like to be a leader in making positive changes for the future?



How confident do you feel to make a positive change in the world?





WHO SUPPORTS GIRLS AND YOUNG WOMEN?

The greatest influences on girls' confidence and capacity to lead are close to home. In the weighted panel survey of young women aged 18-25, 40% agreed that watching strong women and girls around them succeed provided the greatest inspiration. Mum and friends rated at the top, over teachers and employers. This was the same in both surveys.

Who are the people best placed to build my confidence as a leader?*

1. Mother – 25%
2. Friend – 22%
3. Teacher – 14%
4. Father – 12%
5. Sibling – 8%
6. Sports coach – 4%
7. Psychologist or health professional – 4%
8. Someone else (specified)** – 4%
9. Male friends – 3%
10. Someone else (not specified) – 2%
11. Boss – 2%

**Note respondents were asked to pick their top three.*

***Someone else: influential celebrities, husband, God, partner, myself, my female peers.*

“I wish that the world was a place where girls could feel safe to walk home alone at night, be accepted in leadership positions, and just feel like they live in a safe society that supports them. I wish that society would change their values and actions to accommodate women, not the other way around.”

– 18 to 25-year-old young woman from Victoria.

“Who inspires me? My mum, my aunt, my grandmother (who has gone back to tertiary study in her 70s).

– 18 to 25-year-old young woman from New South Wales.

GIRLS' INSPIRATIONS: ROLE-MODELS AND GIRL ACTIVISTS AROUND THE WORLD

When presented with a list of women and girls doing extraordinary work to meet the biggest challenges of our time, our survey respondents felt most inspired by education advocate Malala Yousafzai, UN Goodwill Ambassador Emma Watson and teenage climate change activist Greta Thunberg.

Sports stars were high up the list too, including tennis greats Serena Williams and Ash Barty and Matilda's captain Samantha Kerr. In the weighted panel of women 18-25, Serena Williams topped this list of most admirable.

Interestingly, former politicians Julia Gillard and Julie Bishop also ranked in the top 10 and for girls aged 12-14, Julia Gillard made the top five. This speaks volumes about the importance of female leadership in politics, as clearly Ms Gillard's historic feat of becoming Australia's first female Prime Minister is celebrated by girls.

We asked girls and young women what they most admired about the women they chose. The most common unprompted answer was they stood up or spoke up for what they believed in, followed by their strength.



Girls view these role-models as clever, confident, courageous leaders who stand firm in the face of criticism and are determined to drive lasting social change.

1. Stood up and spoke up – she fought for her beliefs – 17%
2. Strong, powerful and empowered – 16%
3. Brave, fearless, courageous – 13%
4. Isn't deterred by hate, abuse or naysayers and will not be silenced – 12%
5. Confident – 10%
6. Dedicated, determined and committed – 10%
7. Smashing gender and age stereotypes (e.g. doing amazing things even though young and/or female) – 9%
8. Making a real positive impact and creating change – 5%
9. Passionate – 4%
10. Smart, well-educated and articulate – 4%

**Based on 1,337 responses (note many responses listed more than one thing so were coded into multiple categories).*

“Greta saw what she thought was wrong and she did something about it. She is a young girl like me which shows me that I can also do something.

– 12 to 14-year-old culturally and linguistically diverse girl from ACT).



Who do you admire for their efforts to improve the lives of girls and women? (prompted)

1. Malala Yousafzai
2. Emma Watson
3. Greta Thunburg
4. Alexandra Ocasio-Cortez
5. Serena Williams
6. Ash Barty
7. Julia Gillard
8. Julie Bishop
9. Emma Gonzalez/Yassmin Abdel-Magied (equal place)
10. Samantha Kerr

“Malala has literally been shot in the head yet still speaks up loud and proud about what she believes in.”

- 12 to 14-year-old girl from New South Wales.

“They don’t let hate tear them down and they continue to fight for what they believe in no matter what.”

- 12 to 14-year-old girl from New South Wales.

Most inspiring girls and women by age group

12-14	15-17	18-25
Emma Watson	Malala Yousafzai/ Emma Watson	Malala Yousafzai
Serena Williams	Greta Thunberg	Greta Thunberg
Malala Yousafzai	Serena Williams	Alexandria Ocasio-Cortez
Greta Thunberg	Ash Barty	Emma Watson
Julia Gillard	Alexandria Ocasio-Cortez	Yassmin Abdel-Magied

Other women and girls who inspire us (unprompted)

When we asked our survey participants to name other role-models, girls responded with more than 100 names, showing that when it comes to inspiring women – there is no shortage. The following were the top 10 most common responses (in order of the number of responses).

1. Jacinda Ardern, New Zealand Prime Minister
2. Michelle Obama, former First Lady of the USA
3. Jameela Jamil, actress and body positivity activist
4. Jan Fran, Australian TV and radio personality
5. Rosie Batty, anti-violence campaigner and Australian of the Year
6. Beyoncé, singer and feminism advocate
7. P!nk, singer and feminism advocate
8. Lilly Singh, Canadian YouTube Star who ran the GirlLove campaign.
9. Meghan Markle, actress, Duchess of Sussex and feminist
10. Clementine Ford, Australian author, anti-violence campaigner and feminist



“Jacinda Ardern inspires me so much. She is doing things to improve the lives of as many people as she can.

– 15 to 17-year-old girl from New South Wales.

“Jameela Jamil is amazing! She calls out celebrities and society for unrealistic body expectations placed on women, and we know that eating disorders disproportionately affect women.

– 18 to 25-year-old culturally and linguistically diverse young woman from Victoria.

“The FIFA women’s World Cup was very inspiring and showed to young girls and boys an outstanding level of talent.

– 15 to 17-year-old culturally and linguistically diverse girl from New South Wales.



“One of the criticisms I’ve faced over the years is that I’m not aggressive enough or assertive enough, or maybe somehow, because I’m empathetic, it means I’m weak. I totally rebel against that. I refuse to believe that you cannot be both compassionate and strong.”

– Jacinda Ardern, *The New York Times*, 2018

“I feel like young girls are told they have to be a princess, and be delicate and fragile, and that’s bullst.”**

– Emma Watson at a press conference promoting *Harry Potter and the Deathly Hallows*, July 2011



“The success of every woman should be the inspiration to another. We should raise each other up. Make sure you’re very courageous: be strong, be extremely kind and above all, be humble.”

– Serena Williams, *Glamour magazine*, 2015

“I will not be lectured about sexism and misogyny by this man. I will not ... if he wants to know what misogyny looks like in modern Australia ... he needs a mirror.”

– Julia Gillard misogyny speech in the House of Representatives, 2012



“I look at young people today and am continuously impressed by their tenacity, their drive for social justice, and their hope.”

– Yassmin Abdel-Magied, *interview with girlboss magazine*, 2018



CONCLUSION AND RECOMMENDATIONS

This research shows that young women and girls – if educated, supported and inspired by those around them and the society as a whole – are a powerful force for social change.

The majority of girls want to take charge of their future and tackle the biggest issues facing them and all of us collectively, but sometimes lack confidence to step up. If girls and young women could help shape the world we live in, the benefits would flow to all of us.

- Give girls opportunities to lead and a seat at the decision-making table: equip girls with the skills, networks and role models that will unlock their potential. Politicians and business leaders should offer paid summer internships to high school aged girls and other underrepresented groups. State and territory governments should invest in young women’s emerging leadership programs, develop school based programs to empower girls to lead, and support youth led initiatives such as feminist clubs.
- Ensure every girl has access to education – an educated girl is a force to be reckoned with. Education is a human right and should be accessible, appropriate and free. National governments worldwide must ensure education is accessible and that girls are not being excluded from their right to learn, and this should be supported and prioritised by aid donor governments such as Australia.
- Support girls by supporting Plan International Australia’s annual Give Equal campaign (giveequal.org): this campaign, which coincides with International Day of the Girl (October 11) raises much needed funds to provide girls in developing nations with an education and opportunities to lead and thrive. www.giveequal.org

FOOTNOTES

- ¹ UN Women facts and figures: www.unwomen.org/en/news/in-focus/commission-on-the-status-of-women-2012/facts-and-figures
- ² World Economic Forum: Global Shapers Annual Survey 2017 <http://shaperssurvey2017.org/>
- ³ Girl Guiding UK (2018) Girls' Attitude Survey 2017
- ⁴ Fortune (2017) 2017 Fortune Global 500 List of CEOs: <http://fortune.com/global500/>
- ⁵ <https://www.vox.com/policy-and-politics/2018/6/8/17413254/women-fortune-500-ceos-politics-blue-wave>; fortune.com/2017/06/07/fortune-500-women-ceos/
- ⁱ Brookings Institute <https://www.brookings.edu/blog/education-plus-development/2017/09/27/3-ways-to-link-girls-education-actors-to-climate-action/>
- ⁱⁱ UNICEF, A Statistical Snapshot of Violence against Adolescent Girls, New York (2014) p.1
- ⁱⁱⁱ ABS 2017. Personal Safety, Australia, 2016. ABS cat. no. 4906.0. Canberra: ABS. Compared to the overall female violence prevalence rate of 4.7%, women aged 18-24 were the most likely to have experienced violence. In 2016, an estimated 12% of women aged 18-24 years experienced violence in the 12 months prior to interview.
- ^{iv} Our WATCH, accessed at <https://www.ourwatch.org.au/Understanding-Violence/Facts-and-figures>
- ^v Save the Children et al 'Unseen, Unsafe: The Underinvestment in Ending Violence Against Children in the Pacific and Timor Leste' July 2019, p 4
- ^{vi} Equality Rights Alliance, accessed at <https://www.equalityrightsalliance.org.au/who-we-are/gender-equality-in-australia/>
- ^{vii} Parliamentary Library, https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/FlagPost/2016/August/The_gender_composition_of_the_45th_parliament
- ^{viii} Equality Rights Alliance, accessed at <https://www.equalityrightsalliance.org.au/who-we-are/gender-equality-in-australia/>
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