

Best practice principles for employing women caring for Country



Strong Women for Healthy Country have said they would feel safe and supported at work, if they have access to respectful workplaces, dedicated resources and training, flexible work schedules, and representation in decision-making. At our 2022 Forum, Strong Women for Healthy Country recognised that organisations with different capacities employ women caring for Country under a range of circumstances, and that different approaches will work best for different employers. That is why they have suggested a range of different approaches for employers to support women caring for Country:

Principles to uphold	Practices that have helped women caring for Country feel safe and supported at work
Respectful workplaces	<ul style="list-style-type: none"> - Uphold people's diverse cultural and gender identities. - Provide cultural awareness training for new support staff and managers. - Make space for cultural protocols in workplace policies, processes, inductions, dress codes, and codes of conduct. - Develop and implement a domestic violence policy. - Ensure all staff know how to recognise and report different forms of abuse both inside and outside of the workplace.
Dedicated resources	<ul style="list-style-type: none"> - Have dedicated infrastructure in place for female staff, such as a women's bathroom, office, meeting space, and storage facility. - Ensure women have equal access to a safe and functional vehicle. - Employ female support staff and mentors.
Dedicated training	<ul style="list-style-type: none"> - Provide a range of training opportunities for women in all aspects of caring for Country beyond land management. - Engage female trainers. - Support women to do training together and bring their Elders and mentors. - Have childcare and meals in place during training. - Provide training opportunities in remote communities to reduce time away from family. - Support women in remote communities deliver on the job training to each other. - Include women's families in celebrating their training achievements.
Flexible work schedules	<ul style="list-style-type: none"> - Provide flexible workhours, as well as part-time and casual positions. - Consider important events such as school holidays and ceremony during work scheduling. - Provide childcare. - Give women opportunities to include their children and Elders in their work activities. - Provide safe and legal ways to transport children of different ages in work vehicles.
Representation in decision-making	<ul style="list-style-type: none"> - Support women to join steering committees, boards, planning groups, and other decision-making groups. - Include gender quotas into the Terms of Reference of decision-making groups. - Allow women to speak their truth and maintain their cultural integrity at meetings. - Listen to women when they speak. - Include women in planning and decision making within work teams. - Support women to make decisions in private where this is cultural protocol. - Recognise women as experts of their own Country and follow their direction in decisions that impact on their Country.