



## WOMEN AND GIRLS

Female participation remains the fastest growing participation category in the game, and we believe it is more crucial than ever to continue to build a platform to further the role of female athletes, fans and administrators within our game.

2018 represents a significant year for women's rugby league, with the emergence of a Premiership competition, stand-alone State or Origin match, together with increased pathways and opportunities for women in league.

Another major initiative introduced in 2018 is the identification of 40 elite female rugby league players based in Australia, who will represent the game as marquee NRL players in 2018.

## WOMEN'S RUGBY LEAGUE



There has been a year on year increase in female coaches, referees, volunteers and sports trainers from 2013-2017 and increased competitions across Australia now provides a clear pathway for females six years and older to play Rugby League, right through to the elite level. This includes Elite NRL Women's Premiership, stand-alone State of Origin match, Top 40 Jillaroos contracted, NSWRL & QRL State League Competitions, National Women's Championship and Jillaroos to play in the Commonwealth Games.



## THE NUMBERS



In 2009-2010, average superannuation payouts for women were **just over half (57%)** those of men.



**WOMEN ON THE BOARDS OF ASX 200 LISTED COMPANIES HAS GROWN FROM**

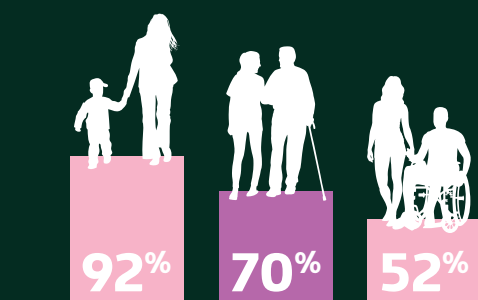


**1in2**

mothers reported experiencing workplace discrimination as a result of their pregnancy, parental leave or on return to work, while

**1in5**

mothers indicated that they were made redundant, restructured, dismissed, or that their contract was not renewed



Australian women account for:

- ▶ 92% of primary carers for children with disabilities
- ▶ 70% of primary carers for parents
- ▶ 52% of primary carers for partners

Mother spend more than twice as many hours each week looking after children compared to fathers



8hrs, 33mins  
per day for  
mothers



3hrs, 55mins  
per day for  
fathers



Domestic and family violence is the leading preventable cause of death, disability and illness in women aged 15 to 44 years.





## PROGRAMS

The NRL has developed and implemented a range of programs and events to promote inclusion of women and girls in the game. These include:

### NRL Voice Against Violence

The NRL utilizes its voice and reach alongside our expert domestic violence partners Our Watch, White Ribbon and Rape and Domestic Violence Services Australia to take action to prevent violence against women and children.

One of the marquee programs under the NRL's Respect pillar is Voice Against Violence. The program aims to assist the rugby league community to 'stand up', 'speak out' and 'take action' to prevent violence against women and children.

There are three components of the NRL's Voice Against Violence initiative:

1. An awareness campaign (including a television commercial) to reach the broad rugby league community and beyond;
2. The Voice Against Violence website to provide the rugby league community with access to information and connections to experts and relevant services;
3. Voice Against Violence education workshops – face-to-face workshops delivered by NRL Ambassadors to 16-18 year olds in grassroots clubs across Australia. For more information visit [NRL Voice Against Violence](#).

### Voice against Violence Coalition

The Voice against Violence Coalition partners with the NRL Community team to deliver best practice community-focused initiatives that act as a catalyst for positive social change in preventing violence against women and children. Our three expert Coalition partners are: Our Watch, White Ribbon Australia and Full Stop Foundation.

### Respectful Relationship Program

The program educates players to make respectful decisions in relationships using an ethical framework model. The program is not limited to relationships with women, but includes people of different race, religion or sexuality. The program is based on research and is regularly evaluated by independent experts.

### Respectful Relationship Committee

The Respectful Relationship Committee consists of representatives from across the game, expert partners and academics. The Committee's core purpose is to develop and facilitate access to programs and frameworks that support players and staff to make wise, healthy and ethical decisions in the workplace, on the field and in everyday life.





### Our Watch Sports Engagement Program

The NRL works with the federal government's Our Watch program to facilitate violence prevention activities in the sporting community and to further embed gender equality and respectful relationships into its networks and communities.

### White Ribbon Workplace Accreditation

The NRL is proudly a White Ribbon Accredited Workplace. The White Ribbon Workplace Accreditation Program recognises workplaces that are taking active steps to stop violence against women, accrediting them as a White Ribbon Workplace.

White Ribbon Workplaces engender a whole of organisation commitment to stop violence against women, meeting 15 criteria under three standards to create a safer and more respectful workplace.

The program builds on existing gender equality and diversity initiatives, providing the tools to strengthen a culture of respect and gender equality at all levels of the organisation. The program supports organisations to respond to and prevent violence against women, whether it occurs inside or outside the organisation, through supporting women experiencing violence, holding perpetrators to account, supporting all employees to challenge inappropriate behaviour and strengthening gender equality within the broader community.



## RULES & CODES

The NRL's codes of conduct require all participants (players, parents, coaches, referees, volunteers, spectators and officials) to maintain high standards of personal conduct and to be respectful at all times to women and children.

There are a number of rules, policies and codes that apply across rugby league to assist in delivering a safe, positive and inclusive environment to everyone involved in the game. For more information about the NRL's Member Protection Policy, and National Code of Conduct go to [the Rights and responsibilities](#) section.