

To achieve Gender Equality we must understand the need for Gender Equity.

The 1979 CEDAW Treaty upon which the Gender Equality goal is based, was created with the 1979 understanding of a Woman's biology. "The preamble sets the tone by stating that, the role of women in procreation should not be a basis for discrimination"

Procreation is not the final aspect of a Woman's biologic reproductive journey. Our contemporary 2021 understanding of procreation now includes Breastfeeding as an integral aspect of a Woman's health outcomes following birth. As such any consideration of Gender Equity must accommodate and include support for Breastfeeding and its establishment along with either lactation breaks or the ability to express milk in a safe clean endorsed environment.

Women who do not Breastfeed are more likely to suffer from Cardio Vascular Disease, Diabetes, Obesity, Cancer – Breast, Ovarian and Uterine. NHMRC Infant Feeding Guidelines

The CRC Treaty

Gender Equality applies equally to future generations, infants and children cannot be omitted from any guidelines aimed at creating an equal opportunity for humanity. The CRC Treaty 1989 states:

"(e) To ensure that all segments of society, in particular parents and children, are informed, have access to education and are supported in the use of basic knowledge of child health and nutrition, the advantages of breastfeeding, hygiene and environmental sanitation and the prevention of accidents;"

"Article 24

1. States Parties recognize the right of the child to the enjoyment of the highest attainable standard of health and to facilities for the treatment of illness and rehabilitation of health.
2. (a) To diminish infant and child mortality;

NHMRC Infant Feeding Guidelines outlines the risks of not breastfeeding infants 'in recognition of the increased risks of morbidity and mortality in infants who are not breastfed.'

Sustainable Development Goals

Enabling Breastfeeding sits clearly in the Sustainable Development Goals 2,3,5,8,10,11,13 and are recognized by UNWOMEN. Breastfeeding is also an environmental imperative.

As you can see the scope of Gender Equality hence Workplace Gender Equality Agency (WGEA) is much broader than has been understood in the past, the WGEA needs to reflect this greater understanding of the biological needs of Women and Children and the integral role Breastfeeding play in health, environment and the cognitive development of humanity.

Governments need to provide 12 months paid maternity leave with superannuation along with paid lactation breaks where required, to meet the biological requirements of reproduction.

<https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>

<https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

<https://www.nhmrc.gov.au/about-us/publications/infant-feeding-guidelines-information-health-workers>

<https://www.un.org/sustainabledevelopment/>

<https://unwomen.org.au/our-work/focus-area/sustainable-development-goals/?gclid=CjwKCAiAnO2MBhApEiwA8q0HYWTxqfVemgx-68MRGMiumLEYJk7KE-t0lqtwxgkdc4avvVbmJrCBnBoCerlQAvD BwE>

