

## **MEDIA RELEASE**

**25<sup>th</sup> August 2014**

### **Young women ‘know your value’ when negotiating their careers**

A new online resource is now available to assist women to ‘know their value’ when negotiating pay and employment conditions and entering into contracts.

The online career checklist provided by economic Security4Women (eS4W) is designed especially for women and will link them to existing information in order for them to confidently negotiate the best employment outcome and contribute to their long term economic well-being.

The checklist sets out the relevant points of negotiation around pay and conditions, promotions, working arrangements and learning and development opportunities and identifies and links to freely available existing resources for example, the Fair Work Ombudsman and Fair Work Commission and the MoneySmart website.

*“In some jobs there may be little or no room to negotiate, however women need to find out what is - and is not – negotiable and then work out which checklist items are relevant to the job being considered”* said Ms Sandra Cook, Chairperson of economic Security4Women, a National Women’s Alliance.

*“There is considerable difference between women and men when it comes to the approach taken during employment negotiations and to their outcomes. Indeed, women have tended to have less successful outcomes than men.*

*“These less successful outcomes contribute to the lack of women in senior executive roles, the persistent gender pay gap between women and men and ultimately, the higher numbers of women vulnerable to poverty in old age”* she said.

View the checklist at [www.security4women.org.au/knowyourvalue](http://www.security4women.org.au/knowyourvalue)

eS4W is one of the National Women’s Alliances. It is an alliance of women’s organisations united in the belief that economic wellbeing and financial security are essential for women and will enable women of all ages to have an equal place in society.

Media contact: Sally Jope, Executive Officer, 0423 198 567