



Women in NSW 2012



Family &
Community Services
Women NSW

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Cover photo Jessica Gardiner is a plumber from Rozelle, NSW.

Chapter Four Premier's 2012 NSW Woman of the Year, Fran Rowe from Tottenham, established one of the first rural financial counselling services for farming families in need.

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Minister's foreword



It gives me great pleasure to present the *Women in NSW 2012* report, the first annual report on women's progress towards equality in NSW.

This report is a proper analysis of data which dispels myths about women's lives and highlights their performance across a range of indicators. In doing so, it gives information about NSW as a whole, and the changes experienced by women and men in our state.

This is the power of data – it can chart progress; it can test the assumptions we make about women's lives; it can validate or contradict the stories we create about change and progress; and it can point to areas where we need to focus our effort so that we can achieve real change.

This report and the ones that follow meet a commitment made at the 2011 state election. Some will question the need for such a report, suggesting that society has sufficiently developed in recent years and that discussion of progress or inequality is now redundant.

It is true that women's legal rights and social opportunities have grown over the last four decades. Equal pay, anti-discrimination and maternity leave laws, specialised services for women and changes in society's values have all played a part in creating a more equal society in NSW. While the achievements have been great, *Women in NSW 2012* suggests there are still many areas where the outcomes for women are poorer than for men. More work is needed to redress this balance.

The NSW Government is committed to addressing gender imbalances and improving the opportunities for women as well as ensuring their safety. In *NSW 2021*, the State Plan, we have set ambitious targets regarding the improvement of education and training opportunities. Education and training is crucial for the financial and social independence of women. It is also essential to the economic development of our state.

Women's employment potential is one of the great untapped resources for NSW. This report demonstrates that women's labour market participation is narrow. Equal participation across the entire spectrum of professions would unlock valuable economic potential for NSW.

I hope *Women in NSW 2012* will lead to informed and rigorous debate about where we make changes and how we might do this, for the benefit of the whole state – women and men. The value of the report is in providing thorough research and analysis to inform this debate, and to assist business, the community and governments to make lasting changes in NSW.

A handwritten signature in black ink, reading 'Pru Goward'.

Pru Goward MP

Minister for Women
Minister for Family
and Community Services

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Executive summary

Introduction

This report examines a range of indicators across five topic areas – health and wellbeing, education and learning, work and financial security, leadership and representation, and safety and access to justice – to evaluate gender equality and gender difference in NSW.

In so doing it will provide baseline data for government, business and the community sector for use in policy-making, decision-making and program design. This is the first ‘annual report card’ on women in NSW, and future reports will allow progress to be tracked over time.

Leading indicators were selected for each topic based on the criteria outlined on page 2. As we continue to consult, new topics may be included in subsequent reports.

The report uses survey data from the Australian Bureau of Statistics (ABS) and the Household Income and Labour Dynamics Australia (HILDA) longitudinal survey, as well as other NSW Government survey and administrative data. As Census 2011 data was not available at the time of writing, it will be used in *Women in NSW 2013* and subsequent reports.

Chapter One: A profile of NSW women

Women in NSW are likely to live in cities, come from diverse cultural backgrounds and speak many languages.

Aboriginal women make up 2.1 percent of the female population of NSW, which in 2011 was 3.68 million women or 50.4 percent of the state’s population. In 2006, nearly two-thirds of NSW women lived in Sydney, with most of the remainder in regional areas and less than one percent in remote areas of the state.

Nearly a quarter of NSW women were born overseas, and one in five spoke a language other than English at home.

The median age of women in NSW in 2011 (38 years) is nearly two years older than that of men. Women are more likely to live longer than men; however, the gap is closing.

Women are far more likely to be at the head of a single parent household than are men. One in five families in NSW is headed by a single parent, and 88 percent of single parents are women.

Over a third of women over 65 years live alone. Women between the ages of 80 and 84 years are more than twice as likely as men to be living alone.

Chapter Two: Health and wellbeing

The health of women is dependent on a range of factors, not only those normally considered within the usual medical model. In measuring wellbeing outcomes for women, consideration also needs to be given to social, economic and educational factors that relate to health, many of which are covered in other parts of the Report.

For example, reducing violence against women and assisting women to balance the many competing priorities they experience from work and family life will have a positive impact on their health.

Overall, NSW women have mixed outcomes across the range of health and wellbeing indicators.

They are more likely to be hospitalised for falls and as a result of experiencing complications that arise from untreated chlamydia. More women die of cerebrovascular disease, dementia and cancer than men, although this may be because women generally live longer than men.

Women in NSW are more likely than men to report high levels of psychological distress, to be hospitalised for intentional self-harm and to lodge workers’ compensation claims relating to mental disorder.

NSW women are not likely to smoke (only 14 percent identify as smokers), and half as many women as men drink at risky levels. However, nearly half of the women in NSW are overweight or obese (48 percent) and women rate their health status a little less positively than men.

Chapter Three: Education and learning

Education and employment opportunities are important for social stability and participation in democratic processes. They are also strongly linked to better health and wellbeing for individuals. Significantly, education and employment opportunities for women also directly affect economic growth and development in NSW. Given the significance of NSW to Australia, it is also true that enhancing economic growth in NSW enhances national economic outcomes.

More girls than boys in NSW complete year 12 of high school and more women than men participate in vocational education and training and attend university, both as undergraduates and as postgraduates.

However, women and girls are still not well represented in subjects that lead to the highest earning professions. Just 33 percent of girls' Higher School Certificate (HSC) completions are in science, technology, engineering and maths compared to 44 percent of boys'. Engineering and related technologies make up 12 percent of men's undergraduate enrolments at university, but just 1.4 percent of women's.

In vocational education and training, the proportion who hold qualifications at the Certificate III level or above is increasing at a faster rate for women than for men, but women are still far less likely to undertake the apprenticeship training that leads to well-paying, high-demand trades jobs.

Although a greater proportion of university students are women, male graduates earn considerably more than females in their first year out, a difference of 7.3 percent or \$4,000 in 2011.

This report will provide baseline data for government, business and the community sector for use in policy-making, decision-making and program design. This is the first 'annual report card' on women in NSW, and future reports will allow progress to be tracked over time.

Chapter Four: Work and financial security

Access to paid work is a cornerstone of women's financial and social independence. More than half of NSW women are working in the paid workforce, although 41 percent of employed women work part-time and 28 percent are engaged as casuals.

Women now make up 45 percent of the paid workforce. However, they are still not paid as well as men for equivalent work. Women continue to volunteer in the community more than men and are still doing the bulk of household work.

Women workers are largely clustered in sales, community services and clerical and administrative occupations, often working in health care, education and training, and retail services.

While the weekly wage gap between women and men in NSW has decreased by 4 percentage points since 1995, men still earn 14 percent more each week than women. This is better than for women across Australia, however, for whom the weekly wage gap with men is 17 percent.

Women's financial security is more precarious than men's against a number of indicators: more retired women than men in NSW rely on government pensions and allowances as their main form of income; NSW women have on average \$12,000 less in superannuation assets than men; and more than 60 percent of older single person households experiencing rental or mortgage stress are female.

Chapter Five: Leadership and representation

Leadership gender equality has increased in recent decades; however, there are areas where progress has been slow, very recent or has stalled altogether.

In public life, women in NSW have made their greatest gains in leadership positions at the level of local government and the Australian Senate. Forty percent of NSW seats in the Senate are now filled by women. However, women's representation at other tiers of government remains low, at around 25 percent.

In the private sector, as of April 2012, 17 percent of all NSW directorships were held by women (compared to 14 percent nationally).

Around 29 percent of board members are women within the not-for-profit sector; in the NSW public sector, 37 percent of board and committee members are women.

The professions of law and education are approaching a gender-balanced workforce, but women form a distinct minority in senior roles.

Chapter Six: Safety and access to justice

Women are far less safe in NSW families and communities than men.

Women are more than twice as likely as men to experience domestic violence and five times more likely than men to be sexually assaulted and have the assault perpetrated by their partner. In the 12 months to September 2011, nearly 20,600 women were the victims of a recorded domestic violence-related assault in NSW, but surveys suggest the actual incidence is far greater. Women make up 70 percent of people protected by Apprehended Domestic Violence Orders.

Women are less likely than men to be victims of some crimes: robbery, non-domestic violence-related assault and murder; and violence against women varies significantly across regions, both within Sydney and across the state. There has been a decline since 2003 in the rate of Aboriginal women who are victims of domestic violence.

The reporting rate for sexual assault is 20 percentage points lower than for robbery, and the attrition rate of sexual offence cases is high, with less than 10 percent of recorded incidents involving adults proven in court.

The data provides some surprises regarding women's sense of safety on and around public transport, which at least during daylight hours is equivalent to or greater than men's.

How does NSW compare?

Not surprisingly, since NSW makes up a third of the Australian population, NSW women's status and experiences are very similar to those of Australian women more widely.

Indicators of their health status are slightly better in some areas, such as reporting high or very high levels of psychological stress and being overweight or obese. In education, NSW women have slightly higher education rates than the Australian average, including participation in work-related learning for people in the workforce.

It is perhaps in the area of work and financial security that the greatest differences between NSW women and Australian women as a whole are evident.

NSW women have lower overall labour force participation rates (perhaps related to their higher educational participation noted above), but slightly higher rates of pay once they are in employment. There are more NSW women who have no superannuation coverage.

In terms of women's leadership, NSW women do better in their representation levels on government boards and committees, and in the judiciary, but are less likely to be in the public sector Senior Executive Service.

NSW women are slightly less likely to have experienced domestic violence in the last 12 months; although as with the other indicators, the differences are small.

Women in NSW 2013 will be able to provide a bigger range of comparisons using 2011 Census data where the limitations associated with sample surveys do not apply.

In terms of women's leadership, NSW women do better in their representation levels on government boards and committees, and in the judiciary, but are less likely to be in the public sector Senior Executive Service.

Introduction

The report is intended to raise awareness of how the lives of women and men differ. It is an annual evaluation of gender equality and gender difference in NSW.



The NSW Government's commitment to women

The NSW Government is pleased to publish the first *Women in NSW* report. Apart from meeting a commitment made at the 2011 NSW state election, the report also meets the Government's commitment to greater accountability and transparency and is a key political and policy touchstone.

Without reliable information, policy and political debate is impoverished, and good public policy is inevitably compromised.

The report is intended to raise awareness of how the lives of women and men differ. It is an annual evaluation of gender equality and gender difference in NSW.

It also tells us how NSW women are faring compared to Australia as a whole, and what is happening to different subgroups of women across the state. It is not intended to be entirely comparative with men; indeed, some of the most interesting comparisons are between groups of women.

Who the report is for

The report is designed to be used by decision-makers in government, business and the community sector, as well as by members of the public. The information it contains will also be of interest to students, researchers and educators.

This first report provides basic information that public and private sector organisations need to develop policies and take action on issues concerning women. Future reports will allow the tracking of progress over time.

The report presents a range of contrast and comparisons, but it does not offer definitive conclusions as to the reasons behind them. This would require deeper research and statistical analysis that are better provided by specialist agencies and research centres, as needed.

The facts and figures in this report are as relevant to men as they are to women. The issues they highlight concern both sexes, and, inevitably, any change they drive will affect us all.

Scope and structure of the report

The report is structured around five themes that are central to women's life experiences. These are:

- Health and wellbeing
- Education and learning
- Work and financial security
- Leadership and representation
- Safety and access to justice.

In addition, a demographic profile of NSW women (Chapter One) describes current trends in women's age, fertility, family and household arrangements.

Key statistics, descriptive analysis and a focus topic of interest are presented for each theme.

Sources where the reader can find more information are given. Where possible, the information presented has four dimensions which are summarised in the box below.

The report does not deal with government achievements or program outcomes. However, its themes and indicators are aligned to the government's commitments to the people of NSW through *NSW 2012*, the State Plan.

Gender indicators

There is a large suite of indicators and data sources that could be included in a report on women. Several hundred were initially identified.

In order to produce a report that is useful, accessible and manageable to develop and update each year, the following approach was adopted:

- A set of leading indicators was chosen for each theme.
- Where data is available, NSW women's experience in terms of the national gender indicators series produced by the Australian Bureau of Statistics is given to allow comparison between NSW and Australia as a whole (see the Appendix).
- Readers are referred to sites where additional data and information can be found.

Eight criteria were used to select leading indicators¹:

1. Worth measuring

Relevant to services and community and government priorities

2. Gender-sensitive

They identify significant gender gaps at a point in time, and over time

3. Information that can galvanise action

They inform areas that are responsive to policy or program changes

4. Understandable

The data is accessible and clear to a broad audience so that the community can come to its own judgements about its meaning

5. Comparable

Comparable data is available across jurisdictions and over time

6. Can be measured for diverse populations

They facilitate comparison between different groups of women

7. Accurate

The information published is of sufficient accuracy so that the community can have confidence in it

8. Administratively simple

They are already in use within the NSW Government or are easy to produce from established data.

Clearly, it is not always possible to utilise all these criteria to select an indicator, but as many as possible have been considered for each indicator.

Four dimensions of gender equity

The gender difference

Women's status compared to men

Trends over time

The direction and pace of progress in gender equality

How does NSW compare?

Contrasting NSW and Australian women's experiences

Tracking subgroups of women

Comparing specific groups of NSW women (for example, Aboriginal women, rural and regional women, women from a culturally and linguistically diverse background, specific age groups and women with a disability)

¹ For a fuller discussion of these criteria, see World Health Organisation (2003) *Comparative Evaluation of Indicators for Gender Equity and Health*, WHO Centre for Health Development, Kobe, Japan; and Productivity Commission (2011) *Report on Government Services*, Chapter One.

Data sources

The report seeks to bring a range of information together in an easy-to-use format. It draws on:

- published and unpublished large-scale survey data from the Australian Bureau of Statistics (ABS)
- data from national specialist surveys, in particular the Household Income and Labour Dynamics Australia (HILDA) longitudinal survey
- government administrative data that is associated with a specific program (for example, the Higher School Certificate, workers' compensation or Commonwealth Rent Assistance)
- NSW Government survey data that is published, but may not be well-known to a broad audience (for example, the NSW Population Health Survey).

While administrative data associated with service use should not be taken to be representative of a problem or issue, it can shed light on important topics. Where possible, data from different sources are presented to provide the reader with a balanced picture.

This choice is consistent with the NSW Government's commitment to honest, transparent and accountable government as described in Goal 31 of *NSW 2012*, the State Plan.

Census 2011 data will be used in subsequent reports and one-off research studies by Women NSW in the future. As data becomes progressively available from mid-2012, it will be possible to offer more analysis about subgroups of women and to track changes between census periods.

Using this report

This first baseline report will be used in consultations with agencies, peak organisations and other external stakeholders. It will also be of use to those involved in policy development and advocacy more generally.

Women NSW will also identify issues for the NSW Government's data development agenda where additional sex-disaggregated data may be needed.

It is expected that new data availability and user feedback from the 2012 report will contribute to the development of the second *Women in NSW* report in 2013.

Chapter One

A profile of NSW women

This chapter provides information about the population of NSW women, including where they live, their age profile, cultural and language background and family and household arrangements.

Key findings

As at June 2011, there were 3.68 million women in NSW, representing 50.4 percent of the state's population.

NSW is highly urbanised, with 63 percent of women residing in Sydney, the largest city in Australia, and a further 11.5 percent of women in Newcastle and Wollongong. The remaining 24.9 percent of women reside in inner and outer regional areas, and 0.6 percent in remote or very remote areas.

At the time of the 2006 Census, 2.1 percent of women in NSW identified as being Aboriginal Australians.

Nearly one-third of women in Sydney are born overseas. More immigrant women settle in NSW than in any other state – over 21,000 in 2011.

The median age of NSW women in 2011 was 38.3 years – nearly two years older than the median age of men. A girl born in 2010 in NSW can expect to live for 84.1 years, compared to 79.6 years for a boy.

NSW's total fertility rate has been increasing in recent years, and in 2010, at 1.87 births per 1,000 women, was just under the national rate.

Women are having children at a later age. The median age of first-time mothers in 2010 was 29.2 years, compared to 28.6 years a decade earlier.

Population size

In 2011, NSW's total population was 7.3 million people of which women formed a slight majority at 3.7 million (50.4 percent). NSW women represent about a third of Australia's female population².

At the time of the 2006 Census, Aboriginal Australian women constituted 2.1 percent of the female population in NSW. There were just over 70,000 Aboriginal women in NSW, up from approximately 60,000 10 years earlier in 1996³.

Almost one in four NSW women (24 percent) were born overseas in 2006, while a slightly lower proportion (20 percent) spoke a language other than English at home (see Table 1.1).

Table 1.1

Population size and distribution, women in NSW and Australia, 2006

| | Population composition | | NSW breakdown | |
|--|------------------------|-----------|---------------|------------------|
| | Australia | NSW | Sydney | Balance of state |
| | No. | No. | No. | No. |
| Total women | 10,056,038 | 3,320,727 | 2,090,461 | 1,230,266 |
| Aboriginal and Torres Strait Islander | 230,954 | 70,028 | 22,129 | 47,899 |
| Born overseas | 2,252,693 | 793,727 | 667,381 | 126,346 |
| Speaks a language other than English at home | 1,623,453 | 677,112 | 620,857 | 56,255 |
| | % | % | % | % |
| Percentage of total women | 100.0 | 100.0 | 100.0 | 100.0 |
| Aboriginal and Torres Strait Islander | 2.3 | 2.1 | 1.1 | 3.9 |
| Born overseas | 22.4 | 23.9 | 31.9 | 10.3 |
| Speaks a language other than English at home | 16.1 | 20.4 | 29.7 | 4.6 |

Source: ABS Census of Population and Housing 2006.

² ABS (2011) *Australian Demographic Statistics*, Jun 2011, Cat no. 3101.0.

³ ABS (2009) *Experimental Estimates and Projections*, Cat no. 3238.0.

Of those born overseas, the largest proportions came from the United Kingdom (20 percent), China (10 percent), and New Zealand (18 percent)⁴. In 2010-11, some 21,200 female immigrants to Australia (31 percent of the total) gave NSW as their intended state of residence compared to 17,600 men.

As shown in Table 1.1, in 2006 nearly two-thirds (63 percent) of NSW women lived in Sydney. The female population in Sydney was more multicultural than the rest of the state, with a significantly larger proportion born overseas (32 percent in Sydney compared to just over 10 percent in regional NSW), and speaking a language other than English at home (30 percent of women in Sydney compared to 4.6 percent of women living in regional NSW).

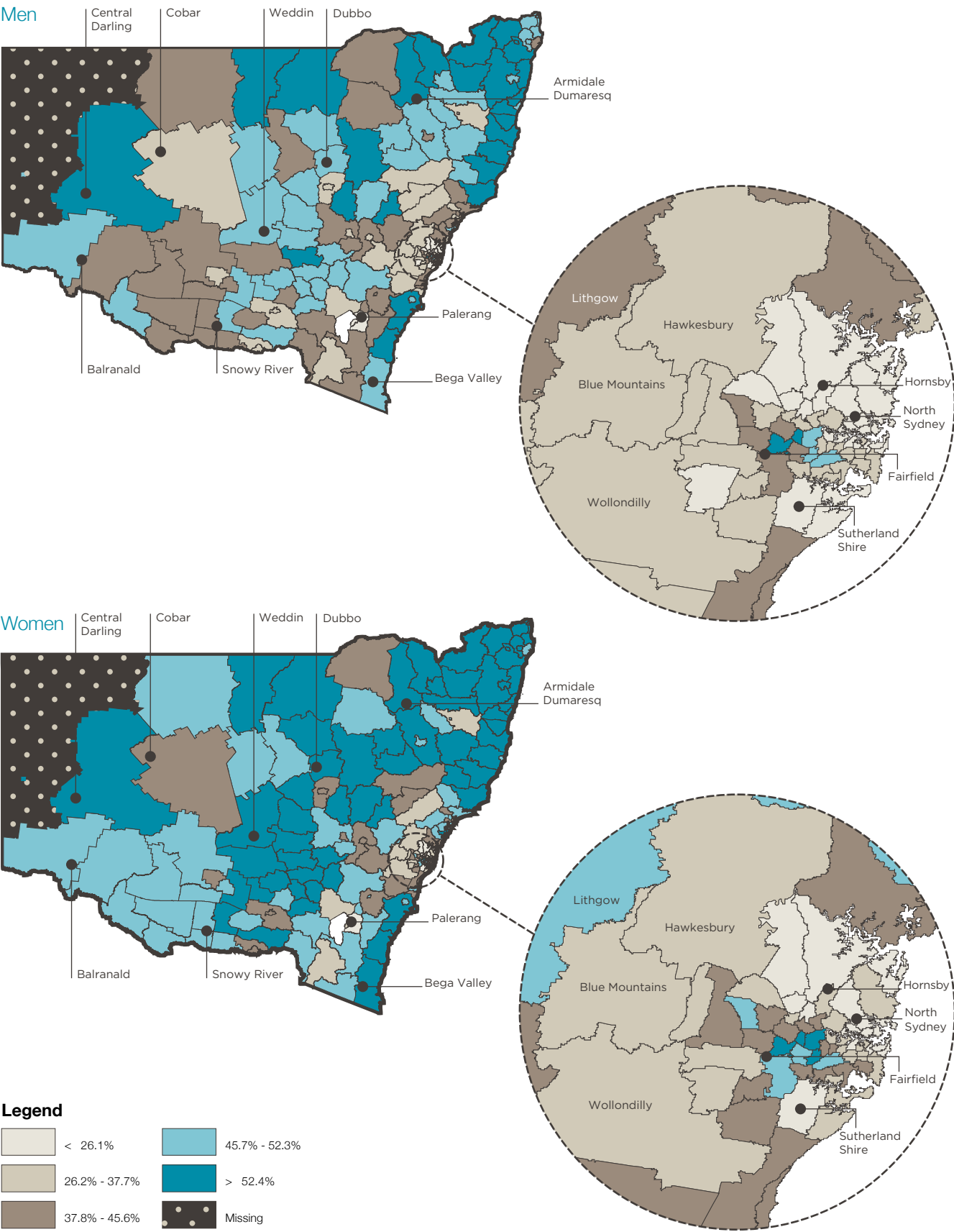
In 2006, around 37 percent of NSW women lived in inner or outer regional areas, while less than 1 percent lived in remote or very remote areas of the state.

Figure 1.1 shows the proportion of women and men living in low income households (those with the lowest 40 percent of disposable income) across NSW. There is more disparity between women and men outside metropolitan Sydney, but the density of poor households is greater in regional NSW for both sexes. In areas like Dubbo, Cobar, Wagga Wagga and Griffith, the proportion of women living in disadvantaged areas is between 37.8 and 45.6 percent. Most areas in Sydney have less than 37.7 percent living in disadvantaged households, with the exception of parts of the western suburbs. The proportion of women living in these households is higher than men, especially in Auburn and the eastern part of Bankstown.

In 2006, around 37 percent of NSW women lived in inner or outer regional areas, while less than 1 percent lived in remote or very remote areas of the state.

4 ABS 2006 Census Community Profile Series, Cat. no. 2003.0.

Figure 1.1
 Spatial distributions of men and women, 15 years and over, living in low socioeconomic households, NSW, 2006



Note: The map shows five brackets based on the proportion of people (women or men) living in low socioeconomic households in the area. Light brown areas have the fewest people living in low income households and dark turquoise areas have the most (over 52.4 percent). The inserts show Sydney, and the colours indicate contrasts between those living in Sydney and those living elsewhere in NSW. Equalised disposable household income at statistical local area level is used to create the map from Census data.

Population structure

Population ageing in Australia, as in most developed countries, is a result of sustained low fertility and increasing life expectancy. Figure 1.2 shows the distribution of the NSW female population in 1961 and 2011. Over the past 50 years there has been a marked decrease in the proportion of the population in the younger age groups, and a corresponding increase in the older age groups.

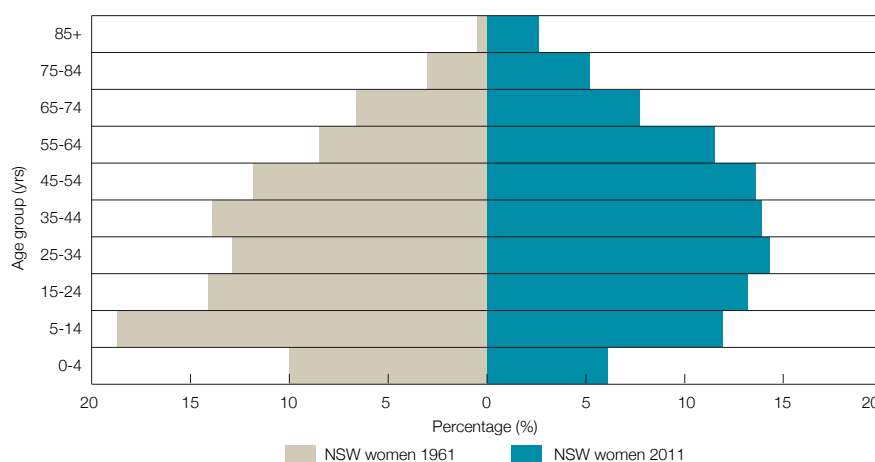
In 1961, there were proportionately less women in the younger age groups (and more in the older age groups) relative to NSW men. By 2011, NSW men had caught up with NSW women in the upper middle age groups (Figure 1.3).

Population ageing is also evident when looking at median age, even over a longer time period. Median age refers to the age at which approximately one-half of the population is older and half is younger. The median age of NSW women increased from 29 years in 1971, to 38 years in 2011, a gain of 9 years in four decades, and nearly 2 years older than the median age of men⁵.

NSW women today also have a longer life expectancy than men, though this is changing. Although females can still expect to live longer than males, the difference between the sexes is decreasing. In NSW in 2007, female life expectancy was 4.6 years higher than for males. This compares with a difference of 6.8 years in 1972⁶.

In 2009, around 19 percent of women and men reported a disability. Women were more likely than men to report a profound or severe core activity limitation than men (6.7 percent of women as opposed to 5.2 percent of men)⁷.

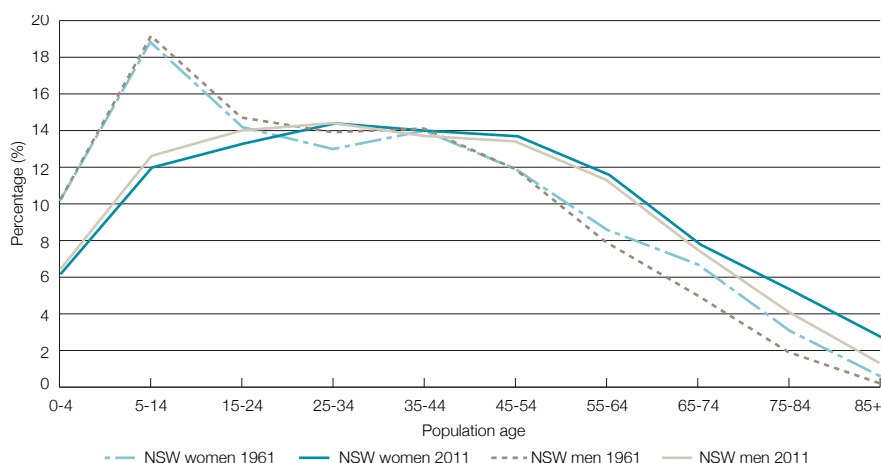
Figure 1.2
Population distribution, NSW women by age, 1961 and 2011



Population: All NSW women.

Source: ABS (2010) *Population by Age and Sex, Regions of Australia, 2010*, Cat no.3105.0.

Figure 1.3
Population distribution, NSW, by sex, 1961 and 2011



Population: All NSW women.

Source: ABS (2010) *Population by Age and Sex, Regions of Australia, 2010*, Cat no.3105.0.

⁵ ABS (2008) *Australian Historical Population Statistics*, 2008, Cat no. 3105.0.65.001.

⁶ ABS mortality data and population estimates (Health Outcome Information Statistical Toolkit – HOIST). Centre for Epidemiology and Research, NSW Ministry of Health.

⁷ ABS (2012) *Survey of Disability, Ageing and Carers 2009*; Cat no. 4430.0. Core activities for the purpose of the survey are communication, mobility and self-care.

Fertility and births

Since the baby boom in the 1950s, women across Australia have been having fewer and later births. NSW women registered higher fertility than the national average during the mid-1980s. The birth rate then gradually slowed down to a low point of 1.76 births per 1,000 women in 2001, but subsequently increased slightly to 1.87 births per 1,000 women by 2010 (Figure 1.4).

The total fertility rate remains below the replacement level of 2.1, which is the number of children each woman would need to replace herself and her partner. However, net overseas migration is supplementing natural population growth. In NSW, net overseas migration (the net gain or loss of people as a result of emigration and immigration) has been the main driver of population growth in recent years, accounting for over two-thirds of the state's population growth in the five years to 2010⁸.

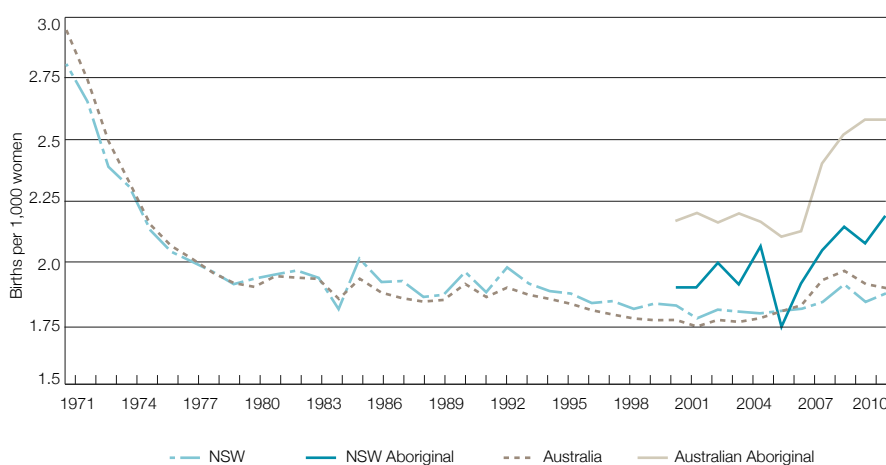
Aboriginal Australian women, both in NSW and Australia-wide, have much higher fertility rates at 2.20 births for NSW Aboriginal women and 2.58 births for Aboriginal women across Australia in 2010 (Figure 1.4). While Aboriginal people form high proportions of the populations of remote and very remote regions of NSW, the greater proportion within NSW live in major cities and inner and outer regional areas⁹. The greater urbanisation among NSW Aboriginal women may account for their lower fertility rate, compared to Australian Aboriginal women.

Declining fertility over the past decades is one of the many changes in social patterns that have occurred, including increased participation in the labour force by women, and women having more options for both working and parenting.

The median age of NSW mothers for first births increased from 28.4 years in 1994 to 29.2 years in 2010.

Figure 1.4

Fertility, all women and Aboriginal women, 1971 to 2010

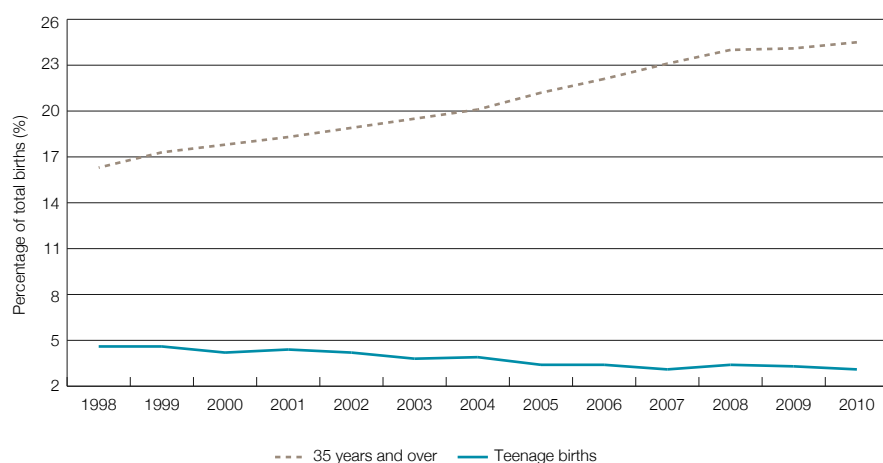


Note: Total fertility is the sum of age-specific fertility rates (live births at each age of mother per female population of that age). It represents the number of children a female would bear during her lifetime if she experienced current age-specific fertility rates at each age of her reproductive life.

Source: ABS (2008) *Australian Historical Population Statistics, 2008*, Cat no. 3105.0.65.001 (for 1971 to 2006); ABS (2011) *Births Australia 2010*, Cat no. 3301.0 (for 2000 to 2010).

Figure 1.5

Teenage births and births to mothers 35 years and over, NSW, 1998 to 2010



Note: Total fertility is the sum of age-specific fertility rates (live births at each age of mother per female population of that age). It represents the number of children a woman would bear during her lifetime if she experienced current age-specific fertility rates at each age of her reproductive life.

Source: ABS (2010) *Australian Social Trends, Family and Community, 2010*, Cat no. 4102.0.

Of total births in NSW in 2010, almost one in four (24 percent) were to women aged 35 years and over (Figure 1.5), while the corresponding proportion for all Australian women was slightly lower at 23 percent. Meanwhile, teenage births in NSW have declined as a proportion of the total from close to 5 percent in 1998 to 3 percent in 2010.

This proportion is lower than that for Australian women overall at 4 percent, with the gap widening over the past decade.

The fertility rate for 15 to 19 year old women is now 12.9 per thousand, compared to 16.9 per thousand in 2000.

⁸ ABS (2012) *State and Territory Statistical Indicators*, Cat no. 1367.0.

⁹ Aboriginal Affairs NSW (2009), *Two Ways Together: Report on Indicators 2009*, p. 20.

Living arrangements, marriages and families

The majority of families living in the same household¹⁰ in NSW have no dependent children (children aged under 15 years) (see Table 1.2). The percentage of NSW families with dependent children (36.4 percent) is similar to the percentage Australia-wide (37.0 percent).

As people get older, they are more likely to live alone. About a quarter (24.4 percent) of all people 65 years and over in NSW were in lone person households in 2010 compared to 9.0 percent of the general population who lived alone¹¹.

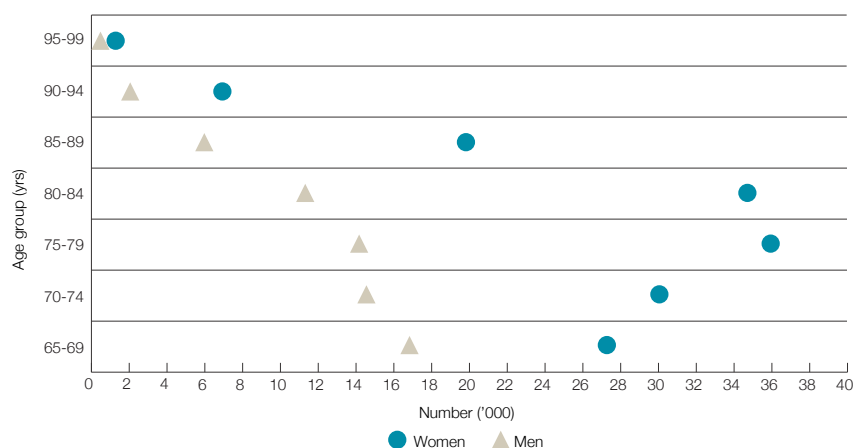
There are significantly more older women than men living alone as shown in Figure 1.6. For example, among 80 to 84 year olds, some 34,700 women (42 percent of women in that age group) live alone compared to some 11,300 men (just under 20 percent of 80 to 84 year old men).

Overall, nearly twice the percentage of 65+ women as 65+ men live alone (31.1 percent compared to 16.2 percent of men in 2006).

The marriage rate in NSW has decreased slightly in the last decade from 6.4 per thousand in 1999 to 5.6 per thousand in 2010, as has the divorce rate. In 2007, there were 2.0 divorces per thousand of population, compared to 2.4 eight years earlier¹².

Figure 1.6

Women and men aged 65 years and older who are living alone, NSW, 2006

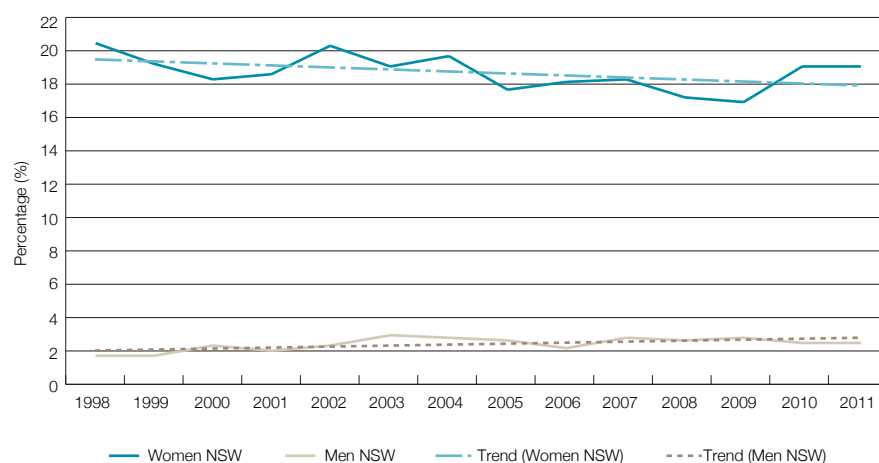


Population: People aged 65 years or older.

Source: All data from *Census of Population and Housing 2006*, TableBuilder Pro.

Figure 1.7

Women and men lone parent families, NSW, 1998 to 2011



Note: The figure shows the percentage of lone father and lone mother families with children under 15 years of age as a proportion of all families with children under 15 years of age.

Population: Families with children aged under 15 years living in the same household.

Source: ABS (2011) *Australian Social Trends, 1998 to 2011*, Cat no. 4102.0.

¹⁰ A family is defined as two or more people related by blood, registered marriage, adoption, or a de facto relationship who live in the same household. Families living in non-private dwellings and non-family members (such as friends or boarders) are excluded. Families may be comprised of:

- couples with or without resident children of any age,
- lone parents with resident children of any age, or
- other families of related adults, such as brothers or sisters living together, where no couple or parent-child relationship exists.

¹¹ ABS (2010) *Australian Social Trends, Family and Community data cube*, Dec 2010 Cat no. 4102.0.

¹² ABS (2008) *Divorces, Australia, 2007*, Cat no. 3307.0.55.001 and previous releases.

Fewer NSW families today have children. There were two million families in NSW in 2010, of which 36 percent had children aged 15 years and under. This compares to 43 percent of families with children 15 years and under in 1998.

About one-fifth of families with dependent children are lone parent

families. Of these, 88 percent are headed by women. This is similar to Australia as a whole, where 86 percent of lone parent families are headed by women.

Over the period 1998 to 2011, the proportion of lone-mother families with children less than 15 years fell slightly by 1.3 percentage points

to 19.0 percent of all families with children under 15 years (2011). The proportion of lone-father families increased over the period from 1.7 percent of all families with children under 15 years in 1998 to 2.5 percent in 2011 (see Figure 1.7).

Table 1.2

Marriage, families and living arrangements, NSW and Australia

| Marriages (2010) | NSW | Australia |
|---|----------------|-----------------|
| Crude marriage rate (per 1,000 population) | 5.6 | 5.4 |
| Median age of first marriage – women (years) | 27.8 | 27.9 |
| Median age of first marriage – men (years) | 29.5 | 29.6 |
| Median duration of marriage until divorce (years) | 11.3 | 12.3 |
| Families (2011) | | |
| Total families '000 | 2,054.0 | 6,400.0 |
| Families without dependent children* % | 63.6 | 63.0 |
| Families with dependent children* % | 36.4 | 37.0 |
| Lone mother families % | 19.0 | 17.8 |
| Lone father families % | 2.5 | 3.0 |
| Persons (2010) | | |
| Total persons ('000)** | 7,089.0 | 21,704.0 |
| Living in family households % | 88.2 | 88.3 |
| Living in group households % | 2.7 | 2.7 |
| Living in lone person households all ages % | 9.0 | 9.0 |
| Women living alone % | 5.0 | 4.8 |
| Men living alone % | 4.1 | 4.2 |
| Persons (2006) | | |
| Living in lone person households people 65+ years % | 24.4 | 24.6 |
| Women 65+ living alone % | 31.1 | 31.5 |
| Men 65+ living alone % | 16.2 | 16.1 |

Note: *Dependent children are defined as those under 15 years of age. Families may also include 'other related individuals' and same-sex couples. ** Figures for total persons come from ABS population estimates.

Source: ABS (2011) *Family Characteristics Survey, 2009-10*, Cat nos. 4442.0 and 4102.0; data on people aged 65+ years living alone is from the ABS Census of Population and Housing 2006.

Chapter Two

Health and wellbeing

Women and men have many health issues in common, but also experience different physical and mental health conditions through their lifetime. Most obviously, women have distinct health prevention, treatment and recovery needs relating to reproductive health – contraception, pregnancy, childbirth, menopause, as well as cancers and other conditions involving reproductive organs.



Health and wellbeing

Women and men have many health issues in common, but also experience different physical and mental health conditions through their lifetime. Most obviously, women have distinct health prevention, treatment and recovery needs relating to reproductive health – contraception, pregnancy, childbirth, menopause, as well as cancers and other conditions involving reproductive organs.

Women and men also experience distinct social circumstances. Social customs and expectations shape the roles and attitudes of each sex, and this is reflected in the burden of disease each experiences, as well as the health-related behaviours they engage in. Women and men's pattern of time use, their employment and working patterns, education and leisure activities, even their eating patterns, are different.

The indicators included in this chapter relate to aspects of health and wellbeing where there are contrasting experiences for men and women. Some of the indicators focus on the injury and disease profile each sex experiences, while others reflect behavioural and attitudinal differences. They address issues which may have inter-generational effects on children and youth, as well as affecting women themselves. The chapter also includes a brief discussion of chlamydia, a disease which is currently the most commonly notified communicable disease in NSW and which disproportionately affects young women.

Key findings

The data presented in this chapter identifies a number of health conditions that affect women more than men. For example, women are 1.3 times more likely than men to be hospitalised overnight due to injuries resulting from a fall; women are more likely than men to die from cerebrovascular diseases (including stroke), dementia and Alzheimer's disease, and cancers; and women are more likely than men to require hospitalisation as a result of contracting chlamydia.

Other data suggest women are more likely to experience poor mental health than men: women are more likely than men to report high levels of psychological distress (12.4 compared to 9.6 percent), to be hospitalised for intentional self-harm (twice as likely as men), and to lodge workers' compensation claims relating to mental disorder.

Interestingly, although fewer women than men in NSW rate their health status positively, women in general engage in more healthy behaviour than men. Fewer women than men smoke (14 percent compared to 18 in 2010), around half as many women as men engage in risky levels of drinking, and fewer women than men are overweight and obese (46 percent compared to 60 in 2010). When it comes to exercise, however, men tend to be healthier than women, with a higher proportion of men than women undertaking adequate levels of exercise.

Women are 1.3 times more likely than men to be hospitalised overnight due to injuries resulting from a fall.

Gender indicators: health and wellbeing

In this chapter, women's experiences are reported against five health and wellbeing topics of importance for women. Many indicators align with state, national

and international frameworks and these linkages are shown below.

| Topics Health and wellbeing topics and indicators | | |
|--|--|---|
| Topic | Indicators | Linkages |
| Topic 1: Women's injury and disease rates and causes of deaths | 1.1 Long-term health conditions 1.2 Fall-related injuries 1.3 Work-related injuries and diseases 1.4 Leading causes of death | State Plan NSW 2021 (Goal 11) ABS Gender Indicators |
| Topic 2: Mental health | 2.1 Psychological distress 2.2 Intentional self-harm | State Plan NSW 2021 (Goal 11) ABS Gender Indicators |
| Topic 3: Health care services | 3.1 Patient satisfaction with health services 3.2 Women taking part in screening activities | State Plan NSW 2021 (Goal 12) Productivity Commission, Report on Government Services Council of Australian Governments, National Healthcare Agreement 2011 |
| Topic 4: Feeling healthy and engaging in healthy behaviour | 4.1 Self-reported health status 4.2 Smoking 4.3 Drinking 4.4 Overweight and obesity 4.5 Physical activity level 4.6 Breastfeeding | State Plan NSW 2021 (Goals 11 and 27) Productivity Commission, Report on Government Services Council of Australian Governments, National Healthcare Agreement 2011 ABS Gender Indicators |
| Topic 5: Social capital | 5.1 Perceptions of trust and safety 5.2 Experiences of neighbourhood connection | State Plan NSW 2021 (Goal 24) |

Current levels and trends

This section outlines women's current status in the topic areas listed above and the direction of change over time, where this information is available. The latest available data is used in each case.

Topic 1: Women's injury and disease rates and causes of death

This topic describes four central injury and disease indicators in the NSW population where women and men's experiences manifest differently. They are: long-term health conditions; fall-related

injuries; major work-related injuries and diseases; and leading causes of death. The section ends with discussion of a focus health topic of contemporary significance to young women: chlamydia.

1.1 Long-term health conditions

Reporting a long-term health condition

Current position

In 2008, 77 percent of NSW women reported one or more long-term health conditions, compared with 71 percent of NSW men.

Gender gap:

- Women are more likely than men to report long-term health conditions (a 6 percentage point difference).

The direction of change over time

The gap between the percentage of each sex reporting a long-term health condition widened from 2 percentage points in 2001 to 6 percentage points in 2008.

Discussion

The greater proportion of women with long-term health conditions is partly related to women's longer life expectancy. However, the gap between women and men reporting long-term health conditions widened in the 2000s, while the life expectancy gap reduced. Women's higher reporting rates may be associated with them being more frequent users of health services than men.

Long-term health conditions are illnesses, diseases or disabilities which have lasted at least six months, or which the person reporting them expects to last for six months or more in the future. Common conditions are cancers, cardiovascular problems, chronic respiratory disease, mental illness and diabetes.

Although Australians enjoy long average life expectancy compared to people in other countries, they live with a considerable burden of long-term chronic conditions. At the time of the last national health survey (2008) 75 percent of the population said that they had one or more current long-term health conditions. Many are related to Australian lifestyles and behaviour.

Year collected: 2007-08.

Data source: ABS (2009) *National Health Survey*, 2007-08, Cat no. 4364.0.

More information is available at www.abs.gov.au

1.2 Fall-related injuries

Fall-related injuries requiring overnight hospitalisation, people 65 years and older

Current position

In 2010-11, there were 3,444 fall-related injury hospitalisations per 100,000 NSW older women, compared to 2,684 per 100,000 older men.

Gender gap:

- There is a 28 percent gap between the rate of fall-related hospitalisations of women and that of men aged 65 years and over.

The direction of change over time

Over the past two decades, the rate of fall-related hospitalisations increased by nearly 58 percent for older people of both sexes. The gap between men and women reduced significantly from 80 to 28 percent over this period.

Discussion

The incidence of fall-related injuries is higher for women than men at all ages, and women's rate of injury increases more rapidly than men's over their lifetime.

Falls are the leading cause of injury-related hospitalisations in NSW, accounting for over 40 percent of people hospitalised because of an injury. The rate of people being hospitalised because of a fall is increasing, especially among older people.

Indicator 1.2 is the rate of fall-related overnight hospitalisations for NSW residents aged 65 years and over. It doesn't include minor injuries where people were treated and discharged on the same day.

Year collected: 2010-11.

Data source: NSW Admitted Patient Data Collection and ABS population estimates (HOIST). Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

There is a 28 percent gap between the rate of fall-related hospitalisations for women and that of men aged 65 years and over... The incidence of fall-related injuries is higher for women than men at all ages.

1.3 Work-related injuries and diseases

Compensable injuries and disease – major claims

Current position

NSW women have a lower frequency of compensable injuries and diseases than men (6.6 claims per million hours worked by women employees, compared to 8.9 claims per million hours worked by men).

However, women have a higher rate of mental disorder claims, with a frequency of 0.7 per million hours worked by women employees compared to 0.4 claims per million hours worked by men. Mental disorder claims made up over one-quarter of all occupational disease claims in 2010.

Gender gaps:

- The pattern of work injuries demonstrates an overall gender gap in women's favour of 2.3 claims per million hours worked.
- Female employees had 0.3 per million hours more mental disorder claims than men in 2010 (1,545 in total).

The direction of change over time

The frequency of work-related injuries has declined during the last decade for both NSW women and men, with the decline greater for men from a higher starting point. The total number of men's claims went from 38,000 to 27,600 in the period 2001 to 2010, while the total number of claims by women went from nearly 16,000 to nearly 14,000 in the same period.

The trend in occupational disease claims is weaker and women's length of time off work remains greater than men's on average (see Table 2.1 on page 18).

The incidence of mental disorder claims peaked in the early 2000s, but remains higher in 2010 than in 2001 for both women and men.

Discussion

In 2004 the Productivity Commission estimated that the total economic cost of work-related injury and disease in Australia was in excess of \$31 billion annually¹³, in addition to the significant non-economic costs borne by individuals, their families, businesses and the community as a whole.

Women and men typically work in different industries and/or occupations in NSW, each with their own health and safety risks. Women are under-represented in some hazardous industries with high injury and disease rates, such as mining and construction, but over-represented in industries such as health and education with high interpersonal demands (see Chapter Five).

Work-related injuries and diseases include those that result from incidents at the place of work; while commuting to and from work; and illnesses contracted due to work, for example, industrial deafness, repetitive strain injuries, asthma and skin diseases.

The data above refer to major claims where a workers' compensation claim was accepted and where five or more days time off work was paid through the NSW workers' compensation system for incapacity arising from the injury or disease. These claims amount to approximately 60 percent of annual lost time injuries in NSW.

Year collected: 2009-10.

Data source: WorkCover NSW, *Statistical Bulletin, 2009-2010*, unpublished at the time of writing.

More information is available at www.workcover.nsw.gov.au

¹³ Productivity Commission (2004) *National workers' compensation and occupational health and safety frameworks*, Productivity Commission Inquiry Report no. 27, p xxii.

Table 2.1

Number, time lost and cost of occupational diseases* by sex, NSW, financial years ended 2003 to 2010

| Women | Year | Total no. | Median time lost (weeks) | Median cost \$ |
|-------|------|-----------|--------------------------|----------------|
| | 2003 | 2,994 | 7.3 | 11,410 |
| | 2004 | 3,174 | 7.4 | 12,073 |
| | 2005 | 3,235 | 7.3 | 12,352 |
| | 2006 | 2,713 | 6.0 | 11,169 |
| | 2007 | 2,539 | 5.9 | 11,822 |
| | 2008 | 2,667 | 6.1 | 12,505 |
| | 2009 | 2,621 | 6.6 | 11,802 |
| | 2010 | 2,830 | 8.0 | 13,169 |
| Men | Year | Total no. | Median time lost (weeks) | Median cost \$ |
| | 2003 | 6,163 | 5.6 | 11,450 |
| | 2004 | 6,430 | 6.0 | 12,263 |
| | 2005 | 6,462 | 6.0 | 12,600 |
| | 2006 | 5,913 | 6.4 | 12,485 |
| | 2007 | 5,662 | 6.0 | 12,141 |
| | 2008 | 5,961 | 6.4 | 13,000 |
| | 2009 | 6,364 | 6.1 | 14,130 |
| | 2010 | 7,225 | 7.3 | 14,274 |

* Note: Occupational diseases are illnesses contracted at or aggravated by work. These figures refer to major occupational diseases where five days or more were lost from work.

Population: Claims made by NSW wage and salary earners, and those self-employed workers covered by the Workers' Compensation Act. Excludes Commonwealth Government employees.

Source: WorkCover NSW, *Statistical Bulletins*, multiple years.

1.4 Leading causes of death

Current position

Ischaemic heart diseases were the leading cause of death for both women and men in 2010, with 3,382 and 3,853 deaths respectively (see Table 2.2). Significant sex differences are evident in relation to cerebrovascular diseases (including stroke), dementia and Alzheimer's disease and diseases with sex-specific causes, such as prostate and breast cancer.

Gender gaps:

- Cerebrovascular diseases were the leading cause of death 1.6 times more frequently for women than for men.
- Dementia and Alzheimer's disease were the leading cause of death 2.1 times more frequently for women than for men.
- Ischaemic heart diseases were the leading cause of death 1.2 times more frequently for men than for women.

The direction of change over time

Standardised death rates have been reducing for both men and women over the last decades. While men's death rates remain higher than women's, the gap between the two is narrowing. In NSW in 2010, women's age-standardised death rate was 4.6 deaths per 1,000 women, compared to 6.8 deaths per 1,000 men.

Discussion

Like the overall death rate, the pattern of potentially avoidable deaths shows both similarities and differences between men and women. The three leading causes of avoidable death and the ranking of these conditions are the same in men and women. But the proportions are different.

In NSW between 2006 and 2007, cancers were responsible for 46 percent of all potentially avoidable female and 33 percent of potentially avoidable male deaths. Cardiovascular disease, including ischaemic heart disease and stroke, was responsible for 23 percent of female and 31 percent of male deaths; and injury and poisoning at third place caused 10 percent of female and 16 percent of male deaths.

Ranking causes of death is a useful method of describing patterns of mortality in a population. ABS reports on all registered deaths and age-standardised death rates take into account the changing age structure over time. NSW Health also monitors potentially avoidable deaths, which are premature deaths (people aged under 75 years) that, theoretically, could have been avoided given our current knowledge and available disease prevention and health care. In 2007 (the latest year for which data is available), more than one-third of premature deaths were classified as potentially avoidable. The potentially avoidable death rate has more than halved in the last 20 years.

Year collected: Deaths data is for 2010; potentially avoidable premature deaths data is for 2006-07.

Data sources: ABS (2012) *Causes of Death, Australia, 2010*, Cat no. 3303.0 and ABS mortality data and population estimates (HOIST). Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.abs.gov.au and www.healthstats.gov.au

Table 2.2

| Leading cause of death, and rank, women and men, NSW, 2010 | | | | |
|--|----------------|--------|--------------|--------|
| Cause of death and ICD-10 code* | Rank for women | Women | Rank for men | Men |
| Ischaemic heart diseases (I20-I25) | 1 | 3,382 | 1 | 3,853 |
| Cerebrovascular diseases (I60-I69) | 2 | 2,465 | 3 | 1,532 |
| Dementia and Alzheimer's disease (F01, F03, G30) | 3 | 1,949 | 6 | 923 |
| Trachea, bronchus and lung cancers (C33-C34) | 4 | 1,116 | 2 | 1,683 |
| Chronic lower respiratory diseases (J40-J47) | 5 | 991 | 4 | 1,063 |
| Breast cancer (C50) | 6 | 969 | - | 10 |
| Prostate cancer (C61) | - | - | 5 | 992 |
| Heart failure (I50-I51) | 7 | 710 | 10 | 567 |
| Diseases of the urinary system (N00-N39) | 8 | 611 | 11 | 466 |
| Colon, rectum and anus cancers (C18-C21) | 9 | 592 | 7 | 711 |
| Blood and lymph cancers (incl. leukaemia) (C81-96) | 10 | 576 | 7 | 711 |
| Diabetes (E10-E14) | 11 | 527 | 9 | 587 |
| Subtotal deaths ranked 1 to 10 for women and men | | 13,888 | | 12,632 |
| Total registered deaths | | 23,593 | | 24,352 |

* Note: Causes listed are the leading causes of death for all deaths registered in 2010 based on the World Health Organisation (WHO) recommended tabulation of leading causes. The code is from the *International Classification of Diseases* 10th revision. Causes of death data for 2010 are preliminary and subject to a revisions process (see www.abs.gov.au)

Population: All deaths registered in 2010 for people whose usual residence was NSW and for people usually resident overseas whose deaths were registered in NSW.

Source: ABS (2012) *Causes of Death, Australia, 2010*, Cat no. 3303.0, Table 2.1.

Focus on chlamydia – an increasingly common disease affecting young women

Chlamydia is now the most frequently 'notified' communicable disease in NSW except in years where there is an influenza epidemic. Notified diseases are those that laboratories, hospitals, medical practitioners, schools and child care centres must notify government about under the Public Health Acts 1991 and 2010. There were over 18,000 chlamydia notifications in 2010.

Chlamydia cases have been growing in number in all states and territories since 1998, and it is the most common sexually transmissible infection in Australia today.

The reported incidence among both sexes has risen rapidly over the last decade in NSW, but it is currently reported more commonly by women than by men.

Many people who are infected do not have symptoms of infection, but can still transmit the bacterium.

Chlamydia particularly affects young women and is a major cause of infertility in young women as a result of not being treated early. The higher notification and hospitalisation rate in young women probably reflects the fact that women's symptoms are less definitive and are therefore less easily diagnosed and treatable than those of young men, where antibiotic treatment is more often given without recourse to testing.

The number of notifications received for any particular condition is almost always an underestimate of the number of cases that actually occur, as notifications are made only when a patient seeks help.

More information is available at www.healthstats.nsw.gov.au and www.stipu.nsw.gov.au

Chlamydia cases have been growing in number in all states and territories since 1998, and it is the most common sexually transmissible infection in Australia today.

Table 2.3

Chlamydia notifications and hospitalisations, by sex, NSW, 2000 and 2009

| Chlamydia | Notifications | | Hospitalisations | |
|-----------|---------------|-------------|------------------|-------------|
| | Women | Men | Women | Men |
| | per 100,000 | per 100,000 | per 100,000 | per 100,000 |
| 2000 | 57 | 50 | 2.6 | 0.3 |
| 2009 | 235 | 184 | 4.2 | 0.6 |

Source: NSW Notifiable Conditions Information Management System (NCIMS) and ABS population estimates (HOIST), NSW Admitted Patient Data Collection, Centre for Health Protection and the Centre for Epidemiology and Evidence, NSW Ministry of Health.

Topic 2: Mental health

About 18 percent of Australians are affected by a mental disorder every year. Of these, only a small proportion access services, suggesting a high rate of unmet need. For this reason, the first indicator in this section refers to self-reported mental disorders. The second indicator focuses on people who receive treatment for a specific mental health-related issue that is reported more frequently by women than by men.

Women are more likely than men to report high levels of psychological distress – a gender gap of 2.8 percentage points in 2010.

2.1 Psychological distress

Rates of psychological distress

Current position

12.4 percent of NSW women aged 16 years and over report high or very high levels of psychological distress, compared to 9.6 percent of NSW men.

Gender gap:

- Women are more likely than men to report high levels of psychological distress – a gender gap of 2.8 percentage points in 2010.

The direction of change over time

The gender gap declined slightly from 3.8 percentage points in 1997 to 2.8 percentage points in 2010. This was due to increases in the rates of reported high psychological distress among men and reductions in the rates for women.

Discussion

The higher incidence of women reporting and seeking help for mental disorders may point in the same direction as the higher rate of workers' compensation claims for mental disorders among NSW women (see Indicator 1.3).

People reporting high or very high psychological distress are a subgroup of all people with mental disorders. The Kessler 10 Plus questionnaire is used by NSW Health to assess anxiety, depression, agitation and psychological fatigue. The percentage of people who have experienced high levels in the four weeks prior to the survey is presented in Indicator 2.1¹⁴.

Year collected: 2007-08.

Data source: ABS (2009) *National Health Survey*, 2007-08, Cat no. 4364.0.

More information is available at www.healthstats.nsw.gov.au

¹⁴ Kessler 10 (K10) is a 10-item questionnaire that measures anxiety, depression, agitation and psychological fatigue in the most recent four-week period, with additional questions to establish the effect of the distress. For each item in the questionnaires there is a 5-level response scale based on the amount of time (from none of the time to all of the time) the person experienced the particular symptom. When scoring responses, 1-5 points are assigned to each symptom, with 1 indicating none of the time and 5 indicating all of the time. The total score ranges from 10 points (all responses none of the time) to 50 points (all responses all of the time). Responses are classified into four categories: low when the score is 10-15, moderate when the score is 16-21, high when the score is 22-29, and very high when the score is 30 or higher. The indicator includes those with a K10 score of 22 or above.

2.2 Intentional self-harm

Rates of hospitalisation for intentional self-harm (15 to 24 years of age)

Current position

The rate for young women aged 15 to 24 years is more than double that of young men at 352 per 100,000 young women compared to 163 per 100,000 young men.

Gender gaps:

- Young women in NSW are 2.15 times as likely to be hospitalised for self-harm as are young men.
- For the population of all ages, the difference in rates is 1.5 times higher for women than for men.

The direction of change over time

The gender gap for 15 to 24 year olds increased sharply from 27 hospitalisations per 100,000 people in 1990-91 to 195 per 100,000 people in 2010-11 (see Figure 2.1).

The gap for all age groups widened more gradually, increasing from nil in 1990-91 to 53 hospitalisations per 100,000 people in 2010-11.

Discussion

It is difficult to assess the extent of differences between the sexes, as women more readily seek help than men and for this reason are more likely to be hospitalised. Men are more likely to die from suicide attempts than women because they use more lethal means.

NSW Health notes that the reliability of hospital records in reflecting the level of self-harm in hospitalised patients is untested and it is not known to what extent record of hospitalisation reflects self-harm in the community.

Injuries and poisonings are the third most common cause of hospital stays for women in NSW, after maternity-related stays and treatments such as dialysis where repeat visits are required.

Intentional self-harm hospitalisations refer to hospital stays for injuries and poisonings which are self-inflicted and are the main reason for the hospital stay.

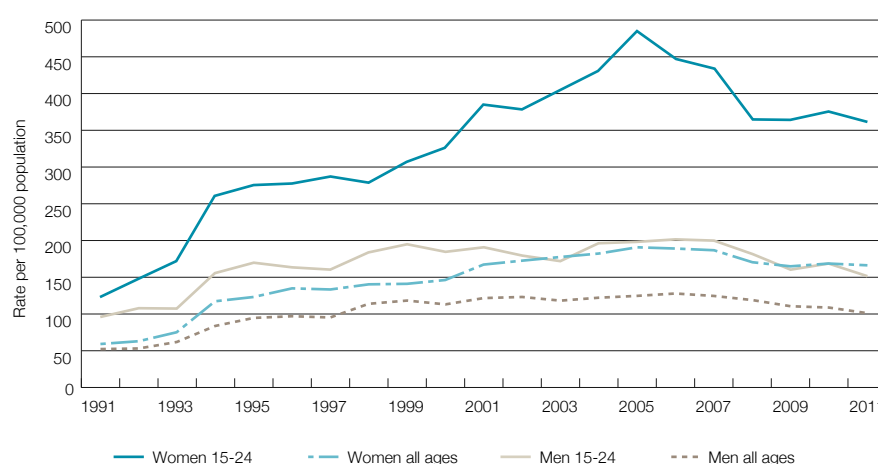
Year collected: 2010-11.

Data source: NSW Admitted Patient Data Collection and ABS population estimates (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Figure 2.1

Rates of hospitalisation for intentional self-harm, NSW, 1990 to 2011



Population: NSW women and men aged 15 to 24 years, and all ages.

Source: NSW Admitted Patient Data Collection and ABS population estimates (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

Topic 3: Health care services

In contrast to the first two topics which focused on men's and women's patterns of injury and disease, Topic 3 focuses on indicators of health service experience.

The most common problem cited by women who experienced difficulties accessing health care in 2010 was General Practitioner waiting times.

3.1 Patient satisfaction with health services

Current position

In 2009, 90 percent of NSW women patients reported that the overall health care they received was 'excellent', 'very good' or 'good', compared to 91 percent of men.

However, in 2010 a higher proportion of women (21 percent) experienced difficulties getting health care, compared with men (15 percent).

Gender gap:

- Similar percentages of men and women report satisfaction with the overall care, but women report more difficulty getting access to health care.

The direction of change over time

There was a small improvement in women's overall perceptions of care from 2007 (the first year of the survey), when 87 percent of women reported a positive score.

Both men and women reported difficulties accessing health services more frequently over the period 2007 to 2010.

Discussion

The most common problem cited by women who experienced difficulties accessing health care in 2010 was General Practitioner (GP) waiting times. It should be noted that women more frequently accompany children and other family members to GPs, where waiting times and access may be issues.

Annual surveys are conducted by NSW Health to gain information from patients about their experiences with public health care services. Overnight hospital patients, community health clients, and a range of day-only and outpatients are included. Patients score the care they received as 'good', 'very good' or 'excellent'. Data on difficulty accessing health care is drawn from NSW Health's household telephone survey.

Year collected: Multiple years.

Data source: NSW Health Patient Survey 2007 and 2009; 2010 NSW Population Health Survey (HOIST). Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

3.2 Women taking part in screening activities

Biennial screening rate – women in the target groups for breast cancer and cervical cancer

Current position

Of NSW women aged 50 to 69 years, 53 percent were screened for breast cancer in 2009-10.

Of NSW women aged 20 to 69 years, 56 percent were screened for cervical cancer in 2009-10.

The direction of change over time

Breast cancer: the proportion of women aged 50 to 69 years screened reached a high point of 56 percent in 2006-07, then decreased in subsequent years.

Cervical cancer: the proportion of women aged 20 to 69 years screened reached a high point of 59 percent at the end of the 1990s and in the early 2000s, then fell off slightly.

Discussion

The incidence of new cases of breast cancer has been increasing, but the death rate has been decreasing.

The number of new cases and the death rate from cervical cancer have both steadily decreased in NSW in the last two decades.

Screening is considered to be an effective population-based method for reducing mortality and morbidity related to cancer, by detecting it early. NSW Health aims to screen, on a two-yearly basis, 50 to 69 year old women for breast cancer and 20 to 69 year old women for cervical cancer. Breast cancer is the most common women's cancer in NSW and cervical cancer is the 14th most common.

Year collected: 2009-10 and earlier years.

Data source: BreastScreen NSW and Australian Institute of Health and Welfare (AIHW) analysis of state and territory cervical cytology register data.

More information is available at www.healthstats.nsw.gov.au and www.aihw.gov.au

The incidence of new cases of breast cancer has been increasing, but the death rate has been decreasing.

The number of new cases and the death rate from cervical cancer have both steadily decreased in NSW in the last two decades.

Topic 4: Feeling healthy and engaging in healthy behaviour

Feelings of health and wellbeing are a widely used and valid measure of physical and mental health status, and correlate with activity limitations and health-related behaviour.

Risk factors associated with behaviour and lifestyle contribute to almost one-third of Australia's total burden of death, disease and disability. Tobacco smoking, risk

drinking, being overweight or obese, and being physically inactive have the greatest adverse impact.

4.1 Self-reported health status

Self-rated health status – people aged 16 years and over

Current position

In 2010, 78 percent of NSW women rated their health positively compared to 81 percent of NSW men.

Gender gap:

- More men (by 3 percentage points) rated their health status positively compared to women.

The direction of change over time

Since 1997, there has been a significant decline in the proportion of men and women who rated their health positively. The decline has been greater for women (a seven percentage point decline) than for men (a four percentage point decline).

The differences between men and women in the 25 to 34 age group are particularly marked.

Discussion

While the percentage decline in self-rated health status is relatively small in the case of both men and women, the direction of the trend is clear.

Self-rated health is the single most reliable measure of health-related quality of life and a powerful predictor of future morbidity and mortality. The indicator used by NSW Health refers to those responding 'excellent', 'very good', or 'good' to a global self-rated health status question about their health over the last four-week period.

Year collected: 2010.

Data source: NSW Population Health Survey (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

4.2 Smoking

Current smoking – people aged 16 years and over

Current position

14 percent of NSW women aged 16 years and over were current smokers in 2010, compared to 18 percent of men.

Gender gap:

- The gender gap with respect to smoking is four percentage points, with lower rates for women.

The direction of change over time

Between 1997 and 2010, the proportion of adults aged 16 years and over who were current smokers fell sharply (by seven percentage points for women and ten percentage points for men).

Discussion

Tobacco smoking is the single largest cause of ill health, disease and premature death in Australia, contributing to more drug-related hospitalisations than alcohol and illegal drugs combined.

Smoking rates among Australian adults have declined steadily since the early 1970s, and this trend has continued into the 2000s. 2001 was the first year in which the prevalence of smoking nationwide fell below 20 percent; at this time, 19.5 percent (some 3.1 million) Australians reported smoking on a daily basis¹⁵.

Higher proportions of men and women in disadvantaged socioeconomic groups are current smokers (see Figure 2.2 for NSW figures).

'Current smoking' in Indicator 4.2 is the rate of people who report being daily and occasional smokers, as opposed to people who report having never smoked regularly or having given up.

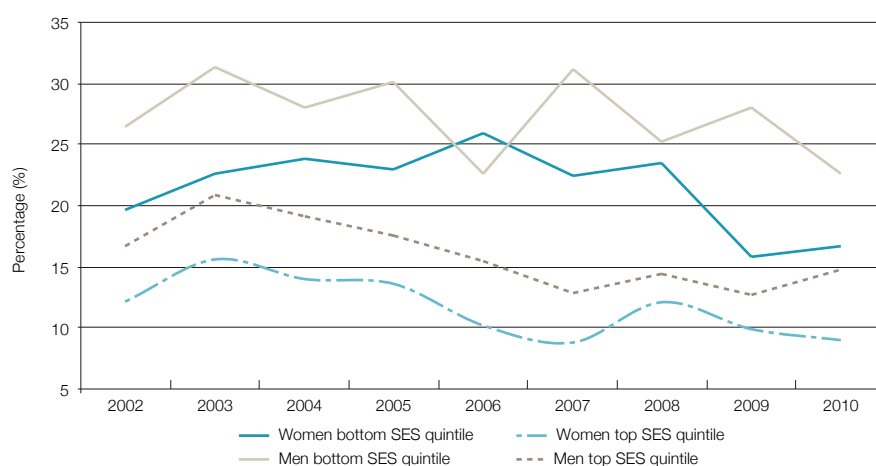
Year collected: 2010.

Data source: NSW Population Health Survey (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Figure 2.2

Smoking by sex and socioeconomic status (SES), NSW, 2002 to 2010



Note: The bottom quintile refers to the most disadvantaged 20 percent of the population in socioeconomic terms, while the top quintile refers to the most advantaged 20 percent of the population.

Population: People aged 16 years and over.

Source: NSW Population Health Survey (HOIST) successive years. Centre for Epidemiology and Evidence, NSW Ministry of Health.

15 Australian Institute of Health and Welfare factsheet, accessed 24 April 2012 at www.aihw.gov.au/risk-factors-tobacco-smoking

4.3 Drinking

Rate of risky drinking – people aged 16 years and over

Current position

20 percent of NSW women aged 16 years and over reported risky levels of drinking, compared to 40 percent of NSW men.

Gender gap:

- Around half as many women in NSW report risky drinking as men.

The direction of change over time

Since 2002, there has been a slight decline in the rate of reported risky drinking across the population as whole. The decline has been greater for men than for women.

The exceptions to this are in the 35 to 44 age group, where the rate has increased slightly for both men and women, and amongst women aged 45 to 54, whose rate of risky drinking increased from 13 percent in 2002 to 21 percent in 2010.

The burden of disease from alcohol is high, with young people bearing the costs of alcohol-related accidents and injuries, and older people suffering from alcohol-related disease and chronic poor health. Long-term adverse effects of high consumption of alcohol on health include contribution to cardiovascular disease, some cancers, risks to unborn babies, mental health conditions and self-harm.

Risky drinking in Indicator 4.3 is defined as drinking more than two standard drinks on a day when alcohol is consumed.

Year collected: 2010.

Data source: NSW Population Health Survey (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Since 2002, there has been a slight decline in the rate of reported risky drinking across the population as whole. The decline has been greater for men than for women.

4.4 Overweight and obesity

Rate of overweight and obesity – people aged 16 years and over

Current position

Among NSW adults aged 16 years and over, women are less likely than men to be overweight. Forty-six percent of women and 60 percent of men reported that they were overweight or obese in 2010.

Gender gap:

- The incidence of overweight is 14 percentage points lower in women.

The direction of change over time

Since 1997, there has been a tremendous increase in the proportion of persons aged 16 years and over who are overweight or obese, and this has affected women more than men. The health gap in favour of women has narrowed since 1997, as the 13 percentage point increase for women over the period 1997 to 2010 is higher than the 11 percentage point increase for men.

Data not presented here show that by 2010 young girls (under 15 years) had nearly reached boys' rates of overweight/obesity, suggesting that further narrowing of the health gap is likely in the future.

Discussion

For women, the highest rates of obesity and being overweight are found among those aged 55-64 years; menopause is a risk factor for weight gain.

Among men, those aged 35-44 years have the highest rates of obesity and being overweight (see Figure 2.3).

As people tend to over-report their height and under-report their weight, body mass figures based on self-reported data are likely to be underestimates.

Being overweight is linked to the most common health conditions in Australia, in particular to musculo-skeletal system diseases.

Body Mass Index (BMI) is used to calculate excess weight and obesity from people's self-reported height and weight (where $BMI = \text{weight (kg)} / \text{height (m)}^2$). Those with a BMI of 25 or higher are defined as overweight or obese (note there are different levels of severity in each category).

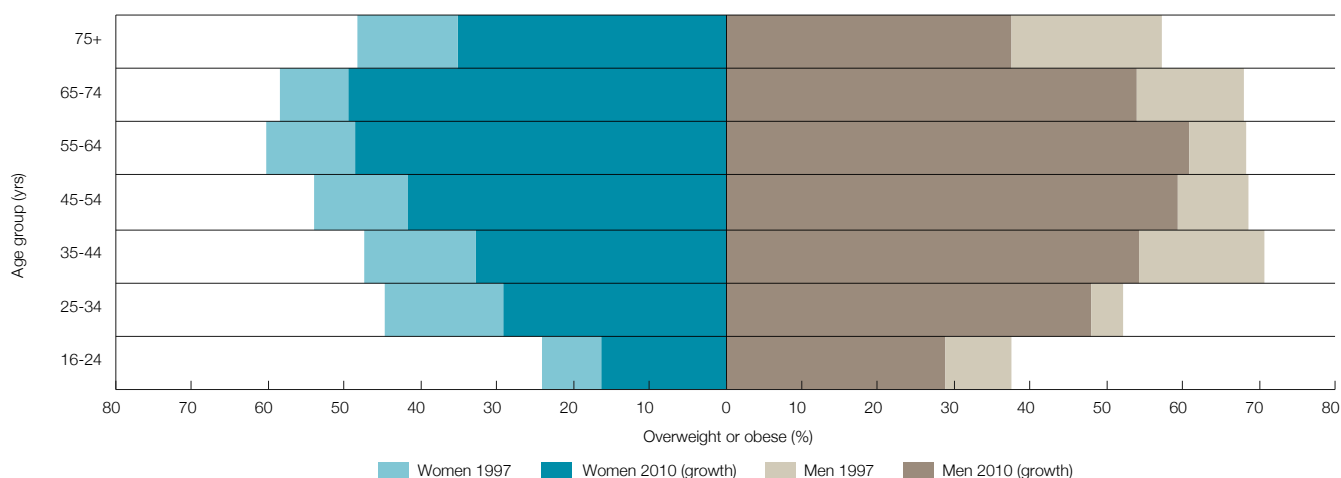
Year collected: 2010.

Data source: NSW Population Health Survey (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Figure 2.3

Overweight or obese by age and sex, NSW, 1997 and 2010



Note: The figure above should be read as follows: 16 percent of women aged 16 to 24 were overweight or obese in 1997 and 24 percent of women aged 16 to 24 were overweight or obese in 2010. The darker colours show the percentage point increase from 1997 to 2010.

Population: People aged 16 years and over.

Source: NSW Population Health Survey (HOIST) successive years. Centre for Epidemiology and Evidence, NSW Ministry of Health.

4.5 Physical activity

Rate of people undertaking adequate physical activity – people aged 16 years and over

Current position

Among people 16 years and over, 51 percent of NSW women and 60 percent of men reported that they undertook adequate levels of physical activity.

Gender gap:

- There is a nine percentage point gap between women and men's physical activity levels in favour of men.

The direction of change over time

Since 1998, there has been a large increase in the proportion of people aged 16 years and over who undertake adequate levels of physical activity.

The percentage of women undertaking adequate levels of physical activity has improved relative to men for those aged 16 to 24, 55 to 64 and 75 years and over.

Discussion

Being physically inactive increases the risk of ill-health, especially later in life. As people age, they are less likely to undertake adequate physical activity (both sexes). See Figure 2.4.

Adequate physical activity in Indicator 4.5 is defined as undertaking physical activity for a total of at least 150 minutes per week over five separate occasions.

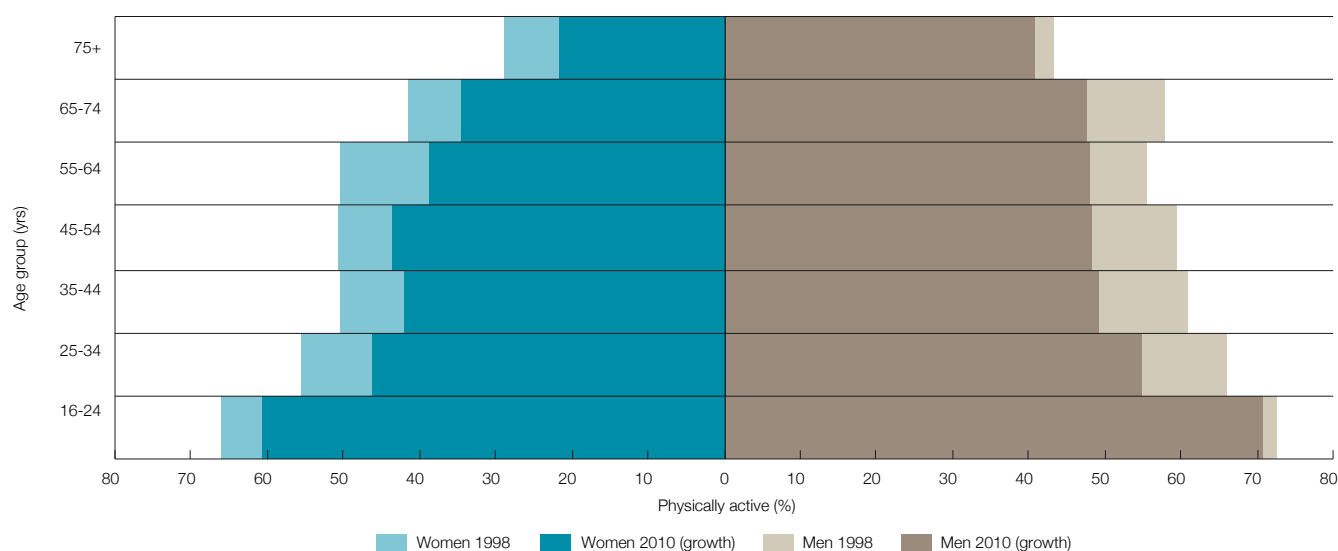
Year collected: 2010.

Data source: NSW Population Health Survey (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Figure 2.4

Adequate physical activity by age and sex, NSW, 1998 and 2010



Note: The figure above should be read as follows: 60 percent of women aged 16 to 24 were physically active in 1998 and 65 percent of women aged 16 to 24 were physically active in 2010. The darker colours show the percentage point increase from 1998 to 2010.

Population: People aged 16 years and over.

Source: NSW Population Health Survey (HOIST) successive years. Centre for Epidemiology and Evidence, NSW Ministry of Health.

4.6 Breastfeeding

Rate of breastfeeding

| | |
|--|--|
| Current position | 93 percent of children aged 0 to 23 months had ever been breastfed in 2010. Around 32 percent were still breastfed to some extent at age 12 months. |
| The direction of change over time | While the proportion of children who had ever been breastfed has changed little over the last decade, the proportion fully breastfed to six months has nearly doubled from 14 percent in 2001 to 27 percent in 2010. |
| Discussion | <p>‘Fully breastfed’ means an infant receives breastmilk as the main source of nourishment, but can take some other liquids such as water and fruit juices.</p> <p>Women’s ability to breastfeed and the duration and frequency of breastfeeding is influenced by a range of cultural and workplace factors.</p> |

Breastfeeding provides significant value to mothers as well as infants, promoting quicker recovery from childbirth and reduced risk of certain cancers in later life.

Year collected: 2010.

Data source: *NSW Child Health Survey (HOIST)*, Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Topic 5:

Social capital

Social capital refers to social relations of trust, reciprocity and neighbourhood connection. It is a source of social wellbeing which comes from people forming strong connections and networks based on trust, mutual assistance, and shared everyday activities.

Information about commonly used social capital indicators is collected annually by NSW Health. Some are reported in Indicators 5.1 and 5.2 below.

63 percent of women and 84 percent of men said they feel safe walking down their street after dark.

5.1 Perceptions of trust and safety

| | |
|-------------------------|--|
| Current position | <p>Roughly similar numbers of women and men (71 percent in each case) strongly agree or agree that most people can be trusted. Differences between women and men were evident in response to a question about feeling safe after dark, although not in response to a question about the reputation of their area as safe.</p> <p>63 percent of women and 84 percent of men agreed or strongly agreed that they feel safe walking down their street after dark. 74 percent of women and 76 percent of men strongly agree that their area has a reputation for being a safe place.</p> <p>Gender gap:</p> <ul style="list-style-type: none">• A 21 percent gender gap exists between women’s and men’s feelings of safety on the street after dark. |
|-------------------------|--|

5.1 Perceptions of trust and safety continued

| | |
|--|--|
| The direction of change over time | Women's responses to all three questions have shown some improvement since 2002. |
|--|--|

| | |
|-------------------|--|
| Discussion | Age, residential location (rural versus metropolitan) and socioeconomic status significantly influence people's reported perceptions of trust and safety. See also Safety and access to justice (Chapter Six). |
|-------------------|--|

Trust involves a willingness to take risks in a social context. This willingness is based on a confidence that others will respond as expected and act in mutually supportive ways or at least that others will not intend harm. The data refers to people aged 16 years and over.

Year collected: 2009 (most recent data available).

Data source: NSW Population Health Survey (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.health.nsw.gov.au/PublicHealth/surveys/hsa/09/toc/t_5_soc_02_social_capital.asp

5.2 Experiences of neighbourhood connection

| | |
|-------------------------|---|
| Current position | Differences between women and men concerning feeling connected in their neighbourhood were evident in response to a question about the likelihood of running into friends, and feeling sad to leave, although not in reported rates of visiting neighbours. |
|-------------------------|---|

Gender gaps:

- 84 percent of women and 79 percent of men ran into friends and acquaintances when shopping in the local area.
- 60 percent of women and 62 percent of men said they had visited neighbours in the last week.
- 75 percent of women and 69 percent of men reported that they would feel sad if they had to leave their neighbourhood.

| | |
|--|--|
| The direction of change over time | The percentage of women and men who recently visited neighbours declined slightly in the last 10 years (the figures in 2002 were 64 percent of women and 69 percent of men). |
|--|--|

| | |
|-------------------|--|
| Discussion | Among women, a significantly higher proportion of women aged 45 years and over and a significantly lower proportion of younger women would feel sad if they had to leave their neighbourhood, compared with the overall adult female population. |
|-------------------|--|

Several questions in the NSW Population Health Survey seek information about how connected people feel to their neighbours and their local neighbourhood.

Year collected: 2009 (most recent data available).

Data source: NSW Population Health Survey (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.health.nsw.gov.au/PublicHealth/surveys/hsa/09/toc/t_5_soc_02_social_capital.asp

Table 2.4

| Aboriginal women's health compared in NSW | | | |
|---|--|--|--|
| Ante-natal care | <p>Definition: The proportion of pregnant mothers attending their first antenatal visit before 14 weeks of pregnancy in 2010.</p> <p>Change: Improvement of 27 percentage points since 1996. Relative improvement compared to non-Aboriginal women of 11 percentage points.</p> <p>Note: Under-reporting affects data quality but the trend is reliable.</p> | Confinements to Aboriginal mothers % 2010: 71 1996: 44 | Confinements to non-Aboriginal mothers % 2010: 80 1996: 64 |
| Low birth weight babies | <p>Definition: Birth weight (BW) less than 2.5 kilograms.</p> <p>Change: No change since 1991; gap between Aboriginal and non-Aboriginal women of 5 percentage points.</p> <p>Note: Under-reporting affects data quality, but the trend is reliable.</p> | Low BW babies to Aboriginal mothers % 2010: 11 1991: 11 | Low BW babies to non-Aboriginal mothers % 2010: 6 1991: 6 |
| Smoking | <p>Definition: Proportion who are current (daily or occasional) smokers.</p> <p>Change: Reduction of 7 percentage points in Aboriginal women since 2002-05. Relative improvement compared to non-Aboriginal women of 3 percentage points.</p> <p>Note: Data for Aboriginal women are pooled to provide adequate sample size.</p> | Aboriginal women 16+ years % 2006-09: 34 2002-05: 41 | All women 16+ years 2009: 14 2005: 18 |
| Alcohol attributable hospitalisations | <p>Definition: Hospitalisations for specific diseases which can be attributed to high alcohol consumption.</p> <p>Change: Aboriginal women's rate is 2.2 times that of non-Aboriginal women. Since 1998-99, the rate has increased more quickly for non-Aboriginal women.</p> <p>Note: Data for Aboriginal women from years 2006-2009 is pooled; for non-Aboriginal women, from 2008-09. Age standardisation is used to compare the rates of disease for Aboriginal and non-Aboriginal women. Comparisons are limited by the very small numbers of older people in the Aboriginal population.</p> | Aboriginal women 16+ years per 100,000 2010-11: 1,133 1998-99: 850 | Non-Aboriginal women 16+ years per 100,000 2010-11: 500 1998-99: 327 |
| Potentially preventable hospitalisations | <p>Definition: Hospitalisations which are potentially avoidable through preventive care and early disease management.</p> <p>Change: 18 percent increase in potentially preventable hospitalisation for Aboriginal women (since 1993-94) compared to a 1 percent increase for non-Aboriginal women, resulting in an increase in the gap between the two groups.</p> <p>Note: After July 2010, numbers and rates were affected by a significant change in coding standards for diabetes, a major contributor to total preventable hospitalisations.</p> | Aboriginal women per 100,000 2010-11: 6,056 1993-94: 5,156 | Non-Aboriginal women per 100,000 2010-11: 2,272 1993-94: 2,249 |

Source: Surveys and patient collections, Centre for Epidemiology and Evidence, NSW Ministry of Health

How does NSW compare?

The ABS publishes the *Gender Indicators Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW

are faring compared with all women in Australia. Detailed information is contained in the Appendix.

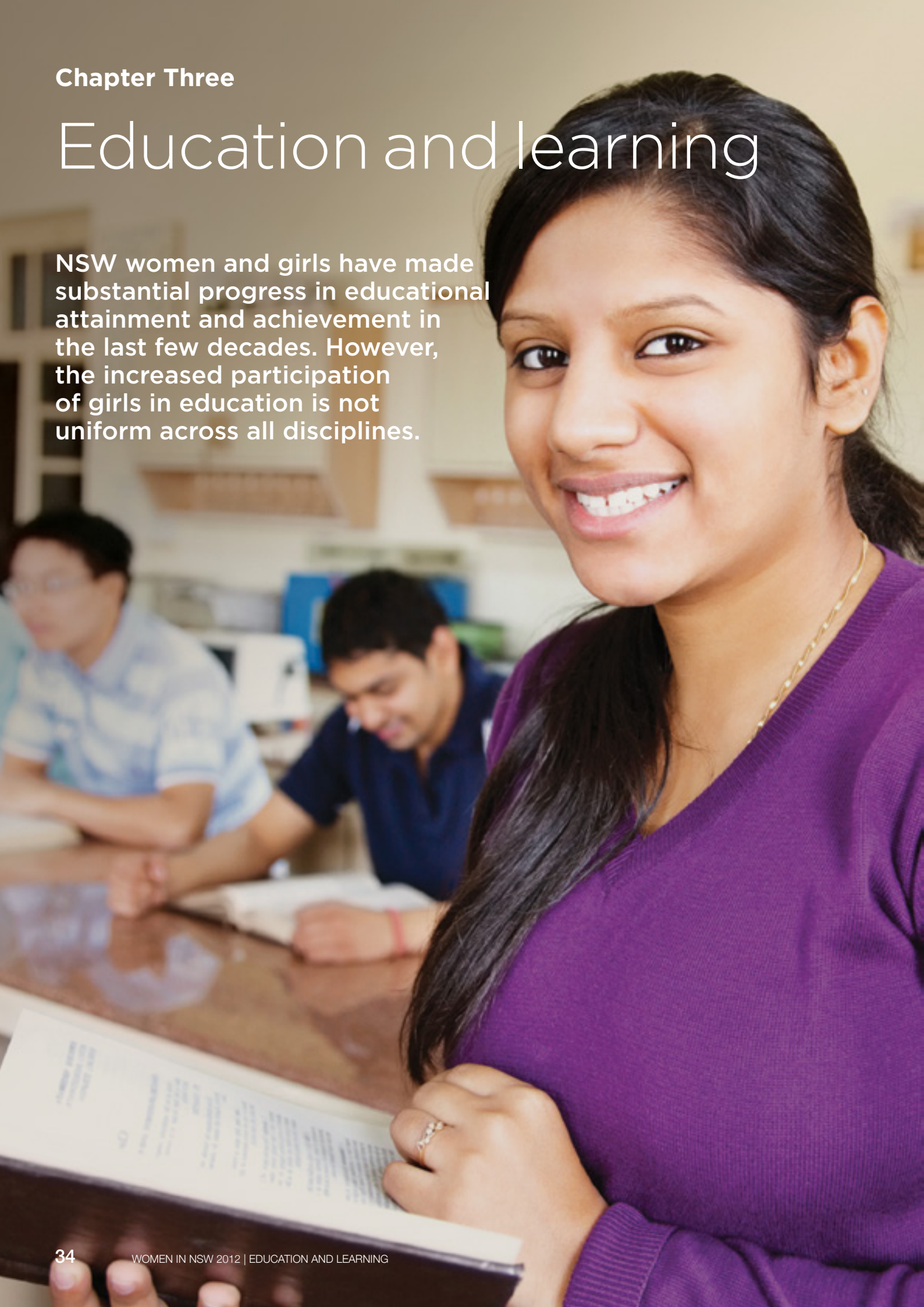
Based on these indicators, the health outcomes of NSW women are very similar to those of other women in Australia. In most cases, the gap is no more than one percentage point.

The largest gap relates to NSW women's reporting of overweight and obesity (self-reported Body Mass Index), which is more than 2.5 percentage points lower in NSW than for women in Australia as a whole.

Chapter Three

Education and learning

NSW women and girls have made substantial progress in educational attainment and achievement in the last few decades. However, the increased participation of girls in education is not uniform across all disciplines.



Education and learning

Well-educated communities enjoy a greater range of choices and opportunities. Education is important for social stability and participation in democratic processes. It's also strongly linked to better health and wellbeing for individuals.

This chapter considers women's participation, and attainment of women and men, in school and post-school education and in the subjects that young women and men are choosing to study. The chapter also includes indicators related to the steps that students take after completing an educational qualification, including graduate earnings and job outcomes. These findings set the scene for the more comprehensive analysis of women's workforce experiences in Chapter Four.

Key findings

NSW women and girls have made substantial progress in educational attainment and achievement in the last few decades. The percentage of women with qualifications at Certificate III and above increased by 17 percentage points since 2001, from 37 to 54 percent in 2011. This is a faster rate of growth than among men, and today, NSW women have fewer formal qualifications than men only in the 45 and older age groups.

While the educational outcomes of girls and women are positive overall, the increased participation of girls in education is not uniform across all disciplines. Participation in trades training remains low by comparison with men and is largely unchanged over 30 years. Women made up 13 percent of trade apprentices and trainees in 2011, and over half of these were hairdressing apprentices.

Just 33 percent of girls' HSC course completions are in science, technology, engineering and mathematics (STEM) subjects compared to 44 percent of course completions by boys. A similar gender difference is evident in women and men's course enrolments at university; engineering and related technologies make up 12 percent of men's undergraduate enrolments, but just 1.4 percent of women's.

Many women lose economically in the course of making transitions between study, work and family. In 2011, a graduate pay gap of \$4,000 per year had emerged between young women and men by the time they obtained their first full-time job after university. Female VET (vocational education and training) graduates are less likely than men to work in a field for which they are qualified.

Gender indicators: Education and learning

In this report, women's experiences are reported in six education topic areas of importance for women as they move through their learning

careers. Some indicators align with state, national and international frameworks and these linkages are shown below.

| Topics Education and learning topics and indicators | | |
|--|--|---|
| Topic | Indicators | Linkages |
| Topic 1: High school completion | 1.1 Completion rates, year 12 or equivalent 1.2 Higher School Certificate student course choice | ABS Gender Indicators Productivity Commission, Report on Government Services State Plan NSW 2021 (Goal 15) United Nations Gender Inequality Index |
| Topic 2: Vocational education and training | 2.1 Vocational Education and Training (VET) participation 2.2 Qualifications at AQF Certificate III and above | ABS Gender Indicators Council of Australian Governments, National Agreement for Skills and Workforce Development State Plan NSW 2021 (Goal 6) Productivity Commission, Report on Government Services |
| Topic 3: Apprenticeships and traineeships | 3.1 Apprenticeships and traineeships 3.2 Women's participation in traditional trade training | ABS Gender Indicators State Plan NSW 2021 (Goals 1 and 6) |
| Topic 4: Higher education | 4.1 Undergraduate students 4.2 Postgraduate students 4.3 Undergraduate field of education | ABS Gender Indicators State Plan NSW 2021 (Goal 6) Organisation for Economic Co-operation and Development (OECD) Gender Equality Indicators World Economic Forum Global Gender Gap Index United Nations Gender Inequality Index |
| Topic 5: Employment outcomes | 5.1 VET graduates working in the field for which they are qualified 5.2 The graduate salary gap | ABS Gender Indicators State Plan NSW 2021 (Goal 6) |
| Topic 6: Lifelong learning | 6.1 Participation in structured work-related learning 6.2 Participation in adult and community education | ABS Gender Indicators State Plan NSW 2021 (Goal 6) |

Current levels and trends

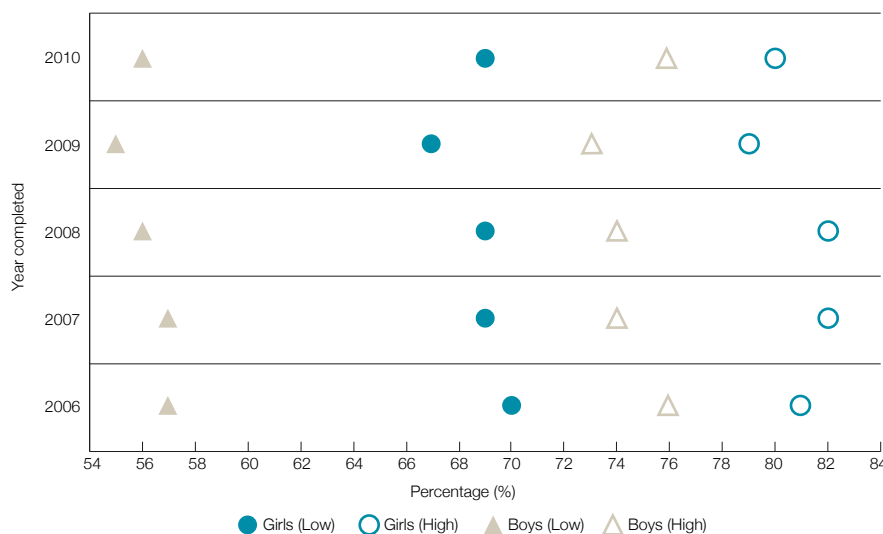
This section outlines women's current status in the topic areas listed above and the direction of change over time, where this information is available. The latest available data is used in each case; the year in which data is collected as well as details about the source is shown for each indicator.

Topic 1: High school completion

Completing high school creates the platform from which to embark on further education and employment. It is a measure of achievement in itself: earnings and employment outcomes are significantly better for people who have completed Year 12 or its equivalent. Indicator 1.1 reports on year 12 completion while Indicator 1.2 focuses on subject choice in the higher school certificate.

Figure 3.1

Completion rates to year 12 for girls and boys, low and high socioeconomic status, NSW, 2006 to 2010



Note: Low socioeconomic status (SES) is defined here as the average of the three lowest deciles and high socioeconomic status is the average of the three highest deciles. The ABS Postal Area Index of Relative Socioeconomic Disadvantage has been used to calculate SES on the basis of student home addresses.

Population: Students who met the requirements of a year 12 certificate or equivalent and the potential year 12 population.

Source: Steering Committee for the Review of Government Service Provision (2012), *Report on Government Services 2012*, Productivity Commission, Appendix 4A, Table 105.

1.1 Completion rates, year 12 or equivalent

Current position

72 percent of girls in NSW completed year 12, compared with 63 percent of boys.

Gender gap:

- Girls have higher school completion rates than boys by 9 percentage points.

The direction of change over time

Completion rates for students of both sexes have remained roughly constant in the five-year period 2006 to 2010.

The gender gap in favour of girls has also remained steady, between 9 and 11 percentage points since 2006, similar to the difference Australia-wide.

Discussion

School completion rates in the last five years have been higher for female than male students in all socioeconomic groups. However, the gap between the sexes is greater among low socioeconomic background students (13 percent in 2010) than among high socioeconomic students (4 percent).

Boys from high socioeconomic backgrounds outperform low socioeconomic status girls (see Figure 3.1).

This indicator reports on the percentage of students who have completed year 12, at school or another educational institution, or have completed an equivalent course such as an Australian Qualification Framework (AQF) Certificate course.

Note that this indicator needs to be considered alongside Indicator 3.1, which shows that more boys than girls enter vocational education and training.

Year collected: 2010 and previous year.

Data source: Steering Committee for the Review of Government Service Provision (2012), *Report on Government Services 2012*, Productivity Commission (Australian Government), Appendix 4A, Table 105.

More information is available at: www.pc.gov.au

1.2 Higher School Certificate student course choice

Higher School Certificate (HSC) student course completions – science, technology, engineering, mathematics

Current position

In 2011, 33 percent of course completions by girls at HSC level were in the Key Learning Areas (KLAs) of science, technology, engineering and mathematics (STEM). This compares to 44 percent of course completions by boys.

Gender gap:

- Girls are 11 percentage points less likely than boys to complete STEM courses at HSC level.

The direction of change over time

There has been no change in girls' completion of STEM courses since 2006 when the percentage gap between boys and girls was 11 percent.

Discussion

Girls' under-representation in STEM courses contrasts with their strong performance in other subjects (see Table 3.1 and Figure 3.2).

Knowledge-intensive, high value-add industries will continue to fuel the prosperity of developed economies like Australia's.

Women's further study and career options may be constrained by their course choices at high school.

Further research could establish the extent to which girls and boys have different completion rates across STEM subjects, as opposed to different enrolment preferences.

STEM or KLAs are science, technology, engineering and mathematics. There were 20 separate HSC courses within these KLAs in NSW in 2011 (see Table 3.1). STEM courses are assumed knowledge and/or prerequisites for many tertiary level courses that have good job prospects (see Indicator 5.2 The graduate salary gap). The data captures students who completed courses; enrolment data is not readily available.

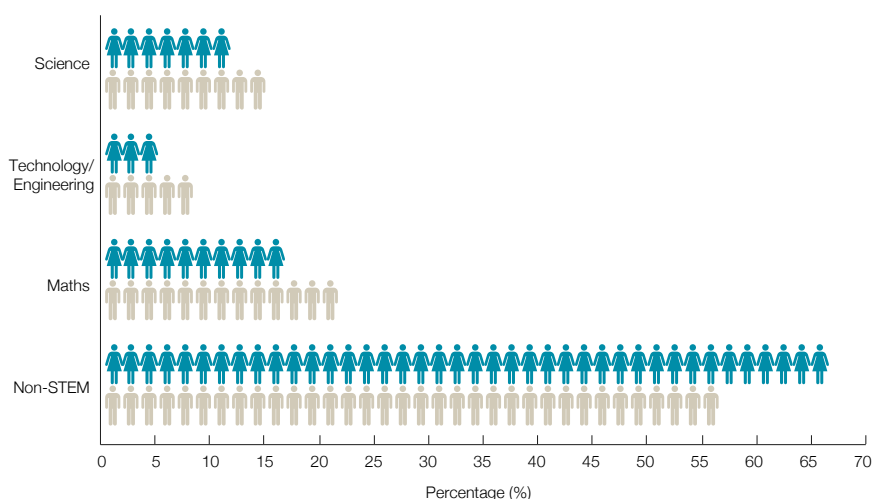
Year collected: 2011.

Data source: NSW Board of Studies, unpublished data.

More information is available at:
www.boardofstudies.nsw.edu.au

Figure 3.2

Girls' and boys' completion of STEM courses at HSC level, NSW, 2011



Note: STEM courses are as listed in Table 3.1. Non-STEM courses are all other HSC courses, but not including VET courses.

Population: NSW Higher School Certificate students.

Source: NSW Board of Studies, unpublished data.

Table 3.1

| Science, technology, engineering and mathematics completions by Key Learning Area at HSC, NSW, 2011 | | |
|---|---------------------------------------|--------------------------------------|
| HSC Key Learning Area | % of total course completions – girls | % of total course completions – boys |
| Science (44,371) | 11.8 | 15.0 |
| Biology (16,704) | 5.8 | 4.1 |
| Chemistry (10,965) | 2.8 | 3.8 |
| Senior science (5,377) | 1.5 | 1.8 |
| Physics (9,382) | 1.2 | 4.6 |
| Earth and environmental science (1,473) | 0.4 | 0.5 |
| Science life skills (470) | 0.1 | 0.2 |
| Technology and Engineering (23,733) | 5.3 | 9.1 |
| Agriculture (1,299) | 0.4 | 0.4 |
| Food technology (3,832) | 1.6 | 0.6 |
| Textiles and design (2,325) | 1.3 | 0.0 |
| Design and technology (3,401) | 0.9 | 1.2 |
| Industrial technology (4,584) | 0.3 | 2.6 |
| Technology and applied studies life skills (793) | 0.2 | 0.3 |
| Information processes and technology (4,140) | 0.6 | 2.0 |
| Software design and development (1,634) | 0.1 | 1.0 |
| Engineering studies (1,725) | 0.0 | 1.0 |
| Mathematics (61,589) | 16.6 | 20.6 |
| General mathematics (31,633) | 9.1 | 9.9 |
| Mathematics (16,564) | 4.4 | 5.6 |
| Mathematics extension 1 (8,824) | 2.1 | 3.3 |
| Mathematics extension 2 (3,441) | 0.7 | 1.4 |
| Mathematics life skills (1,127) | 0.2 | 0.4 |
| Total STEM courses (129,693) | 33.7 | 44.7 |
| Total Non STEM courses (203,860) | 66.3 | 55.3 |
| Total course completions (333,553) | 100.0 | 100.0 |

Note: The figures are for course completions, HSC units of study, VET subjects excluded. There were some 72,000 students in NSW in 2011 who undertook 333,553 courses.

Population: NSW Higher School Certificate students.

Source: NSW Board of Studies, unpublished data.

Topic 2: Vocational education and training

Vocational education and training (VET) provides employment-related skills across a wide range of vocations. It is the avenue for

people of all ages to develop skills to enter or re-enter the labour force, and to deepen their capabilities for existing jobs. The indicators in this

section report on participation in VET courses (2.1) and attainment of VET qualifications (2.2).

2.1 Vocational Education and Training (VET) participation

VET participation by people aged 15 to 64 years

Current position

9.7 percent of women aged 15 to 64 years (235,200 women) in NSW participated in government-funded VET in 2010 compared with 8.9 percent (215,600) of men.

Gender gap:

- There were 19,600 more women who participated in a government-funded VET course in 2010 than men.

The direction of change over time

The participation rate for women aged 15 to 64 years has remained relatively steady from 2006 to 2010, with rates ranging from 9.3 percent to 10.2 percent during that time period.

Women's participation rates have remained consistently higher than the participation rates of men over the same period, which ranged from 8.6 percent to 9.4 percent of 15 to 64 year olds.

Discussion

There is considerable variation among subgroups of women (see Figure 3.3). Some groups were over-represented; for example, in 2010 women from outer regional locations made up 6.4 percent of the NSW population, but comprised 15 percent of VET students.

Women from remote and very remote locations made up 0.5 percent of the NSW population, but 2.3 percent of VET students.

Similarly, Aboriginal women comprised 5.3 percent of VET students in 2010 compared to 2.3 percent of the NSW population. Women who were born overseas in a non-English speaking country were also over-represented on a population share basis; they comprised 31 percent of VET students compared to 24 percent of the NSW population.

However, women with a disability were considerably under-represented. They made up 19 percent of the NSW population, but comprised just 6.5 percent of VET students.

Indicator 2.1 reports on the number and rate of women and men's participation in government-funded VET in NSW, in courses at all AQF levels. Government-funded VET includes students funded by the Commonwealth and NSW Governments and does not include students paying fee-for-service to private registered training organisations (RTOs) or school-based VET students. The rate is based on the number of students as a proportion of the population aged 15 to 64 years, and refers to the highest course undertaken by the student.

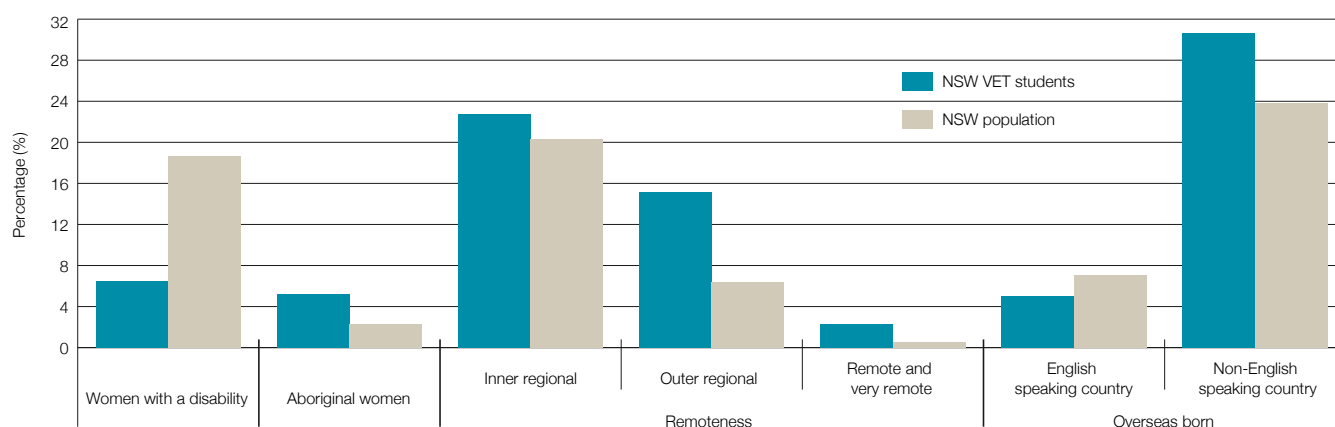
Year collected: 2006 to 2010 and 2002 to 2010.

Data sources: Productivity Commission, *Report on Government Services 2012*, Chapter 5; VOCSTATS, *Students and Courses Collection* and ABS *Census of Population and Housing 2006*.

More information is available at: www.pc.gov.au and www.ncver.edu.au

Figure 3.3

Women participating in VET courses compared with percentage in NSW population, by subgroup, NSW, 2010



Note: This graph compares the percentage of students within VET courses that belong to the individual subgroups with the total percentage of that subgroup within NSW. For example, 6.5 percent of female VET students identify as having a disability whereas some 19 percent of women in NSW identify as having a disability. This shows that some 19 percent of women with a disability are under-represented in VET courses. It is also important to note that some women may fall within multiple categories. The comparative population figures for all subgroups, except women with a disability, are taken from the ABS *Census of Population and Housing 2006*. Figures for women with a disability are taken from the ABS *Disability, Ageing and Carers, Australia: Summary of Findings, 2009*.

Population: Students who gave NSW as their usual place of residence.

Source: National Centre for Vocational Educational Research (NCVER) VOCSTATS, Students and Courses Collection.

2.2 Qualifications at AQF Certificate III and above

Qualifications at Australian Qualification Framework (AQF) Certificate III and above held by 20 to 64 year olds

Current position

In 2011, 54 percent of women aged 20 to 64 years had attained qualifications at AQF Certificate III and above. This compares to 60 percent of men.

Gender gap:

- Among the prime working-aged population, the gap between women and men with qualifications at Certificate III and above is 6 percent in men's favour.

The direction of change over time

The percentage of 20 to 64 year olds with qualifications at Certificate III and above has grown rapidly in NSW over the last decade, from 43 percent of the population in 2001 to 57 percent in 2011 (both sexes).

Figure 3.4 shows that women's qualification rate has increased at a faster rate over the last decade compared to that of men, changing by 17 percentage points from 37 to 54 percent (see Figure 3.4).

Discussion

The changing gap between women and men at different age groups is another way of illustrating this trend, as it shows that women are approaching (and at younger ages, overtaking) men in terms of their attainment of Certificate III and above qualifications (Figure 3.5).

Today, women's overall educational qualification rate is significantly below that of men only in the 45 and older age groups. The gap is 13 percentage points in the 45 to 54 age group, and 17 percentage points in the 55 to 64 age group.

Even though many are still in the middle of their studies, women aged 20 to 24 are more likely to have formal qualifications than their mothers' generation (the cohort aged 55 to 64 (see Figure 3.5).

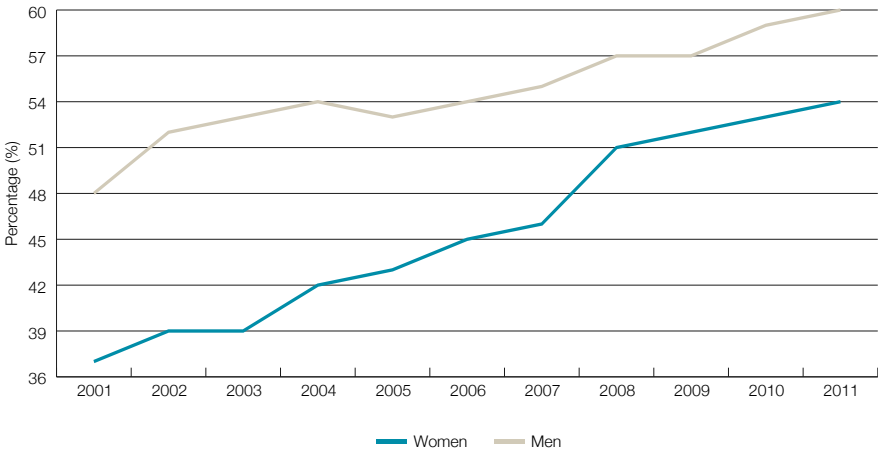
Indicator 2.2 reports on gender differences in a key long-term national performance measure, the holding of Certificate III, which is regarded as a minimum non-school qualification. This indicator is regarded as a useful stock measure for the skills base of the workforce (noting that skills are also acquired through informal work and life experience).

Year collected: 2011 and previous years.

Data source: ABS (2011 and previous years) *Education and Work, Australia*, May 2011 Cat no. 6227.0, unpublished data.

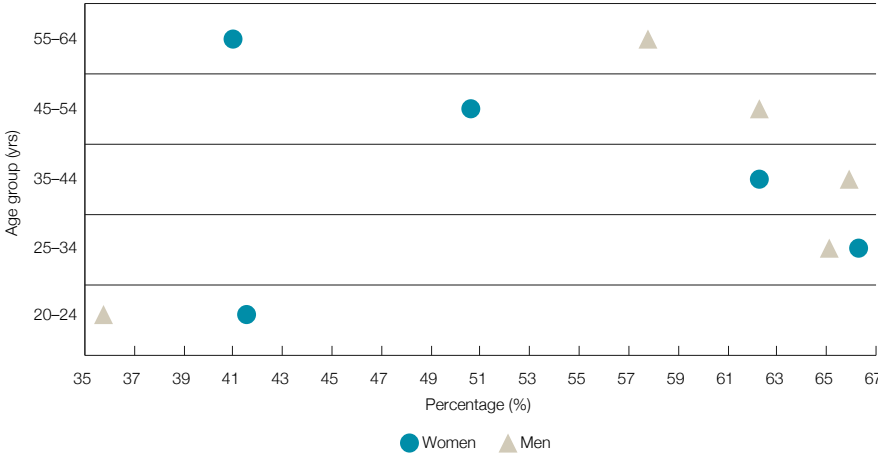
More information is available at: www.coagreformcouncil.gov.au

Figure 3.4
 Women and men with qualifications at AQF Certificate III or above,
 NSW, 2001 to 2011



Population: NSW residents aged 20 to 64 years.
 Source: ABS (2011 and previous years) *Education and Work, Australia*, Cat no. 6227.0.

Figure 3.5
 Women and men with qualifications at AQF Certificate III or above,
 by age group, NSW, 2011



Population: NSW residents aged 20 to 64 years.
 Source: ABS (2011) *Education and Work, Australia, May 2011* Cat no. 6227.0.

Topic 3: Apprenticeships and traineeships

Apprenticeships and traineeships are distinctive among VET courses in that people undertaking them are contracted to an employer for an established period. They often result in qualifications that are considered to be the minimum

requirements for an occupation, and may be specified in legislation or industrial instruments. The number of apprentices and trainees of both sexes has been increasing in NSW in recent years. The indicators below look at the comparative rate

of women and men commencing and completing apprenticeships and traineeships (Indicator 3.1), and then in more detail at traditional trade apprenticeships (Indicator 3.2).

3.1 Apprenticeships and traineeships

Apprenticeship and traineeship commencements and completions

Current position

41,600 women in NSW commenced an apprenticeship or traineeship in the 12 months to September 2011, compared with 51,000 men.

Roughly 23,500 women and 29,800 men completed an apprenticeship or traineeship in NSW in the same period.

Gender gaps:

- Almost 9,400 fewer women than men commenced apprenticeships and traineeships in NSW in 2011. This is equal to a 10 percentage point gap between men and women or a ratio of 4 women to every 5 men.
- Almost 6,400 fewer women than men completed an apprenticeship or traineeship in NSW in the year to September 2011. This is equal to a 12 percentage point gap between men and women or a ratio of 7 women to every 9 men.

The direction of change over time

The ratio of women to men undertaking apprenticeships and traineeships has been closing gradually since 1995 (see Figure 3.6). The ratio of women commencing an apprenticeship or traineeship has increased from 27 percent in 1995 to 45 percent in 2011.

Note that the numerical gap, as shown in Figure 3.7, has remained relatively constant at around 6,500 more men than women.

Discussion

Significantly more women than men undertake non-trade apprenticeships or traineeships. In 2011, 90 percent of women and 59 percent of men who commenced an apprenticeship or traineeship did so in a non-trade occupation (see also Indicator 3.2).

Apprenticeships and traineeships differ in that apprenticeships are longer, at three to four years, and are generally found within traditional trade occupations while traineeships are shorter, at one to two years, and are both in trade and non-trade vocational areas.

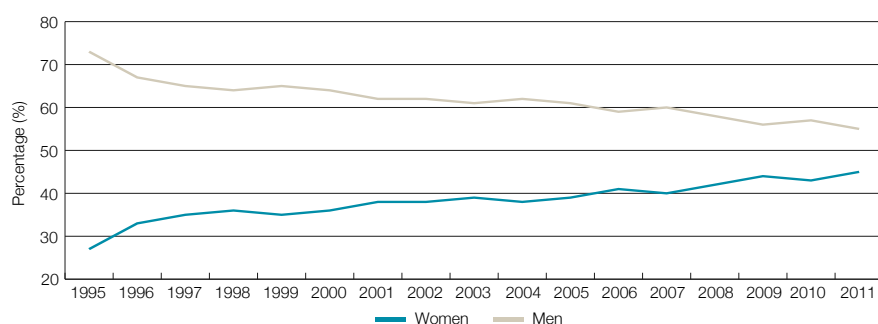
Year collected: 2011.

Data source: September quarter 2011, NCVER, *Apprentices and Trainees Collection*.

More information is available at: www.ncver.edu.au

Figure 3.6

Women and men commencing an apprenticeship or traineeship, all ages, NSW, 1995 to 2011

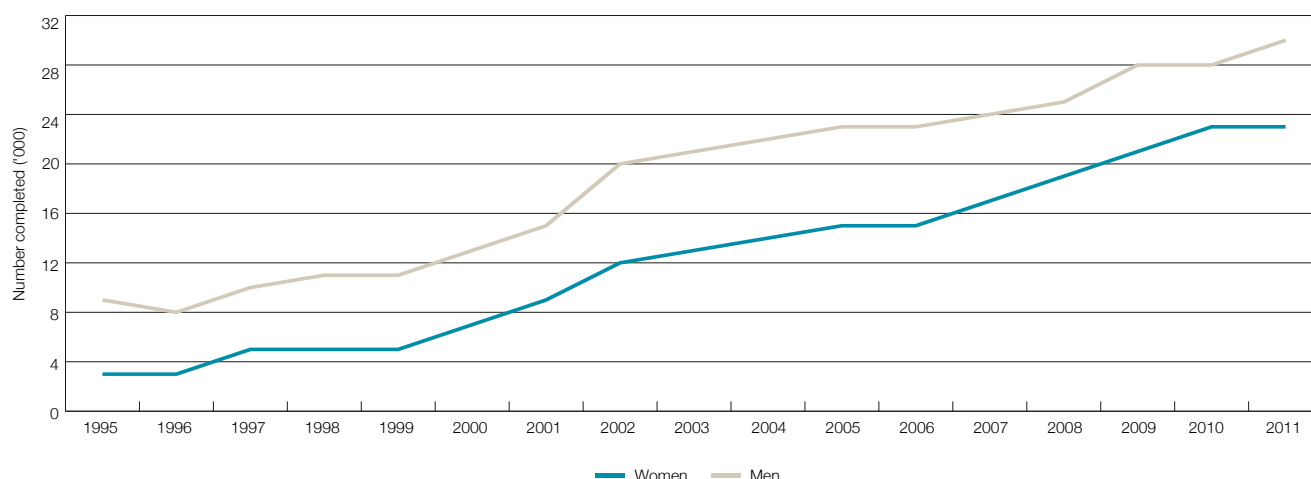


Population: NSW residents who commenced an apprenticeship or traineeship between 1995 and 2011.

Source: VOCSTATS, *Apprentices and Trainees collection*.

Figure 3.7

Women and men who completed an apprenticeship or traineeship, NSW, 1995 to 2011



Population: NSW residents (all ages) who completed an apprenticeship or traineeship between 1995 and 2011.

Source: VOCSTATS, *Apprentices and Trainees Collection*.

3.2 Women's participation in traditional trade training

Women's participation in traditional trade apprenticeships and traineeships

Current position

Traditional trades make up 22 percent of all apprenticeship and traineeship commencements in NSW. The majority of traditional trades are male-dominated according to the NSW Government definition (see next page).

In the 12 months to September 2011, 2,629 women commenced an apprenticeship or traineeship in a traditional trade, representing 13 percent of total female apprenticeships and traineeships.

Gender gap:

- In 2011, there were nearly 15,500 fewer women than men who commenced an apprenticeship or traineeship in a traditional trade.

The direction of change over time

There has been some change in male-dominated apprenticeships in the last decade. Women have experienced a 6 percent increase on average in the number of commencements, with an average of 10 percent more women completing courses each year. In contrast, male commencements increased by 5.5 percent a year and completions by 7 percent.

Discussion

There are two traditional trade groups that are not male-dominated: food trades workers and other trades (Table 3.2). Within these groups are cooks, 33 percent of which are women, and hairdressers, of which 90 percent are women. Of the total number of women who commenced a traditional trade in 2011, 24 percent were cooks and 53 percent were hairdressers. In contrast, 7 percent of males were cooks and 1 percent were hairdressers, with the vast majority of males undertaking construction, automotive and engineering trades.

From 2001 to 2011, there has been a slight increase in the ratio of women commencing a construction or automotive and engineering trade.

3.2 Women's participation in traditional trade training continued

Women's participation in traditional trade apprenticeships and traineeships

Trades' apprentices and trainees are people whose apprenticeship or traineeship was in one of the occupations in the ANZSCO (Australia and New Zealand Standard Classification of Occupations) 2006, Major Group 3, Technicians and Trade Workers. This group includes: engineering, Information and Communication Technology (ICT) and science technicians, automotive and engineering trades workers, construction trades workers, electrotechnology and telecommunications trades workers, food trades workers, skilled animal and horticultural workers and other technicians and trades workers.

The NSW Government defines occupations or training as 'male dominated' where 25 percent or less of participants are women.

Year collected: 2011.

Data source: September quarter 2011, NCVER, *Apprentices and Trainees Collection*.

More information is available at: www.ncver.edu.au

Table 3.2

Apprenticeship and traineeship commencements, traditional trades, 12 months ended September 2011

| Occupation (ANZSCO – National Training Information Service (NTIS)) group | % Men | % Women | Total number |
|--|-----------|-----------|--------------|
| 31 Engineering, ICT and science technicians | 91 | 9 | 34 |
| 313 ICT and telecommunications technicians | 91 | 9 | 34 |
| 32 Automotive and engineering trades workers | 98 | 2 | 5,376 |
| 321 Automotive electricians and mechanics | 98 | 2 | 2,637 |
| 322 Fabrication engineering trades workers | 99 | 1 | 1,115 |
| 323 Mechanical engineering trades workers | 97 | 3 | 1,027 |
| 324 Panelbeaters, and vehicle body builders, trimmers and painters | 97 | 3 | 596 |
| 33 Construction trades workers | 99 | 1 | 5,190 |
| 330 Construction trades workers – NFD* | 100 | 0 | 6 |
| 331 Bricklayers, and carpenters and joiners | 99 | 1 | 2,997 |
| 332 Floor finishers and painting trades workers | 97 | 3 | 333 |
| 333 Glaziers, plasterers and tilers | 99 | 1 | 480 |
| 334 Plumbers | 100 | 0 | 1,373 |
| 34 Electrotechnology and telecommunications trades workers | 99 | 1 | 3,509 |
| 341 Electricians | 99 | 1 | 2,460 |
| 342 Electronics and telecommunications trades workers | 99 | 1 | 1,048 |
| 35 Food Trades Workers** | 72 | 28 | 2,925 |
| 3511 Bakers and pastry cooks | 71 | 29 | 431 |
| 3512 Butchers and smallgoods makers | 90 | 10 | 588 |
| 3514 Cooks | 67 | 33 | 1,905 |

Note: * Not Further Defined (NFD). **The three-digit subgroups for food trades workers are 350 Food Trades Workers NFD and 351 Food Trades Workers, the former having no data.

Table 3.2 continued

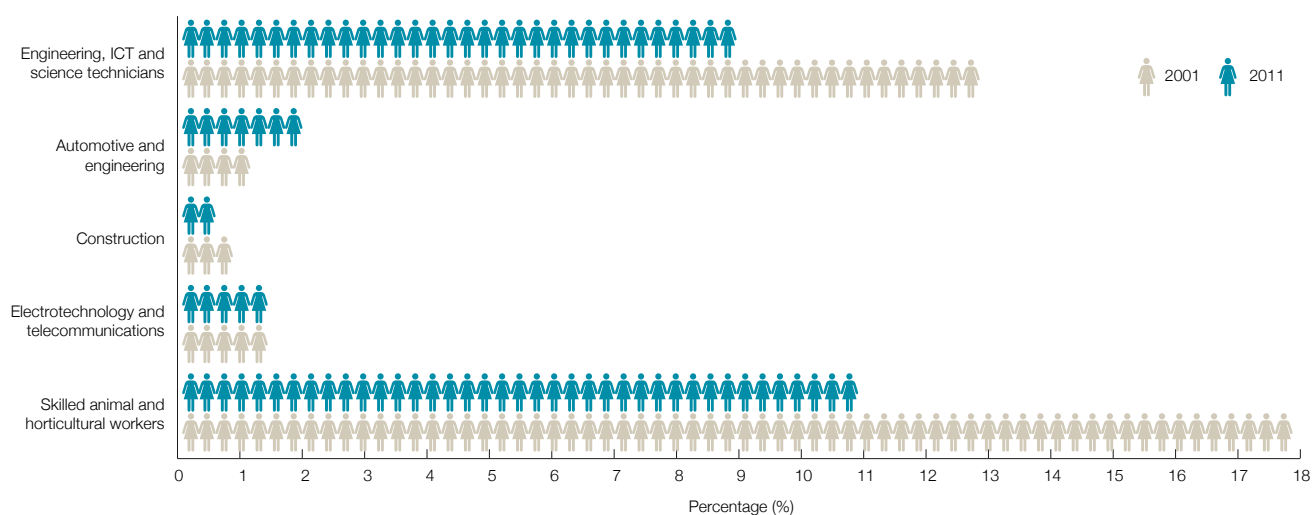
| Apprenticeship and traineeship commencements, traditional trades, 12 months ended September 2011 | | | |
|--|-----------|-----------|---------------|
| Occupation (ANZSCO - NTIS) group | % Men | % Women | Total number |
| 36 Skilled animal and horticultural workers | 89 | 11 | 1,320 |
| 361 Animal attendants and trainers, and shearers | 87 | 13 | 136 |
| 362 Horticultural trades workers | 90 | 10 | 1,184 |
| 39 Other technicians and trades workers | 35 | 65 | 2,236 |
| 391 Hairdressers | 8 | 92 | 5,354 |
| 392 Printing trades workers | 84 | 16 | 156 |
| 393 Textile, clothing and footwear trades workers | 75 | 25 | 32 |
| 394 Wood trades workers | 97 | 3 | 390 |
| 399 Miscellaneous technicians and trades workers | 79 | 21 | 129 |
| Total | 87 | 13 | 20,590 |

Year collected: Year to September 2011.

Source: VOCSTATS, *Apprentices and Trainees Collection*.

Figure 3.8

Women's participation in male-dominated apprenticeships and traineeships, course completions 2001 and 2011



Population: NSW residents who completed a technician and/or trade worker apprenticeship or traineeship, 2002 and 2011.

Source: VOCSTATS, *Apprentices and Trainees Collection*.

Topic 4: Higher education

In Australia, the term 'higher education' generally refers to education at degree level and above. Formally, higher education courses are those leading to the award of undergraduate

qualifications and postgraduate qualifications (see below). Almost all higher education in Australia is offered by universities. The indicators below look at the number of female and male students at

undergraduate (Indicator 4.1) and post graduate (Indicator 4.2) levels and at undergraduate student's subject choice (Indicator 4.3).

4.1 Undergraduate students

Undergraduate students in higher education

Current position

In 2010, women made up 57 percent of NSW undergraduate students (117,382 in total). Men made up 43 percent (88,954) of undergraduate students. See Table 3.3.

Gender gap:

- Some 28,400 more NSW women than men commenced an undergraduate higher education course in 2010, a 14 percentage point gap in women's favour.

The direction of change over time

In recent years, enrolment numbers of NSW students in Bachelor degrees have been steadily increasing for both women and men.

There has been a 19 percent increase in the number of women studying undergraduate courses from 2006 to 2010 (see Figure 3.9) and in data not shown, a 21 percent increase in the number of men, so the gap between women and men has closed slightly in this period.

Discussion

Figure 3.10 indicates that women in regional areas of NSW are considerably under-represented compared to their population share. This should be considered in relation to Indicator 2.1, VET participation, where women from regional NSW are over-represented.

This indicator reports on all domestic students enrolled in undergraduate courses in Australia who in 2010 gave NSW as their state of permanent home location.

Undergraduate qualifications are associate and Bachelor degrees and some advanced diplomas and diplomas.

Postgraduate qualifications are graduate certificate, graduate diploma, Masters and doctoral degrees by research or coursework.

Year collected: 2010 and preceding years.

Data source: Department of Education, Employment and Workplace Relations (DEEWR) Higher Education Statistics Collection (Student Collection), unpublished data.

More information is available at: www.deewr.gov.au/highereducation

Table 3.3

Undergraduate and postgraduate course commencements, NSW, 2010

| Course level | % Men | % Women | Total |
|-----------------------------------|-----------|-----------|----------------|
| Undergraduate total | 43 | 57 | 206,336 |
| Bachelor Graduate Entry | 41 | 59 | 5,537 |
| Bachelor Honours | 39 | 61 | 3,009 |
| Bachelor Pass | 43 | 57 | 189,844 |
| Associate Degree | 65 | 35 | 3,773 |
| Advanced Diploma (AQF) | 52 | 48 | 1,459 |
| Diploma (AQF) | 52 | 48 | 2,638 |
| Other undergraduate award courses | 34 | 66 | 76 |
| Postgraduate total | 44 | 56 | 66,566 |
| Doctorate by Research | 47 | 53 | 9,481 |
| Doctorate by Coursework | 42 | 58 | 229 |
| Masters by Research | 48 | 52 | 2,154 |
| Masters by Coursework | 44 | 56 | 34,721 |
| Post grad. Qual/Prelim. | 50 | 50 | 92 |
| Grad. (Post) Dip. - new area | 38 | 62 | 7,531 |
| Grad. (Post) Dip. - ext area | 41 | 59 | 4,275 |
| Graduate Certificate | 44 | 56 | 8,083 |
| Total | 43 | 57 | 272,902 |

Population: NSW residents who enrolled into a higher education course in 2010.

Source: DEEWR Higher Education Statistics Collection (Student Collection) unpublished data.

4.2 Postgraduate students

Postgraduate students in higher education

Current position

In 2010, women made up 56 percent of NSW postgraduate students (37,456). Men made up 44 percent (29,110) of postgraduate students.

Gender gap:

- 8,346 more NSW women than men commenced a postgraduate higher education course in 2010, a 13 percentage point gap in women's favour.

The direction of change over time

The number of women studying postgraduate degrees has increased by 25 percent since 2006 (data not shown). In contrast, the number of men studying postgraduate degrees has increased by 14 percent since 2006.

During this time, the ratio of women to men commencing postgraduate degrees has increased slightly from 1.17:1 to 1.29:1.

Discussion

The growth in female postgraduate enrolments occurred most rapidly among women enrolling in Masters degrees (see Figure 3.9).

Figure 3.10 indicates that women in regional areas of NSW are under-represented among postgraduate enrolments compared to their population share. Given there are a greater number of higher education institutions in major cities, it is possible that upon commencing university a proportion of regional students in effect relocate, depressing the number of regional enrolments.

This indicator reports on all domestic students enrolled in postgraduate courses in Australia who in 2010 gave NSW as their state of permanent home location.

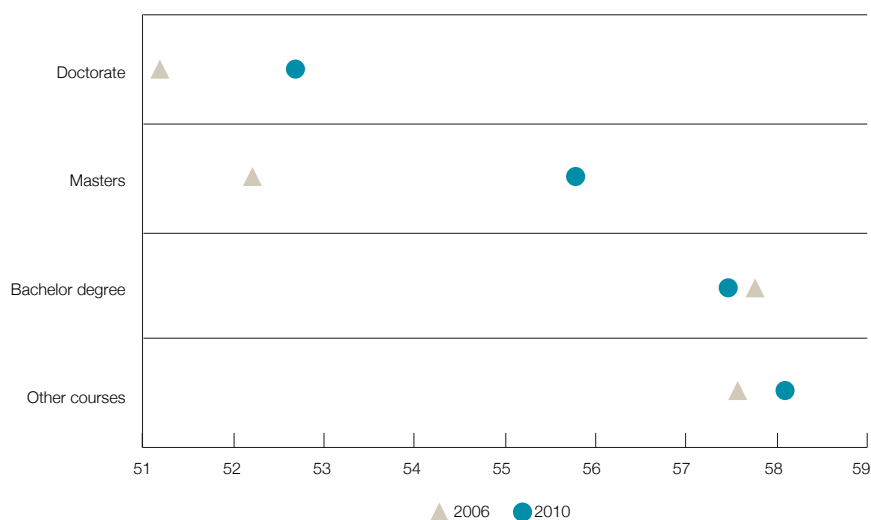
Year collected: 2010.

Data source: DEEWR Higher Education Statistics Collection (Student Collection), unpublished data.

More information is available at: www.deewr.gov.au/highereducation

Figure 3.9

Female enrolments by higher education course level, NSW domestic students, 2006 and 2010



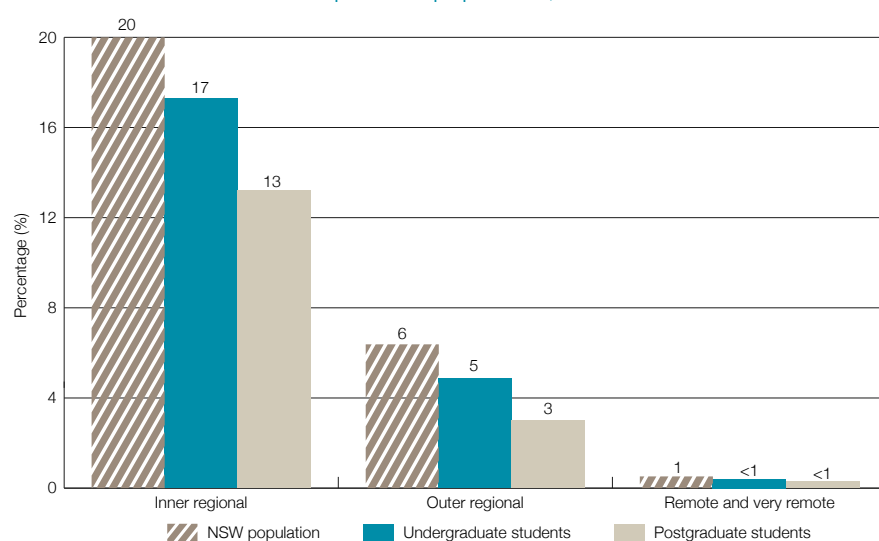
Note: Masters level enrolments in Figure 3.9 includes: graduate certificate, graduate diploma and Masters degrees by research or coursework. Bachelor degree enrolments includes: Bachelor graduate entry, Bachelor honours and Bachelor pass.

Population: NSW residents who enrolled into a higher education course in 2006 and 2010.

Source: DEEWR Higher Education Statistics Collection (Student Collection) unpublished data.

Figure 3.10

Women undertaking undergraduate and postgraduate courses by remoteness, NSW domestic students compared to population, 2010



Note: This graph shows the comparative percentages between students and the NSW population. For example, 20 percent of NSW women are from inner regional NSW. In contrast, 17 percent of NSW undergraduate students are from inner regional NSW, indicating that they are under-represented by 3 percentage points.

The remoteness classification is taken from the ABS remoteness structure. The six categories in this classification are: major cities, inner regional, outer regional, remote, very remote and migratory.

Population: NSW residents who enrolled into a higher education course in 2010 and total NSW population.

Source: DEEWR Higher Education Statistics Collection (Student Collection) unpublished data, and ABS Census of Population and Housing 2006 (used as basis for population figures).

8,346 more NSW women than men commenced a postgraduate higher education course in 2010, a 13 percentage point gap in women's favour.

4.3 Undergraduate field of education

Undergraduate course choice – science, technology, engineering and mathematics

Current position

In 2010, 33 percent of women who enrolled in an undergraduate course enrolled in a science, technology, engineering or mathematics (STEM) field. In contrast, 43 percent of men enrolled in an undergraduate STEM field.

Gender gap:

- Women are 10 percentage points less likely than men to enrol in undergraduate STEM courses at university.

The direction of change over time

While the percentage of women enrolling in STEM courses has remained fairly constant (between 31 and 33 percent) between 2001 and 2010, the actual number of STEM enrolments for women increased by 10,267. By comparison, STEM enrolments for men increased by only 5,787, so that the percentage of men studying STEM courses fell from 47 to 43 percent over the period (see Figure 3.11).

The largest number increases of STEM enrolments for women were nursing at 3,211 (55 percent growth) and behavioural science at 2,240 (77 percent). Percentage increases were greatest in health at 238 percent (to 399 students) and dental studies at 287 percent (to 515 students).

An instance where increased STEM enrolments for men were not matched by an equivalent increase in women was civil engineering (an increase of 1,060 men and 209 women between 2001 and 2010), although the percentage change for women was greater off a low base.

Information technology has become less popular with both men and women since 2001. Women's enrolments fell 62 percent to just 963 enrolments in 2010 and the number of men fell 38 percent to just under 5,000 enrolments.

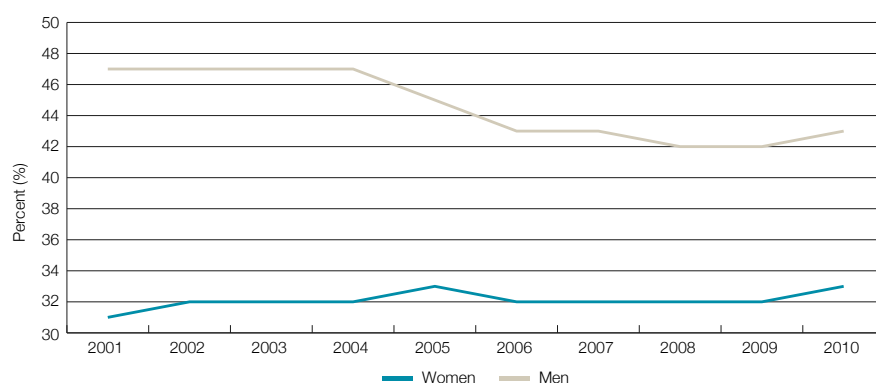
Discussion

Information technology, engineering and related technologies, and building stand out as the courses where the difference between women and men is greatest.

On average, less than 16 percent of participants in these courses were women. 92 percent of building students and 87 percent of engineering students (across all fields of engineering) were men. In 2010, 12 percent of men were enrolled in engineering, which is also one of the highest paid graduate careers (see Indicator 5.2).

Figure 3.11

Women and men enrolling in undergraduate STEM courses as a percentage of total undergraduate enrolments, NSW, 2001 to 2010



Note: Courses have been grouped into STEM fields: Science, Technology, Engineering and Mathematics.

Population: Domestic NSW residents who enrolled in an undergraduate course in 2010.

Source: DEEWR Higher Education Statistics Collection (Student Collection), unpublished data.

Table 3.4

| Undergraduate STEM enrolments, NSW, 2010 | | |
|--|------------------------|----------------------|
| Undergraduate fields of education | % of female enrolments | % of male enrolments |
| Natural and physical sciences (19,208) | 7.6 | 9.6 |
| Natural and physical sciences (8,436) | 3.2 | 4.4 |
| Mathematical sciences (737) | 0.2 | 0.5 |
| Physics and astronomy (181) | 0.0 | 0.1 |
| Chemical sciences (238) | 0.1 | 0.2 |
| Earth sciences (185) | 0.0 | 0.1 |
| Biological sciences (3,584) | 1.6 | 1.6 |
| Other natural and physical sciences (5,847) | 2.5 | 2.7 |
| Information technology (5,931) | 0.8 | 5.0 |
| Information technology (761) | 0.1 | 0.7 |
| Computer science (1,590) | 0.2 | 1.4 |
| Information systems (2,147) | 0.3 | 1.8 |
| Other information technology (1,433) | 0.2 | 1.2 |
| Engineering and related technologies (13,977) | 1.4 | 12.3 |
| Engineering and related technologies (4,681) | 0.4 | 4.2 |
| Manufacturing engineering and technology (8) | 0.0 | 0.0 |
| Process and resources engineering (1,268) | 0.2 | 1.0 |
| Automotive engineering and technology (4) | 0.0 | 0.0 |
| Mechanical and industrial engineering and technology (1,824) | 0.2 | 1.6 |
| Civil engineering (2,420) | 0.2 | 2.1 |
| Geomatic engineering (144) | 0.0 | 0.1 |
| Electrical and electronic engineering and technology (1,591) | 0.1 | 1.5 |
| Aerospace engineering and technology (466) | 0.1 | 0.4 |
| Maritime engineering and technology (64) | 0.0 | 0.1 |
| Other engineering and related technologies (1,507) | 0.2 | 1.3 |
| Architecture and building (5,408) | 1.4 | 3.6 |
| Architecture and urban environment (3,372) | 1.3 | 1.7 |
| Building (2,036) | 0.1 | 1.9 |

| Undergraduate STEM enrolments, NSW, 2010 continued | | |
|---|------------------------|----------------------|
| Undergraduate fields of education | % of female enrolments | % of male enrolments |
| Agriculture, environmental and related studies (3,193) | 1.2 | 1.7 |
| Agriculture, environmental and related studies (78) | 0.0 | 0.0 |
| Agriculture (974) | 0.4 | 0.4 |
| Horticulture and viticulture (127) | 0.0 | 0.1 |
| Forestry studies (27) | 0.0 | 0.0 |
| Fisheries studies (4) | 0.0 | 0.0 |
| Environmental studies (1,907) | 0.7 | 1.1 |
| Other agriculture, environmental and related studies (76) | 0.0 | 0.1 |
| Health (29,751) | 16.5 | 8.8 |
| Health (589) | 0.3 | 0.2 |
| Medical studies (4,264) | 1.8 | 2.0 |
| Nursing (10,602) | 7.0 | 1.6 |
| Pharmacy (1,354) | 0.7 | 0.5 |
| Dental studies (820) | 0.4 | 0.3 |
| Optical science (256) | 0.1 | 0.1 |
| Veterinary studies (939) | 0.5 | 0.2 |
| Public health (734) | 0.4 | 0.3 |
| Radiography (1,090) | 0.6 | 0.4 |
| Rehabilitation therapies (3,452) | 2.0 | 0.9 |
| Complementary therapies (727) | 0.5 | 0.1 |
| Other health (4,924) | 2.3 | 2.1 |
| Society and culture (6,914) | 4.0 | 1.8 |
| Behavioural science (6,914) | 4.0 | 1.8 |
| Total STEM subjects (84,382) | 32.9 | 42.8 |
| Total non-STEM subjects (142,467) | 67.1 | 57.2 |
| Total course enrolments (226,849) | 100.0 | 100.0 |

Note: Behavioural science is considered a STEM subject despite falling within the predominately non-STEM Society and Culture study area. Where students undertake double degrees, these are counted as two enrolments.

Population: Domestic NSW students who gave NSW as their permanent home location and who enrolled in an undergraduate course in 2010.

Source: DEEWR Higher Education Statistics Collection (Student Collection), unpublished data.

Topic 5: Employment outcomes

The completion of formal education may signify the beginning of a person's career, a change in career path or simply a formalisation of a set of skills. For those who have completed a formal education, their next step is usually employment.

The indicators in this section focus on employment outcomes after completion of study. Indicator 5.1 refers to VET graduates and whether or not they are working in the same occupation as their training. Indicator 5.2 focuses on

the graduate salary gap between women and men aged less than 25 with a Bachelor degree.

5.1 VET graduates working in the field for which they are qualified

Vocational education and training (VET) graduates working in the field for which they are qualified

Current position

25 percent of NSW women aged 20 to 64 who hold a VET qualification are working in the same occupation as their training. This compares with 32 percent of men in the same age group.

Gender gap:

- Amongst VET graduates aged 20 to 64 years, women are 7 percentage points less likely than men to work in a field for which their training was intended.

The direction of change over time

There has been minimal change for either women or men between 2009 and 2011.

Discussion

The differences are greatest among women and men aged under 35 years (see Figure 3.12). For women aged 20 to 34, the gender gap is 14.1 percentage points, whereas for women aged 35 to 64 the gender gap is 1.3 percentage points. The gender gap ranges from 19 percentage points for women aged 20 to 24, to 7.8 percentage points for women aged 25 to 29 and 8.6 percentage points for women aged 30 to 34.

Further analysis is required to determine why there is such a large gap between men and women under the age of 35. Reasons for this may include the stronger vocational orientation of male-dominated courses and different further study choices of men.

Same occupation in this data is determined by NCVER at the ANZSCO four-digit or unit group level, and is derived from matching the student's reported occupation six months after training has completed with the intended occupation for the training course in question (as described in Training Packages). Whilst the Student Outcomes Survey goes back to 2005, data on occupation after training is available from 2009. Note that data has been reported here for the age group 20 to 64 years.

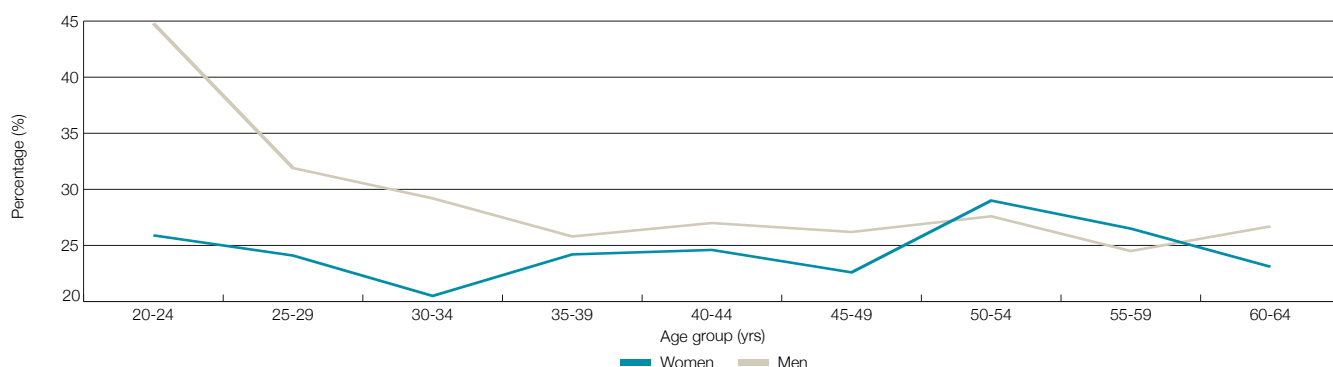
Year collected: 2011.

Data source: NCVER VOCSTATS, *Student Outcomes Survey 2011*.

More information is available at: www.ncver.edu.au

Figure 3.12

Women and men working in the same occupation as they are qualified, by age, NSW, 2011



Population: VET graduates aged 20 to 64.

Source: NCVET VOCSTATS, *Student Outcomes Survey 2011*.

5.2 The graduate salary gap

Median starting salaries for young graduates

Current position

In 2011, the median starting salary for women aged less than 25 with a Bachelor degree in their first full-time job was \$50,000 per year. The median earnings of their male counterparts was \$54,000.

Gender gap:

- The graduate salary gap between NSW men and women is around 7.3 percent or \$4,000 per year.

The direction of change over time

Whilst the average starting salary for graduate women has grown consistently over the past 10 years, the salary received by graduate men has fluctuated (see Figure 3.13). As a result, the size of the graduate salary gap has varied.

The average gap for 2002 to 2010 was 5.3 percent, which was also the figure in 2002 at the beginning of the period. The gap was widest at 10.0 percent in 2008, before falling to 4.0 percent in 2010.

Discussion

The mining boom has created significant growth in the male-dominated disciplines of engineering and earth sciences. Engineering and earth sciences were the highest paying jobs for graduates in 2011. In the past decade, they have experienced significant growth in salary.

Although NSW women's median starting salary is the same as that of Australian women more widely, the NSW graduate salary gap is wider (\$4,000 compared to \$2,000 per year) because NSW graduate men's earnings were higher.

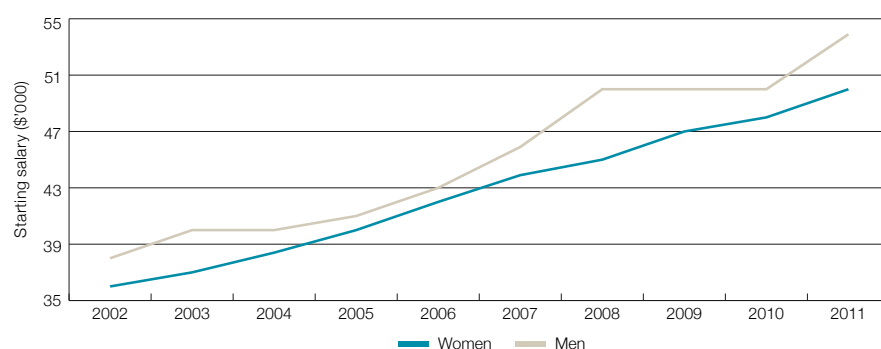
Year collected: 2011 and previous years.

Data source: Graduate Careers Australia, *Australian Graduate Survey*, 2011 unpublished data.

More information is available at:
www.graduatecareers.com.au and www.abs.gov.au

Figure 3.13

Median starting salaries after graduation, under age 25, NSW, 2002 to 2011



Population: Bachelor degree graduates under 25 working in their first full-time job.

Source: Graduate Careers Australia, *Australian Graduate Survey*, 2011.

Topic 6: Lifelong learning

Much of VET and higher education participation takes place in the years following compulsory schooling. The indicators in this section focus instead on the further education and training people undertake throughout their lifetime.

Indicator 6.1 refers to work-related training and education that people undertake to improve their skills in their current job and/or meet professional or occupational standards. Indicator 6.2 reports on government-funded adult and

community education (for example, community college) students.

6.1 Participation in structured work-related learning

Current position

NSW working women aged 15 to 64 years undertake work-related training slightly more frequently than men – 33 percent in the past 12 months in 2010, compared with 28 percent of men (see Figure 3.14).

Gender gap:

- Women's participation in work-related training is five percentage points higher than men's.

The direction of change over time

There was little difference between men and women in 2007 to 2009, but a gap appeared in 2010 as men experienced a drop in their work-related training participation rates.

Discussion

More research over a longer time period is needed to establish whether the decline in men's participation in work-related learning in 2010 is part of a trend.

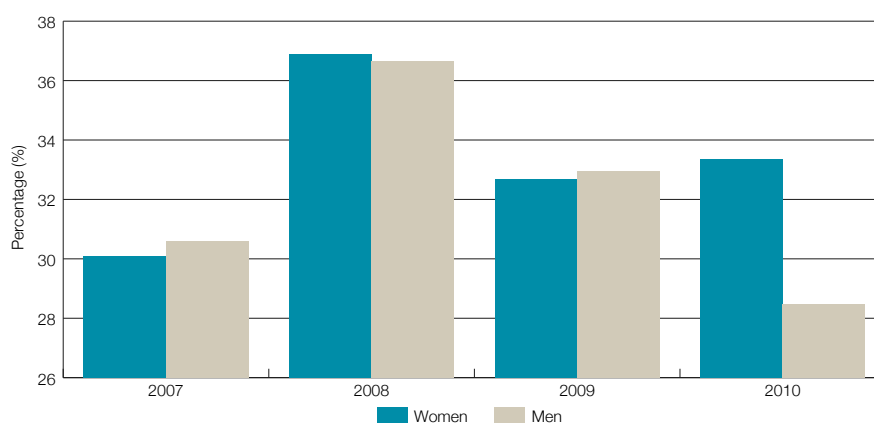
Structured work-related learning in the HILDA survey¹⁶ are courses that are planned in advance and have explicit attendance and assessment criteria.

Year collected: 2007 to 2010.

Data source: *Household, Income and Labour Dynamics in Australia (HILDA) survey*, Waves 7-10, 2007 to 2010.

More information is available at: www.melbourneinstitute.com/hilda/ and www.fahcsia.gov.au

Figure 3.14
Participation in work-related learning by sex, 2007 to 2010



For population aged 15 to 64 years.

Note: Structured work-related learning is defined as courses that are planned in advance and have explicit attendance and assessment criteria.

Source: *Household, Income and Labour Dynamics in Australia (HILDA) survey*, Waves 7-10, 2007-2010.

¹⁶ This report uses unit record data from the *Household, Income and Labour Dynamics in Australia (HILDA) Survey*. The HILDA Project was initiated and is funded by the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and is managed by the Melbourne Institute of Applied Economic and Social Research (Melbourne Institute). The findings and views reported in this paper, however, are those of the author and should not be attributed to either FaHCSIA or the Melbourne Institute.

6.2 Participation in adult and community education

Participation in adult and community education (government-funded providers)

Current position

Women in NSW make up the majority of enrolments in government-funded adult and community education (ACE) courses in NSW. In 2011, they accounted for 67 percent of total enrolments, or 164,284 out of 245,781 enrolments.

Gender gap:

- Women make up two-thirds of adult and community education course enrolments in NSW.

The direction of change over time

Women have made up a consistent percentage of ACE enrolments in recent years, namely two-thirds of total enrolments each year between 2007 and 2011.

Discussion

Rural and regional women are especially well-represented in government-funded ACE, making up over half of total female enrolments (85,947 enrolments or 52.3 percent of the total).

Aboriginal women make up 4 percent of female enrolments, over three times their population share.

Women from non-English speaking backgrounds, and women with a disability, are represented in government-funded ACE at levels slightly below their population share.

While women make up two-thirds of all ACE students, their share is greater still among non-vocational, recreational courses, where they accounted for nearly three-quarters of total enrolments in 2011.

NSW's community colleges provide a primary network for the delivery of community education, specialising in adult learning courses that may, but do not always, lead to a formal educational qualification. The statistics reported on are for total enrolments in ACE providers that attract government funding. In 2011, there were 46 reporting ACE providers.

Year collected: 2011.

Data source: Adult and Community Education statistics (unpublished data).

More information is available at: www.ace.nsw.gov.au

How does NSW compare?

The ABS publishes the government-funded *Gender Indicators Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia. Detailed information is contained in the Appendix.

Based on indicators used in the *Gender Indicators, Australia* January 2012 edition, the education outcomes of NSW women are similar to those of other women in Australia. The most noticeable gaps, where women in NSW have better outcomes than other women in Australia, relate to education

participation rate (a 2.6 percentage point gap) and participation in work-related learning in the past 12 months (a 3.1 percentage point gap). Other indicators show a gap of 1 percentage point or less between women in NSW and women in Australia.

Chapter Four

Work and financial security

Access to paid work is a cornerstone of the economic and social independence of women. It enables women to make positive choices about their living arrangements, career aspirations, health, safety and overall wellbeing. Employment is often associated with better outcomes for children.



Work and financial security

Access to paid work is a cornerstone of the economic and social independence of women. It enables women to make positive choices about their living arrangements, career aspirations, health, safety and overall wellbeing. Employment is often associated with better outcomes for children.

Women's employment is also critical to the economic development of NSW. Many groups of women are underutilised and demonstrably undervalued in the labour market relative to their level of education when compared to men. Women's labour market participation in NSW is narrow. Potentially, the broadening of the workforce skills and occupational participation of women will assist in the building of a skilled domestic workforce able to meet the future economic needs of the state.

Women's unpaid work is also vital for the community and the NSW economy. The work of raising children, maintaining families and households, caring for older people and people with a sickness or disability and running community services and activities is carried out more often by women than men.

Key findings

A long-term trend towards greater participation in paid work is evident among NSW women, as it is among women in most developed countries.

Today, 57 percent of women in NSW participate in the labour force, compared to 70 percent of men. The gender difference has reduced substantially, from a difference of 35 percentage points between women and men in 1978 to 13 percentage points today.

At the same time, women continue to take on a greater amount of unpaid household and family-related work. This imbalance, reflected in the higher rates of part-time work and time-stress among women compared to men, places limits on economic and financial equality for women and may result in a stalling of the late 20th-century advances. Women are also more likely to be volunteers than men, undertaking vital work that sustains communities.

However, the data presented below also reveals that in some important respects, NSW women are achieving greater equality than in Australia as a whole.

Wage gaps between men and women have been narrowing in NSW over the past two decades, in contrast to national trends. They range from 11.5 percent between women and men when we count hourly earnings, to 28 percent when we count total annual earnings for all workers (part-time and full-time). On the widely used measure, average weekly ordinary time earnings, NSW women experience a 14 percent wage gap with men while for Australian women the gap is 17 percent.

It is notable that the gender gap is wider between men and women in the top 40 percent of the workforce than in the bottom 60 percent, meaning that low wage women have kept pace better with the earnings of low wage men. Higher-earning women have had less success in achieving parity with their male counterparts.

Employment participation among women of child-bearing age and a trend towards greater workforce security among part-time workers are other areas where there has been recent improvement in NSW women's status. The proportion of part-time women who are engaged on casual contracts has fallen over the last two decades – from 63 percent in 1992 to 52 percent today.

A new trend of some concern is women's higher unemployment rates compared to men. Visible over the last 18 months, these relatively high rates of unemployment compound the underutilisation of women in the paid workforce due to *underemployment* (women reporting insufficient hours of work).

The chapter points to areas where there are major differences between groups of women. Women's unemployment rates show dramatic variation by region, and regions also exhibit different dynamics in terms of how women's employment recovered after the global financial crisis. Women with a disability, carers and women from some birthplace groups have considerably lower involvement in paid employment than other groups of women, in some cases because their unpaid work responsibilities are very significant. Superannuation and housing stress rates also display significantly different patterns by region.

Gender indicators: work and financial security

In this chapter, women's experiences are reported against six work and financial security topics of importance for women.

Many indicators align with state, national and international frameworks and these linkages are shown below.

| Topics Work and financial security topics and indicators | | |
|---|--|--|
| Topic | Indicators | Linkages |
| Topic 1: Workforce engagement | 1.1 Workforce participation 1.2 Unemployment and underutilisation 1.3 Voluntary work | State Plan NSW 2021 (Goals 1 and 14) ABS Gender Indicators United Nations Gender Inequality Index OECD Gender Equality Indicators World Economic Forum Global Gender Gap Index |
| Topic 2: Workforce security | 2.1 Casual and part-time employment | OECD Gender Equality Indicators |
| Topic 3: Balancing caring responsibilities | 3.1 Time spent in unpaid household work 3.2 Feeling rushed or pressed for time | ABS Gender Indicators OECD Gender Equality Indicators |
| Topic 4: Workforce segregation | 4.1 Occupational segregation 4.2 Industry segregation 4.3 Male-dominated jobs | State Plan NSW 2021 (Goal 1) OECD Gender Equality Indicators NSW Government, Making the Public Sector Work Better for Women 2008-2012 |
| Topic 5: Gender pay gap | 5.1 Average weekly ordinary time earnings (AWOTE) 5.2 Average total hourly earnings 5.3 Gender pay gap, NSW public service | State Plan NSW 2021 (Goal 1) ABS Gender Indicators OECD Gender Equality Indicators World Economic Forum Global Gender Gap Index NSW Government, Making the Public Sector Work Better for Women 2008-2012 |
| Topic 6: Financial security | 6.1 Main source of income at retirement 6.2 Superannuation balance 6.3 Rental or mortgage stress 6.4 Commonwealth Rent Assistance and rental affordability stress | ABS Gender Indicators |

Current levels and trends

This section outlines the current status of NSW women in the topic areas listed above and the direction of change over time, where this information is available. The latest available data is used in each case.

Topic 1: Workforce engagement

Women's participation in the labour force is important for personal, social and economic reasons. For women and their families it is central to current and future financial security. Paid employment is particularly important for building private retirement savings and for

housing security. For governments, labour market participation is also inversely related to welfare dependence and is therefore a significant factor affecting government expenditure.

Indicators of labour force participation, employment, underutilisation and participation in voluntary work are reported in this section.

1.1 Workforce participation

Workforce participation (labour force and employment rates)

Current position

In February 2012, 57 percent of NSW women were *participating in the labour force* (that is, they were either employed or looking for work). This compares to 70 percent of NSW men.

53 percent of NSW women were *employed*, compared with 67 percent of NSW men.

Women are still less likely than men to be engaged in the workforce at all ages over 19 years (see Figure 4.1).

Gender gaps:

- There is a 13 percentage point difference between women and men's labour force participation rates and a 14 percentage point difference between their employment rates.

The direction of change over time

The gender gap in labour force participation has decreased over the last three decades, from 35 percentage points in 1978 to 13 percentage points today (see Figure 4.2).

The gap between women and men's access to paid employment has also decreased significantly, from 35 percentage points in 1978 to 14 percentage points today. Mature age women's continuously increasing employment rates have been part of this story, while among some mature age cohorts of men employment rates have dipped in the mid-1990s but recovered after 2000 (Figure 4.3).

Discussion

Women's participation in the workforce has grown steadily over several decades, while men's has slightly declined.

Figure 4.1 shows how women's participation dips during the child-bearing years, at the time when men's participation rate is greatest. However, this is followed by increased participation among women aged 35 to 54 years.

It is noteworthy that having children appears to constrain women's workforce participation in NSW less than in the rest of Australia (see Further reading and Topic 3: Balancing caring responsibilities).

For several subgroups of women, labour force participation rates are lower than average and the gender difference between men and women is far greater. The 22 percent gender gap in labour force participation between women and men from non-Main English Speaking Countries was 1.6 times the 14 percent difference between Australian-born women and men in 2006 (see Table 4.1).

Tables 4.2 and 4.3 highlight the contrasting experiences of women who are carers and men and women with a disability. Part-time caring does not adversely affect the rate of women's employment outside the household, although it may affect how many hours are worked.

Two indicators measure the extent to which people of working age are participating in the workforce. The labour force participation rate reflects the extent to which people are active in the paid labour force: that is, employed, engaged in business, or looking for work. The employment rate measures only those people who are currently employed – that is, have worked in a paid job for at least one hour during the last week.

Year collected: February 2012 and previous years.

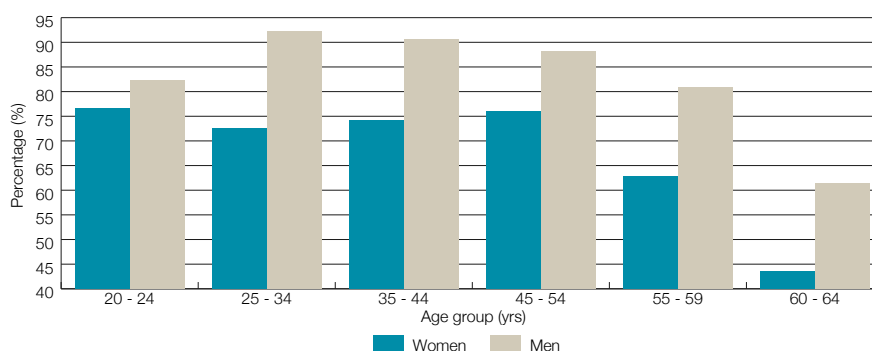
Data source: ABS (2012) *Labour Force Statistics, 1978-2012*, Cat no. 6202.0.

More information is available at www.women.nsw.gov.au/women_and_work

The gender gap in labour force participation has decreased over the last three decades, from 35 percentage points in 1978 to 13 percentage points today.

Figure 4.1

Labour force participation rate, NSW women and men by age, 2012



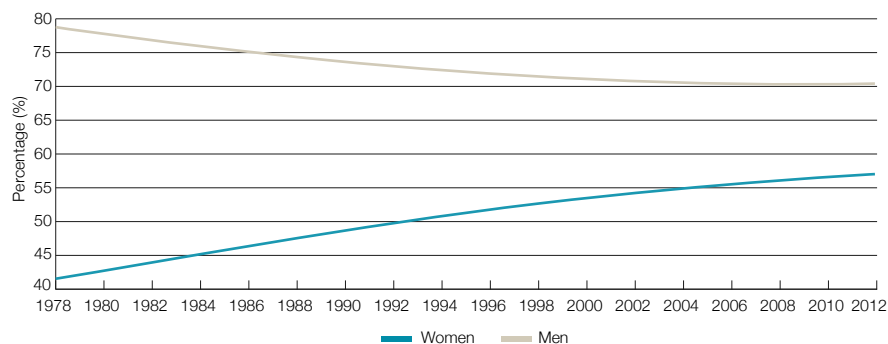
Note: All data are original series.

Population: Civilian population aged 20 to 64 years.

Source: ABS *Labour Force, Australia*, Cat no. 6202.0, Feb 2012.

Figure 4.2

Labour force participation rate, NSW women and men, 1978 to 2012



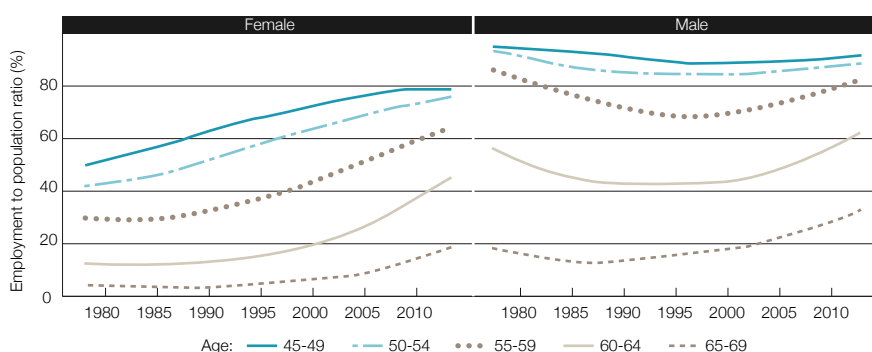
Note: All data are original series.

Population: Civilian population aged 15 years and over.

Source: ABS *Labour Force, Australia*, Cat no. 6202.0, Feb 2012.

Figure 4.3

Employment rates among mature age women and men, NSW, 1978 to 2012



Population: Civilian population aged 45 to 69 years.

Source: ABS *Labour Force, Australia, Detailed - Electronic Delivery*, Jan 2012 Supercube em1.srd, *Employed persons by sex, age, hours worked, state*, Cat no. 6291.0.55.001.

Table 4.1

| Labour force participation rates by birthplace for women and men, NSW, 2006 | | | |
|---|-------|-----|-------------------|
| Country of birth | Women | Men | Gender gap |
| | % | % | percentage points |
| Scotland | 70 | 84 | 14 |
| New Zealand | 76 | 91 | 15 |
| England | 71 | 86 | 15 |
| Germany | 64 | 79 | 15 |
| Philippines | 77 | 93 | 16 |
| India | 73 | 94 | 21 |
| China | 65 | 87 | 22 |
| Vietnam | 55 | 81 | 26 |
| Italy | 52 | 80 | 28 |
| Greece | 44 | 72 | 28 |
| All born in a non-MESC* | 62 | 84 | 22 |
| Australia | 72 | 86 | 14 |

* Note: Non-MESC are countries other than the Main English Speaking countries of Canada, New Zealand, Ireland, the United Kingdom, United States and South Africa. Countries listed individually are the top 10 countries of birth based on migration to the whole of Australia.

Population: People born overseas aged 25 to 64 years, excluding full-time students and the not stated category.

Source: ABS *Census of Population and Housing 2006*.

Table 4.2

| Workforce participation of female carers, NSW, 2009 | | |
|---|----------------|--------------|
| | Women % | |
| | Primary carers | Total carers |
| Labour force participation rate | 43 | 57 |
| Employment rate | 42 | 54 |
| Government pension or allowance is principal source of income | 53 | 37 |

Note: A carer is someone who provides any informal assistance, in terms of help or supervision, to a person with disabilities or long-term conditions or a person who is elderly (ie aged 60 years and over). This assistance has to be ongoing, or likely to be ongoing, for at least six months. A primary carer is someone who provides assistance for one or more of the core activities, communication, mobility and self-care.

Population: Women aged 15 to 64 years, living in households.

Source: ABS *Survey of Disability, Ageing and Carers Australia 2009*, Cat no. 4430.0, unpublished data extracted from CURF (Confidential Unit Record File).

Table 4.3

Workforce participation of women and men with a disability, NSW, 2009

| Workforce participation | People with a disability % | |
|--|----------------------------|------|
| | Women | Men |
| Labour force participation rate | 48.0 | 59.0 |
| Unemployment rate | 6.7 | 9.2 |

Population: People aged 15 to 64 years, living in households, all with reported disability. Includes those who do not have specific limitations or restrictions.

Source: ABS Survey of Disability, Ageing and Carers Australia 2009, Cat no. 44300DO001_2009 state tables for NSW, unpublished data extracted from CURF.

1.2 Unemployment and underutilisation

Current position

In February 2012, NSW women workers had a higher rate of unemployment than men – 5.7 percent compared with 4.8 percent.

Women's labour force underutilisation rate (incorporating people who wanted to work more hours) was 14.8 percent, compared to 11.0 percent for men.

Gender gaps:

- NSW women's unemployment rate is almost 1 percentage point higher than men's.
- Women's underutilisation rate is almost 4 percentage points higher than men's.

The direction of change over time

The level of unemployment experienced by women has for some decades been similar to or slightly lower than men's, but in the last 18 months has exceeded men's.

Women's unemployment rate increased slightly from 5.3 percent in 2001 to 5.7 percent in 2012. For men, unemployment decreased during the last decade, from 5.9 percent in 2001 to 4.8 percent in 2012.

Patterns of labour force underutilisation closely follow the economic cycle, with the gap between men and women increasing during the global financial crisis (see Figure 4.4).

Women's unemployment rates show wide regional variations across NSW with the highest rates in south-west Sydney and the Central Coast (Table 4.4).

Discussion

Underutilisation is high among women workers for a number of reasons. These include lack of child care and women's concentration in industries which have a high proportion of part-time work, and consequently, people who may want to work more hours (even while remaining part-time).

Further disaggregation by region and industry would provide information about the underlying reasons for women's rising unemployment rate, such as downturns in female-dominated industries.

The proportion of people in the paid labour force who are unemployed and underemployed are reported in this indicator.

The unemployed are people who were actively looking for work and available to start immediately. The underemployed are those who are already working and would like to work more hours. These two groups together are referred to as people who are underutilised in the labour force.

Year collected: February 2012 and previous years.

Data sources: ABS Labour Force, Australia, Cat no. 6205.0 and ABS 2001-2012, Labour Force Statistics, Cat no. 6201.0.

More information is available at www.abs.gov.au

Table 4.4

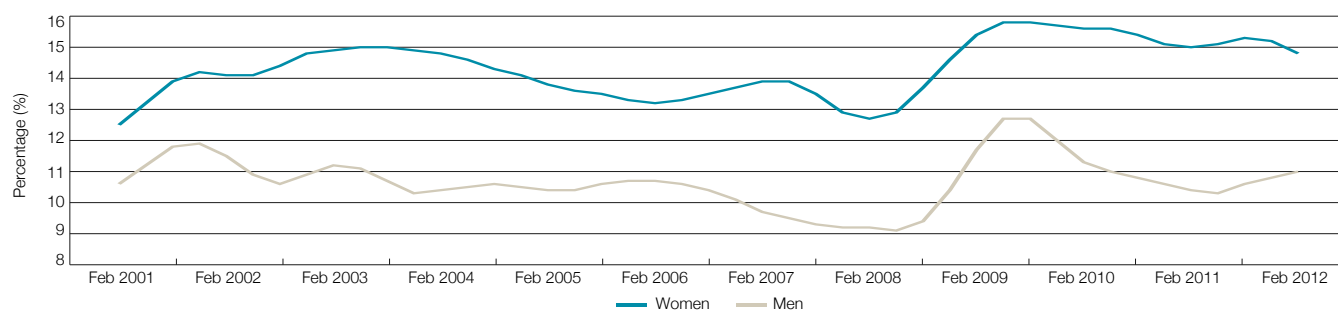
| Female unemployment by Sydney or NSW region, and change since the GFC | | |
|---|-------------------------------|---|
| Sydney or NSW region | Change since peak of GFC* (%) | Unemployment, year to February 2012 (%) |
| Canterbury-Bankstown | -0.4 | 9.3 |
| Gosford-Wyong | 2.1 | 7.8 |
| Fairfield-Liverpool and Outer South Western Sydney | -2.1 | 7.6 |
| North Western Sydney | -1.8 | 6.9 |
| Murray-Murrumbidgee | -2.6 | 6.4 |
| Richmond-Tweed and Mid-North Coast | -4.9 | 6.2 |
| Illawarra and South Eastern | -1.7 | 6.0 |
| Central Western Sydney | -3.6 | 5.9 |
| Northern, Far West-North Western and Central West | -3.5 | 5.4 |
| Hunter | -3.2 | 4.6 |
| St George-Sutherland | -1.2 | 4.6 |
| Inner Sydney and Inner Western Sydney | -3.0 | 4.6 |
| Central Northern Sydney | 0.4 | 4.3 |
| Eastern Suburbs | 1.5 | 4.3 |
| Lower Northern Sydney | 0.9 | 3.7 |
| Northern Beaches | -1.1 | 3.5 |
| New South Wales total | -1.8 | 5.6 |

* Note: The peak of unemployment in NSW during the global financial crisis (GFC) was March 2009. The blue shows regions where unemployment has increased since then.

Population: Women in the labour force.

Source: ABS *Labour Force, Australia*, February 2012, Detailed, Cat no. 6291.0.55.001.

Figure 4.4
Labour force underutilisation, NSW women and men, 2001 to 2012



Note: Labour force underutilisation refers both to unemployed people who are actively looking for work and available to start immediately, as well as people who are already working but would like to work more hours (the underemployed).

Population: People in the labour force.

Source: ABS *Labour Force, Australia*, Cat no. 6202.0 February 2012, Trend data.

1.3 Voluntary work

Participation in voluntary work

Current position

In NSW in 2010, 40 percent of women and 33 percent of men reported having participated in voluntary work in the previous 12 months.

Gender gap:

- Women are more likely than men to be volunteers (a 7 percentage point difference in 2010).

The direction of change over time

Both men and women's volunteering rates increased slightly over the four years (Table 4.5).

However, women's volunteering activity increased more than men's so that the gap between women and men increased from 4 percentage points in 2006, to 7 percentage points in 2010.

Discussion

The most common types of volunteering in NSW are volunteering in sporting organisations (around 33 percent of all volunteers) and in religious organisations (27 percent).

Women and men living outside Sydney are more likely to volunteer than those living in the capital city. In 2010, nearly half (48 percent) of women living outside Sydney reported volunteering in the previous 12 months.

National ABS data (not shown below) indicates that more women than men volunteer in welfare and community organisations (25 percent of female volunteers and 18 percent of male volunteers) while more men than women volunteer in sporting and physical recreation organisations (32 percent of women compared to 44 percent of men).

The ABS defines a volunteer as someone who, in the previous 12 months, willingly gave unpaid help in the form of time, service or skills, through an organisation or group. Voluntary work excludes employment or study commitments and informal assistance to others.

Year collected: 2010.

Data source: ABS (2011) *Voluntary Work Australia*, 2010, Cat no. 4441.0.

More information is available at: www.abs.gov.au

Table 4.5

Volunteer rates by sex and residence, NSW, 2006 and 2010

| Residence | Women | | Men | |
|------------------|----------|----------|----------|----------|
| | 2006 (%) | 2010 (%) | 2006 (%) | 2010 (%) |
| Capital city | 32 | 35 | 29 | 32 |
| Balance of state | 40 | 48 | 34 | 35 |
| Total | 35 | 40 | 31 | 33 |

Note: A volunteer is defined as someone who in the last 12 months willingly gave unpaid help in the form of time, services or skills through an organisation or group.

Population: People aged 18 years and older.

Source: ABS (2011) *Voluntary Work Australia* 2010, Cat no. 4441.0 and (2010) *NSW State and Regional Indicators*.

Topic 2: Workforce security

Another indicator of labour market experience is job permanency or security, as indicated by ongoing or casual status. Ongoing employment provides a more solid basis for housing security and family formation, as opposed to jobs with shorter tenure.

Ongoing jobs typically provide employment benefits such as sick, annual and long service leave which help people deal with adversity and take rest. Part-time work is also discussed here because of its close historical association with casual work.

In 2012, 41 percent of working women in NSW were employed on a part-time basis, compared with 15 percent of men.

2.1 Casual and part-time employment

Participation in casual and part-time employment

Current position

In 2010, 28 percent of NSW women were employed on a casual basis (without leave entitlements) compared, with 21 percent of men.

In 2012, 41 percent of working women in NSW were employed on a part-time basis (less than 35 hours per week), compared with 15 percent of men. Over half (52 percent in 2010) of women's part-time jobs are casual.

Gender gaps:

- There is a 7 percentage point difference between the proportion of women and men employed casually in NSW.
- There is a 26 percentage point difference between the proportion of women and men employed part-time in NSW.

The direction of change over time

Casual employment rates have been consistently higher for women than men over the last two decades.

A positive feature of NSW women's work over the last two decades is the decline in the proportion of women part-timers who work casually. The proportion has fallen from 63 percent in 1992 to 52 percent today (Figure 4.5).

The percentage of full-timers who are casual has, however, increased, though not as much as for men for whom over two-thirds of full-time jobs are casual. Indeed, men have experienced a clear upward trend in their rate of casual work for both full and part-time, which almost doubled (from 12 percent in 1992 to 21 percent in 2010). Women's rate of casual employment remained close to 30 percent throughout the period.

Discussion

Where part-time work has equivalent pay and conditions to full-time work, and where it meets the mutual needs of both employees and employers, then it can be useful for work-life balance, and for transitions to retirement.

However, where part-time work is also casual or temporary in duration, it can be an indication of labour market insecurity and underemployment. Consequently, to measure the extent of women's employment insecurity involves looking at a number of indicators.

The ABS data allow us to distinguish between casuals and ongoing workers. The ABS defines casuals as workers who do not have leave entitlements, such as sick leave and holiday leave. They include people in both full and part-time employment.

The ABS definition is used in this section, but it should be noted that the HILDA survey results show that a small proportion (around 11 percent) of workers with leave entitlements are 'fixed term' or temporary employees rather than ongoing or permanent¹⁷.

Year collected: February 2012 and previous years.

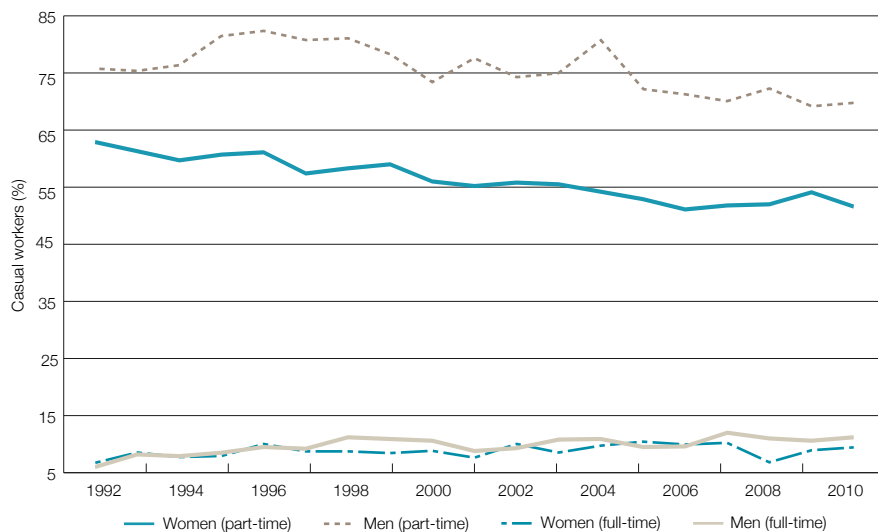
Data sources: ABS (2012) *Labour Force Statistics*, Cat no. 6201.0, ABS (2012) *Australian Labour Market Statistics November 2010*, Cat no. 6105.0.

More information is available at www.abs.gov.au

¹⁷ Note that the ABS no longer uses the terminology of casual/permanent, but rather focuses on the leave/no leave distinction.

Figure 4.5

Rates of casual work among part and full-time workers, NSW, 1992 to 2010



Note: All data are original series. The graph shows the density of casuals among part-time and full-time workers, excluding owner managers.

Population: Employees without paid leave entitlements (casual workers), working either full or part-time.

Source: ABS (2012) *Australian Labour Market Statistics November 2010*, ABS Cat no. 6105.0.

Topic 3: Balancing caring responsibilities

Work-family balance is an important issue facing Australian families today. As the data on voluntary and caring work showed, household, family and community work are also central to many people's daily lives and identities.

The amount of unpaid household and family work people do increases significantly when they have children, which occurs usually at the stage of life when men are also working long hours.

3.1 Time spent in unpaid household work

Average time spent in unpaid household work

Current position

In NSW, women with dependent children who work full-time undertake an extra 40 hours per week on average in unpaid work (Figure 4.6).

By comparison, men with dependent children who work full-time undertake an average of 26 hours per week extra.

Gender gap:

- Full-time women workers with dependants spend an extra 14 hours per week more than men doing unpaid household work.

3.1 Time spent in unpaid household work continued

Average time spent in unpaid household work

The direction of change over time

The gap between women and men has reduced by three hours per week in the period 2002 to 2010. Time spent on unpaid work increased for both sexes over this time.

In 2002, women were committing an extra 33 hours per week to unpaid work, whilst working full-time with dependants. Men were averaging an extra 22 hours per week in unpaid work.

Discussion

Women's workforce participation has increased substantially but the amount of unpaid work done by women does not reflect this situation.

Also notable is the variation in the type of household and family-related duties people spend time on. The time women and men spend on errands, and playing and caring for children is less unequal than the time they spend on housework, on which women spend 10 more hours per week than men (see Figure 4.6).

Indicator 3.1 looks at the social group for whom these pressures are most marked: full-time workers with dependent children. Unpaid household work in the HILDA survey includes activities to which people have committed because of their social relationships, including housework, household management, shopping and child care.

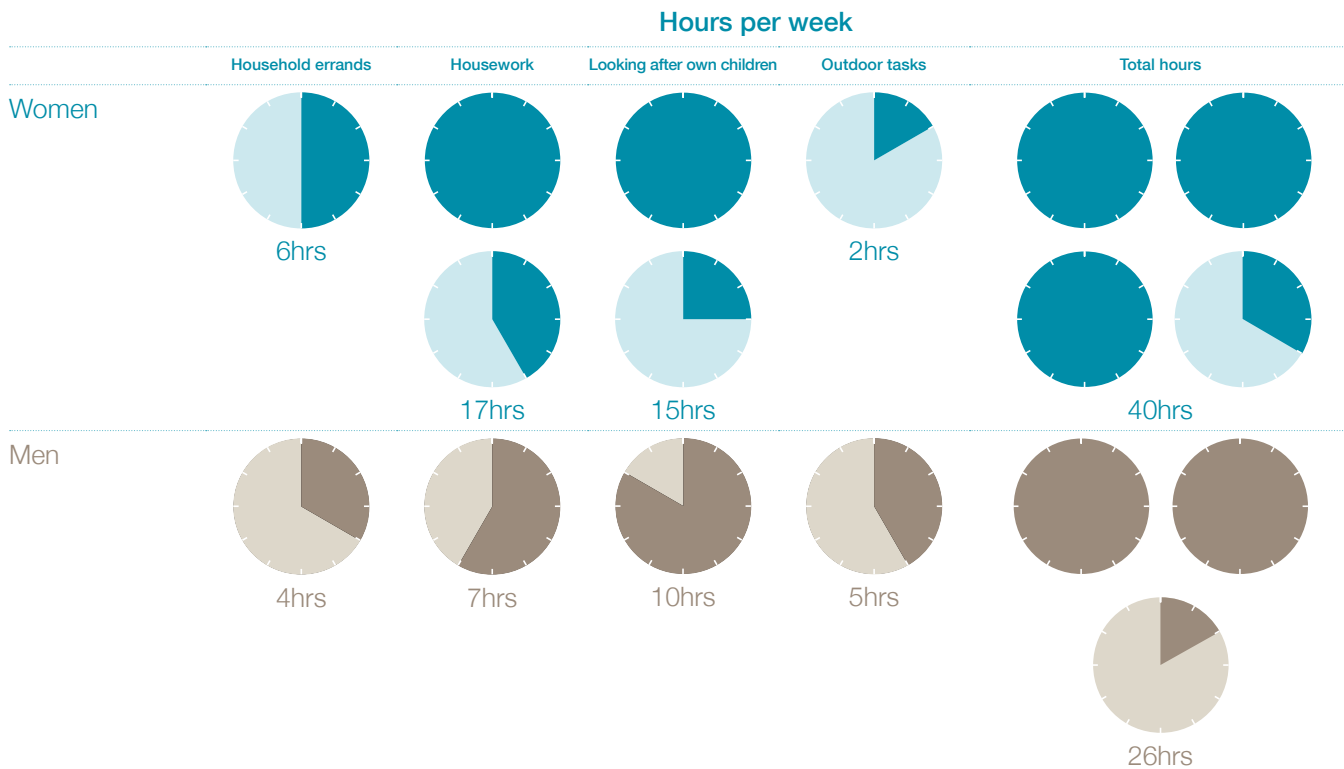
Year collected: 2010 and previous years.

Data sources: *Household, Income and Labour Dynamics of Australia* (HILDA) survey, Wave 2 and 10, 2002 and 2010.

More information is available at: www.melbourneinstitute.com/Hilda

Figure 4.6

Unpaid work, women and men working full-time with dependants, NSW, 2010



Population: People aged 15 to 64 years, employed full-time with dependent children.

Source: *Household, Income and Labour Dynamics of Australia* (HILDA) survey, Wave 10, 2010.

3.2 Feeling rushed or pressed for time

Current position

For employed women with dependent children in NSW, 59 percent feel 'almost always' or 'often' rushed or pressed for time. This compares with 47 percent of employed men with dependent children.

Gender gap:

- Employed women with dependent children report feeling rushed and pressed for time more than employed men – a difference of 12 percentage points.

The direction of change over time

The proportion of women reporting feeling 'almost always' or 'often' rushed or pressed for time decreased slightly between 2002 and 2010 (from 63 to 59 percent).

Men have experienced very little change in this time period.

Discussion

The pressure on women to both earn and do more of the household work and care for family is reflected in the higher incidence of women who report being time-pressured than men.

Indicator 3.2 presents the results when men and women are asked how often they feel 'rushed or pressed for time'. Again, the population is full-time workers with dependants, for whom the issue of work-life balance is typically most acute.

Year collected: 2010 and previous years.

Data sources: Household, Income and Labour Dynamics of Australia (HILDA) survey, Wave 2 and 10, 2002 and 2010.

More information is available at www.melbourneinstitute.com/hilda

Topic 4: Workforce segregation

Women hold 45 percent of all jobs in NSW, but their share of specific occupational groups and industries varies considerably.

Many men and women work in jobs where the majority of other workers are of the same sex – a pattern known as gender segregation.

The degree of gender segregation can be assessed by looking at the proportion of women and men in different occupations, industries, sectors or workplaces. Gender segregation by occupation and industry is reported at 4.1 and 4.2, while 4.3 focuses on the most

male-dominated jobs in the NSW workforce – those with 25 percent women or less.

4.1 Occupational segregation

Current position

Clerical and administrative, community and personal services, and sales jobs are mainly undertaken by female workers.

Alternatively, management, technical and trades, machinery operators and drivers, and labouring jobs are mainly undertaken by male workers.

Gender gaps:

- Women make up only 9 percent of machinery operators and drivers, 14 percent of technical and tradespeople and 35 percent of managers in NSW.
- Professional occupations are the only ones split evenly between women and men.

4.1 Occupational segregation continued

The direction of change over time

In the period 1996-97 to 2011-12, women made ground in managerial occupations, where they increased their share from 29 to 35 percent. A slight increase in trade and technical positions is also evident (Tables 4.6 and 4.7).

Community and personal service occupations became more segregated, with relatively fewer men, during the last 15 years.

Discussion

Jobs dominated by women have historically been associated with lower pay and worse conditions. Occupational segregation therefore contributes to the gender pay gap (see below). The patterns of occupational segregation in NSW have been strikingly stable over time.

Indicator 4.1 describes occupational segregation at the major occupational group level within the Australian and New Zealand Standard Classification of Occupations (ANZSCO). The degree of integration of segregation visible depends on the level of disaggregation selected – the finer the disaggregation, the more variation is evident.

Year collected: February 2011-12 and previous years.

Data source: February 2011 to 2012 and previous years, *ABS Labour Force, Australia, Detailed, Quarterly*, Cat no. 6291.0.55.003.

More information is available at www.abs.gov.au

Table 4.6

Women's occupational representation, NSW, 1996-97 to 2011-12, lowest to highest

| Occupation – major group | % Women | |
|---|-----------|-----------|
| | 1996-97 | 2011-12 |
| Machinery operators and drivers | 12 | 9 |
| Technicians and trades workers* | 12 | 14 |
| Labourers | 35 | 34 |
| Managers | 29 | 35 |
| Professionals | 48 | 52 |
| Sales workers | 61 | 62 |
| Community and personal service workers | 66 | 68 |
| Clerical and administrative workers | 77 | 76 |
| Total workforce | 43 | 45 |

In the period 1996-97 to 2011-12, women made ground in increasing their share in managerial occupations from 29 to 35 percent. A slight increase in trade and technical positions is also evident.

Note: Occupation classification follows one-digit ANZSCO major group. The industries are listed in order of lowest to highest women's representation in 2011-12, using a four-quarter average. *The majority of women in the trades workers category are hairdressers or cooks. See discussion on page 44 for further information.

Population: All employed people aged 15 years or older.

Source: *ABS Labour Force, Australia, Detailed, Quarterly, Feb 2012*, Cat no. 6291.0.55.003.

4.2 Industry segregation

Current position

Similar to their narrow occupational presence, women are concentrated in a narrow group of industries in NSW (see Table 4.7).

The strongly male-dominated industries include construction, manufacturing, mining and agriculture, forestry and fishing.

Education and training, and health care and social assistance, are dominated by women in NSW, with women forming a small majority in several other service industries.

Gender gaps:

- Women hold 10 percent of jobs in the construction industry and 11 percent of jobs in the mining sector in NSW, as opposed to 78 percent of jobs in health care and social assistance and 68 percent in education and training.

The direction of change over time

Little has changed in terms of representation of women in male-dominated industries over the past 17 years. In the period from 1996-97 to 2011-12, women increased their presence in mining, and in public administration and safety.

Discussion

As with occupational segregation, jobs in industries that are dominated by women are often undervalued. Patterns of segregation indicate barriers to industries that may yield higher incomes for women.

Indicator 4.2 describes industry segregation at the industry division level within the Australian and New Zealand Standard Industrial Classification (ANZSIC 2006). It is important to note that the degree of integration or segregation visible depends on the level of disaggregation selected – the finer the disaggregation, the more variation is evident.

Year collected: February 2011-12 and previous years.

Data source: ABS Labour Force, Australia, Detailed, Quarterly, Cat no. 6291.0.55.003.

More information is available at www.abs.gov.au

Little has changed in terms of representation of women in male-dominated industries over the past 17 years. Slight improvements can be seen between 1996-97 and 2011-12, with women increasing their presence in mining, and in public administration and safety.

Table 4.7

| Women's industry representation, NSW, 1996-97 and 2011-12, lowest to highest | | |
|--|-----------|-----------|
| Industry | % Women | |
| | 1996-97 | 2011-12 |
| Construction | 13 | 10 |
| Mining | 6 | 11 |
| Electricity, gas, water and waste services | 17 | 18 |
| Transport, postal and warehousing | 23 | 23 |
| Agriculture, forestry and fishing | 30 | 26 |
| Manufacturing | 27 | 27 |
| Wholesale trade | 33 | 35 |
| Information media and telecommunications | 40 | 42 |
| Professional, scientific and technical services | 45 | 43 |
| Other services | 39 | 43 |
| Public administration and safety | 37 | 44 |
| Arts and recreation services | 49 | 48 |
| Financial and insurance services | 55 | 51 |
| Rental, hiring and real estate services | 45 | 51 |
| Administrative and support services | 51 | 53 |
| Retail trade | 53 | 54 |
| Accommodation and food services | 52 | 54 |
| Education and training | 66 | 68 |
| Health care and social assistance | 77 | 78 |
| Total workforce | 43 | 45 |

Note: Industry classification follows ANZSIC divisions. The industries are listed in order of lowest to highest women's representation in 2011-12.

Population: All employed people aged 15 years or older.

Source: ABS *Labour Force, Australia, Detailed, Quarterly, Feb 2012*, Cat no. 6291.0.55.003.

4.3 Male-dominated jobs

Women's participation in male-dominated occupational subgroups

Current position

Fourteen out of 43 occupational subgroups in NSW are male-dominated. Women make up just 9.7 percent of the workforce in these occupational subgroups in 2012.

Gender gaps:

- The percentage of women in these occupations ranges from 24 percent to less than 1 percent (see Table 4.8).

The direction of change over time

There has been little change over time in the group as a whole. Women's representation in male-dominated occupational groups in 1996 was 9.4 percent.

Discussion

Individual male-dominated occupations have exhibited change. Women have increased their representation among the chief executive subgroup (chief executives, general managers and legislators). They make up 24 percent of this subgroup in 2012, compared to 13 percent in 1996.

In other non-traditional areas for women such as ICT professionals, construction tradespeople and machinery and plant operators, women have lost ground.

Occupational subgroups are defined as 'male-dominated' in Indicator 4.3 where women make up 25 percent or fewer of people working in them (employers, employees and the self-employed).

Indicator 4.3 describes occupational segregation at the sub-major (two digit) occupational group level within the ANZSCO classification.

Year collected: February 2012 and previous years.

Data source: ABS Labour Force, Australia, Detailed, Quarterly, Cat no. 6291.0.55.003.

More information is available at www.abs.gov.au

Women have increased their representation among chief executives, general managers and legislators. They make up 24 percent of this subgroup in 2012, compared to 13 percent in 1996.

Table 4.8

| Occupational subgroups with 25 percent women or fewer, NSW, February quarter 2012 | | |
|---|------------------------|---------|
| 16 to 25 percent women | Total workforce ('000) | % Women |
| Chief executives, general managers and legislators | 32 | 24 |
| Engineering, ICT and science technicians | 68 | 23 |
| Protective service workers | 47 | 21 |
| Storepersons | 37 | 21 |
| Other labourers | 68 | 19 |
| Farm, forestry and garden workers | 37 | 17 |
| 6 to 15 percent women | | |
| Machine and stationary plant operators | 43 | 15 |
| ICT professionals | 73 | 14 |
| Road and rail drivers | 96 | 6 |
| Less than 6 percent women | | |
| Mobile plant operators | 40 | 3 |
| Electrotechnology and telecommunications trades | 77 | 2 |
| Construction and mining labourers | 47 | 1 |
| Automotive and engineering trades | 107 | 1 |
| Construction trades | 105 | - |

Note: Occupation classification follows two-digit ANZSCO sub-major group.

Population: All employed people aged 15 years or older.

Source: ABS *Labour Force, Australia, Detailed, Quarterly*, Cat no. 6291.0.55.003.

Topic 5: Gender pay gap

The difference between what women and men earn, on average, is referred to as the gender pay gap. There are many alternative ways to compare men's and women's earnings, and these are discussed

in the section Focus on pay on page 79. Two commonly used standards – average weekly and average hourly earnings – comprise Indicators 5.1 and 5.2.

5.1 Average weekly ordinary time earnings (AWOTE)

Current position

As at November 2011, NSW women working full-time ordinary hours each week earned on average \$1,212, compared with men, who earned \$1,404 each week.

Gender gap:

- Men earned on average 14 percent more each week than women.

The direction of change over time

Since 1995, the weekly gender wage gap in NSW for people working full-time ordinary hours has decreased from 18 to 14 percent.

This contrasts with national trends, which show the gender wage gap increasing over the same time period (see Figure 4.7).

Discussion

Wage gaps, whether driven by discrimination or other factors, compromise the current and future economic security of women.

Gender wage gaps persist, however, in NSW a reduction in the size of the gap is evident in the last decade.

Average weekly ordinary time earnings compares women and men who work full-time hours. Ordinary time earnings do not include overtime. The figures are gross figures before taxation or any other amount has been deducted.

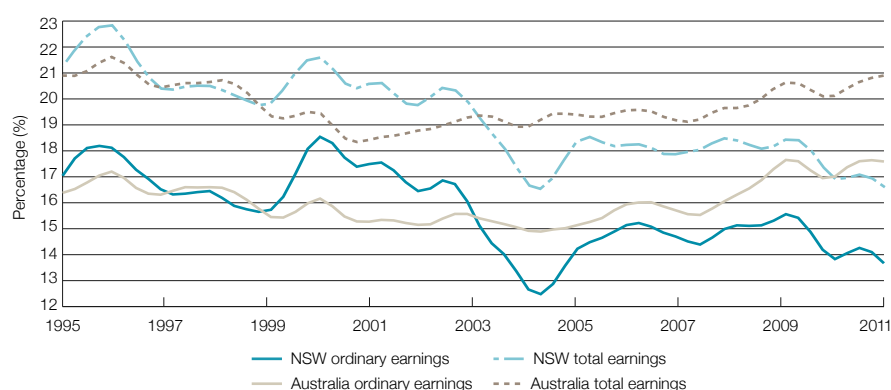
Year collected: November 2011 and previous years.

Data source: ABS, *Average Weekly Earnings, Australia*, Cat no. 6302.0, time series to 2011, November quarter, Trend data.

More information is available at www.women.nsw.gov.au/women_and_work

Figure 4.7

Gender pay gap, average weekly earnings, 1995 to 2011, NSW and Australia



Note: The figure shows NSW weekly pay gaps on a downward trend since 1995, reducing more than the national pay gaps between women and men. Ordinary earnings compare women and men who work full-time, not including overtime. Total earnings do include overtime.

Population: Civilian population aged 15 years and over.

Source: ABS, *Average Weekly Earnings, Australia*, Cat no. 6302.0, trend data.

5.2 Average total hourly earnings

Average hourly earnings (non-managerial employees)

Current position

In 2010, women in NSW working full-time in non-managerial roles were paid on average \$30.70 per hour worked. NSW men earned \$34.70 on average.

Gender gap:

- The hourly wage gap between NSW men and women is around 11.5 percent.

The direction of change over time

Trends over time are not readily available from this survey.

Discussion

Hourly wage gaps are usually smaller than those measured using full-time weekly wages, as women typically work fewer hours than men even when both are classed as full-time (see Focus on pay, page 79).

Figure 4.8 below shows how women and men's hourly wages diverge during the child-bearing years. In NSW, in contrast to Australia more widely, women's wages lift again between the ages of 40 and 45 years.

Figure 4.9 shows the percentage of men and women at various earning brackets. About three-quarters (77 percent) of women earn less than \$80,000 per annum, whereas the comparable figure for men is about two-thirds (66 percent).

Total hourly earnings time include over-time. Indicator 5.2 shows average total hourly earnings for women and men who work full-time hours. The figures are gross figures before taxation or any other amount has been deducted.

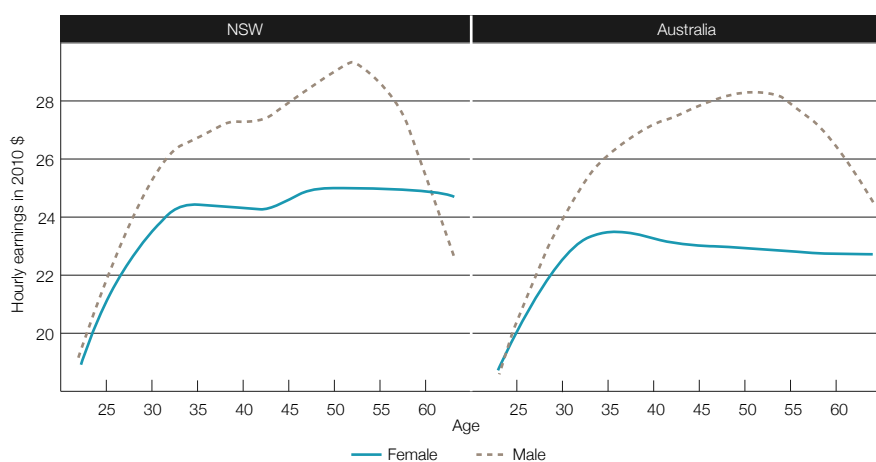
Year collected: 2010.

Data source: ABS (2011) *Employee Earnings and Hours, Australia*, May 2010, Cat no. 6306.0.

More information is available at: www.abs.gov.au and www.women.nsw.gov.au/women_and_work

Figure 4.8

Median hourly rates of pay, employees, NSW and Australia (10-year average)



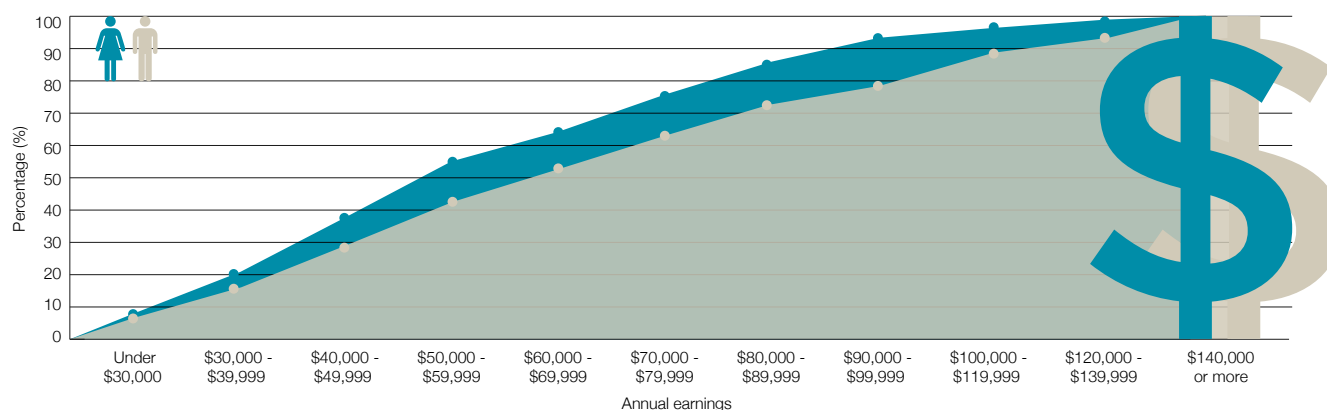
Note: Data are pooled (to maximise sample size) so the figure represents an average over a 10-year period. The data are further averaged with a smoothing function. Earnings are CPI indexed to 2010 dollars.

Population: Adult full-time non-managerial employees aged 21 to 64.

Source: HILDA Release 10 (the years 2001-10).

Figure 4.9

Cumulative percentage, women and men earning less than specified dollar amounts, NSW, 2010



Note: The graph shows the cumulative percentage at each earnings bracket. It should be read as follows (from the left hand side): 9 percent of women earn under \$30,000 per year, compared to 6 percent of men. 23 percent of women earn less than \$40,000, compared to 17 percent of men, and so on.

Population: Adult full-time non-managerial employees reporting annual earnings.

Source: HILDA Release 10, data weighted.

5.3 Gender pay gap, NSW public service

Gender pay gap, NSW public service workforce, non-casual staff

Current position

In 2010, the average salary for female public service employees was \$71,573, which was 93.3 percent of the average salary for male public service employees (\$76,742).

Gender gap:

- The gender pay gap for the NSW public service was around 6.7 percent.

The direction of change over time

The pay gap was larger in 2007, at 10.4 percent. The NSW public service pay gap has decreased by more than 3 percentage points over the three-year period 2007 to 2010.

Discussion

The relatively high rates of pay for women working part-time, and the increase in women in more senior roles were factors behind women's improved rates of pay relative to men between 2007 and 2010.

The audit of NSW public service pay also highlighted the improving outcomes for Aboriginal women, who earned 94 per cent of non-Aboriginal women's pay and nearly 5 per cent more than Aboriginal men on average in 2010.

Indicator 5.3 was calculated during a pay equity audit of the Public Service undertaken in 2010. The NSW public service is a subset of the NSW public sector and contains approximately 66,000 employees or 20 percent of total public sector workers. Current annual salary, not including overtime or allowances, was used to assess the pay gap. Juniors were included.

Year collected: 2010.

Data source: NSW Department of Premier and Cabinet (2011) *Pay Equity Audit Report 2011, Public Sector Workforce*.

More information is available at: www.dpc.nsw.gov.au

Focus on pay

On average, men earn more than women and the difference between the sexes can be viewed as a gender pay gap. This gap can be expressed in dollar terms, but more often it is presented as a percentage difference showing how far women fall behind men.

Comparing 'like with like' is particularly difficult in relation to pay. The NSW labour market is heavily sex-segregated, with women concentrated in certain occupations and industries and almost absent in others (see Topic 4).

In addition, women are much more likely to be working part-time hours than men, and less likely to work long hours or overtime.

This is one reason for favouring an hourly rate of pay when looking at the gender pay gap, because it helps deal with this difference in working

hours. Using total earnings shows the effect of the overtime hours and bonuses on men and women.

The segregation of the labour market is harder to deal with, but research using statistical methods to control for these differences in industry and occupation still results in a considerable gender gap remaining.

Finally, the size of the gap will also depend on whether what a worker earns on average is measured (the mean) or the measure is what a worker in the middle of the earnings distribution earns (the median). The median, when available, is generally preferred because the mean can be inflated due to a small number of highly-paid individuals.

The table below shows a number of indicators, illustrating gender pay gaps of different dimensions. In terms of hourly pay, full-time

female employees earn about \$3.70 per hour less than their male counterparts. This is a gap of 11 percent. In weekly terms, the gender gap of is \$192 (without overtime) or \$244 (with overtime). These gaps amount to a difference of 14 percent and 17 percent respectively.

Taken over the course of a year the difference is also 17 percent, which in dollar terms means a gap of \$12,500 per annum. If part-time work is taken into account, the annual gap is even larger: over \$19,000 per annum (a difference of 28 percent). This larger gap can be viewed as one measure of what it 'costs' women to work part-time.

In all, the gap is smaller for NSW women than for women in Australia as a whole. However, the data also indicates the reality of the gender pay gap, whatever measure is used.

Table 4.9

| The elements of the gender pay gap | | | | | |
|--|----------------|--------------|----------|---|--|
| Measure | Earnings | | | Comments | Source |
| | Mean | Median | \$ | | |
| Hourly: full-time non-managerial adults | 11.5% (11%) | 9% (7%) | \$4.00* | The full-time and hourly aspects make the figures between men and women more comparable. The adult aspect deals with the issue of junior rates. | 2010 <i>Employee Earnings and Hours Australia</i> (an ABS business survey) |
| Weekly: ordinary full-time adult | 14% (17%) | NA | \$192 | Ordinary earnings is the amount before any overtime is taken into account. | 2011 <i>Average Weekly Earnings</i> (an ABS household survey) |
| Weekly: total full-time adult | 17% (26%) | NA | \$244 | The gap increases for total earnings because men are more likely to work overtime. | 2011 <i>Average Weekly Earnings</i> |
| Annual: total full-time adult | 17% (21%) | 15% (18%) | \$12,500 | The gap is also larger with annual earnings because men work longer hours each week, and more weeks in the year. | HILDA Release 10 (a household survey) |

Notes: *NSW dollar amounts are for the mean.

The national figure is shown in brackets.

Table 4.10

Median annual earnings and pay gap by sex, NSW, 2001 to 2010

| Year | Men (\$) | Women (\$) | Gap (\$) | % Gap |
|------|----------|------------|----------|-------|
| 2001 | 56,822 | 49,073 | 7,748 | 14 |
| 2002 | 57,560 | 46,298 | 11,262 | 20 |
| 2003 | 58,541 | 50,004 | 8,537 | 15 |
| 2004 | 59,595 | 50,060 | 9,535 | 16 |
| 2005 | 57,845 | 52,060 | 5,784 | 10 |
| 2006 | 62,328 | 52,868 | 9,460 | 15 |
| 2007 | 61,410 | 57,318 | 4,092 | 7 |
| 2008 | 62,448 | 57,244 | 5,204 | 8 |
| 2009 | 62,198 | 56,534 | 5,664 | 9 |
| 2010 | 65,000 | 55,000 | 10,000 | 15 |

Note: This table shows the dollar amount that is at the centre of the earnings distribution, ie half the workforce earns more and half earns less than this figure. The dollar figures are current dollars, and the volatility reflects both business cycles (such as the 2001-02 downturn and the GFC) and sampling error.

Source: HILDA Release 10, data weighted.

Population: Adult full-time employees reporting annual earnings.

Topic 6: Financial security

Topic 6 addresses two aspects of financial security: lifetime savings and housing stress. As the lifespan of Australians increases, there has been renewed interest in the adequacy of private retirement savings, in part because of the potential fiscal demands on government. The looming retirement of the sizable generation born after the end of the Second World War,

often referred to as Baby Boomers, is a specific interest given the anticipated impact on pension, aged care and health costs.

Indicator 6.1 looks at the main source of income for women and men who have retired. Indicator 6.2 looks at the quantum of private superannuation (or superannuation balance) women and men have accumulated as they approach

retirement age. Indicators 6.3 and 6.4 look at aspects of housing stress, for specific population subgroups: mature age people (Indicator 6.3) and single people who receive Commonwealth Rent Assistance (Indicator 6.4).

6.1 Main source of income at retirement

Main source of income (people aged 65 years and older)

Current position

In 2010, just over 82 percent of women aged 65 years or older who are retired rely on government pensions and allowances as their main source of income. This compares with some 75 percent of NSW men.

Gender gaps:

- In NSW, a greater number of mature age women rely on government benefits as their main source of income than men (a 7 percentage point difference).
- 11.5 percent of retired women rely on superannuation as their main source of income, compared to 17.1 percent of men.

The direction of change over time

The proportion of both sexes (aged 65+) relying on government benefits as their main source of income has increased since 2003-04, but at a slightly greater rate for women than men.

In 2003-04, 77 percent of women were receiving government benefits as their main source of income, increasing to 82 percent by 2009-10. For men, the increase has been from 71 to 75 percent in the same period.

Discussion

Superannuation (private retirement savings or annuities) offers greater income for individuals, and reduces fiscal demand on government.

Because superannuation is a function of lifetime earnings, and women are more likely to be in part-time and low paid jobs and to have breaks in their employment history, they are more reliant on the age pension. The pattern in NSW is similar to Australia as a whole (see the Appendix).

The amount of superannuation held by women and men also varies significantly, as shown in Indicator 6.2.

The means-tested government age pension and private superannuation are two main forms of income Australians rely on once they have ended their paid working life. Indicator 6.1 reports on the main source of income (that from which the most positive income is received) for men and women of retirement age. Note that 'other income' makes up the balance of sources of retirement income, in addition to government pensions and private superannuation.

Year collected: 2009-10 and previous years.

Source: ABS Survey of Income and Housing 2003-4 to 2009-10, Cat no. 6541.0.30.001, unit record data.

More information is available at: www.abs.gov.au

6.2 Superannuation balance

Median superannuation balance (all women and 'Baby Boomers')

Current position

In 2007, the median superannuation balance for NSW women was \$18,238, compared to \$30,555 for NSW men.

For Baby Boomer men and women who are currently approaching retirement (those aged 45 to 60 years) the median is \$26,142 for women, compared to \$55,143 for men.

Gender gaps:

- NSW women have \$12,300 less in superannuation assets than NSW men on average.
- Baby Boomer women who are approaching retirement have \$29,000 less than men on average.

The direction of change over time

Trends over time are not available from this data source. However, Figure 4.10 below shows some stark urban and regional differences.

People of both sexes living in Sydney hold higher median superannuation balances than their regional counterparts.

Sydney women held on average \$6,700 more than regional women; and Sydney men held on average \$7,300 more than regional men.

Discussion

A number of factors contribute to women having lower levels of superannuation assets, including broken work patterns and lower wages.

Until Australia's compulsory superannuation scheme was introduced in 1992, private retirement saving through superannuation was accessed more regularly by men and full-time public servants.

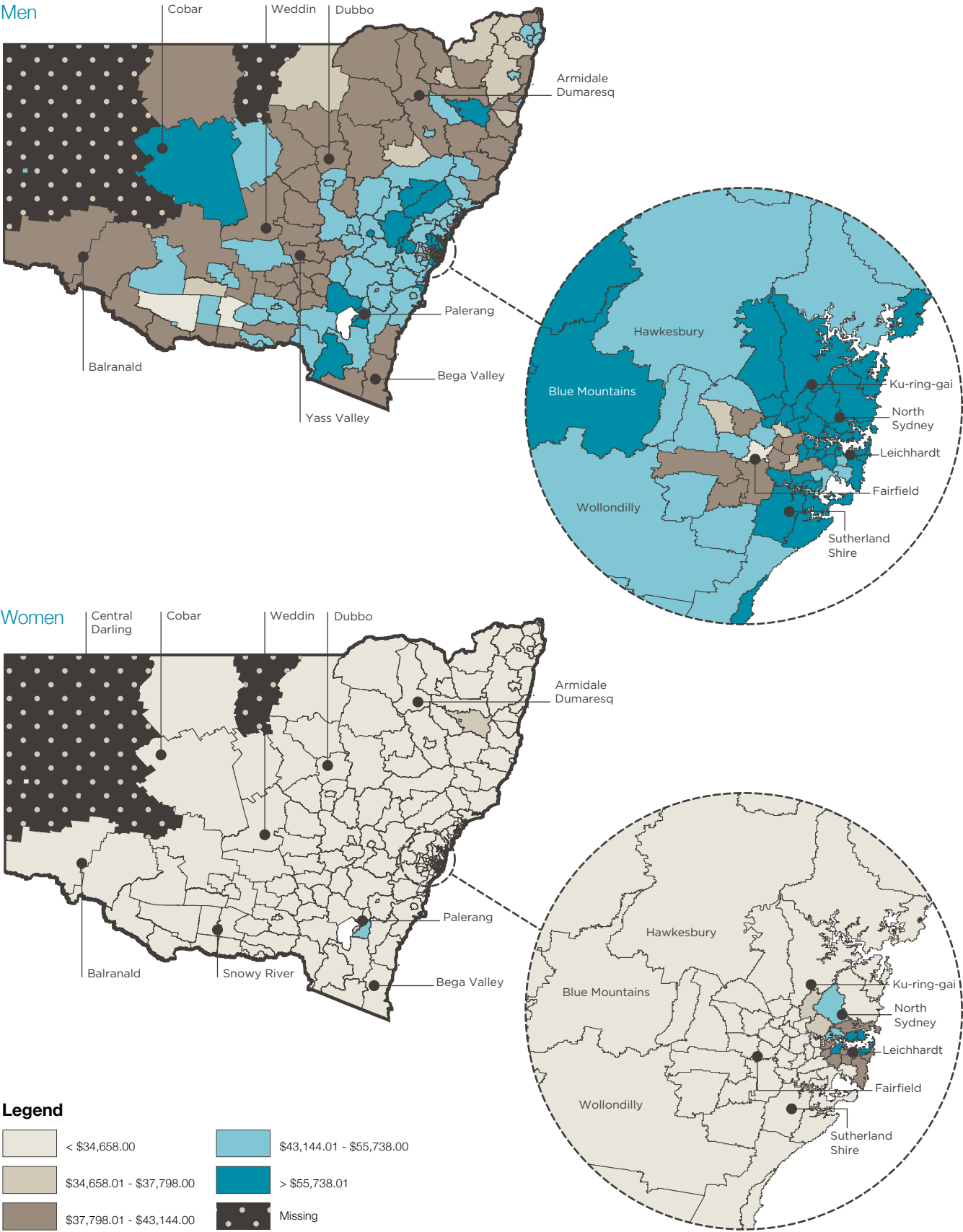
Note: This table shows the dollar amount that is at the centre of the earnings distribution, ie half the workforce earns more and half earns less than this figure.

Year collected: 2007-8.

Source: ABS (2007) *Survey of Employment Arrangements, Retirement and Superannuation*, Cat no. 6361.0.55.003.

More information is available at: www.abs.gov.au

Figure 4.10
 Spatial variation of superannuation saving balance among women and men aged 45 to 60 years, NSW, 2006



6.3 Rental or mortgage stress

Rental and mortgage stress, people 45 years and older

Current position

Single women make up 58 percent of the 45+ age group in single-person households paying rent or mortgages, but 62 percent of those households under rental stress and 65 percent of those experiencing mortgage stress.

Gender gaps:

- Single older women are 16 percentage points more likely than single older men to be in households paying mortgages and rent, and 24 percentage points more likely to be in households under housing stress.

The direction of change over time

Housing affordability has worsened slightly for mature age people of both sexes over the last decade. In 2001, 19 percent of mature age women and 16 percent of mature age men experienced housing stress, compared with 21 percent of mature age women and 17 percent of mature age men in 2010.

The increase was due to more people experiencing rental, rather than mortgage, stress.

What this means

Differences between older men and women are marked in the single population, but not in the non-single (married or de facto) population. The proportions are slightly higher still among the bottom two socioeconomic quintiles (see Table 4.11).

Indicator 6.3 reports on rates of housing financial stress. Housing stress is defined as where housing costs (rent or mortgage repayments) equal 30 percent or more of household income. The indicator focuses on people aged 45 years and older living in households where rent or mortgages were being paid. Mature age people are a key group in terms of housing stress because of the critical consequences for this age group. Levels of housing stress, particularly rental stress, among mature age people is a predictor of whether people will own a home in retirement. Mature age people who own a home in retirement will have lower housing costs and be better able to live on fixed incomes whether pensions or superannuation.

Source: 2001 and 2010 HILDA, Release 10. Data for Australia has been used to overcome sampling errors.

More information is available at: www.melbourneinstitute.com/hilda

Table 4.11

Mature age women and men, housing stress, Australia, 2010

| | Women in total population | Women in bottom two quintiles |
|---|---------------------------|-------------------------------|
| | % | % |
| All people paying rent or a mortgage | 49 | 54 |
| Single people paying rent or a mortgage | 58 | 60 |
| Single people under rental stress | 62 | 63 |
| Single people under mortgage stress | 65 | 61 |

Population: All people aged 45 years and over living in households where rent or mortgages were being paid and (for column 2) whose household income places them in bottom two quintiles (ie bottom 40 percent) of the income distribution.

Note: All percentages are row percentages.

Source: 2010 HILDA, Release 10.

6.4 Commonwealth Rent Assistance and rental affordability stress

Rates of rental affordability stress amongst Commonwealth Rent Assistance (CRA) recipients – single people

Current position

Single women made up around half of all single people without children receiving CRA; sole female parents made up 90 percent of all sole parent CRA recipients.

The proportion of single people without children receiving CRA but still in rental affordability stress was slightly higher for women (49.0 percent) than for men (47.5 percent).

Similarly the proportion of sole female parents receiving CRA but still in rental stress was slightly higher (39.3 percent) than for sole male parents (36.7 percent).

Gender gaps:

- Single women without children receiving CRA are 1.5 percentage points more likely to be in affordability stress than single men without children.
- Sole female parents receiving CRA are 2.6 percentage points more likely to be in affordability stress than sole male parents.

The direction of change over time

Time series data will be available for future *Women in NSW* reports. Table 4.12 shows subgroup differences. Sole female parents living in Sydney are 1.54 times more likely to be in affordability stress than those living outside Sydney.

Discussion

More women than men in NSW meet the eligibility criteria for CRA (see below), particularly women with children.

It is important to note that this indicator does not capture all low income people in rental affordability stress. It excludes people who are not eligible for CRA, which is particularly the case for low-wage-earning single people.

Commonwealth Rent Assistance (CRA) is a non-taxable income supplement paid to individuals and families who rent in the private rental market. Renting households who receive a Centrelink pension, allowance or Family Tax Benefit (FTB)¹⁸ may be eligible for this fortnightly payment. This payment may help to alleviate rental stress for these eligible households. Indicator 6.4 reports only on single men and women, living with or without children and in receipt of CRA. Single people and sole parents made up 73 percent of total CRA recipients in NSW in 2010.

The majority of CRA recipients are women (58 percent). This is because women are more likely to be in receipt of a Centrelink pension, allowance or FTB than men.

Year collected: June 2011.

Data source: Centrelink data, accessed through Housing NSW with rates calculated from Census 2006 data on single and single parent families.

More information is available at: www.centrelink.gov.au/internet/internet.nsf/payments/rent_assistance

¹⁸ Recipients of Family Tax Benefit are only eligible for CRA if they are receiving more than the base rate and paying private rent.

Table 4.12

Rental affordability stress amongst Commonwealth Rent Assistance recipients, NSW, 2011

| | Women in rental affordability stress | Men in rental affordability stress |
|--|--------------------------------------|------------------------------------|
| | % | % |
| Single people without children | 49.0 | 47.5 |
| Sole parents | 39.3 | 36.7 |
| Sole parent families living in Sydney | 47.2 | 45.3 |
| Sole parent families living in rest of NSW | 30.7 | 30.3 |
| Single people (with and without children) over 45 years | 41.1 | 37.7 |
| Single people (with and without children) on the Disability Support Pension | 37.6 | 31.0 |
| Single Aboriginal people (with and without children) | 25.9 | 36.6 |

Note: Sole parent families are classified as female or male-headed for this analysis. Sydney is the ABS Sydney Statistical Division.

Population: Recipients of Commonwealth Rent Assistance in NSW.

Source: Centrelink data, June 2011. Rate calculation uses ABS Census 2006 data.

How does NSW compare?

The ABS publishes the Gender Indicators, Australia series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia.

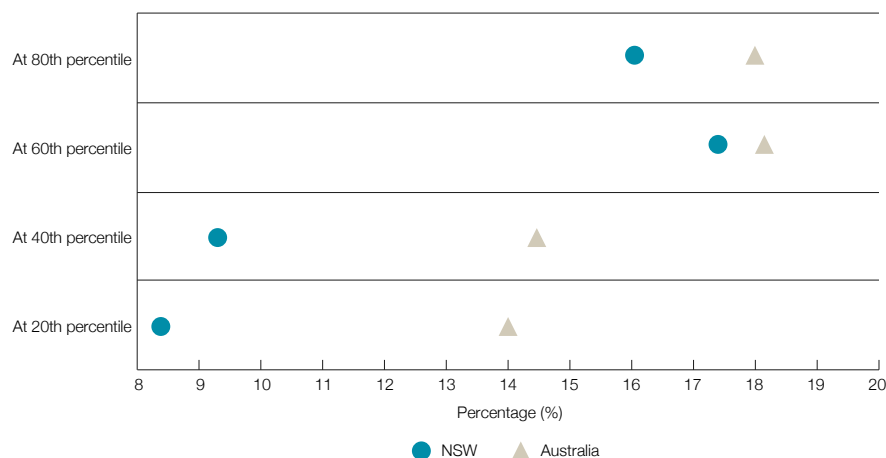
Where data is available, a comparison reveals that women in NSW have slightly lower labour force participation rates and higher earnings and superannuation than women in Australia more widely. Detailed information is contained in the Appendix.

Data published elsewhere indicates that lower labour force participation rates are due in part to high educational participation by young NSW women. At later ages, NSW's female participation rates are historically and comparatively high, and do not show the traditional dip in participation reflecting women's exit from the labour force in child-bearing years that exists elsewhere¹⁹.

Mean and median hourly ordinary time cash earnings are both higher for NSW compared to Australian women by \$1.90 and \$0.40 respectively (see Appendix).

Figure 4.11

Gender pay gaps at different percentiles, NSW and Australia, 2010



Note: Gross annual earnings for full-time employees.

Population: Adult full-time non-managerial employees reporting annual earnings.

Source: HILDA Release 10, data weighted.

Figure 4.7 above shows that over time, the gender pay gap in NSW has narrowed more than has the national one. Figure 4.11 shows a more nuanced comparison of the NSW and national gender pay gaps at different cut-off points in the socioeconomic scale.

As noted at 5.1, gender pay gaps increase as earnings increase. Figure 4.11 shows that they are

much narrower for NSW than Australia at the bottom end, where awards play a bigger role, similar at the 60th percentile, and wider again for Australia at the top end where individual and informal negotiations predominate.

¹⁹ See Office for Women's Policy (2011) *Profile of women's employment in NSW, Trends and issues, Final report* (revised August 2011), prepared by the Workplace Research Centre and the Women and Work Research Group, University of Sydney.

Chapter Five

Leadership and representation

The presence and achievements of women in many areas of community life contrasts with their relative absence in the senior ranks of key social institutions. The data presented in this chapter is a contribution to the debate on this important issue.



Leadership and representation

This chapter examines women's representation in leadership roles in parliament, within the public service, in the corporate sector, and within certain professions.

Earlier chapters reveal that NSW women now make up 45 percent of the workforce and a majority of higher education students. Women live longer than men and are more likely to undertake volunteer work. Given their presence and achievements in many spheres of community life, women's relative absence in the senior ranks of key social institutions is notable.

The evidence presented below suggests that leadership gender equality has increased in recent decades. But there are areas where progress has been slow, very recent, or has stalled altogether.

The NSW economy and key institutions are more likely to perform optimally if leadership is meritorious and diverse. This chapter's focus topic on chief executives highlights relationships (those between being a senior manager, marrying and having children) that shed some light on questions about the composition of leadership and which further research could explore in more detail.

There will be many views about the underlying causes of women's under-representation in leadership roles; the data presented in this chapter is a contribution to the debate on this important issue.

Key findings

In certain areas of public life, women have been steadily increasing their representation as leaders and have increasingly been aspiring to leadership.

This is most evident at the level of local government and the Senate (the Australian Parliament). More women are standing for election as local government councillors than in the past – an increase of 10 percentage points in less than 20 years. In the Senate, more than 40 percent of NSW seats are now filled by women.

Aside from this, women's representation at other tiers of government continues to be disproportionately low at around 25 percent.

Since 2007, there has been a significant increase in the proportion of female directors of NSW-based companies listed on the Australian Securities Exchange 200 Index, and the NSW figure is higher than the national average. But the numbers are still small: in April 2012 just 17 percent of all NSW directorships were held by women, compared with 14 percent nationally.

Women's representation is slightly better in the not-for-profit sector in NSW, where the estimate is that around 29 percent of board members are women (2008 data), and better again in the NSW public sector where, in 2011, 37 percent of NSW government board and committee members were women.

In law, the rate of change could be described as slow from a low base: the proportion of women partners and principals of law firms has increased by five percentage points over five years (from 2005 to 2010) to 23 percent. By contrast, nearly half (46 percent) of all solicitors in NSW in 2010 were women. In education, the results are better, with women in 2011 accounting for just over 50 percent of all government school principals. This figure is still significantly lower than the proportion of total teaching staff who are women (68 percent), and the majority of female principals are in primary rather than secondary schools.

Tracking women's role in sports leadership is an interesting new focus for sporting organisations. Because of the impetus given to this initiative at an international meeting in Sydney, a tool known as the *Sydney Scoreboard* is making this information transparent for all to see. This is an area where next year's report will contain more detail.

Gender indicators: leadership and representation

In this report, women's experiences with representation and leadership are reported against six result areas. Many indicators within the result

areas are aligned with state, national and international frameworks and these linkages are shown below.

| Topics Leadership and representation topics and indicators | | |
|--|--|--|
| Topic | Indicators | Linkages |
| Topic 1: Electoral representation | 1.1 Candidates for election 1.2 Elected representatives | ABS Gender Indicators United Nations Gender Inequality Index OECD Gender Equality Indicators World Economic Forum Global Gender Gap Index |
| Topic 2: NSW public sector leadership | 2.1 Appointments to NSW government-controlled boards and committees 2.2 Senior Executive Service roles in the NSW public sector | ABS Gender Indicators NSW Government, Making the Public Sector Work Better for Women 2008-2012 World Economic Forum Global Gender Gap Index |
| Topic 3: Leadership in the corporate sector | 3.1 Board directorships in ASX 200 companies | ABS Gender Indicators OECD Gender Equality Indicators |
| Topic 4: Senior roles in the professions: law and education | 4.1 Judges, barristers, partners and principals 4.2 Principals of NSW government schools | ABS Gender Indicators Productivity Commission, Report on Government Services |
| Topic 5: Leadership in arts and recreation industries | 5.1 Women in management and professional roles in arts and recreation services 5.2 Leadership roles in State Sporting Organisations | State Plan NSW 2021 (Goal 27) |

Current levels and trends

This section outlines women's current status in the topic areas listed above and the direction of change over time, where this information is available. The latest available data is used in each case.

Topic 1: Electoral representation

In 1902, women in NSW first gained the right to vote in both state and Australian elections, and to stand for election for the Australian

Parliament. Since then, women have been in a minority at all elected levels of government.

Women in NSW gained the right to stand for election to the NSW Legislative Assembly in 1918. It took a further eight years for women to be able to stand for election to the NSW Legislative Council (1926). In 1925, Millicent Preston Stanley became the first woman elected to the Legislative Assembly and in 1931 Catherine Green and Ellen Webster were the first women elected to the NSW Legislative Council. NSW has had one female Premier, Kristina Keneally, who served in the the position from December 2009 to March 2011.

It was not until 1983 that a woman from NSW was elected to the House of Representatives (Jeanette McHugh), and not until 1987 that a woman from NSW was elected to the Senate (Bronwyn Bishop).

In 1929, Lillian Fowler was the first woman elected to office in local government in NSW, as Alderman of Newtown. She also became the first female mayor in NSW (and in Australia) in 1938.

Indicator 1.1 examines the gender split among candidates for election, while 1.2 reports on the percentages of women and men who have succeeded in being elected.

1.1 Candidates for election

Current position

Local government

The most recent NSW local government elections were conducted in 2008. At those elections, 33 percent of candidates were women (Figure 5.1).

State government

In March 2011, women made up 30 percent of candidates for the Legislative Assembly and 34 percent of candidates for the NSW Legislative Council.

Australian government

At the 2010 national election, 35 percent of candidates for NSW Senate seats were women, while 27 percent of candidates for NSW seats in the House of Representatives were women.

Gender gap:

- In NSW, there are gender gaps ranging from 30 to 46 percentage points in the proportion of women and men standing for election at all levels of government. This means that men in NSW are two to three times more likely than women to stand for election to political office.

The direction of change over time

The proportion of female candidates in NSW local government elections increased from 23 percent in 1991 to 33 percent in 2008.

In NSW government elections, the proportion of female candidates for the Legislative Assembly rose by 2 percentage points between 2007 (28 percent) and 2011 (30 percent), while there was no change in the proportion standing for the Legislative Council (35 percent in 2007 and 2011).

The percentage of female candidates in NSW for the Senate increased from approximately 35 percent at the 1993 Federal elections to 39 percent at the 2007 elections, and dropped again to 35 percent at the 2010 election.

The percentage of women in NSW standing for election to the House of Representatives has increased, with some slight fluctuations, from approximately 19 percent in 1993 to 26 percent at the 2007 elections, and 27 percent in 2010.

1.1 Candidates for election continued

Discussion

Despite the gradual increase over time in the proportion of women standing for election at all levels of government, the gap between men and women for this indicator is still considerable.

Nationally, the proportion of women who are candidates for election is similar to NSW. In the Senate, the percentage of women increased from 19 percent at the 1983 federal elections to 37 percent at the 2007 elections, and dropped slightly to 36 percent in 2010.

In the House of Representatives, the number of female candidates increased, with some slight fluctuations, from 17 percent in 1983 to 27 percent in 2010.

Australian government:

The Senate is one of the two houses of the Australian Federal Parliament. It consists of 76 senators, 12 from each of the six states and two from each of the mainland territories. It shares the power to make laws with the other house of the parliament, the House of Representatives. The House of Representatives is the Lower House of the Australian Federal Parliament and is the house in which government is formed. There are 150 representatives elected by the Australian people; 47 come from NSW.

NSW government:

The Legislative Assembly is the Lower House of the NSW Parliament with 93 members, each representing an electorate of the state. The Legislative Council is the Upper House of the NSW Parliament. It is often called the 'House of Review' because of its role in scrutinising government legislation and holding the government to account.

Local government:

Local government in NSW consists of 152 councils across the state which have between five and 15 elected councillors, and in some cases an elected mayor.

Year collected: Multiple years.

Data sources: NSW Department of Premier and Cabinet, Division of Local Government (2008) *Candidates and Councillors 2008*; NSW Parliamentary Library Research Service (2011) *Women in Politics and Public Leadership, Briefing Paper No 6/2011*; NSW Electoral Commission (2011) *Report on the Conduct of the NSW State Election 2011*; Parliament of Australia, Parliamentary Library (2012) *Representation of Women in Australian Parliaments*.

More information is available at: www.aec.gov.au/Elections/federal_elections; www.elections.nsw.gov.au

In NSW, there are gender gaps ranging from 30 to 46 percentage points in the proportion of women and men standing for election at all levels of government. This means that men in NSW are two to three times more likely than women to stand for election to political office.

1.2 Elected representatives

Current position

Local government

At the 2008 local government elections, women made up just over one-quarter (27 percent) of the councillors elected.

NSW government

As at 1 January 2012, women made up 23 percent of members of the Legislative Assembly, and 31 percent of members of the Legislative Council.

Australian government

As at 26 March 2012, women held 27 percent of seats in the House of Representatives for NSW electorates. In the Senate, women held 42 percent of seats representing NSW.

Gender gaps:

- Women fill around a quarter of elected positions in local government, the Legislative Assembly, and the House of Representatives (NSW seats).
- The gender gap is narrower in the Senate, where over two-fifths of elected positions (for NSW) are filled by women.

The direction of change over time

At the local government level, the proportion of female councillors has increased from 16 percent in 1987 to 27 percent in 2008 (Figure 5.1).

In the NSW Parliament, the proportion of women who are members of the Legislative Assembly has increased from 1 percent in 1973 to 23 percent in 2011, and from 13 to 31 percent in the Legislative Council over the same period (Figure 5.2).

Discussion

Despite the steady increase in women candidates at local government elections since 1995, there has been negligible change in the percentage of women councillors between 1999 (26 percent) and 2008 (27 percent).

The proportion of women members of the NSW Legislative Council decreased sharply between 1991 and 1999, and has plateaued since 2003. The proportion of women members of the NSW Legislative Assembly has decreased since 2007.

Across all tiers of government, women are most likely to be elected to office in the Senate and least likely to be elected to the NSW Legislative Assembly (Figure 5.3).

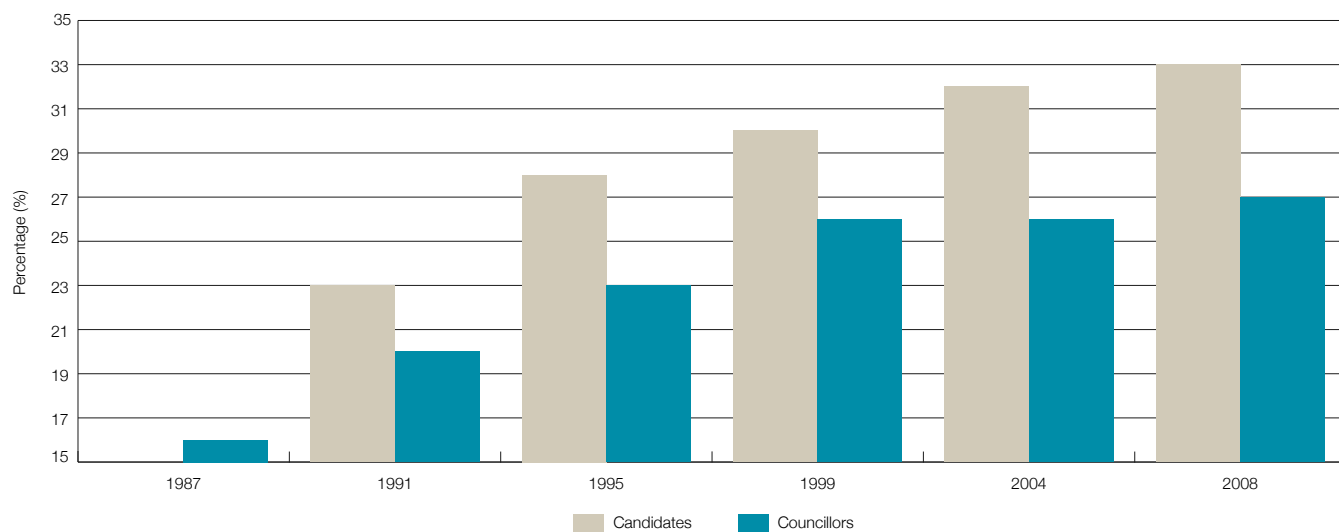
Year collected: Multiple years.

Data sources: NSW Department of Premier and Cabinet, Division of Local Government (2008) *Candidates and Councillors 2008*; NSW Parliamentary Library Research Service (2011) *Women in Politics and Public Leadership, Briefing Paper No 6/2011*; Parliament of Australia, Parliamentary Library (2012) *Representation of Women in Australian Parliaments*.

More information is available at http://www.aph.gov.au/Senators_and_Members/ (search by state)

Figure 5.1

Women candidates and elected councillors at NSW local government elections, 1991 to 2008



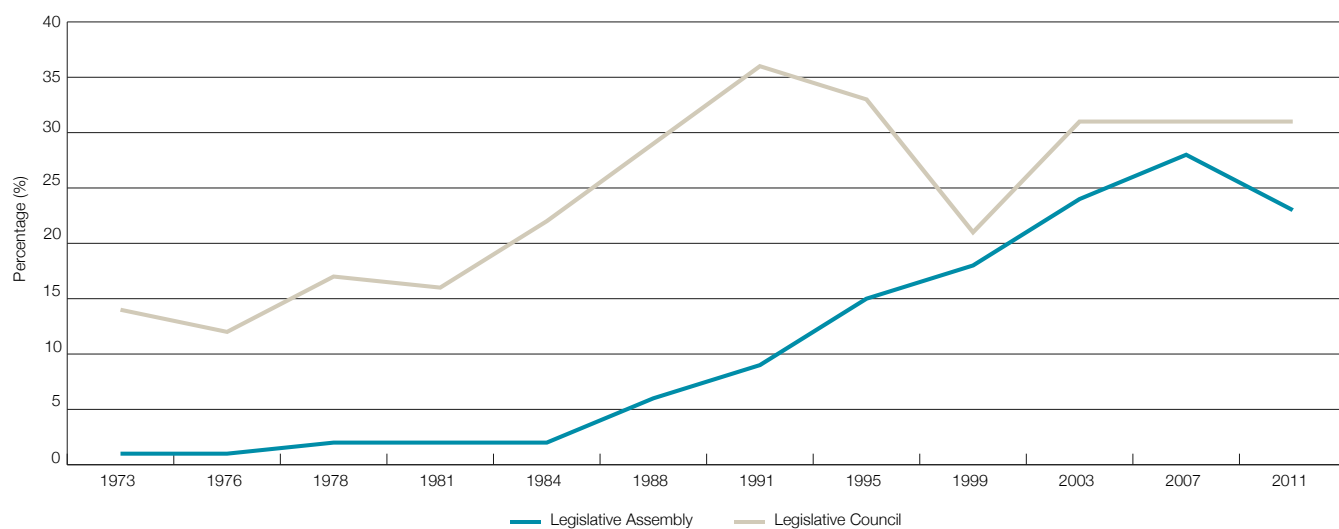
Note: Candidate data for 1987 is currently unavailable.

Population: Elected bodies of local and shire councils.

Source: NSW Department of Premier and Cabinet, Division of Local Government (2008) *Candidates and Councillors 2008*.

Figure 5.2

Women in the NSW Parliament, 1973 to 2011

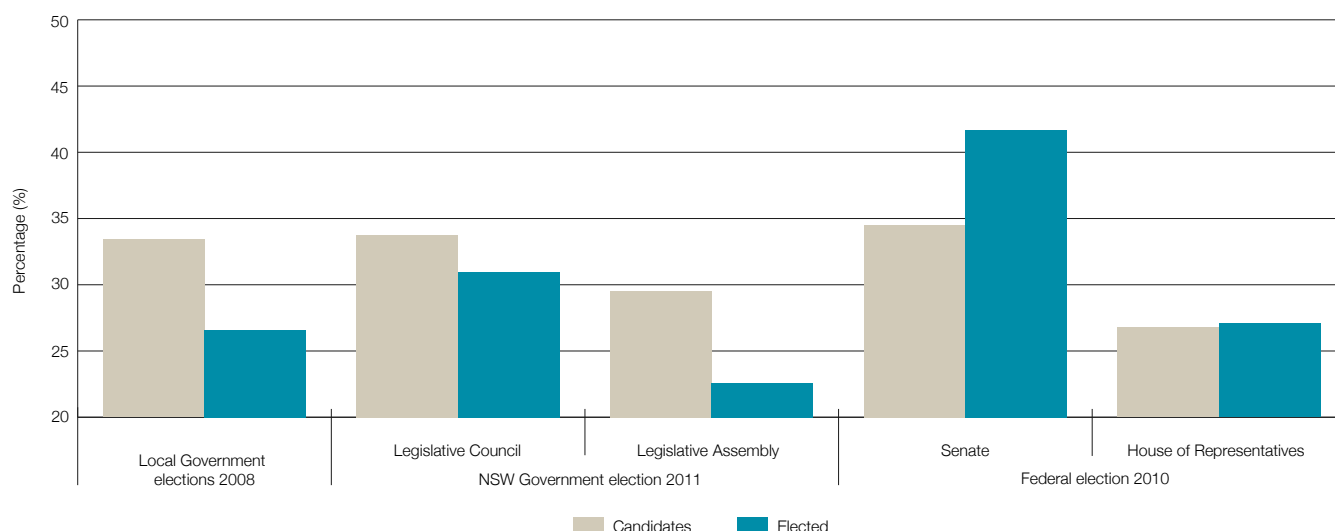


Population: Candidates at NSW Government elections and members of the NSW Parliament.

Source: NSW Parliamentary Library Research Service (2011) *Women in Politics and Public Leadership, Briefing Paper No 6/2011*.

Figure 5.3

Women candidates and elected members of Parliament from NSW, all tiers of government, as at March 2012



Population: Candidates for election and elected members of the NSW and Australian Parliaments and Local Government.

Source: NSW Department of Premier and Cabinet, Division of Local Government (2008) *Candidates and Councillors 2008*; NSW Parliamentary Library Research Service (2011) *Women in Politics and Public Leadership, Briefing Paper No 6/2011*; Parliament of Australia, Parliamentary Library (2012) *Representation of Women in Australian Parliaments*; http://www.aph.gov.au/Senators_and_Members/

Topic 2: NSW public sector leadership

The indicators in this section examine women's leadership within the NSW public sector.

The NSW Government makes appointments to a wide range of boards and committees that guide

its work. Indicator 2.1 presents data on female representation on these boards and committees.

Members of the Senior Executive Service (SES) are appointed on contract to perform a leadership

role within the NSW Government. Indicator 2.2 presents data on women's representation in senior executive roles in the NSW public sector.

2.1 Appointments to NSW government-controlled boards and committees

Current position

In 2012, 37 percent of NSW Government board and committee positions were held by women.

Gender gap:

- Men's representation on government boards and committees in 2012 was 1.6 times greater than women's.

The direction of change over time

Ten years ago, in 2002, women's representation on NSW Government boards and committees was almost the same as it is today (37 percent). The proportion of female board and committee members has fluctuated between 36 and 39 percent over this period (see Figure 5.4).

Discussion

These figures are estimates as they are based on agencies supplying data to the Department of Premier and Cabinet. The percentages vary significantly between portfolio areas.

This indicator reports on appointments to the boards and committees of NSW public sector agencies which are approved by Cabinet. In March 2012, this included some 420 boards and committees of which 340 had women representatives.

Year collected: March 2012 and preceding years.

Data source: NSW Department of Premier and Cabinet (December 2011) unpublished.

More information is available at: www.boards.dpc.nsw.gov.au

2.2 Senior Executive Service roles in the NSW public sector

Current position

In 2011, 25 percent of Senior Executive Service (SES) positions in the NSW public service were held by women.

Gender gap:

- Women hold one-quarter of SES positions in the NSW public sector.

The direction of change over time

The percentage of women in SES positions has increased by only 2 percentage points over 10 years, from 2002 to 2011.

The NSW public sector has become slightly more feminised over this time (see Figure 5.4).

Discussion

Women's representation in SES positions in the NSW public sector (25 percent) is disproportionately low compared to their representation within the total public sector workforce (60 percent).

SES positions are determined under section 65 (1)(a) of the Public Sector Employment and Management Act 2002 (PSEM Act) and include senior executives of Public Service Departments, public authorities and the Teaching Service. The data provided by the NSW Public Service Commission for this indicator covers the period 2002 to 2011 and includes both SES positions determined under the PSEM Act and SES equivalent positions (senior executive staff not employed under the PSEM Act). The data does not include casual employees.

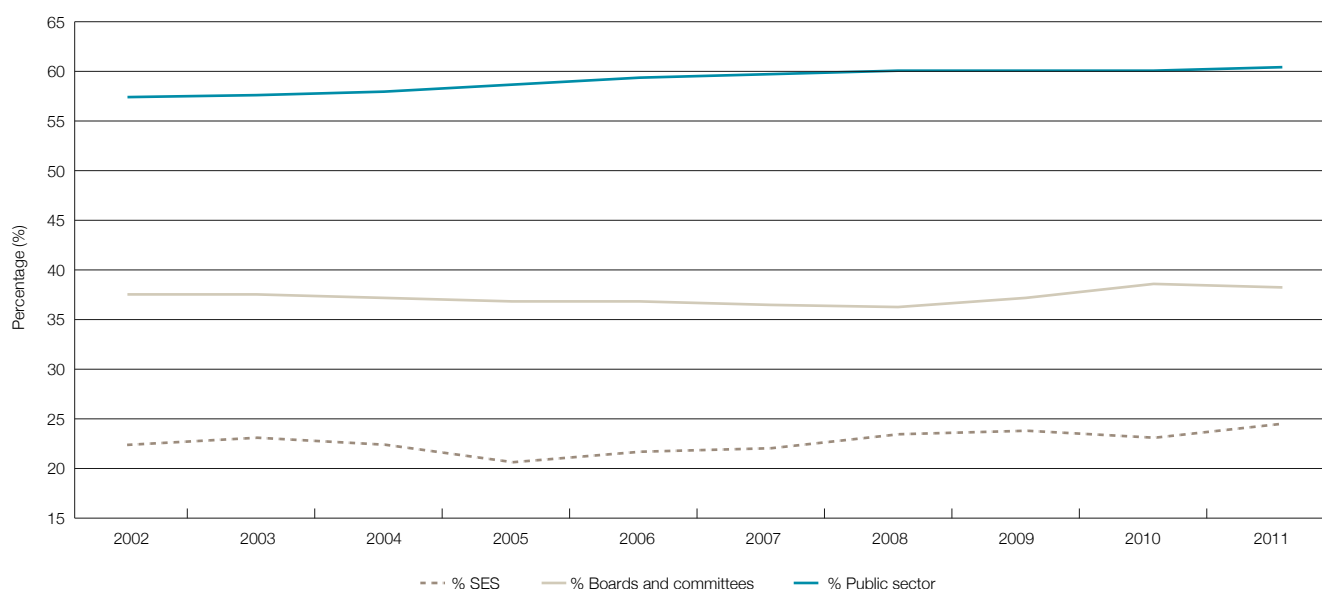
Year collected: 2002 to 2011.

Data source: NSW Public Service Commission, *NSW Public Sector Workforce Profile*, unpublished.

More information available at: www.dpc.nsw.gov.au

Figure 5.4

Women in the Senior Executive Service, the NSW public sector, and NSW Government boards and committees, 2002 to 2011



Population: NSW public sector workforce, not including people employed casually.

Source: NSW Public Service Commission.

Topic 3: Leadership in the corporate sector

Indicator 3.1 examines data relating to women's leadership on the boards of ASX 200 companies. Directors are those

holding a seat on a company board, including Executive and Non-Executive members but excluding Alternate Directors.

3.1 Board directorships in ASX 200 companies

Current position

As at April 2012, women held 17 percent of all directorships of ASX 200 companies with a registered office address in NSW.

Gender gap:

- Women make up just over one-sixth of all directors of ASX 200 companies in NSW.

The direction of change over time

In December 2007, women made up 8 percent of directors of ASX 200 companies with a registered address in NSW. There was a 9 percentage point increase between December 2007 and April 2012.

In the 12 months since April 2011, there has been an increase of 2 percentage points in the proportion of directorships held by women in NSW-based ASX 200 companies.

In April 2012, 13 NSW-based ASX 200 companies had no women on their boards, compared with 19 companies in April 2011.

Discussion

The proportion of women on boards of ASX 200 companies (nationwide) reached 14 percent during 2011 and early 2012, rising from around 8 percent between 2004 and 2010. The figure for NSW-based companies (17 percent in April 2012) is higher than the national average.

The increase in women directors in 2011 follows the Australian Securities Exchange's new corporate governance principles, introduced in 2010. These recommend that companies establish measurable objectives for achieving gender diversity and disclose the proportion of women in senior executive positions and on the board. Prior to the introduction of these principles there had been almost no change nationally in women's representation in board directorships in the period from 2004 to 2010²⁰.

Data in this section relates to ASX 200 companies that have a registered office address in NSW. The ASX 200 Index consists of a rolling population which companies enter or exit depending on share price. The index measures the performance of the 200 largest index-eligible stocks listed on the Australian Securities Exchange (ASX) according to criteria established by Standard and Poor's & the ASX.

Years collected: 2011 and 2012 (April).

Data source: Australian Institute of Company Directors, unpublished; Women on Boards, see www.womenonboards.org.au/pubs/bdi/2007/

More information is available at: www.companydirectors.com.au; www.eowa.gov.au; www.womenonboards.org.au

²⁰ Equal Opportunity for Women in the Workplace Agency (2010) *Australian Census of Women in Leadership* p.9.

Focus on chief executives

How does family life affect women's leadership prospects?

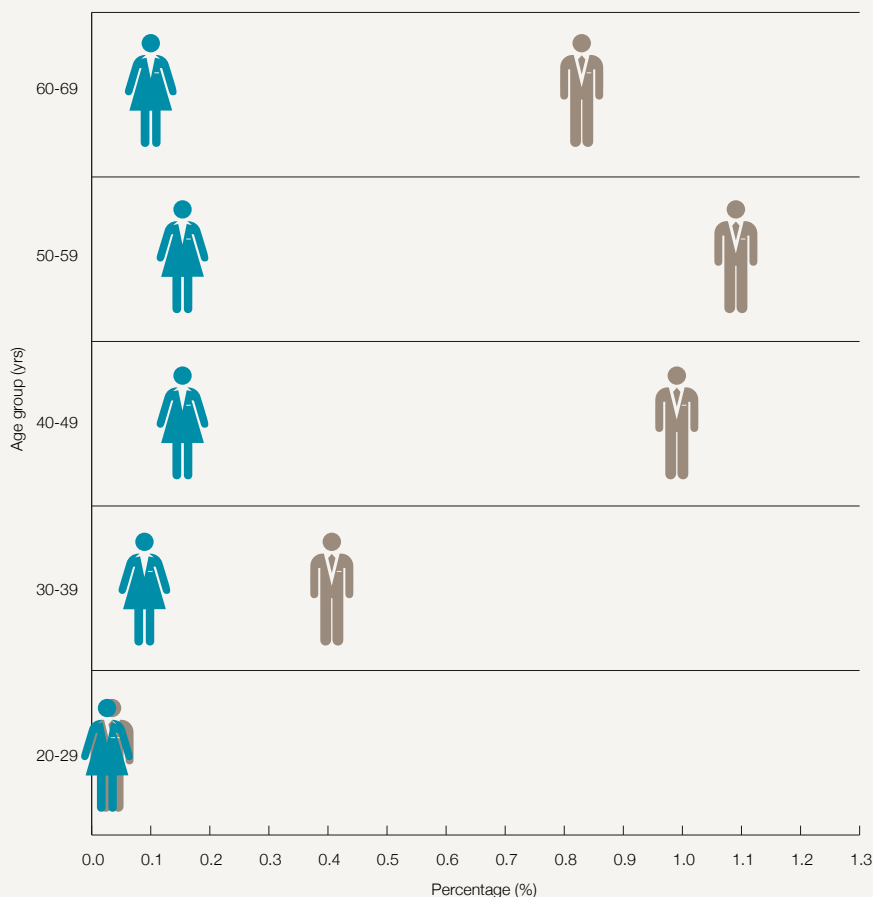
A common perception is that male managers are more easily able to work long hours and undertake extensive travel because they have a wife who sustains a home life that is both physically and emotionally supportive. Women typically undertake a greater share of domestic chores than men (see pages 68 to 69).

Another perception relates to parenting: it is much harder for women to advance their careers when the responsibility for parenting falls more heavily on them than it does men.

Does the data on management support these perceptions?

Figure 5.5 shows that while few people of either sex become top managers at the very top level, men are much more likely to do so than women. In addition, this outcome is strongly associated with age – the gap grows as people age.

Figure 5.5
Chief executives by sex, Australia, 2006



Note: Chief executives are defined here as chief executives, managing directors and general managers who earned \$2,000 or more per week (gross). Data for Australia rather than NSW was used so as to create a sample of usable size. The NSW figures and the national figures are likely to be very close, given the concentration of large corporations in Sydney.

Population: Employees aged 20 to 69 years.

Source: ABS Census of Population and Housing 2006.

...while few people of either sex become top managers at the very top level, men are much more likely to do so than women.

Marital status

What more can we learn from the data on marital status? Figure 5.6 shows that men may benefit from being married: the gap between married men and married women working as chief executives widens from the 30-year age group onward and is much greater than between never-married women and men. Men appear to substantially increase their prospects of gaining seniority when they are married.

It's also interesting to note that the old idea that a woman needed to stay single to become a senior manager is not supported by the data – women who have never married are only slightly more likely than other women to reach a chief executive position.

Parenting

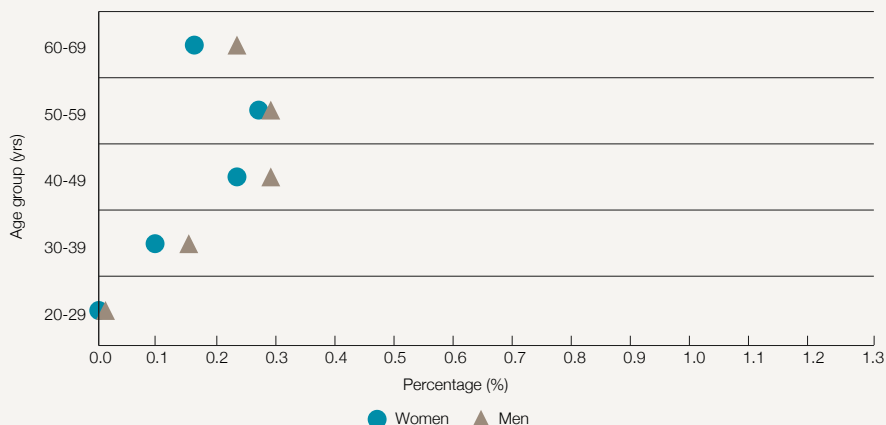
Differences between women become apparent in the realm of parenting. A strong age pattern to these data has already been observed above. When aged in their thirties, the period when child-rearing is underway, a distinct gap favouring men begins to appear. This gap widens considerably in their forties, the period when parenting is fully underway.

The data on women and children (Figure 5.7) support the age pattern shown earlier and the differences among women become stark. In their twenties, few women become senior managers. In their thirties, those women with no children have a distinct advantage over their counterparts with children. This gap grows considerably during their forties and widens with each additional child born. Only in their sixties, presumably with their children now grown-up, does the effect of having children on the career progression of women begin to wane.

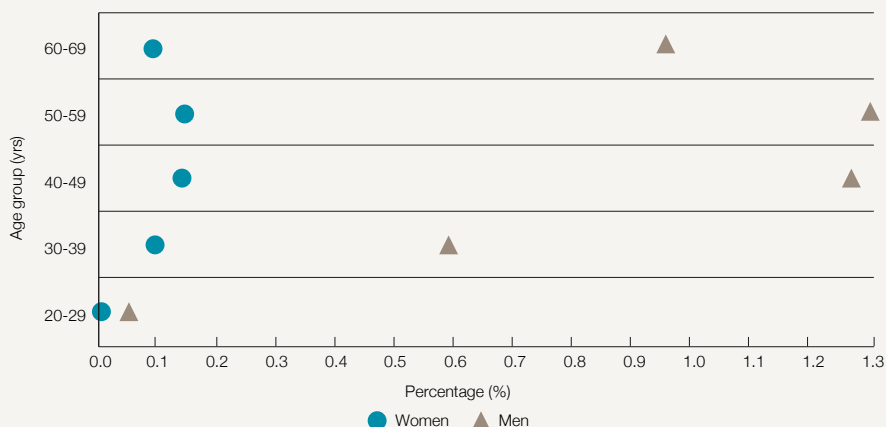
Figure 5.6

Chief executives by sex and marital status, Australia, 2006

Never Married



Married



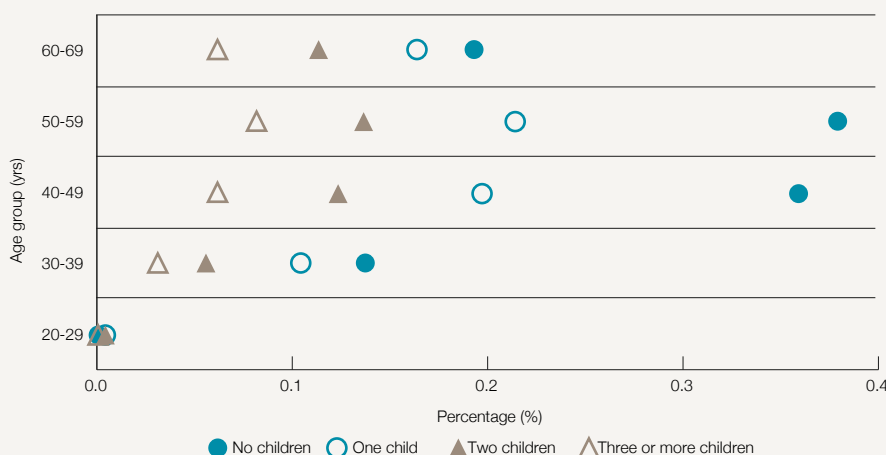
Note: Chief executives are defined here as chief executives, managing directors and general managers who earned \$2,000 or more per week (gross). Married is defined as married and de facto.

Population: Employees aged 20 to 69 years.

Source: ABS Census of Population and Housing 2006.

Figure 5.7

Chief executive women, by number of children born, Australia, 2006



Note: Chief executives are defined here as chief executives, managing directors and general managers who earned \$2,000 or more per week (gross). 'Children' is the number of children ever born.

Population: Women aged 20 to 69 years.

Source: ABS Census of Population and Housing 2006.

Topic 4: Senior roles in the professions: law and education

Topic 4 includes indicators of leadership equality between the sexes in two professions where, historically, women's representation has differed significantly²¹.

Law has traditionally been a male-dominated profession: women were not allowed to practise law in NSW until 1918 with the passage of the Women Legal Status Act, and 80 years later, in 1998, women still constituted less than one-third

of NSW solicitors. Between 1918 and 1941, only four women in NSW were certified to practise as barristers, and it was not until 1980 that a female judge was appointed in NSW.

Education, by contrast, has always been a vocation drawing a large proportion of women. Since 1890, women have constituted a significant percentage of teaching staff in NSW. Women made up

nearly half of all NSW primary school teachers from 1890 to 1960²². Since then, the proportion of primary teachers who are women has steadily increased, reaching 80 percent in 2010. Women made up slightly less than half of all secondary teachers in NSW between 1890 and 1990²³. Since then, the proportion of women secondary teachers has risen slightly, to 55 percent in 2010.

4.1 Judges, barristers, partners and principals

Judges, barristers, partners and principals of law firms

Current position

In March 2012, 34 percent of judges and magistrates in NSW were women.

The proportion of women working as partners and principals of law firms in 2010 was 23 percent.

Women made up 19 percent of all barristers certified to practise in NSW in 2010.

Gender gap:

- Women made up around one third of NSW judges and magistrates in 2011, less than one quarter of principals and partners in NSW law firms in 2010, and less than one fifth of barristers with a NSW practising certificate in 2010.

The direction of change over time

Between 2005 and 2010, there was an increase of 5 percentage points in the proportion of women working as partners or principals of law firms (except amongst sole practitioners where, over the same period, the increase was 2 percentage points).

Between 2005 and 2010 there was a 4 percentage point increase in the proportion of certified barristers who were women (see Figure 5.9).

Discussion

Despite the rapid increase in women entering the profession (46 percent of solicitors in 2010 were women, compared with 20 percent in 1988), the proportion of women in senior roles is still low.

The proportion of women partners and principals is slightly higher amongst sole practitioners and large firms of 21 or more partners, compared with mid-sized firms (see Figure 5.8).

There is a significantly higher representation of women in the judiciary than there is at the Bar.

²¹ Two professions were selected as the focus for the first annual report; other professions may be included in subsequent years.

²² *Facts and Figures* from the NSW Department of Education and Training website, sourced from http://www.governmentschools.det.nsw.edu.au/files/primary_secondary_teachers.pdf

²³ *Facts and Figures* from the NSW Department of Education and Training website, sourced from http://www.governmentschools.det.nsw.edu.au/files/primary_secondary_teachers.pdf

4.1 Judges, barristers, partners and principals continued

Judges, barristers, partners and principals of law firms

The Governor-in-Council appoints judicial officers on the recommendation of the Attorney General. Vacancies for judges of the District Court and Local Court magistrates are advertised. Barristers are lawyers who work as independent and sole practitioners. They specialise in court work and also provide specialised legal advice. Practising certificates for barristers in NSW are issued by the NSW Bar Association. Principals and partners hold senior positions within their law firm. A partner is entitled to a share of the profits of the business. Barristers, principals and partners form a feeder group for judicial service.

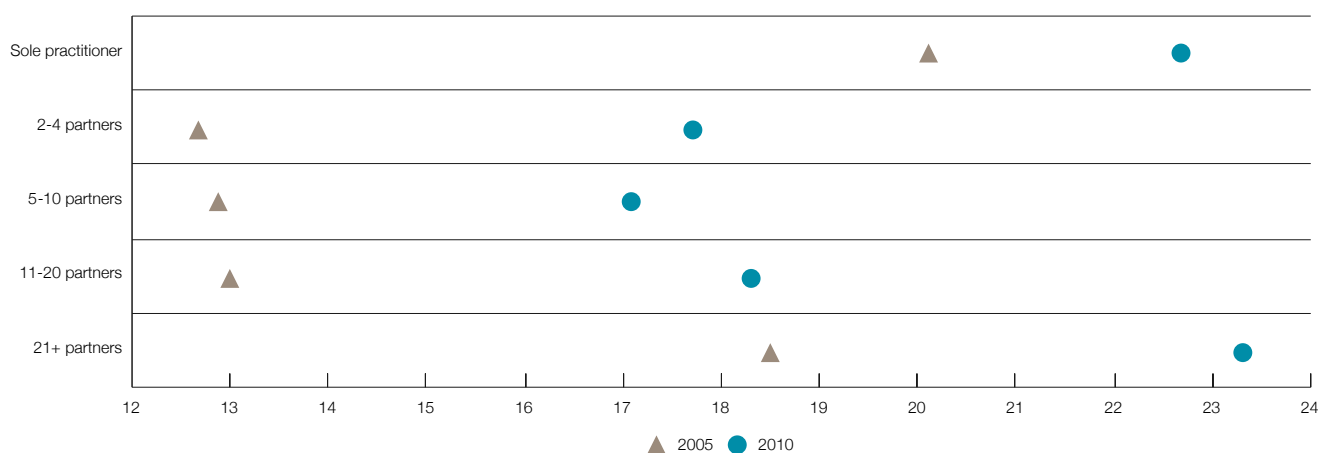
Year collected: Multiple years.

Data sources: Australasian Institute of Judicial Administration (March 2012) Gender Statistics, www.aija.org.au; The Law Society of New South Wales (2011) *Thought Leadership 2011: Advancement of women in the profession*; The NSW Bar Association (2010) Annual Reports.

More information is available at www.aija.org.au; www.lawsociety.com.au; www.nswbar.asn.au

Figure 5.8

Women partners and principals in private law firms, NSW, 2005 and 2010



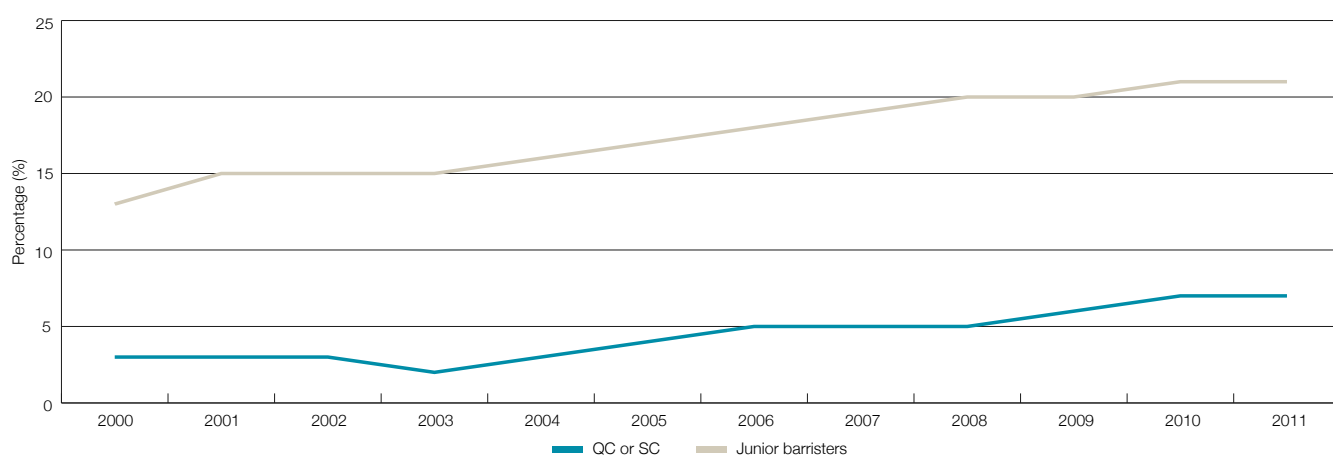
Note: The figure shows women as a percentage of the total number of principals and partners in firms of each size category.

Population: Partners and principals in private law firms.

Source: The Law Society of NSW (2011) *Thought Leadership 2011: Advancement of women in the profession*.

Figure 5.9

Women barristers, NSW, 2000 to 2011



Notes: Queen's Counsel (QC) and Senior Counsel (SC) are barristers of seniority and eminence within their areas of practice.

Population: All barristers who hold a NSW practising certificate, including barristers based interstate and overseas.

Source: The NSW Bar Association, Annual Reports from 2000 to 2011.

4.2 Principals of NSW government schools

Current position

In 2011, 54 percent of primary school principals and 36 percent of secondary school principals in NSW government schools were women. Women made up 51 percent of principals overall.

Gender gap:

- Although a slight majority of principals in primary schools are women, the figure is still low relative to the total proportion of female teaching staff in primary schools (81 percent).
- The proportion of women principals in secondary schools lags behind men by 28 percentage points.

The direction of change over time

Between 2008 and 2011, the proportion of women principals in primary schools rose by 4 percentage points, while female principals of secondary schools rose by 1 percentage point.

Discussion

Despite the greater numbers of women who, over the decades, have worked in the teaching profession, representation of women in the top ranks of the profession is still disproportionately low compared with men (see Figure 5.10).

In 2011, 81 percent of all NSW government primary school and 56 percent of NSW government secondary school teaching staff were women.

Principals in NSW government schools are responsible for educational programs and learning outcomes of students, the management and professional development of staff, school finances and property and the relationships between the school and its community.

There was a total of just over 47,000 permanent teaching staff in NSW government schools in 2011. Of this number, 2,227 (almost 5 percent) were principals.

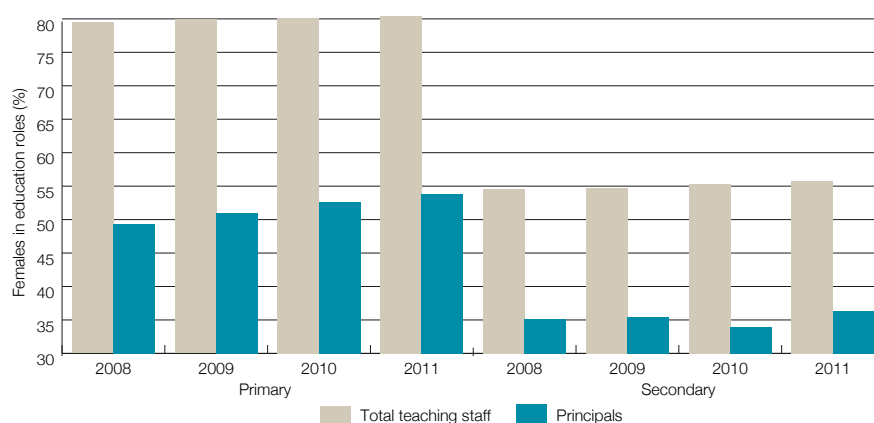
Year collected: 2011 and preceding years.

Data sources: NSW Department of Education and Communities (DEC), Workforce Profiles as at 30 June 2011 (2011 data unpublished; 2008 to 2010 data available from weblink below).

More information is available at: www.det.nsw.edu.au/media/downloads/about-us/how-we-operate/annual-reports/vr2010/stats-comp13.xls

Figure 5.10

Women teachers and principals, NSW government schools, 2008 to 2010



Notes: Total teaching staff includes principals.

Population: Temporary and permanent (not casual) teaching staff. Excludes staff who have been on leave without pay for 12 months or more.

Source: NSW Department of Education and Communities Workforce Profiles, as at 30 June of each year.

Topic 5: Leadership in arts and recreation industries

Creative and performing arts, heritage, sporting and recreation and gambling are important NSW industries, both because NSW leads Australia in terms of creative industry innovation and because

these industries help us express our cultural values and passions. Arts and recreation services employ a roughly equal number of women and men, so Indicator 5.1 looks at how women's leadership fares in

this context. Indicator 5.2 considers the formal representation of women on designated State Sporting Organisations, where women's progress is being monitored as part of an international agreement.

5.1 Women in management and professional roles in arts and recreation services

Participation in management roles in arts, heritage, sporting and recreation and gambling industries

Current position

In 2011-12, 40 percent of managers and professionals in arts and recreation services in NSW were women.

Gender gap:

- Women are 20 percentage points behind men in taking up managerial and professional roles in the arts and recreation industry.

The direction of change over time

The proportion of women managers and professionals in the arts and recreation services industry has fluctuated between 31 and 50 percent since 1996. This is slightly less than the total proportion of women employed in the industry at all levels over the same period (between 39 and 50 percent).

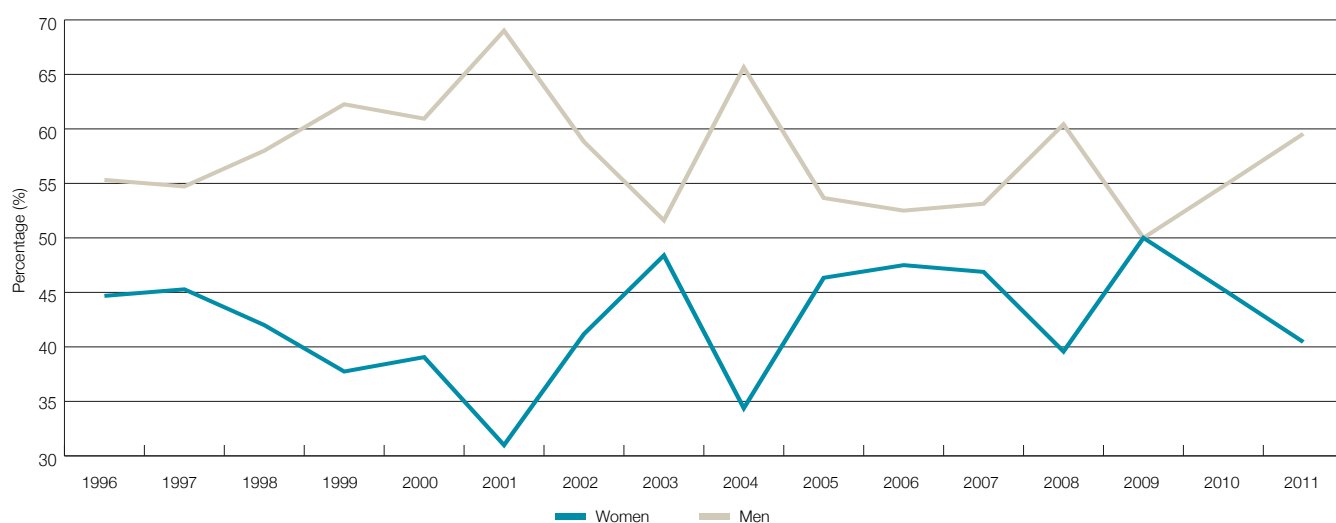
This indicator reports on managers and professionals working in arts and recreation services, as classified under the Australian and New Zealand Standard Industrial Classification 2006 (ANZSIC Division R). This industry group includes sports and recreation, creative and performing arts, heritage activities and gambling.

Year collected: 2011.

Data sources: ABS (2012 and previous years) *Labour Force, Australia, Detailed, Quarterly*, Cat no: 6291.0.55.003.

Figure 5.11

Managers and professionals in arts and recreation services, NSW, 1996 to 2011



Note: A percentage figure was calculated for 1996-97 based on data from the August quarter of 1996 to the February quarter of 1997. For all subsequent years, a percentage was calculated based on data from the May quarter of the first year to the February quarter of the following year.

Source: ABS *Labour Force, Australia, Detailed, Quarterly*, 1996-Feb 2012, Cat no. 291.0.55.003.

5.2 Leadership roles in State Sporting Organisations

Women on NSW State Sporting Organisation Boards

Current position

In NSW in 2012, around 31 percent of board directors were women, a higher percentage than in Australia as a whole.

NSW data in relation to paid staff (there is data for 40 of the 106 funded bodies) indicates that 61 percent of paid staff is female.

The direction of change over time

On a national level, around one-fifth of board directors, chairs and chief executives are women. Additional state data is being collected for more comprehensive reporting.

Discussion

The NSW data covers 51 State Sporting Organisations out of 70 funded bodies in NSW, while the national data covers 55 National Sporting Organisations.

National Sporting Organisations and their state counterparts are the organisations which are recognised by government and the majority of playing participants to be national representatives of that sport. Data on board directors, board chairs and chief executives of National Sporting Organisations is collected and published for 44 countries as a result of decisions made at the 5th International Working Group World Conference on Women and Sport (held in Sydney in 2010). The NSW Sport Development Program (SDP) provides eligible State Sporting Organisations (SSO) with recognition and financial support to develop their sport and recreational activities in NSW. SSOs are the NSW counterparts of National Sporting Organisations.

Year collected: 2009 to 2011.

Data sources: Department of Education and Communities, Office of Communities, Sport and Recreation Division, State Sport Organisation – Sport Development Program Report 2010/11; and Sydney Scoreboard/Global Scoreboard/Australia.

More information is available at: www.sydneyscoreboard.com

Leadership of major not-for-profit organisations

In 2008, the organisation Women on Boards collected information on female board membership of the 200 largest not-for-profit organisations, based on their revenue size. These organisations were drawn from a list published by the *Business Review Weekly* (BRW) in 2005 of the top 200 charities ranked by 2004 gross annual revenue.

Not-for-profit (NFP) organisations are those established for a community purpose and are not permitted to be a source of profit or financial gain for those who establish, control or finance them.

They operate in a range of areas, including welfare, sport, the arts, education and health.

NFPs on the BRW list were examined as to whether they were based in NSW and, using the Women on Boards information from 2008, the total proportion of female board directors in that year that were women was calculated. This amounted to approximately 29 percent.

This estimate is indicative only, as Women on Boards was only able to identify the board composition of approximately 70 percent of the NFPs in the BWS top 200 lists.

Based on available data, it appears that the proportion of women on the boards of NSW-based NFPs in 2008 (estimated at 29 percent) was slightly lower than the proportion on NSW government boards and committees (36 percent in 2008), but significantly higher than the proportion on boards of NSW-based ASX 200 companies (15 percent in 2011).

Note that the gender make-up of NFP boards is likely to have changed since 2008.

More information is available at www.womenonboards.org.au/pubs/bdi/2007

How does NSW compare?

The ABS publishes the *Gender Indicators Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia. Detailed information is contained in the Appendix.

Based on indicators used in the latest (January 2012) *Gender Indicators Australia* series, there are some noticeable differences between the leadership experiences of women in NSW and all Australian women.

In 2009-10, NSW women made up 37 percent of members of NSW Government boards and committees, compared to 34 percent for women members of Commonwealth Government boards and bodies.

Also significant is that, in 2011, 38 percent of Australian Public Service Senior Executive Service (SES) positions were filled by women, whereas only 25 percent of SES positions in the NSW public sector in that year were held by women.

There are differences too against the indicator relating to Commonwealth judges and magistrates. Based on published data from the Australasian Institute of Judicial Administration as at 22 March 2012, the proportion of women judges and magistrates in Commonwealth courts was 30 percent, compared to 34 percent for NSW courts. The figure for Commonwealth courts in 2011 was 29 percent, but data for NSW is not readily available for that year.

In 2009-10, NSW women made up 37 percent of members of NSW Government boards and committees, compared to 34 percent for women members of Commonwealth Government boards and bodies.



Chapter Six

Safety and access to justice

Women continue to be more vulnerable to particular types of crime, namely sexual and domestic-related violence. In 2011, sexual assault victims were twice as likely as men to experience domestic violence-related assaults.

Safety and access to justice

The majority of violence against women and girls occurs in their homes.

Over the 10-year period between July 1999 and June 2009, men committed almost 88 percent of all domestic violence assaults, and 98 percent of all sexual assaults in NSW²⁴. While men can be victims of domestic and family violence and sexual assault, women²⁵ are overwhelmingly more likely to be victims (see Indicators 1.1 and 1.2 in this chapter).

Research relating to domestic violence assaults also suggests that violence by male perpetrators is more severe and more likely to lead to serious injury than violence perpetrated by women. Evidence suggests that female perpetrators are more likely to be driven by frustration and anger rather than by a specific objective, and their violence is more likely to be committed in self-defence or in retaliation to provocation²⁶.

Violence itself is a result of complex social, psychological and economic factors. The causes of violence vary between individuals and can be influenced by factors including mental illness, drug and alcohol addiction, learned behaviours and neuropsychological conditions.

The consequences of violence are also complex and far-reaching. In the case of domestic and family violence and sexual assault, there is evidence that the psychological, emotional and physical health of victims are seriously affected, with increased risk of depression, anxiety, and attempted suicide, infections, fractures, and other wounds. Victims are more likely to engage in risky behaviours such as increased drug and alcohol use, smoking, and unhealthy eating habits. The effects on children of witnessing or experiencing violence are also considerable.

The economic costs of violence against women are significant. In addition to the impact of violence on victims' capacity to participate in employment, economic costs are felt by government, where law enforcement, justice, health, social welfare and education services must be targeted at victims and offenders. In 2008-09 the total cost of all violence against women and their children in Australia (including non-domestic violence) was estimated to have cost the national economy \$13.6 billion²⁷.

The data presented in this chapter provides an overview of women's experiences of safety in NSW in different contexts: families and households, the community and public transport. The chapter also presents data from the criminal justice system. A focus topic discussion on penalties for crimes that have different prevalence of male and female victims is also included.

Key findings

Women continue to be more vulnerable to particular types of crime, namely sexual and domestic-related violence. Sexual assault victims in 2010 were nearly five times more likely to be women than men, and in 2011 women were nearly twice as likely as men to experience domestic violence-related assaults.

The rate of Apprehended Domestic Violence Orders granted increased 1.6 times between 1995 and 2010; in 2010, 70 percent of these were granted to women. While the rates per 100,000 persons of domestic violence-related assaults have continued at more or less the same levels, for men and non-Aboriginal women, over the last 10 years, there has been a steady decrease in the 10 years since 2002 in the rate of domestic violence-related assaults amongst Aboriginal women. Over this period there were almost 900 fewer incidents per 100,000 women, a 0.6 percent decrease on average each year. The extent to which this represents a reduction in reporting, rather than a decrease in the incidence of assaults, is not known.

Research by the NSW Bureau of Crime Statistics and Research (BOCSAR) shows that the attrition rate of sexual assault cases – the reduction in numbers of these cases as they move through the criminal justice system – continues to be high. In 2010, less than 10 percent of recorded incidents involving adults in a sexual offence were proven in court.

Recent research by the NSW Bureau of Transport Statistics confirms research by the Australian Bureau of Statistics (Personal Safety Survey) that women feel less safe than men when waiting for or using public transport at night.

24 Holmes, J (2010) 'Female offending: has there been an increase?', *Bureau Brief*, issue paper no. 46, NSW Bureau of Crime Statistics and Research, p.5.

25 Throughout this chapter the terms 'men' and 'women' are used for brevity, but 'women' refers to women and girls and 'men' refers to men and boys.

26 Morgan A and Chadwick C (2009) *Key Issues in Domestic Violence*, Australian Institute of Criminology, Research in Practice Summary Paper no.7, p.3.

27 Morgan A and Chadwick C (2009) *Key Issues in Domestic Violence*, Australian Institute of Criminology, Research in Practice Summary Paper no.7, p.3.

Gender indicators: safety and access to justice

In this chapter, women's experiences with safety and access to justice are reported across four topic areas. Many indicators within the topic areas are aligned with

state, national and international frameworks and these linkages are shown in the table below.

| Topics Safety and access to justice topics and indicators | | |
|--|---|---|
| Topic | Indicators | Linkages |
| Topic 1: Safety in families and households | 1.1 Recorded domestic violence-related assaults 1.2 Sexual assaults against women 1.3 Self-reporting of domestic violence by women attending NSW health services | State Plan NSW 2021 (Goal 16) National Plan to Reduce Violence Against Women and their Children ABS Gender Indicators |
| Topic 2: Safety in the community | 2.1 Self-reported rates of victims of physical and threatened assault 2.2 Victims of recorded personal crimes and other selected offences | State Plan NSW 2021 (Goal 16) National Plan to Reduce Violence Against Women and their Children ABS Gender Indicators |
| Topic 3: Transport-related safety | 3.1 Satisfaction with safety of public transport services 3.2 Frequency of walking and cycling | State Plan NSW 2021 (Goals 8 and 9) Productivity Commission, Report on Government Services |
| Topic 4: The justice system | 4.1 Rate of reporting personal crimes (including sexual assault) 4.2 Attrition of sexual offence cases through the criminal justice system 4.3 Apprehended Domestic Violence Orders (ADVOs) granted | NSW 2021 State Plan (Goal 16) National Plan to Reduce Violence Against Women and their Children |

Current levels and trends

The following section outlines women's current status in the topic areas listed above and the direction of change over time, where this information is available. The latest available data is used in each case.

Topic 1: Safety in families and households

Indicators 1.1 and 1.2 present data on domestic violence assaults that has been recorded by the NSW Police, while the information in Indicator 1.3 relates to self-reporting of domestic violence by women through a NSW Health screening program.

It is difficult to collect reliable data on the extent of domestic violence and sexual assault by family members, as many incidents go unreported. The NSW Bureau of Crime Statistics and Research (BOCSAR) estimates that less than

half of respondents in 2008-09 who had experienced domestic assault in the previous 12 months reported the domestic assault to the police²⁸. Common reasons why women do not report domestic violence or sexual assault include fear of the offender, feeling that the incident is not serious enough, that they should be able to solve their own problems, feeling a sense of shame and embarrassment, and uncertainty about whether the police can do anything about it.

The actual incidence of domestic violence and sexual assault amongst women in NSW is therefore likely to be greater than the figures reported in this section.

1.1 Recorded domestic violence-related assaults

Recorded domestic violence (DV)-related assaults

Current position

In NSW in the 12 months to September 2011, women made up 69 percent of victims of DV-related assaults (20,579 female victims compared with 9,155 male).

Gender gap:

- In 2011 in NSW, women were more than twice as likely as men to experience domestic violence.

The direction of change over time

The numbers of female victims of domestic violence has remained stable over the six-year period 2005-06 to 2010-11, ranging from a high of 20,657 in the 12 months to September 2007, to a low of 19,876 in the 12 months to September 2008.

Discussion

The rates of domestic violence-related assault per 100,000 of the population in NSW from 2002 to 2011 are shown in Figure 6.1.

Among non-Aboriginal women, the rate of domestic violence-related assault has been relatively stable between 2002 and 2011 (506 per 100,000 to 494 per 100,000).

Among Aboriginal women, however, the rate has fallen from 3,703 per 100,000 people in 2003, to 2,835 per 100,000 in 2011. The reason for this decrease (whether due to lower incidence or lower reporting) is not known.

A domestic violence offence, defined under the Crimes (Domestic and Personal Violence) Act 2007, encompasses acts of personal violence against someone with whom the perpetrator has, or has had, a domestic relationship. This includes spouses, people in de facto relationships, children, step-children, and other relatives. Domestic violence assaults reported here include physical violence and threats of violence, but not sexual offences or other forms of domestic violence (such as emotional or social abuse – preventing contact with friends and family or withholding money).

Year collected: 2010 to 2011, and previous years.

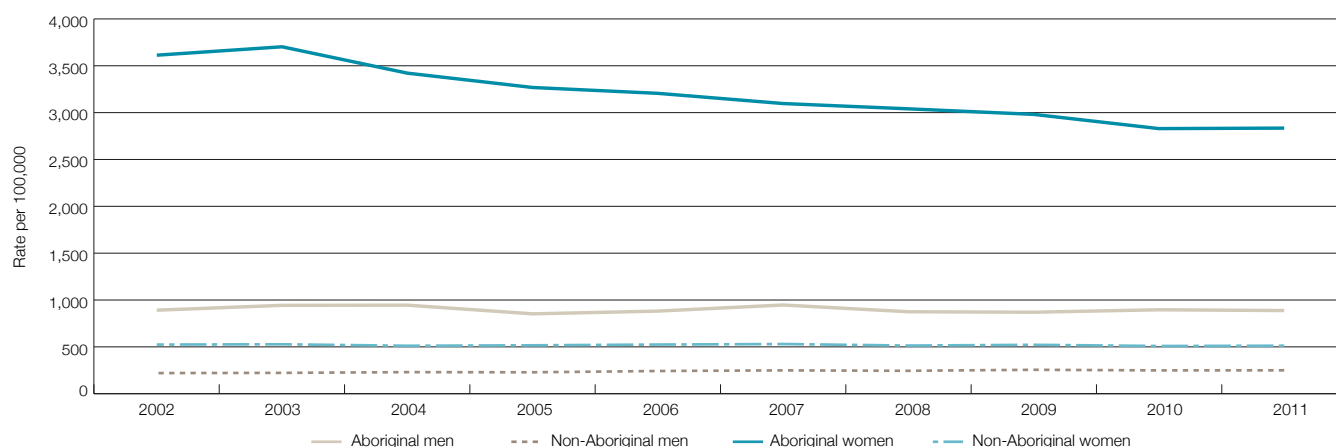
Data source: NSW BOCSAR.

More information is available at: www.bocsar.nsw.gov.au

28 Grech K and Burgess M (2011) *Trends and Patterns in Domestic Violence Assaults: 2001 to 2010*, NSW Bureau of Crime Statistics and Research, Bureau Brief, Issue Paper no.61, p.11.

Figure 6.1

Rate of domestic violence-related assaults by sex, Aboriginal and non-Aboriginal victims, 2002 to 2011



Note: Aboriginal and non-Aboriginal population estimates are drawn from ABS, *Projected Experimental Estimated Resident Australian Indigenous Population by RCMG region, age groups, 2001-2011 at 30 June 2011*.

Population: Victims of domestic violence-related offences of all ages (ie adults and children) recorded by the NSW Police.

Source: BOCSAR, unpublished data.

1.2 Sexual assaults against women

Sexual assaults against women, relationship of offender

Current position

In NSW in 2010, there were 5,418 recorded sexual assaults against women, compared to 1,020 against men.

People known to the victim (family members or non-family members) accounted for over three-quarters of all offences against women (see Table 6.1).

Partners account for a higher proportion of offences against women (15.0 percent) than in the case of men (3.1 percent). Strangers likewise account for more offences against women (18.5 percent) than they do of offences against men (12.3 percent).

Other family members accounted for a smaller proportion of offences against women (13.4 percent) than men (17.6 percent), though note that the total number of offences against women by other family members is much larger than the total number against men (see Table 6.1).

The direction of change over time

No comparable data available – see below.

1.2 Sexual assaults against women continued

Sexual assaults against women, relationship of offender

Discussion

Recorded crime statistics for 2010 showed that women are nearly five times as likely to be sexual assault victims as men (see also below).

In 2009-10, 98 percent of NSW adult offenders convicted of sexual assault were male. 94 percent of offenders had no prior convictions for sexual assault or related offences in the preceding five years²⁹.

The category of sexual assault covers a range of crimes that includes aggravated sexual assault (such as sexual intercourse without consent) and indecent assault. In NSW, a partner is defined to include boyfriends/girlfriends and ex-boyfriends/ex-girlfriends. Because these are crimes where the victims are overwhelmingly women, gender gap percentages have not been included.

Data from 2008 and 2009 are not comparable with those from 2010. The 2010 publication marks a break in series for the Recorded Crime – Victims collection due to changes in police recording practices, implementation of a revised offence classification system and completion of the National Crime Recording Standard implementation.

Year collected: 2010.

Data source: ABS (2011) *Recorded Crime – Victims, Australia, 2010*, Cat no. 4510.0.

More information is available at: www.abs.gov.au

Table 6.1

Sexual assault victims, women and men, relationship of offender to victim, NSW, 2010

| | Women | % | Men | % |
|--------------------------------|--------------|--------------|--------------|--------------|
| Family member total* | 1,988 | 36.7 | 331 | 32.5 |
| Partner | 812 | 15.0 | 32 | 3.1 |
| Other family member | 727 | 13.4 | 180 | 17.6 |
| Non-family member total | 2,223 | 41.0 | 518 | 50.8 |
| Ex-partner** | - | - | - | - |
| Other non-family member | 2,223 | 41.0 | 518 | 50.8 |
| Stranger | 1,005 | 18.5 | 125 | 12.3 |
| Relationship not known | 164 | 3.0 | 17 | 1.7 |
| Total | 5,418 | 100.0 | 1,020 | 100.0 |

Note: * 'Family member total' includes other family members not elsewhere classified. ** NSW Police records don't distinguish between a partner and an ex-partner.

Population: Victimisation incidents for a selected range of offences recorded by police during the 2010 calendar year. These offences may have been reported by a victim, witness or other person, or they may have been detected by police. Note that the same victim may be counted more than once in incidents involving multiple offences where these offences are of different types or if the same person is a victim on more than one occasion in the same year and reports these incidents to police on separate occasions.

Source: ABS (2011) *Recorded Crime – Victims, Australia, 2010*, Cat no. 4510.0, table DO003, tables 3 and 4.

²⁹ BOCSAR (2012) *Sentencing snapshot: Sexual assault, 2009-10*, Issue Paper no. 72.

1.3 Self-reporting of domestic violence by women attending NSW health services

Incidence of domestic violence reported by women attending NSW health services

Current position

In 2009, almost 6 percent of women who were screened under the Routine Screening for Domestic Violence program (the program) identified themselves as being victims of domestic violence in the last year.

The direction of change over time

The number of women screened under the program increased from 5,800 in 2003 to 21,216 in 2009. Over this period, the percentage of women screened who identified themselves as victims of domestic violence in the last year remained relatively stable, between 6 and 7 percent.

Discussion

In 2009, approximately one third of the women who disclosed abuse (274 out of 838 women) accepted an offer of assistance from the health worker.

A research study revealed that over a fifth of women in the evaluation who disclosed abuse during the screening process were disclosing for the first time³⁰.

The NSW Health Routine Screening for Domestic Violence Program is implemented in antenatal services and early childhood services, and for women aged 16 and over who attend mental health and alcohol and other drug programs.

All women who attend these services are asked standardised questions (except in certain circumstances, for example if the woman is accompanied by a family member over three years of age) about any incidence of violence from a partner or ex-partner in the last year. The screening intervention is based on the following definition of domestic violence: 'Violent, abusive or intimidating behaviour carried out by an adult against a partner or former partner to control and dominate that person'³¹. In 2009, 68 percent of eligible women were screened.

Year collected: 2009 (latest data available).

Data source: NSW Health, Violence Prevention and Response Team, Routine Screening for Domestic Violence Program.

More information is available at: www.health.nsw.gov.au/resources

30 Spangaro, J and Zwi, A (2010) *After the Questions: Impact of Routine Screening for Domestic Violence in NSW Health Services*, UNSW School of Public Health and Community Medicine.

31 NSW Health (2007) *Routine Screening for Domestic Violence Program: Snapshot Report 3, November 2005 and Snapshot Report 4, November 2006*, p.3.

Topic 2: Safety in the community

As in the previous section, both self-reported and recorded crime data is used in this section. Indicator 2.1 is drawn from self-reported incidents of certain personal crimes collected through an ABS household survey. Indicator 2.2 reflects incidents of crime recorded by the NSW Police. The Indicator 2.1 survey results will not match recorded crime data, but are rather an additional source of data on crime victimisation, including crime not reported to the police.

Women are around four times more likely than men to be victims of sexual offences and indecent assault, but less than half as likely as men to be victims of murder, non-domestic assault, and robbery.

2.1 Self-reported rates of victims of physical and threatened assault

Self-reported rates of victims of physical and threatened assault in the last 12 months

Current position

In NSW in 2010-11, men reported slightly higher numbers of victimisation for physical and threatened assault than women (86,100 compared to 78,300). Relative to the whole population, men were 0.3 percentage points more likely than women to be victims of physical and threatened assault in 2010-11.

Gender gaps:

- 2.7 percent of women and 3.0 percent of men reported at least one incident of physical assault.
- 2.4 percent of women and 3.0 percent of men reported at least one incident of threatened assault.

The direction of change over time

Not readily available, as published data from previous years is not broken down by sex or by state.

Discussion

Incidence rates collected through household surveys are more likely than police statistics to approach actual victimisation levels. Nevertheless, many crimes are not likely to be reported reliably through household surveys. The ABS considers that personal crimes such as physical and threatened assault are more likely to be reported than crimes such as sexual assault.

Victimisation rates for these crimes are higher among young people.

The crime victimisation rates reported here represent the percentage of the relevant population that has been a victim of a given crime at least once in the last 12 months. Physical assault is defined by the ABS as an incident where anyone used physical force or violence against a respondent. It excludes incidents that occurred during the course of play on a sporting field, verbal abuse, and incidents of sexual assault or threatened sexual assault which also involved physical assault.

Threatened assault includes any verbal and/or physical intent or suggestion of intent to inflict physical harm, which the person believed was able and likely to be carried out. It also includes incidents where a respondent was threatened in their line of work (eg while working as a security guard).

Year collected: July 2010 to June 2011.

Data source: ABS (2012) *Crime Victimisation, Australia, 2010-11*, Cat no. 4530.0.

More information is available at: www.abs.gov.au

2.2 Victims of recorded personal crimes and other selected offences

Current position

In addition to domestic violence-related assault and sexual assault, discussed above, there are a range of other personal violence offences where women in NSW have different rates of victimisation in NSW compared to men (see Table 6.2).

Gender gap:

- Women are around four times more likely than men to be victims of sexual offences and indecent assault, but less than half as likely as men to be victims of murder, non-domestic assault, and robbery.

The direction of change over time

For most personal violence offences (not sexual assault), the number of reported offences has remained relatively stable in the six years from 2005-06 to 2010-11.

Robbery offences against women and men have shown a steady downward trend in this period. In the case of women, there were 1,505 robbery offences reported in 2010-11, down from 2,433 in 2005-06. The number of 'steal from person' offences against women also declined each year, from 8,611 in 2005-06 to 5,614 in 2010-11.

Harassment, threatening behaviour and private nuisance offences, on the other hand, showed an upward trend during the period as reported by both sexes. Overall, this type of offence was more frequently reported by women, who were nearly 60 percent of victims in 2010-11.

Discussion

Although murder victims, overall, are more likely to be male than female (see Table 6.2), it is important to note that women are significantly more likely than men to be victims of domestic homicide. Domestic homicide is where a person is killed by someone with whom they shared a current or former domestic relationship.

In NSW in 2007-08, just over half of all homicides were domestic homicides (51 percent) and 60 percent of domestic homicide victims were women.

Of all female homicide victims in that year, 81 percent were killed in a domestic homicide. By contrast, 33 percent of all male homicide victims in 2007-08 were killed in a domestic homicide. Men were more frequently killed by an acquaintance (36 percent)³².

Personal crimes as defined by the ABS are 'robbery, physical assault, threatened assault or sexual assault, in which an individual is considered to be the victim of the crime'. Murder and steal from person have also been included.

Year collected: October 2010-September 2011 and preceding years.

Data source: BOCSAR, sourced from records maintained by NSW Police.

More information is available at www.bocsar.nsw.gov.au

32 Domestic Violence Death Review Team (2011) *Annual Report 2010-2011*, NSW Department of Attorney-General and Justice, pp. 11 and 13.

Table 6.2

Victims of personal violence and other selected offences recorded by NSW Police, women and men, 12 months ended September 2011

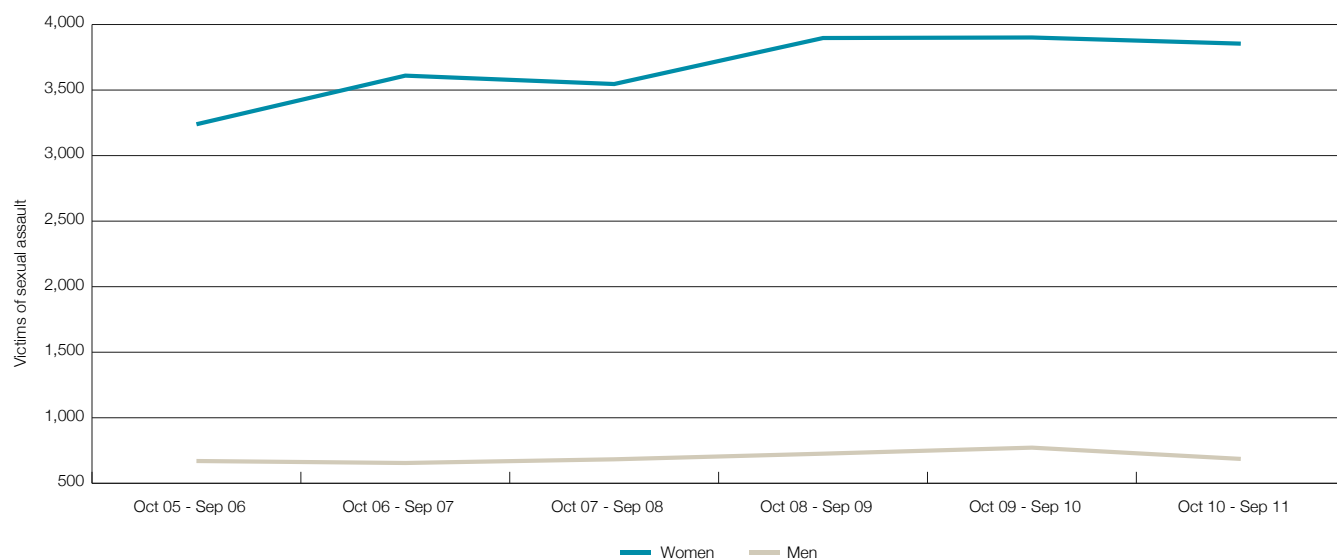
| Offences where women are the majority of victims | Total | % Women |
|---|--------|---------|
| Sexual assault | 4,543 | 84.8 |
| Other sexual offences | 1,671 | 80.8 |
| Indecent assault, act of indecency | 3,775 | 80.4 |
| Domestic violence related assault | 29,758 | 69.2 |
| Steal from person | 8,932 | 62.9 |
| Harassment, threatening behaviour and private nuisance | 31,695 | 59.4 |
| Offences where men are the majority of victims | Total | % Women |
| Murder | 75 | 33.3 |
| Non-domestic violence related assault | 43,189 | 29.5 |
| Robbery | 6,547 | 23.0 |

Notes: Totals and total percentages include cases where sex was unrecorded. Includes victims of all ages (adults and children). Incidents of assault police are not included in this table.

Source: NSW Recorded Crime Statistics, data analysed and published by BOCSAR.

Figure 6.2

Victims of sexual assault, women and men, NSW, 2005-06 to 2010-11



Population: Victims of recorded sexual assault, people of all ages (ie adults and children).

Source: NSW Recorded Crime Statistics, data analysed and published by BOCSAR.

Topic 3: Transport- related safety

Women's experiences with transport reflect their sense of safety in their communities. There is a perception that, especially after dark, women do not feel safe waiting for or travelling on public transport. Indicator 3.1 examines data from the NSW Bureau of Transport Statistics (BTS) that asks respondents about their sense of safety relating to public transport. These findings are contrasted with the earlier (2005) ABS *Personal Safety Survey*, which explored the issue from a different angle.

Indicator 3.2 looks at data relating to walking and cycling. These non-motorised modes of transport have been selected because, while there may be several reasons why people walk, they provide another indication of the extent to which there is a difference between men and women in terms of feeling safe to move around their communities.

3.1 Satisfaction with safety of public transport services

Current position

In 2011, NSW women and men reported similar levels of satisfaction in relation to safety in using public transport (Table 6.3).

At the station/stop/wharf, 77 percent of women feel safe, compared with 76 percent of men. While on their service, 81 percent of women reported feeling safe, compared with 78 percent of men.

Gender gap:

- There is little difference between women and men in terms of their sense of safety when waiting for, or using, public transport services.

The direction of change over time

To date, the Transport Customer Survey has been undertaken once only, in 2011.

Discussion

Among women, feelings of safety while waiting at a station/stop/wharf drop during the evening and night-time.

The proportion of women who feel safe between 6.31 am and 6.00 pm is 78 percent. This decreases by 6 percentage points, to 72 percent, between 6.01 pm and 6.30 am. By contrast, men's feeling of safety remains the same when waiting for public transport (76 percent), regardless of the time of day or night.

For all survey respondents (both sexes), the sense of safety increases with age: 90 percent of those aged 60 years and over felt safe at the station/stop/wharf, compared to 66 percent of people aged 16 to 19.

3.1 Satisfaction with safety of public transport services continued

Discussion continued

The ABS *Personal Safety Survey* (PSS) indicates greater differences between women and men in relation to feelings of safety with public transport. The PSS includes the dimension of travelling or waiting alone, which is not covered in the NSW *Transport Customer Survey*. The PSS found that in 2005:

- 15 percent of women felt safe using public transport alone after dark, compared with 29 percent of men
- 20 percent of women did not use public transport alone after dark because they felt unsafe, compared to 5 percent of men
- 12 percent of women felt safe waiting for public transport alone after dark, compared with 27 percent of men.

New unpublished research by Transport for NSW suggests that women who use (or might use) light rail, rail and bus services value the safety-related attributes of these public transport services slightly more than men. In 2012, the share of importance that female respondents gave to 'feeling safe while on the train' was 12 percent, compared to 7 percent for male respondents.

The NSW Transport Customer Survey was conducted to determine the level of satisfaction with NSW public transport services. It covered public transport users across the CityRail network, metropolitan bus contract regions and Sydney Ferries network. The survey was conducted by means of on-board distributed self-completion survey forms in May 2011, including weekdays and weekend days. Two of the survey questions related to safety: 'Feeling safe at the station/stop/wharf' and 'Feeling safe while on the service'. Other questions related to accessibility, timeliness, cleanliness, comfort, convenience and ticketing.

Year collected: 2011 (NSW *Transport Customer Survey*); 2005 (ABS *Personal Safety Survey*).

Data source: NSW BTS, *Transport Customer Survey*, published and unpublished data; ABS (2006) *Personal Safety Survey Australia*, Cat no. 4906.0; Transport for NSW, Customer Experience Division (unpublished).

More information is available at: www.bts.nsw.gov.au/statistics

The proportion of women who feel safe between 6.31 am and 6.00 pm is 78 percent. This decreases by 6 percentage points, to 72 percent, between 6.01 pm and 6.30 am.

By contrast, men's feeling of safety remains the same when waiting for public transport (76 percent), regardless of the time of day or night.

Table 6.3

| Satisfaction with public transport by gender, NSW, 2011 | | | |
|---|--|---------|-------|
| Safety | | Women % | Men % |
| All public transport | Feeling safe at the station/stop/wharf | 77 | 76 |
| | Feeling safe while on the service | 81 | 78 |
| | Overall satisfaction | 87 | 82 |
| Train | Feeling safe at the station/stop/wharf | 69 | 69 |
| | Feeling safe while on the service | 71 | 69 |
| | Overall satisfaction | 83 | 78 |
| Bus | Feeling safe at the station/stop/wharf | 80 | 80 |
| | Feeling safe while on the service | 90 | 87 |
| | Overall satisfaction | 88 | 83 |
| Ferry | Feeling safe at the station/stop/wharf | 94 | 94 |
| | Feeling safe while on the service | 95 | 96 |
| | Overall satisfaction | 97 | 95 |

Notes: 1: 'Satisfied' customers are survey respondents who have answered 'Satisfied' or 'Very satisfied' categories for service attributes, while 'dissatisfied' customers are those who have answered 'Dissatisfied' or 'Very dissatisfied' categories. 2: Data in this table includes all trips made over a 24-hour period, including day-time and night-time travel.

Population: Based on survey on public transport users across the CityRail network, metropolitan bus contract regions and Sydney Ferries network.

Source: BTS (2011) *Transport Customer Survey – Customer Satisfaction with Public Transport Services*.

3.2 Frequency of walking and cycling

Current position

In 2010, during weekdays, women who travelled were slightly more likely than men to walk (19 percent compared to 17 percent) and slightly less likely than men to use 'other' forms of transport (1 percent compared to 2 percent). These figures include all travel made during a nominated 24-hour period.

Note that 'other' transport does not include vehicle, walking, train or bus, but may include cycling, ferries and taxis.

Gender gap:

- In 2010, women travellers were 2 percentage points more likely than men to walk to their destination on a weekday, and 1 percentage point less likely than men to use 'other' forms of transport.

The direction of change over time

In NSW in 2000, women were more likely than men to walk (19 percent for women, compared to 16 percent for men) and less likely than men to use 'other' transport (1 percent for women, compared to 2 percent for men). These figures are almost identical to those of 2010 (above).

Discussion

Of people who walked to their destination during weekdays in 2010, women were more likely than men to be commuting (54 percent) and shopping (56 percent). Men were more likely than women to walk where the purpose was work-related business (64 percent). Women and men were equally likely to be travelling to education or child care.

In 2010, the only purpose for which women were more likely than men to use 'other' modes of transport, such as cycling, was to serve a passenger (56 percent). Serve passenger trips are where the purpose is to drop-off, pick-up or accompany another person. Note that 'other' modes of transport comprised less than 2 percent of all travel modes in 2010.

An analysis of data from the Household Travel Survey by time of travel (for walking), reveals similarities between women and men. 17 percent of women who travel use walking as their mode of transport between the hours of 6.31 am and 6.00 pm, compared to 15 percent of men. Between 6.01 pm and 6.30 am, the proportion of female walkers drops by 15 percentage points to 2 percent, and the proportion of male walkers drops by 13 percentage points, also to 2 percent.

Data collected by the NSW BTS amongst residents of the Sydney Greater Metropolitan Area through the Household Travel Survey identifies respondents' mode of travel, purpose of travel and their sex. Respondents record the details of all travel undertaken for a nominated 24-hour period.

Year collected: Multiple years (2008-09 to 2010-11, weighted to the June 2010 population).

Data source: BTS, Household Travel Survey (unpublished data).

More information is available at: www.bts.nsw.gov.au/statistics

Women's experiences with transport reflect their sense of safety in their communities. There is a perception that, especially after dark, women do not feel safe waiting for or travelling on public transport.

Topic 4: The justice system

This topic covers reporting rates, attrition of cases through the justice system, court-granted Apprehended Domestic Violence Orders (ADVOs) and penalties. As noted earlier, a significant proportion of domestic violence and sexual assault incidents are never reported to police and cannot therefore progress through the criminal justice system. Indicator 4.1 provides comparative data on estimated reporting rates for a crime where the majority of

victims are female (sexual assault) and a crime where the majority of victims are male (robbery).

Once police record an incident, they must investigate and decide whether to lay criminal charges against a suspect (the alleged offender). If charges are laid, they will be heard in court and the court will decide whether the charges are proved beyond reasonable doubt. If the criminal charges are proved, the court will sentence the offender.

Most sexual offences that are reported to police proceed no further than the investigation stage, and the number of sexual offences recorded by police is far greater than the number of charges proven in court. Indicator 4.2 reports on attrition of sexual offence cases during police investigation and within the justice system.

Indicator 4.3 reports on ADVOs granted by courts in NSW over time and by geographic spread.

4.1 Rate of reporting personal crimes (including sexual assault)

Current position

Reporting rates for common personal crimes in NSW are lower for a crime where women are the majority of victims (sexual assault) than for crimes where men are the majority of victims (physical assault and robbery).

Gender gaps:

- 39 percent for sexual assault (where the majority of victims are female, see Indicator 1.2).
- 55 percent for physical assault (where the majority of victims are male, see Indicator 2.1).
- 69 percent for robbery (where the majority of victims are male: 46,900 male victims nationally in 2010-11 compared to 30,400 female victims).

The direction of change over time

As indicated in Figure 6.3, the reporting rate for robbery has increased over the last three years, while the reporting rate for sexual assaults has remained relatively stable (bearing in mind that these figures are estimates).

Discussion

Research cited by the NSW Bureau of Crime Statistics and Research in 2006 suggested that adult women are more likely to report sexual assault victimisation if they sustain a physical injury, if they are born overseas or if the perpetrator is a stranger³³. The research also suggests that reporting is not influenced by age, education, labour force status, marital status, source of income, childhood abuse or prior adult violence.

The ABS *Crime Victimisation, Australia, 2010-11* survey found that, across Australia, female victims in 2010-11 were more likely than male victims to report their most recent incident of physical assault to police (55.1 percent compared to 47.6 percent).

33 Fitzgerald J (2006) *The attrition of sexual offences from the New South Wales criminal justice system*, NSW Bureau of Crime Statistics and Research, Crime and Justice Bulletin no.92.

4.1 Rate of reporting personal crimes (including sexual assault) continued

Discussion continued

Of female victims in 2010-11 who did not report the incident to police, the single most common reason was because it was a 'personal matter' (12.5 percent of cases). Of male victims in 2010-11 who did not report to police, the single most common reason was because it was 'Too trivial/unimportant' (16.5 percent of cases).

Reporting rates used in the ABS Crime Victimization, Australia publication are expressed as the percentage of victims whose most recent incident of crime had been reported to the police.

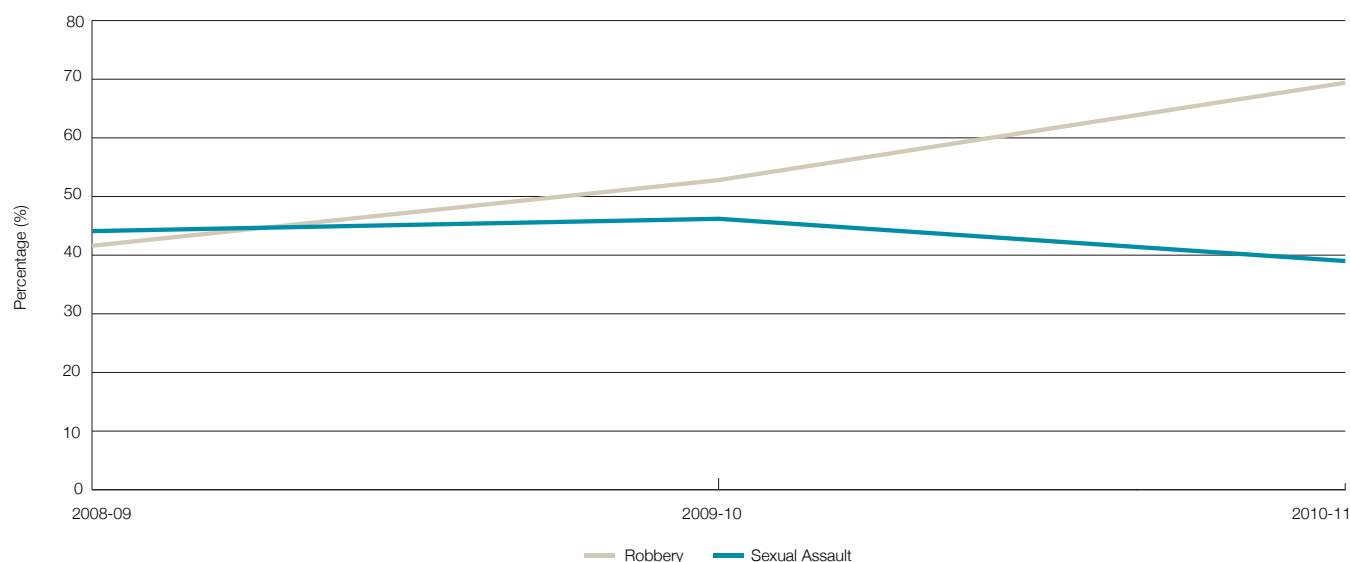
Year collected: July 2010 to June 2011.

Data source: ABS (2012) *Crime Victimization, Australia*, Cat no. 4530.0.

More information is available at: www.abs.gov.au

Figure 6.3

Reporting rates for selected personal crimes, Australia, 2008-09 to 2010-11



Note: Most figures except for robbery reporting rates in 2009-10 and 2010-11 have a relative standard error of 25 percent to 50 percent and should be used with caution.

Population: People aged 15 years and above and excludes member of the permanent defence forces, certain diplomat personnel of overseas governments, overseas residents in Australia, members of non-Australian defence forces (and their dependants).

Source: ABS (2012) *Crime Victimization, Australia*, Cat no. 4530.0.

4.2 Attrition* of sexual offence cases through the criminal justice system

Current position

Of the 4,886 sexual offence incidents involving child victims reported to the NSW Police in 2010, criminal proceedings were initiated in only 12 percent of cases. Of the 603 charges that reached court, around 61 percent resulted in a guilty finding. This means that less than 8 percent of recorded incidents involving children in a sexual offence were proven in court (see Figures 6.4 and 6.5).

Of the 4,119 sexual offence incidents with adult victims (16 years and over) reported to NSW Police in 2010, criminal proceedings were initiated in 18 percent of cases. Of the 787 charges that reached court, around 50 percent resulted in a guilty finding. This means that less than 10 percent of recorded incidents involving adults in a sexual offence were proven in court.

4.2 Attrition* of sexual offence cases through the criminal justice system continued

The direction of change over time

Figure 6.4 shows that, during the period from 2008 to 2010, there was a decline in the proportion of guilty findings for reported sexual offences with a child victim.

By contrast, for reported sexual offences with adult victims, there was an increase in the proportion of guilty findings in 2009 compared to 2008, and a small decline in 2010.

Discussion

BOCSAR reports in 2006 that the major points of attrition for reported sexual offences are in the early stages of the criminal justice process: more than 80 percent of sexual offences reported to police did not result in the initiation of criminal proceedings. Six months after reporting, about 30 percent of reported sexual offences were recorded as cleared by police. Of the incidents that were cleared, slightly more than half had criminal proceedings commenced against a suspect. Of persons who had sexual offence charges initiated against them, 43 percent were found guilty of at least one charge³⁴ (Figure 6.5).

BOCSAR reports that criminal proceedings are more likely to be commenced where the victim is over the age of 10 years at the time of the offence, the victim is female, the gap between offence and reporting to police is less than 10 years, the alleged offender is known to the victim, or the offence involves some aggravating factor³⁵.

* The term attrition refers to the reduction in sexual offence case numbers as matters progress through the justice system. Children are defined as 0 to 15 years of age.

Year collected: 2010.

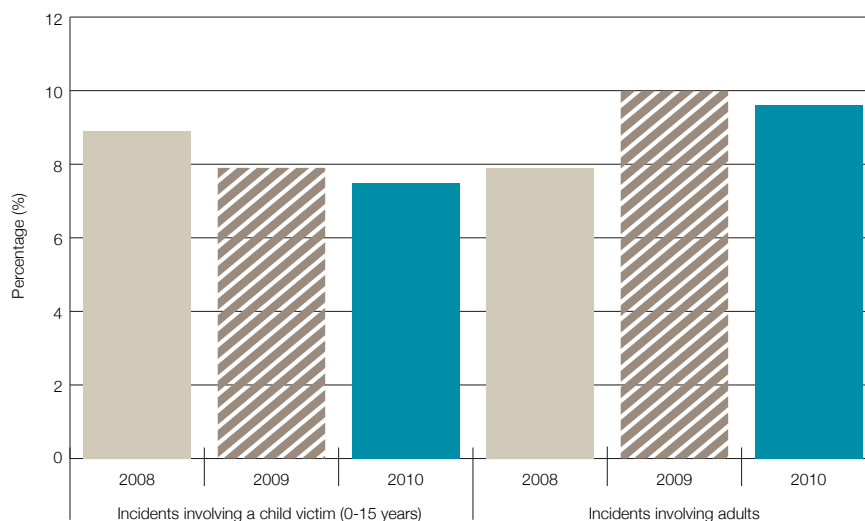
Data source: BOCSAR (2012), *The Progress of Sexual Offences Through the NSW Criminal Justice System, 2006-2010*.

More information is available at www.bocsar.nsw.gov.au (see 'sexual assault' in A to Z Subject List).

Recorded crime statistics for 2010 showed that women are nearly five times as likely to be sexual assault victims as men. In 2009-2010, 98 percent of NSW adult offenders convicted of sexual assault were male.

Figure 6.4

Guilty findings among sexual offences reported to police, NSW, 2008 to 2010



Population: Sexual offence incidents.

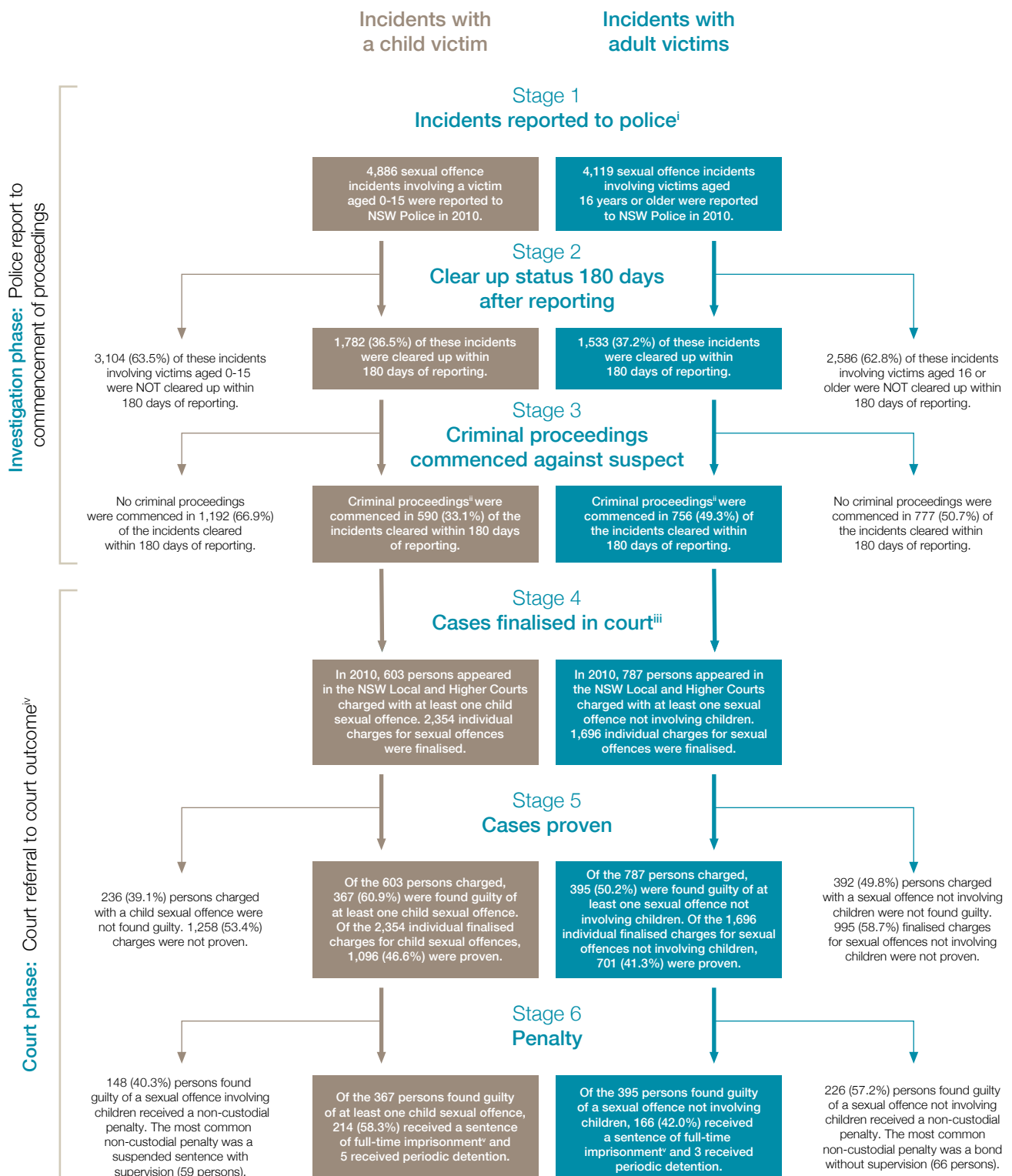
BOCSAR (2012) *The Progress of Sexual Offences Through the NSW Criminal Justice System 2006-2010*, available at www.bocsar.nsw.gov.au

34 BOCSAR (2006) Crime and Justice Bulletin (No. 92): *The attrition of sexual offences from the New South Wales criminal justice system*, p.11.

35 BOCSAR (2006) Crime and Justice Bulletin (No. 92): *The attrition of sexual offences from the New South Wales criminal justice system*, p.11.

Figure 6.5

The progress of sexual offences through the NSW Criminal Justice System, 2010



i. This figure includes recorded incidents of sexual assault, indecent assault and acts of indecency and other sexual offences. Incidents involving multiple victims are classified by the age of the youngest victim.

ii. 'Criminal proceedings' refers to persons of interest to whom the police issued a Court Attendance Notice.

iii. Matters finalised in the NSW Local, District and Supreme Criminal Courts. The 2010 court appearances do not directly relate to the incidents recorded by police in 2010.

iv. Persons appearing in court for a sex offence against children AND a sex offence against adults appear twice in this Figure.

v. 'Imprisonment' includes full-time imprisonment and detention in a juvenile institution.

Source: BOCSAR (2012) (www.bocsar.nsw.gov.au) *The Progress of Sexual Offences Through the NSW Criminal Justice System 2006 to 2010*.

Focus on penalties for selected personal crimes in NSW

This focus topic compares the penalties imposed for a range of personal crimes to assess whether the outcomes of the criminal justice process are substantially different for crimes where the majority of victims are women (sexual assault) and crimes where the majority of victims are men (robbery and assault).

The NSW Bureau of Crime Statistics and Research has published figures from 2006 to 2010 for NSW Higher and Local Courts, noting the penalties imposed for various offences.

In NSW Higher Courts in 2010, imprisonment was the most common penalty for personal crimes, including sexual assault. The rates of imprisonment in 2010 were:

- Robbery: 79 percent
- Sexual assault: 73 percent
- Assault: 67 percent.

The next most common penalty for these personal crimes in the Higher Courts was suspended sentence with supervision. In 2010, the rates for this penalty were:

- Robbery: 11 percent
- Sexual assault: 10 percent
- Assault: 12 percent.

Personal crimes heard in Local Courts in 2010 most often resulted in:

- Robbery: Imprisonment (40 percent)
- Sexual assault: Imprisonment (29 percent)
- Assault: Bond with supervision (27 percent). Imprisonment was the penalty in 11 percent of assault cases in NSW Local Courts.

Since 2006, rates of imprisonment for most offences have increased:

- Robbery: An increase of 4 percentage points in Higher Courts (but a drop of 4 percentage points in Local Courts)
- Sexual assault: An increase of 1 percentage point in Higher Courts and of 3 percentage points in Local Courts
- Assault: An increase of 10 percentage points in Higher Courts; no change in Local Courts.

In NSW Higher Courts in 2010, imprisonment was the most common penalty for personal crimes, including sexual assault.

4.3 Apprehended Domestic Violence Orders (ADVOs) granted

Current position

In NSW in 2010, women were granted ADVOs at a rate of 725 per 100,000 of the population, while men were granted ADVOs at a rate of 322 per 100,000 population (see Figure 6.5).

Gender gap:

- Women are more than twice as likely as men to be granted an ADVO.

The direction of change over time

Overall, in the period 1996 to 2010, there was an 86 percent increase in the rate of women protected by ADVOs, with an average increase of 5 percent per year. During the same period, the rate of men granted ADVOs increased by 269 percent, with an average increase of 10 percent per year.

Between 2001 and 2006, the rates of ADVOs granted to both women and men levelled off and fell slightly, but then increased again after 2006.

Note that in 1996, the rate at which women were granted ADVOs was just over two-fifths of the 2010 rate: 389 per 100,000 as compared to 725 per 100,000.

Discussion

The direction of change since 1996 in the granting of ADVOs shows that the rate at which men are being protected by ADVOs has increased proportionately much more than women, although the overall numbers of women protected by ADVOs is still much greater than men.

The reason for the greater rise in the rate of men protected by ADVOs is not known. Further research is needed to understand this trend.

Based on the place of residence of the person of interest (the alleged abuser), the areas in NSW in 2010 with the highest rate of ADVOs granted per 100,000 population were the Far West, North Western and Northern regions. In Sydney, the areas with the highest rate of ADVOs granted per 100,000 population were Outer Western Sydney, Blacktown, Fairfield-Liverpool and the Central Coast (see Table 6.4).

An Apprehended Domestic Violence Order (ADVO) is a court order which prohibits a person from behaviour that harasses or intimidates another person. ADVOs apply when a domestic relationship exists between the victim (complainant) and the abuser (defendant), such as spouses or separated spouses. The purpose of the ADVO is to protect the victim from acts of violence such as physical assault, non-physical abuse (harassment or intimidation), or damage or threatened damage to property. The victim does not have to be living with the person who abuses them.

In cases where there is not a domestic relationship between the victim and the abuser, the court may issue an Apprehended Personal Violence Order (APVO). An APVO might apply in cases involving work colleagues or neighbours. The data in this section refers only to ADVOs, not APVOs.

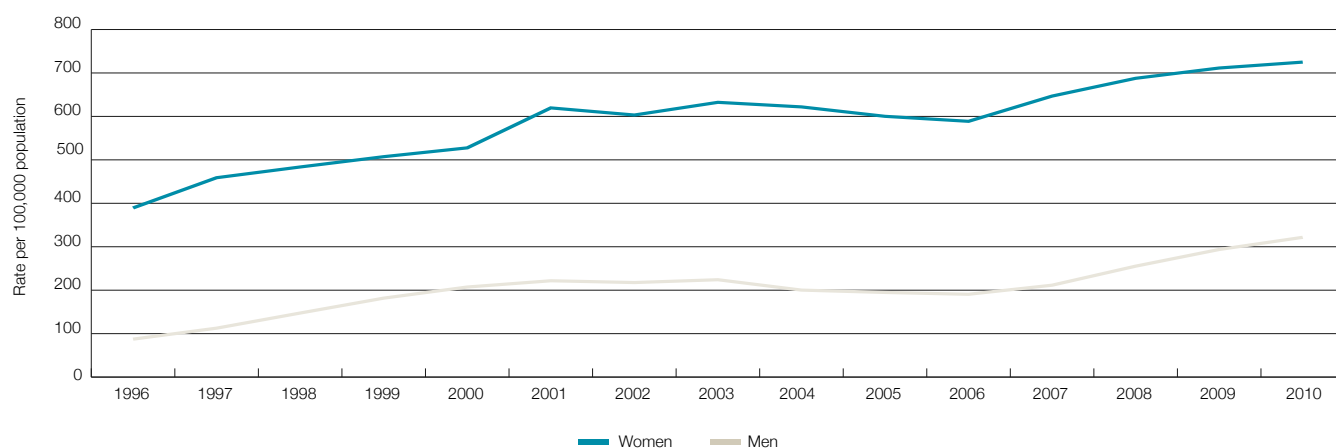
Year collected: Multiple years.

Data source: BOC SAR, NSW Local Courts: Apprehended Violence Orders Granted, and unpublished data.

More information available at www.bocsar.nsw.gov.au (see Criminal Court Statistics).

Figure 6.6

Rate of Apprehended Domestic Violence Orders granted, NSW, 1996 to 2010



Note: The rates shown are for women and men protected by ADVOs.

Source: BOCSAR, unpublished data.

Table 6.4

Apprehended Domestic Violence Orders granted, by residence of the person of interest, 2010

| Sydney Statistical Division of residence | Number | Rate/100,000 population |
|--|--------|-------------------------|
| Outer South Western Sydney | 1,150 | 459 |
| Blacktown | 1,355 | 452 |
| Fairfield-Liverpool | 1,345 | 357 |
| Central Coast | 1,104 | 349 |
| Outer Western Sydney | 1,061 | 326 |
| Central Western Sydney | 1,096 | 319 |
| Inner Sydney | 1,027 | 293 |
| Canterbury-Bankstown | 902 | 274 |
| St George-Sutherland | 988 | 215 |
| Inner Western Sydney | 336 | 178 |
| Eastern Suburbs | 395 | 155 |
| Northern Beaches | 267 | 110 |
| Lower Northern Sydney | 309 | 98 |
| Central Northern Sydney | 358 | 80 |

| Apprehended Domestic Violence Orders granted, by residence of the person of interest, 2010 continued | | |
|--|--------|-------------------------|
| NSW Statistical Division of residence | Number | Rate/100,000 population |
| Far West | 299 | 1,315 |
| North Western | 920 | 776 |
| Northern | 1,171 | 634 |
| Murrumbidgee | 887 | 559 |
| Central West | 898 | 490 |
| Murray | 550 | 464 |
| Mid-North Coast | 1,399 | 452 |
| Richmond-Tweed | 910 | 376 |
| South Eastern | 811 | 374 |
| Illawarra | 1,613 | 374 |
| Hunter | 2,320 | 360 |
| New South Wales (total) | 24,378 | 342 |

Note: The rates shown are for the Person of Interest, namely the person against whom the ADVO is taken out. The population data used to calculate rates are preliminary estimates for the year 2009 released on 30 March 2010 from ABS (2010) *Regional Population Growth Australia*, Cat no. 3218.0. Total NSW also includes 473 people whose residence was recorded as interstate and 434 people whose residence was recorded as unknown.

Source: NSW Bureau of Crime Statistics and Research.

How does NSW compare?

The ABS publishes the *Gender Indicators, Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia. Detailed information is contained in the Appendix.

Based on indicators used in the *Gender Indicators, Australia* series, there are some differences between women's experiences in the area of safety and access to justice. Women in NSW are slightly less likely than women in Australia to have experienced violence in the last 12 months (4.5 percent in NSW, compared with 5.8 percent nationally). This includes physical and sexual violence.

The imprisonment rate in NSW is slightly higher than in Australia as a whole (24.4 per 100,000 in NSW, compared to 22.9 per 100,000 nationally), and the offender rate is lower in NSW (738.5 per 100,000 in NSW, compared to 861.7 per 100,000 nationally).

In terms of victimisation rates, women in NSW in 2010-11 were slightly more likely than women in Australia to be victims of physical assault (2.7 percent for NSW women, compared to 2.3 percent for women across Australia), and slightly less likely to be victims of threatened assault (2.4 percent for NSW women, compared to 2.9 percent for women across Australia).

The imprisonment rate in NSW is slightly higher than in Australia as a whole (24.4 per 100,000 in NSW, compared to 22.9 per 100,000 nationally), and the offender rate is lower in NSW (738.5 per 100,000 in NSW, compared to 861.7 per 100,000 nationally).

Conclusion



Women in NSW 2012 introduces a wealth of information about NSW women, past and present. It shows many areas where the degree of social change has been impressive. For example, it was not until 1987 that a woman from NSW was elected to the Senate; today, women make up 42 percent of Senators representing NSW.

There are also many areas where progress has stalled, gains have been reversed or inequality between different groups of women is profound.

The government sees this first and subsequent *Women in NSW* reports as the starting point for debates about how social and political changes might affect women and men (in all their diversity), and what considerations therefore need to be incorporated into policy-making. It is hoped that the reports will similarly assist business, educators, and those in all areas of community life to think about the distinctive design and implementation of initiatives to make them suitable for both sexes.

If, as *Women in NSW 2012* reveals, 82 percent of mature age women now rely on government benefits in retirement, and women approaching retirement age have \$29,000 less than men in their superannuation accounts, what does this mean for NSW aged care, health and housing services in the future?

Alternatively, if women from some non-English speaking countries are missing out on the buoyant job market that is driving higher workforce participation among Australian-born women, what might this mean for training and employment services?

And why have reports by Aboriginal women of domestic violence assaults declined in recent years? Does this reflect a downward trend in the incidence of violence, or does it point to issues affecting women's willingness to go to the police?

These and many other questions raised by *Women in NSW 2012* need thoughtful reflection and discussion.

The report makes clear that almost any issue, from use of technology to urban planning to sports funding, has a gender dimension which, if overlooked, may hamper the realisation of the outcomes that government, business and the community are trying to achieve.

Most importantly, *Women in NSW 2012* is an invitation to everyone to take part in the project of addressing gender equality.

Appendix: The ABS Gender Indicators compared

This section contrasts NSW with Australia as a whole, using the ABS *Gender Indicators, Australia* series which is published on a six-monthly basis. The comparison is based on the January 2012 key indicators published in February 2012, which in turn use the most recent data available at that time. For more information, see ABS, *Gender Indicators, Australia*, Cat no. 4125.0.

Note that in this table, the indicators differ from those used in the main body of the report because they represent a match with a pre-existing set. Where it was not possible to source state-level data for the ABS indicators, a closely comparable indicator has been used or the indicator has been omitted altogether.

| Topic | Key series | Population | Latest period | Unit | NSW women | Australia women |
|------------------------|--|-------------|---------------|-------------|-----------|-----------------|
| Health and wellbeing | | | | | | |
| Health status | | | | | | |
| Life expectancy | Life expectancy at birth | 0 yrs | 2010 | years | 84.3 | 84.0 |
| Morbidity prevalence | Reporting one or more long-term health conditions | All persons | 2007-08 | % (age std) | 76.5 | 76.3 |
| Living with disability | Reporting disability | All persons | 2009 | % (age std) | 18.7 | 17.3 |
| Psychological distress | Reporting high/very high level of psychological distress | 18+ yrs | 2007-08 | % (age std) | 15.4 | 14.4 |

| Topic | Key series | Population | Latest period | Unit | NSW women | Australia women |
|---|--|-------------|---------------|-----------------------|-----------|-----------------|
| Deaths | | | | | | |
| Death rate | Death rate, all causes | All persons | 2010 | per 1,000 (age std) | 4.6 | 4.7 |
| Deaths from diseases of the circulatory system | Death rate from ischaemic heart disease | All persons | 2009 | per 100,000 (age std) | 64.0 | 66.2 |
| Risk factors | | | | | | |
| Consumption of alcohol | Consumption of alcohol in quantities at a risk or high risk to long-term health | 18+ yrs | 2007-08 | % (age std) | 11.0 | 11.7 |
| Smoking | Current smokers | 18+ yrs | 2007-08 | % (age std) | 19.0 | 19.0 |
| Overweight/obesity | Overweight/obesity (self-reported Body Mass Index) | 18+ yrs | 2007-08 | % (age std) | 45.0 | 47.6 |
| Level of exercise | Sedentary or engaging in low levels of exercise | 18+ yrs | 2007-08 | % (age std) | 75.0 | 76.1 |
| Education and learning | | | | | | |
| Attainment | | | | | | |
| Year 12 formal qualification at Certificate II or above | Attainment of Year 12 or formal qualification at Certificate II or above | 20-24 yrs | 2011 | % | 86.6 | 86.7 |
| Non-school qualification | Attainment of formal qualification at Certificate III or above | 25-29 yrs | 2011 | % | 68.3 | 67.2 |
| Participation | | | | | | |
| Participation and retention | Education participation rate (formal or non-formal learning in an educational institution) | 15-24 yrs | 2011 | % | 62.9 | 60.3 |
| Work related learning | Participation in work related learning in last 12 months | 20-64 yrs | 2009 | % | 33.0 | 29.9 |

Appendix:

The ABS Gender Indicators compared

| Topic | Key series | Population | Latest period | Unit | NSW women | Australia women |
|---|--|------------|---------------|------|--------------------|-----------------|
| Education and employment | | | | | | |
| Not fully engaged in education and/or employment | Not fully engaged in education and/or employment | 15-19 yrs | 2011 | % | 15.3 | 15.6 |
| Work and financial security | | | | | | |
| Working population | | | | | | |
| Labour force | Labour force participation rate | 15+ yrs | 2012 | % | 57.0 | 59.0 |
| Unemployment | Unemployment rate | 15+ yrs | 2012 | % | 5.4 | 5.7 |
| Earnings, income and economic situation | | | | | | |
| Earnings (mean) | Non-managerial adult hourly ordinary time cash earnings (mean) | 21+ yrs | 2010 | \$ | 30.6 | 28.7 |
| Earnings (median) | Non-managerial adult hourly ordinary time cash earnings (median) | 21+ yrs | 2010 | \$ | 25.1 | 24.7 |
| Main source of income at retirement | Persons not in labour force, main source of personal income is superannuation or annuity | 65+ yrs | 2009-10 | % | 11.5 | 10.3 |
| Superannuation | No superannuation coverage | 15-69 yrs | 2007 | % | 36.7 | 33.7 |
| Leadership and representation | | | | | | |
| Leadership roles | | | | | | |
| Parliamentarians | Federal parliamentarians | Positions | 2012 | % | 30.0 | 29.2 |
| Membership of Commonwealth Government boards and bodies | Members of Commonwealth Government boards and bodies | Positions | 2009-10 | % | 37.0 ³⁶ | 33.9 |

| Topic | Key series | Population | Latest period | Unit | NSW women | Australia women |
|--|--|------------|---------------|-------------|--------------------|-----------------|
| Australian Public Service senior and middle managers | Senior executive service (SES) managers in the Australian Public Service (APS) | Positions | 2011 | % | 25.0 ³⁷ | 38.2 |
| Judges and magistrates | Commonwealth judges and magistrates | Positions | 2011 | % | 34.0 ³⁸ | 28.9 |
| Safety and access to justice | | | | | | |
| Victims | | | | | | |
| Victims of violence, harassment and stalking | Experience of violence during the last 12 months (self-reported: ABS Personal Safety Survey) | 18+ yrs | 2005 | % | 4.5 | 5.8 |
| Victimisation rates | Victims and victimisation rate for physical assault | 15+ yrs | 2010-11 | % | 2.7 | 2.3 |
| Victimisation rates | Victims and victimisation rate for total threatened assault | 15+ yrs | 2010-11 | % | 2.4 | 2.9 |
| Imprisonment | | | | | | |
| Imprisonment rates | Imprisonment rate | 18+ yrs | 2011 | per 100,000 | 24.4 | 22.9 |
| Offenders | | | | | | |
| Offender rates | Offender rate | 10+ yrs | 2009-10 | per 100,000 | 738.5 | 861.7 |

³⁶ The NSW figure relates to women on NSW Government boards and committees.

³⁷ The NSW figure refers to SES positions held by women in the NSW public sector.

³⁸ The NSW figure was current as at March 2012. Comparable data for 2011 is not readily available.

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