



Family &  
Community  
Services

# Women in NSW 2014



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We also extend our gratitude to the Australian Institute of Company Directors which provided advice and data for the report.

Cover photo: Turia Pitt – Winner of the 2014 NSW Premier’s Woman of the Year Award.

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# Minister's foreword



This year is the third annual edition of the *Women in NSW* report. The report series provides a unique tool to chart our progress towards gender equality, enabling us to track change year-on-year. I'm proud that it delivers on an election commitment to the New South Wales people, providing a comprehensive and regularly updated dataset on women's social and economic outcomes.

Over the last two reports, women's inequality compared to men has been documented across the board. With this report, we now have three years of comprehensive data, enabling us to monitor trends and identify trouble spots as they emerge.

This year's report highlights a number of changes for women, both positive and negative. It also shows that for many indicators there has been no change over the last two years. This is the case for many headline indicators tracking how women engage in the workforce, leadership and educational settings, and in women's safety. With movement slowed or stalled in some areas, it is reasonable to ask if we can still expect to see regular and consistent progress towards gender equality. I invite you to read this year's report and make up your own mind.

Some improvements reported this year build on existing trends, such as the slow increase in women's leadership in the education field. Women now outnumber men as principals in primary schools and in leadership positions in technical and further education institutes, but they are still substantially under-represented in most areas of public life.

The report reveals unanticipated findings, such as women's presence in the mining industry growing by more than half over the last year, and women significantly increasing their share in some non-traditional occupations such as farming and information and communications technology. Yet fewer women commenced apprenticeships and traineeships in trade and technical occupations in 2013 than in recent years; women also have persistently lower participation than men in science, technology, engineering and mathematics (STEM) subjects at school and university. These are areas where I'd like to see us making greater headway.

More pressingly, the report shows that women continue to make up the large majority of domestic and family violence victims, and men continue to make up the majority of perpetrators of recorded offences. This looms large in my mind and is at the forefront of our Domestic and Family Violence framework for reform, *It Stops Here: Standing together to end domestic violence in NSW*, announced by the NSW Government in February this year.

Importantly, *Women in NSW 2014* continues the work begun in previous reports to highlight areas where the achievements and opportunities for women are markedly different depending on their socioeconomic status, age, cultural background or where they live. Regional and metropolitan differences are especially note-worthy.

*Women in NSW* sets out empirical data, but this is just the beginning of the journey. Others need to tease out where the real gender equality trouble spots lie and how we can best meet these challenges to see greater change in future years.

I hope you find this report useful. As with previous reports, I welcome your comment, reflection and debate and look forward to the report being a valuable resource for policy and practice, guiding improved services in New South Wales.

**Pru Goward MP**  
Minister for Women

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# Executive summary

## Pip Job

Winner of the 2014 NSW – ACT  
RIRDC Rural Women's Award.

Photographer: Toby Peet





# Executive summary

*Women in NSW 2014* continues the NSW Government's commitment to track gender equity across key aspects of women's lives. In this third release since the Government initiated annual reporting, some 90 indicators define women's status across the areas of health and wellbeing, education and learning, work and financial security, leadership and safety and justice.

As with previous *Women in NSW* reports, this year's 'annual report card' makes data available to the public and to the government, business and the community sectors for use in policy-making, decision-making and program design. It is intended to raise awareness of how the lives of women and men differ, and how groups of women compare, and to track the progress of women over time.

The report presents leading indicators for each topic, selected according to the criteria outlined in the introduction. In response to our consultations following the last two *Women in NSW* reports, this year we have refined a number of indicators and presented more information in diagrams and tables with less narrative.

To the extent possible, this year's report exposes how subgroups of women are tracking, including Aboriginal women, younger and older women, women from culturally diverse backgrounds, and women who live in different locations.

## Chapter one: A profile of NSW women

In 2013 there were 3.8 million women living in NSW, roughly half the total NSW population and almost a third of the total Australian female population. Aboriginal women make up 2.5 percent of the state's female population. Most NSW women (64 percent) live in Greater Sydney with around one-third living in the remainder of the state.

Women's median age in 2013 was 38.7 years, nearly two years older than men's. Life expectancy for women (84 years) was around four years longer than for men. Mothers continue to give birth at older ages, and there has been a decline in the fertility rate amongst teenagers over recent years. In 2012, 24 percent of all mothers who gave birth were 35 years of age and older and 3.2 percent were teenagers.

Most people live in families in NSW. Lone mother families comprise 13.5 percent of all families while lone father families comprise 2.8 percent. There is an increasing trend for people to live alone, with women making up a larger proportion of people living alone, particularly in older age groups.

A slightly higher proportion of women than men reported having a disability in 2012 (19 percent of women and 18 percent of men). This is the same rate for women and one percentage point lower for men than the last survey data, in 2009. However, women are more than twice as likely as men to be primary carers for people with disability or someone aged.

## Chapter two: Health and wellbeing

A number of health conditions affect women more than men, and the leading causes of death are changing. As in the past, older women in 2012 were more likely than men to die from dementia and Alzheimer's disease. Cardiovascular disease continues to rank first among the leading causes of death for women and men in NSW. However, since 2010 diabetes has risen three places from the 11<sup>th</sup> ranked to the 8<sup>th</sup> ranked leading cause of death for NSW women.

Young women are more likely than young men to require hospitalisation as a result of Chlamydia, the sexually transmissible disease with the highest incidence in NSW. The concerning upward trend in hospitalisation for self-harm in young women has continued this year with young women



# Executive summary

2.5 times more likely than young men to be hospitalised for intentional self-harm. Fall-related hospitalisations are common among older women; women aged 65 years and over are 1.3 times more likely to be hospitalised than men of the same age.

Consistent with the last two *Women in NSW* reports, NSW women are less likely than men to rate their health positively and they engage in lower levels of physical activity than their male counterparts. This coexists with the fact that women engage in healthy behaviours more often than men. Fewer women than men smoke (12 percent compared to 20 percent of men in 2013), around half as many women as men engage in risky drinking (17 percent compared to 36 percent of men), and fewer women than men are overweight and obese (45 percent compared to 56 percent of men).

Aboriginal women's health is reported on a number of indicators, including their antenatal and maternity health experience. Births to Aboriginal mothers have more than doubled as a percentage of all births since 1990. While births to teenage mothers have dropped since 2006, the share of births to Aboriginal teenage mothers remains far higher than for the total population (19 percent compared to 3 percent for the total population in 2011).

The rate of normal vaginal births for women has decreased over the last two decades in NSW, and the rate of elective caesarean sections has increased. This is a nationwide trend; of the states and territories, NSW had the highest rate of vaginal births in 2011.

## Chapter three: Education and learning

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 has increased by 20 percentage points since 2001, to 57.5 percent of all NSW women in 2013. This is a faster rate of growth than among men. Girls consistently outperform boys in high school completion rates, and women hold a greater share of commencements in undergraduate and postgraduate study at 57 percent and 59 percent respectively. Since 1995 the gap between women and men in apprenticeship and traineeship completion rates has closed with women accounting for 48 percent of all completions in 2013.

While the educational outcomes of girls and women are positive overall, girls continue to favour traditional subjects and avoid the science, engineering and mathematics-related areas that can lead to high paying careers. Women made up just 12 percent of technical and trade apprentice and trainee commencements in the 12 months to September 2013, a fall from 17 percent 12 months earlier. The proportion of Higher School Certificate (HSC) completions that are in science, technology, engineering and maths (STEM) subjects remains lower for girls (31 percent) than for boys (45 percent).

Aboriginal women's greater participation in apprenticeships and vocational education and training (VET) overall that we identified in last year's report continues. In 2012 Aboriginal women comprised 5.4 percent of VET students and 5.5 percent of traineeship or apprenticeship commencements, more than double their presence in the NSW population. However at university level Aboriginal women are under-represented, accounting for just 1.8 percent of all women's undergraduate enrolments.

Women face challenges in converting qualifications into well-rewarded work. The graduate salary gap between NSW men and women persists at around 9 percent or \$5,000 per year, and female VET graduates are less likely than their male counterparts to work in the field in which they are qualified six months after graduating.

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The gap between girls' HSC completion rates in the highest and lowest socioeconomic groups has been narrowing over the last five years from 12 to 9 percentage points. However girls living in metropolitan areas were much more likely to complete their HSC than girls living in remote areas (78 percent compared to 57 percent).

## Chapter four: Work and financial security

The long-term trend towards greater participation in paid work continues among NSW women. In 2014 some 57 percent of women in NSW participated in the labour force. Part-time and casual employment remains a substantial part of women's working lives, with 26 percent of women in NSW employed in casual jobs in 2013. This is some 5 percentage points higher than for men, though this gap has narrowed slightly during the last year.

While this year's data shows that the unemployment rate for NSW women was the same as for men, women fared worse when it came to underemployment and underutilisation. In November 2013 some 15.8 percent of women in the NSW labour force were either unemployed or wanted more hours of work, a rate 3.7 percentage points higher than men's.

When it comes to working in the home, women continue to shoulder the burden of unpaid household work, spending an average of 13 hours more than men per week on household duties in 2012 (the latest year available). This gender gap narrowed by 5 hours between 2011 and 2012, with women reducing their hours and men increasing theirs.

For the first time, this year we report on people working long hours of paid employment. Men are more likely to work 45 hours or more per week. This is true for the total employed population and also for people of child-rearing age. In 2013, about 26 percent of women of child-rearing age who were working full-time reported working 45 hours or more per week compared to 37 percent of men in the same age group. Interestingly, over the last decade the rate of long hours of work has declined for both men and women, though it has declined more among men.

The workforce in NSW remains strongly gender segmented along both occupational and industry lines, but the long-term trend shows that this segmentation is slowly breaking down in some areas. Women continue to improve their share of managerial and professional occupations. In some areas, such as the semi-skilled blue-collar occupations, women have been losing their share over time, although there has been a significant increase since last year's report in women working in the mining industry.

Women remained locked into low paid jobs, something evident in the distribution of earnings among the full-time adult workforce. Among men, less than 9 percent are found in the bottom decile (tenth) of annual earnings, whereas among women the bottom decile accounts for nearly 16 percent. The gender pay gap in NSW in November 2013 was 2 percentage points lower than last year. While the pay gap fluctuates, there is a long-term trend for the gender pay gap in NSW (14 percent in November 2013) to be smaller than the national pay gap (17 percent).

## Chapter five: Leadership

Following the 2013 Australian Government elections, NSW women slightly increased their share of seats in the federal parliament, holding 29 percent of NSW seats in the House of Representatives and half of NSW Senate seats. A new indicator this year shows that the National Congress of Australia's First Peoples maintained an equal representation of men and women on its eight-member newly elected board which took office on 19 August 2013.

# Executive summary

At the top end in the corporate world, women's representation still lags considerably behind men's. In April 2014, women comprised 21 percent of all directorships of NSW based companies within the top 200 listed companies on the Australian Securities Exchange (ASX 200). This has grown by 6 percentage points since 2011.

The picture of women's leadership in the public sector and in the professions is one of slow and piecemeal improvement. Women's representation in the Senior Executive Service has grown from 22 percent in 2002 to 27 percent in 2012. On NSW Government boards and committees, women's representation (at 38 percent) is still low compared to men's, however between 2012 and 2013, increases were seen across six of the eight government portfolios, with the lowest levels of female representation 12 months earlier.

Consistent with the findings in last year's report, women are slowly increasing their share of senior leadership positions in teaching and academia. In 2013, women outnumbered men as primary school principals (58 percent) and as NSW TAFE Institute directors and managers (58 percent), and held 40 percent of secondary school principal positions. Among senior academics in NSW universities, women's representation has grown by 10 percentage points since 1999 to 30 percent in 2013.

Among senior ranks of the legal profession the proportion of female Queen's Counsels or Senior Counsels has notably increased since last year's report by 4 percentage points, albeit from a very low base of 6 percent in 2012 to 10 percent in 2013. Women represented 58 percent of solicitors issued with a Practising Certificate for the first time in 2013. How, and whether, the trend for women to outnumber men in the legal profession translates into greater representation at senior levels will be something to watch in future years.

## Chapter six: Safety and justice

Women continue to be more likely than men to experience violence in family and community settings, although men are more likely to be victims of homicide or physical assault.

In NSW in the 12 months to March 2014, women were the victim in more than two-thirds of domestic violence-related (DV-related) assaults and were four times as likely as men to be sexually assaulted. More than two-thirds of DV-related assaults were perpetrated by males only. While the proportion of female domestic violence victims has remained relatively stable since 2005, over the same period the rates for DV-related assaults have been consistently higher for Aboriginal women than non-Aboriginal women, although both have been declining. More recently there has been an increase in DV-related assault rates for men and women, rising by 2 percent overall over the two years to March 2014.

A downwards trend in recorded incidents of non-DV-related assault is evident for women and men, with the number of female and male victims both falling by an average of 3 percent per annum since 2005. Women were victims in 30 percent of cases of non-DV-related assault in the 12 months to March 2014.

Women's presence among offenders and in the prison system is unchanged since last year's report. Twenty-one percent of offenders were women in 2011 and 2012, although over the last year there has been a slight increase in offender rates for both women (up from 610 to 751 per 100,000 population) and men (up from 2,401 to 2,890). Women make up 7 percent of the NSW prison population and are 14 times less likely to be imprisoned than men.

Since 2011–12 there has been a decline in the number and proportion of sex-discrimination complaints lodged by NSW women with both the NSW Anti-Discrimination Board and the Australian Human Rights Commission.





# Women in NSW – how things have changed




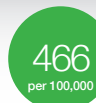







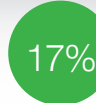
## Key

- ↑ Number or rate has risen
- ↓ Number or rate has fallen
- ≈ Number or rate stayed similar




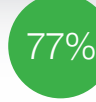


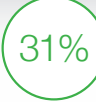



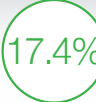
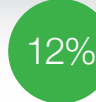
## Demography

Topic	Change	WOMEN IN NSW 2012	WOMEN IN NSW 2013	WOMEN IN NSW 2014	Page
 Life expectancy at birth	≈	 84.1 years <small>Centre for Epidemiology and Research, NSW Ministry of Health</small>	 84.2 years <small>ABS Deaths, Australia, 2011</small>	 84.2 years <small>ABS Deaths, Australia, 2012</small>	23
 Median age, first-time mothers	≈	 29 years <small>ABS Births, Australia, 2010</small>	 29 years <small>ABS Births, Australia, 2011</small>	 29 years <small>ABS Births, Australia, 2012</small>	25
 Reported disability	≈	 19% <small>ABS, Disability Aging and Carers Survey, Australia 2009</small>	Not reported	 19% <small>ABS, Disability Aging and Carers Survey, Australia 2012</small>	27

## Health

Topic	Change	WOMEN IN NSW 2012	WOMEN IN NSW 2013	WOMEN IN NSW 2014	Page
 Intentional self-harm	↑	 358 per 100,000 <small>NSW Admitted Patient Data Collection, 2010-11</small>	 410 per 100,000 <small>NSW Admitted Patient Data Collection, 2011-12</small>	 466 per 100,000 <small>NSW Admitted Patient Data Collection, 2012-13</small>	41
 Current smokers	↓	 14% <small>NSW Adult Population Health Survey, 2010</small>	 13% <small>NSW Adult Population Health Survey, 2011</small>	 12% <small>NSW Adult Population Health Survey, 2013</small>	50
 Drinking which poses a lifetime risk	↓	 20% <small>NSW Adult Population Health Survey, 2010</small>	 20% <small>NSW Adult Population Health Survey, 2011</small>	 17% <small>NSW Adult Population Health Survey, 2013</small>	52




## Education

Topic	Change	WOMEN IN NSW 2012	WOMEN IN NSW 2013	WOMEN IN NSW 2014	Page
 % of girls completing year 12*	≈	 75% <small>Review of Government Service Provision, 2012</small>	 78% <small>Review of Government Service Provision, 2013</small>	 77% <small>Review of Government Service Provision, 2014</small>	72
 STEM subjects	↓	 33% <small>DEEWR, Higher Education Statistics Collection, 2010</small>	 31% <small>Dept. of Innovation, Higher Education Statistics Collection, 2011</small>	 31% <small>NSW Board of Studies, 2012</small>	75
 % of women commencing technical or trade apprenticeships	↓	 16.2% <small>NCVER, Apprenticeships and Traineeship Collection, 2011</small>	 17.4% <small>NCVER, Apprenticeships and Traineeship Collection, 2012</small>	 12% <small>NCVER, Apprentices and Trainees Collection, 2013</small>	83




\* The Women in NSW 2013 report contained inaccurate data about Year 12 completion rates due to inaccurate information published by the Productivity Commission.

# Women in NSW – how things have changed




## Work

Topic	Change	WOMEN IN NSW 2012	WOMEN IN NSW 2013	WOMEN IN NSW 2014	Page
 Casual work	↓	28% ABS Australian Labour Market Statistics, 2010	28% ABS Australian Labour Market Statistics, 2011	26% ABS Australian Labour Market Statistics, 2012	106
 Unpaid housework (hours spent by women)	≈	15 HILDA, 2010	14 HILDA, 2011	14 HILDA, 2012	111
 Women's hourly earnings (as a % of men's)	≈	86% ABS, Average Weekly Earnings Australia, 2011	84% ABS, Average Weekly Earnings Australia, 2012	86% ABS, Average Weekly Earnings Australia, 2013	120

## Leadership

Topic	Change	WOMEN IN NSW 2012	WOMEN IN NSW 2013	WOMEN IN NSW 2014	Page
 Women's representation in the NSW Parliament (Legislative Assembly)	↓	23% Australian Institute of Company Directors, 2012	20% Australian Institute of Company Directors, 2013	20% Australian Institute of Company Directors, 2014	131
 % of directorships in NSW based ASX200 companies	↑	17% Department of Education and Communities, 2011	18% Department of Education and Communities, 2012	21% Department of Education and Communities, 2013	138
 % of secondary school principals who are women	↑	36% NSW Bureau of Crime Statistics and Research, 2011	38% NSW Bureau of Crime Statistics and Research, 2012	40% NSW Bureau of Crime Statistics and Research, 2014	144

## Safety\*

Topic	Change	WOMEN IN NSW 2012	WOMEN IN NSW 2013	WOMEN IN NSW 2014	Page
 Number of domestic homicides against women	↓	23 NSW Bureau of Crime Statistics and Research, 2011	27 NSW Bureau of Crime Statistics and Research, 2012	21 NSW Bureau of Crime Statistics and Research, 2014	158
 Number of sexual assaults against women	↑	3,940 NSW Bureau of Crime Statistics and Research, 2011	3,960 NSW Bureau of Crime Statistics and Research, 2012	4,010 NSW Bureau of Crime Statistics and Research, 2014	160
 Number of women protected by ADVO's (per 100,000)	≈	730 NSW Bureau of Crime Statistics and Research, 2011	767 NSW Bureau of Crime Statistics and Research, 2012	728 NSW Bureau of Crime Statistics and Research, 2014	169

\* Safety data reported in Women in NSW 2014 is for a different 12 month period (to March 2014) than in previous reports where data was reported for the 12 months to September.



# Introduction



**Faten El Dana OAM**

Winner of the 2014 NSW  
People's Choice Community Hero.

Photographer: Jamie North



# Introduction

## The NSW Government's commitment to women

The NSW Government is committed to improving gender equality and women's lives. This 2014 edition of the *Women in NSW* report marks the third release since the government initiated annual reporting on the status of women in NSW in 2012. The report is a key political and policy touchstone and is an important means of ensuring the government's continuing commitment to accountability and transparency.

As in previous years, the report contains material designed to raise awareness of how the lives of women and men differ. It shows how NSW women are faring compared to Australia as a whole, and reflects the experience of different subgroups of women across the state. It is not however intended to be entirely comparative with men; indeed some of the most interesting comparisons are between groups of women.

*Women in NSW 2014* is an annual evaluation on gender equality and gender difference in NSW. Sound public policy is dependent on the collection and reporting of high quality evidence over time.

## Who will find this report useful

The *Women in NSW* reports are used by decision-makers in government, business and the community sector, as well as by members of the public. The report is also of interest to students, researchers and educators.

This report provides basic information for public and private sector organisations in developing policies and taking action on issues concerning women. The 2014 report enables the tracking of women's progress in gender equality over time; although not all changes are evident within such a short timeframe.

The report is intended as a data resource; while it presents a range of contrasts and comparisons between men and women and among women, it does not offer definitive conclusions for the reasons behind them. This would require in-depth research and statistical analysis that are better provided by specialist agencies and research centres.

The facts and figures in this 2014 report are as relevant to men as they are to women: in fact some show men are doing more poorly than women. The issues highlighted in this report concern both sexes, and, inevitably, any change they encourage affect us all.

## Feedback on the 2013 report

Feedback on the *Women in NSW* report is gathered through consultations with stakeholders, informal interactions with readers and, for the first time last year, an online survey linked to the Women NSW website. The survey was available between December 2013 and February 2014 and was completed by a relatively small number of respondents. It is expected this number will grow as the feedback survey becomes a regular yearly component of report monitoring and improvement.

Respondents tended to be high users of statistical facts and figures about women and to access this data for work and personal interest. They prefer, in general, to view the report on a desktop or laptop computer and have the ability to download each edition in a PDF format.

There was strong support for the current report format involving a mix of interpretative text, tables, graphs and infographics. The quality of data was similarly well regarded.

# Introduction

Respondents also suggested a range of topics for focus in upcoming reports. Some of these, such as a greater emphasis on Aboriginal women and child care, have been included in this report. Decisions about which information to include depend on data availability and quality – in surveys with small population samples it is not possible to obtain reliable information about subgroups of women.

## Scope and structure of the 2014 report

The report is structured around five topics 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 justice.

In addition, a demographic profile of NSW women (chapter one) highlights the diversity of the NSW population through a description of current trends in women's age, fertility, ethnicity, and family and living arrangements.

Key statistics and descriptive analysis of issues important to understanding the status of women are presented for each theme. This information is then presented by theme indicator and described using three dimensions summarised in the box below.

Women's status compared to men	The gender difference
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, rural and regional women, women from a culturally and linguistically diverse background, specific age groups and women with a disability)

Sources where the reader can find more information are provided in the text and in references at the end of the report.

The report does not address government achievements or program outcomes. However, its topics and indicators are aligned with the government's commitments to the people of NSW through *NSW 2021, the State Plan*.

## Gender indicators

There is a large suite of indicators and data sources that could be included in a report on women. A set aiming to meet government and community needs and to align with other global and national gender series was selected for the first *Women in NSW* report in 2012.

Since then, continuing consultation has led to the modification of some indicators and the addition of others. Where possible, new indicators or data are included when suggested by report readers to ensure ongoing improvement in the quality and utility of the *Women in NSW* report. The inclusion of indicators is dependent however, on the availability of regularly collected, high quality data.



# Introduction

Eight criteria<sup>1</sup> were used to select leading indicators. These are reported in the table below.

## Gender indicators – selection criteria

1. Worth measuring	Relevant to government policies and services
2. Gender sensitive	They identify significant gender gaps at a point in time, and over time
3. Information 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 are 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

It was not always possible to use all criteria in selecting an indicator but as many as possible were considered in selection.

## Data sources

The report presents a range of information on women's gender equality in an easy-to-use format. It draws on:

- published and unpublished large-scale survey data from the Australian Bureau of Statistics (ABS) i.e. important periodic surveys reported this year include the *Personal Safety Survey, 2012* and *Disability, Ageing and Carers Australia 2012*
- 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 or workers' compensation)
- NSW Government survey data that are published but may not be well-known to a broad audience (for example, the *NSW Adult 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 2021, the State Plan*.

Different data sources are used in the report in some cases to enable comparison between NSW women and Australian women. This has been necessary because there are different data collections and indicators at the state and federal level. The alternative sources are highlighted in the text where they have been used.

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<sup>1</sup> For a full 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.

# Introduction

## Changes since *Women in NSW 2013*

Each report contains minor changes compared to the ones before. This is because of reader feedback, and also because some data is only available on alternative years or periodically.

The table below lists the total suite of indicators and shows in which years they have been reported.

This will allow readers interested in certain topics, covered this year, to easily find the most recent source.

## Indicators in *Women in NSW* reports

### Health and wellbeing

Indicator name	Year reported		
	2012	2013	2014
Long-term health conditions	✓	✓	✗
Causes of death	✓	✗	✓
Potentially preventable hospitalisations	✗	✓	✗
Fall-related injuries	✓	✓	✓
Major work-related injuries and diseases	✓	✓	✓
Psychological distress	✓	✓	✗
Intentional self-harm	✓	✓	✓
Experiences of neighbourhood connection	✓	✓	✗
Asking neighbours to care for a child	✗	✓	✗
Perceptions of trust and safety	✓	✗	✗
Perceptions of health care	✓	✓	✓
Difficulties in accessing health care	✓	✓	✓
Women taking part in screening activities	✓	✗	✓
Health status	✓	✓	✓
Smoking	✓	✓	✓
Risky drinking	✓	✓	✓
Overweight and obesity	✓	✓	✓
Eating fruit and vegetables	✗	✓	✓
Physical activity	✓	✓	✓
Chlamydia	✓	✓	✓
Antenatal care	✗	✓	✓
Maternal age	✗	✓	✓
Type of birth	✗	✓	✓
Breastfeeding	✓	✗	✓

# Introduction

## Education and learning

Indicator name	Year reported		
	2012	2013	2014
Completion rates, year 12 or equivalent	✓	✓	✓
Higher School Certificate student course choice	✓	✓	✓
Vocational education and training participation	✓	✓	✓
Qualifications at AQF Certificate III and above	✓	✓	✓
Apprenticeships and traineeships	✓	✓	✓
Participation in technical and trade training	✓	✓	✓
Undergraduate students	✓	✓	✓
Postgraduate students	✓	✓	✓
Undergraduate field of education	✓	✓	✓
VET graduates working in their field of study	✓	✓	✓
The graduate salary gap	✓	✓	✓
Work-related learning	✓	✓	✓
Participation in adult and community education	x	✓	✓

## Work and financial security

Indicator name	Year reported		
	2012	2013	2014
Labour force participation	✓	✓	✓
Participation in employment	✓	✓	✓
Unemployment and underutilisation	✓	✓	✓
Volunteering	✓	x	x
Casual employment	✓	✓	✓
Part-time employment	✓	✓	✓
Flexible work arrangements	x	✓	x
Childcare	x	✓	✓
Unpaid household work	✓	✓	✓
Long hours in paid work	x	x	✓
Feeling rushed	✓	✓	✓
Occupational segregation	✓	✓	✓
Industry segregation	✓	✓	✓
Non-traditional jobs	✓	✓	✓
Weekly earnings	✓	✓	✓
Hourly earnings	✓	✓	x
Annual earnings	✓	✓	✓
Public sector earnings	✓	✓	✓
Housing stress	✓	✓	✓
Rental stress and Commonwealth Rent Assistance	✓	✓	x
Main source of income at retirement	✓	x	x
Superannuation balance	✓	x	x



# Introduction

## Leadership

Indicator name	Year reported		
	2012	2013	2014
Women elected to government	✓	✓	✓
Women in National Congress of Australia's First Peoples	x	x	✓
NSW Government appointments	✓	✓	✓
NSW public sector senior management	✓	✓	✓
Board directorships in the private sector	✓	✓	✓
Leadership in State Sporting Organisations	✓	✓	✓
Women's representation in law	✓	✓	✓
Principals of NSW government schools	✓	✓	✓
TAFE NSW leaders	✓	✓	✓
Academic positions in NSW universities	✓	✓	✓

## Safety and justice

Indicator name	Year reported		
	2012	2013	2014
Self-reported domestic violence	✓	✓	✓
Domestic violence homicide	✓	✓	✓
Sexual assault	✓	✓	✓
Victims of violence-recorded incidents	✓	✓	✓
Victims of violence – self-reported assaults	✓	✓	✓
Safety at home alone after dark	✓	✓	x
Safety walking alone in local area after dark	✓	✓	x
Safety on public transport	✓	✓	✓
Reporting rates for victims of assault	✓	✓	✓
Apprehended domestic violence orders	✓	✓	✓
Proven sexual offences	✓	✓	✓
Offenders	✓	✓	✓
Women in prison	✓	✓	✓
Sex discrimination in employment	✓	✓	✓
Sexual harassment in employment	✓	✓	✓

The Department of Family and Community Services (FACS) will continue to consult to ensure *Women in NSW* reports are of use to those involved in policy development, service delivery and advocacy more generally.

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



# Chapter one

## A profile of NSW women

Elizabeth Smyth with her  
daughter Aleighah  
2013 NSW Carers Award recipient.

Photographer: Jamie North





# A profile of NSW women

This chapter provides information about the population of NSW women, including where they live, their age profile, and the profile and responsibilities of women with disability and those caring for people with disability. Note that this year we rely on Australian Bureau of Statistics (ABS) estimates and projections in several instances as limited new population data was available; Census data is collected every five years. This year we also have the opportunity to use data from the ABS *Disability, Ageing and Carers 2012* survey, undertaken every three years.

## Key findings

In 2013, there were an estimated 3.8 million women in NSW representing half of the total NSW population. Aboriginal women make up 2.5 percent of the female population and half of the total Aboriginal population. In 2013, the median age for women in NSW was 38.7 years, 1.8 years older than for men.

NSW remains highly urbanised with the majority of women living in Greater Sydney (2.4 million women). As women live longer than men, in NSW there are more women than men living alone.

Fertility rates in NSW have been stable over recent years. The median age for first time mothers is 29 years while the median age for all mothers is 31 years.

Disability rates in NSW have slightly increased in the past decade. In NSW in 2012, 19 percent of women reported having some form of disability compared to 18 percent of men. This is the same proportion for women and 1 percentage point lower for men than the last survey data, in 2009. Nationally women also have a higher rate of disability compared to men (19 percent compared to 18 percent). In NSW in 2012, women were more than twice as likely as men to be primary carers.

## Population size and distribution

As at December 2013, the total NSW population was estimated to be 7.5 million with women representing 50 percent of the population (some 3.8 million women).<sup>1</sup> This proportion is slightly lower than at the 2011 Census, where women made up 51 percent of the population. NSW women represent 32 percent of the Australian female population.<sup>2</sup>

According to the latest available data for regions across Australia (June 2012) NSW remains highly urbanised with 64 percent of women living in Greater Sydney (2.4 million women) and the remaining 36 percent living in the rest of NSW (1.3 million women).<sup>3 4</sup>

At the 2011 Census there were 87,500 Aboriginal women in NSW, representing 2.5 percent of the female population and just over half of the total NSW Aboriginal population.<sup>5</sup> We use this data throughout this year's report when comparing Aboriginal women's representation. However, it is important to note that recent estimates of the Aboriginal female population suggest that the population in 2011 was closer to 104,600 women or 2.8 percent of the NSW female population.<sup>6</sup>

More Aboriginal women live in NSW than in any other state or territory although, as a percentage of the population, NSW ranks behind the Northern Territory, Tasmania, Queensland and Western Australia.<sup>7</sup>

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1 ABS (2014) *Australian Demographic Statistics, December 2013*. Cat no. 3101.0.

2 ABS (2014) *Australian Demographic Statistics, December 2013*. Cat no. 3101.0.

3 ABS (2013) *Population by Age and Sex, Regions of Australia 2012*. Cat no. 3235.0.

4 The data for regions is for a different year (2012) and source than the 2013 data used to estimate population size in this chapter.

5 ABS (2011) *Census of Population and Housing*.

6 ABS (2013) *Estimates of Aboriginal and Torres Strait Islander Australians, June 2011*. Cat no. 3238.0.55.003.

7 ABS (2013) *Estimates of Aboriginal and Torres Strait Islander Australians, June 2011*. Cat no. 3238.0.55.003.



# A profile of NSW women

## Population structure

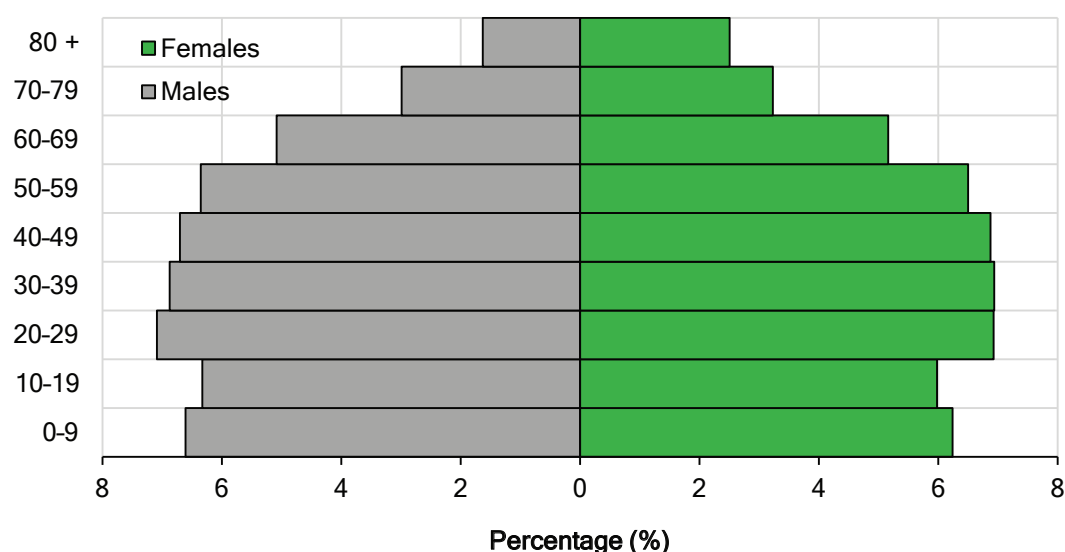
Sustained low fertility and increasing life expectancy have contributed to population ageing in Australia in a similar way to most developed countries.

The population structure in Figure 1.1 shows the distribution of the NSW population aged 0 to 80 years and over. Boys are the majority (51 percent) in the 0 to 9 year age group, while women are the majority (61 percent) in the 80 years and over age group.<sup>8</sup>

As reported in *Women in NSW 2013*, the age structure for Aboriginal women is very different to that of non-Aboriginal women (see Figures 1.1 and 1.2). Aboriginal girls (0–19 years) comprise approximately 23 percent of the Aboriginal female population whereas girls comprise 12 percent of the non-Aboriginal female population.

Another way to look at population is to compare median age: the age at which approximately half of the population is older and half is younger. The estimated median age for NSW women in 2013 was 38.7 years, 1.8 years older than men's median age of 36.9 years. The gender gap in women's median age has remained stable since 2011 although women's and men's median age has slightly increased. Women's and men's median age in NSW is comparable to Australia; where in June 2013, women's median age was 38.2 years, also 1.8 years older than the median age of Australian men.<sup>9</sup>

**Figure 1.1 Population distribution, by age and sex, NSW, 2013**



Note: Data show estimated resident population as at June 2013.

Population: NSW population.

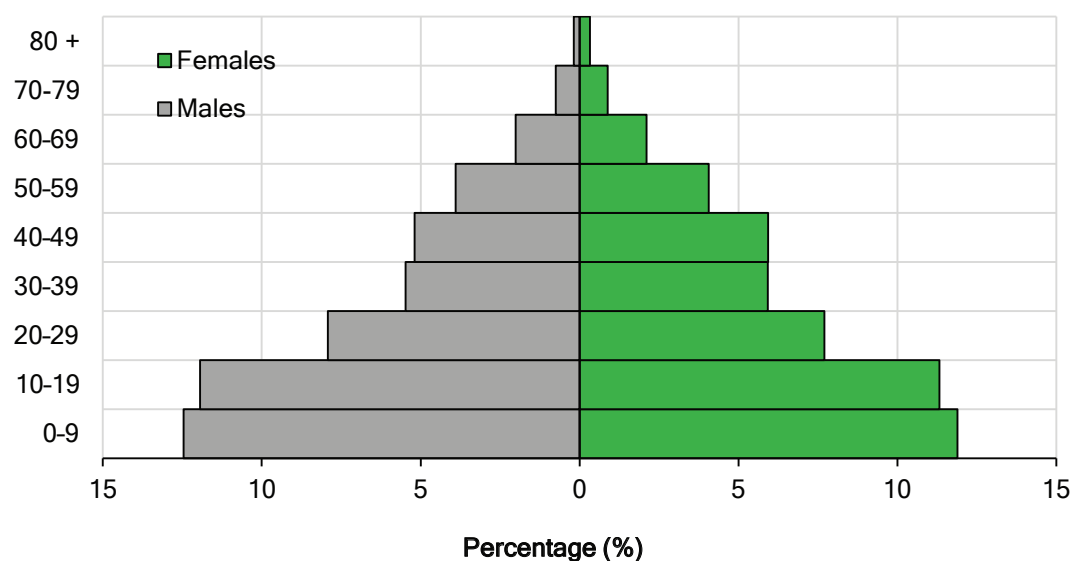
Data source: ABS (2014) *Australian Demographic Statistics, December 2013*. Cat no. 3101.0.

<sup>8</sup> ABS (2014) *Australian Demographic Statistics, December 2013*. Cat no. 3101.0.

<sup>9</sup> ABS (2014) *Australian Demographic Statistics, December 2013*. Cat no. 3101.0.

# A profile of NSW women

**Figure 1.2 Aboriginal population distribution, by age and sex, NSW, 2012**



Note: Data show estimated resident population as at June 2012.

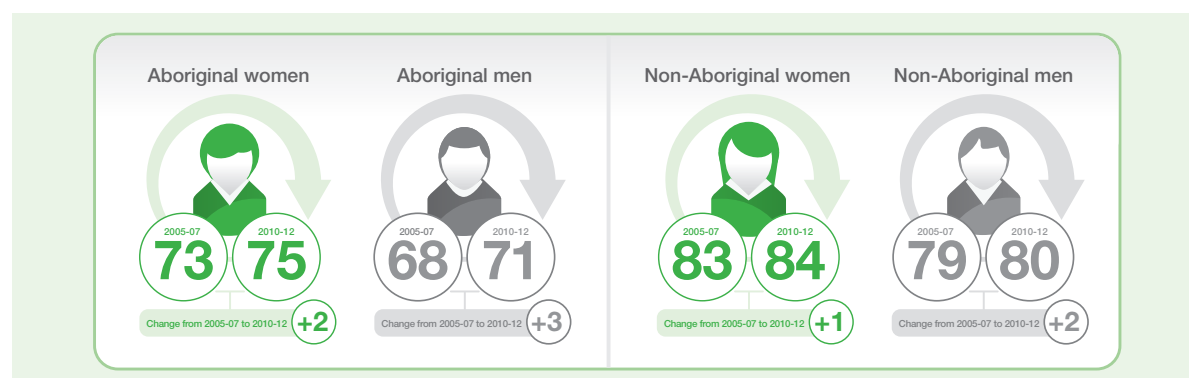
Population: NSW Aboriginal population.

Data source: ABS (2013) *Estimates of Aboriginal and Torres Strait Islander Australians, June 2011*.

Cat no. 3238.0.55.003.

In 2012 the life expectancy at birth for women in NSW was 84 years compared to men at 80 years.<sup>10</sup> For Aboriginal women in NSW, life expectancy at birth was 75 years and for men it was 71 years.<sup>11</sup> The gap in life expectancy between Aboriginal women and non-Aboriginal women, although wide, is narrowing slowly. In 2010–12 it was 9 years compared to 10 years in 2005–07 (see Figure 1.3).

**Figure 1.3 Life expectancy at birth, estimates 2005–07 to 2010–12**



Population: NSW population.

Data source: ABS (2013) *Life Tables for Aboriginal and Torres Strait Islander Australians, 2010–2012*.

Cat no. 3302.0.55.003 and ABS (2013) *Deaths, Australia, 2012*. Cat no. 3302.0.

<sup>10</sup> ABS (2013) *Deaths, Australia, 2012*. Cat no. 3302.0.

<sup>11</sup> ABS (2013) *Life Tables for Aboriginal and Torres Strait Islander Australians, 2010–2012*. Cat no. 3302.55.003.

# A profile of NSW women

## Fertility and births

The number of births in NSW has increased significantly over the last 10 years because the average number of children born to each woman (the total fertility rate) has gone up, and the number of women of childbearing age has increased (see Figure 1.4).

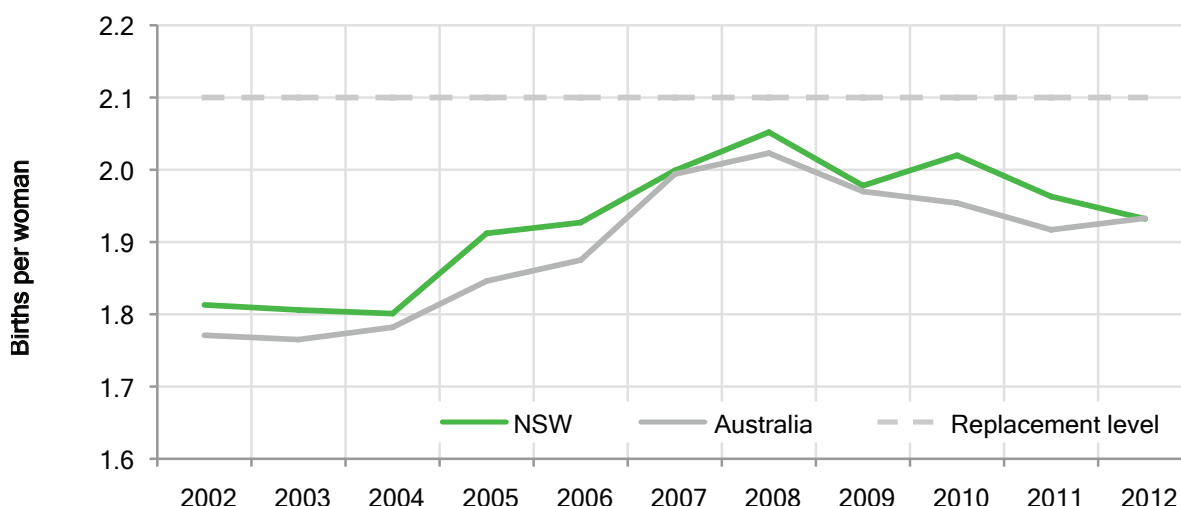
The fertility rate in 2012 was 1.9 births per woman, up from 1.8 births in 2002; this continues to be just below the replacement level of 2.1 births per woman.<sup>12</sup> This is similar to the national rate, which in 2012 was also 1.9 (see Figure 1.4).

The fertility rate for Aboriginal women in 2012, at 2.6 births per woman, was higher than for non-Aboriginal women (see Table 1.1).

From 2005 to 2012, the annual number of births to Aboriginal mothers in NSW increased by 46 percent, compared to an increase of only 8 percent for all mothers.<sup>13</sup>

Fertility rates in NSW differ between urban, regional and rural areas with women in more remote areas having higher fertility rates. Birth rates in major cities are below replacement level (at 1.9 births per woman) whereas rates outside of major cities are above replacement level (2.2 in inner regional, 2.5 in outer regional, 2.6 in remote and 3.0 in very remote communities) (see Figure 1.5).

**Figure 1.4 Fertility rate, Australia and NSW, 2002–12**



Population: NSW population.

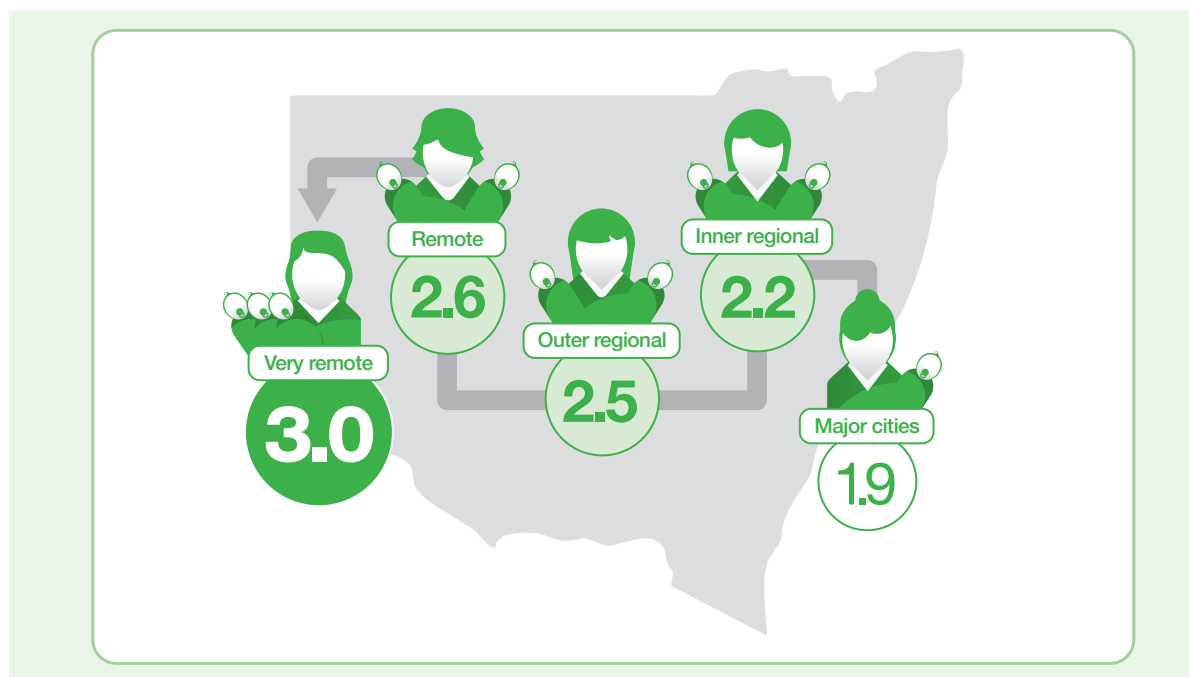
Data source: ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

<sup>12</sup> ABS (2013) *Population Projections, Australia, 2012 (base) to 2101*. Cat no. 3222.0.

<sup>13</sup> ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

# A profile of NSW women

Figure 1.5 Fertility rates by remoteness, 2012



Population: NSW population.

Data source: ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

In 2012 the median age in NSW of all mothers was 31 years and 29 years for first time mothers.<sup>14</sup> The median age of NSW mothers has remained stable since 2006. Between 2002 and 2012 fertility rates for women aged 19 and under have slowly decreased whereas fertility rates for those aged 35 and over have increased significantly. In 2012, 24 percent of all mothers who gave birth were aged 35 years or older and 3.2 percent were teenagers (see Figures 1.6 and 1.7).

Aboriginal women have more births at younger ages.<sup>15</sup> The median age of all Aboriginal mothers in 2012 was 25 years compared to 31 years for the average non-Aboriginal woman. Over the last two decades there has been a significant decrease in the proportion of births to Aboriginal and teen mothers, even though it remains higher than the state average (see Figure 1.6).

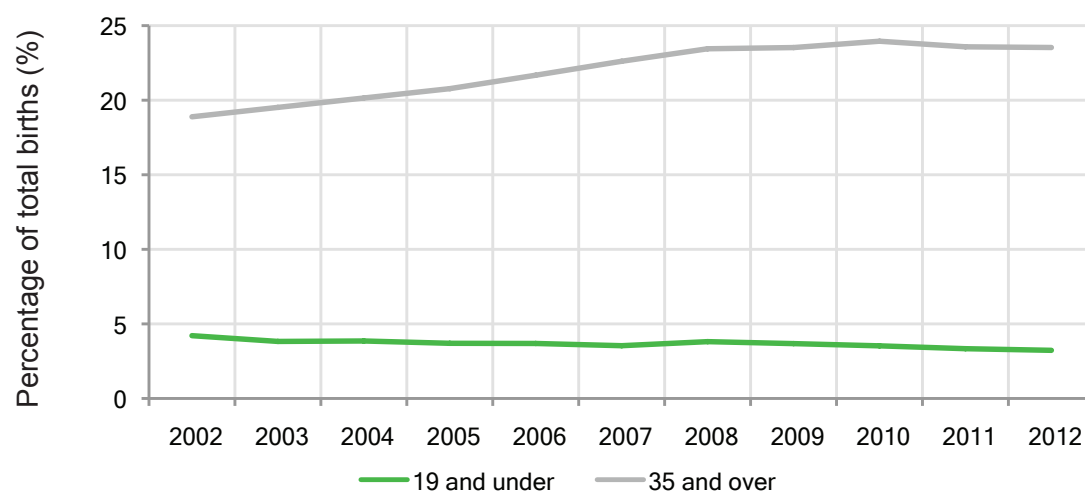
14 ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

15 ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.



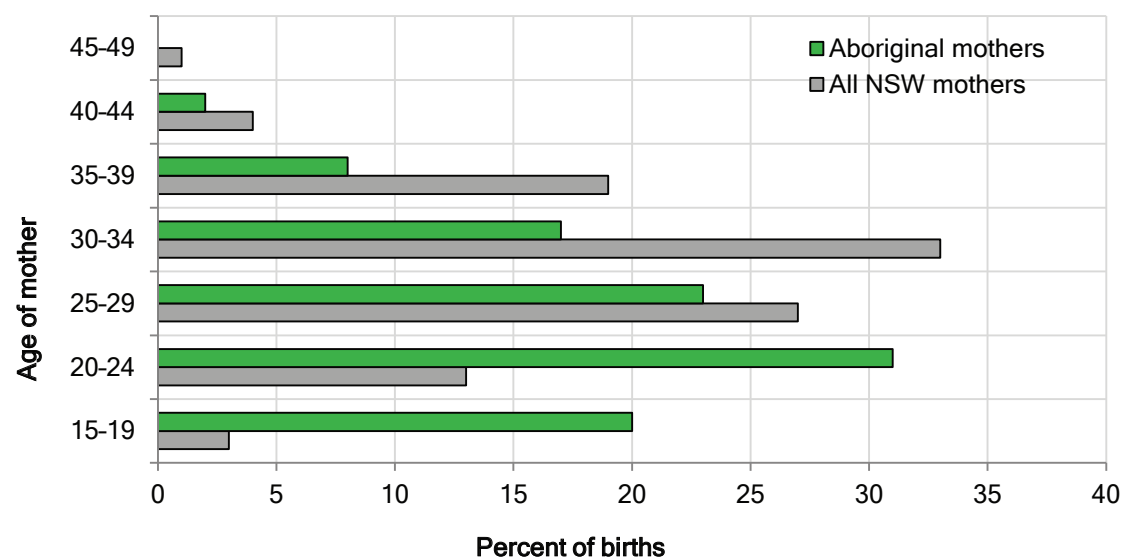
# A profile of NSW women

Figure 1.6 Teenage births and births to mothers aged 35 years and over, NSW, 2002–12



Population: Teenage women and women aged 35 years and over, NSW.  
Data source: ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

Figure 1.7 Births by age of mother and Aboriginality, NSW, 2012



Population: NSW population.  
Data source: ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

# A profile of NSW women

## Aboriginal women

Table 1.1 provides a demographic summary for Aboriginal and non-Aboriginal populations.

**Table 1.1 Profile of non-Aboriginal and Aboriginal populations, NSW, 2012**

	Non- Aboriginal females	Non- Aboriginal males	Aboriginal females	Aboriginal males	Total Aboriginal
NSW	3,676,343	3,624,791	104,600	103,900	208,500
Births, 2012–13	47,900	50,600	1,777	1,800	3,600
Fertility	1.9	-	2.6	-	-
Median age of parents	31	33	25	28	-
Median age at death	85	79	64	61	61
Life expectancy at birth	84	80	75	71	72

Population: NSW population.

Data source: ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0 and ABS (2013) *Deaths, Australia, 2012*.

Cat no. 3302.0 and ABS (2013) *Life Tables for Aboriginal and Torres Strait Islander Australians, 2010–2012*.

Cat no. 3302.55.003.

## People with disability and carers

In NSW in 2012, 19 percent of women reported having some form of disability compared to 18 percent of men.<sup>16</sup> This is the same rate for women and one percentage point lower for men than the last survey data, in 2009. Nationally, women also have a higher rate of disability compared to men (19 percent compared to 18 percent respectively).<sup>17</sup>

Disability rates in NSW have increased in the past decade. The rates for women have increased by 92.6 per 100,000 persons, from 598.8 in 2003 to 691.4 in 2012. While the rates for men have also increased, from 591.8 in 2003 to 657.5 in 2012, they have grown more slowly than for women.<sup>18</sup>

The sex differential in rates of reported disability varies dramatically from childhood to old age. Young boys are more likely than young girls to have a reported disability, with boys aged 5–14 almost twice as likely to report a disability as girls the same age (11.6 percent of boys compared to 6.0 percent of girls).

In contrast, NSW women report higher rates of disability than men in all age groups between 60 and 90. Women are also more likely than men to report a profound or severe core activity limitation overall (7.2 percent of women compared to 5.6 percent of men), and for all age brackets over 15 years. This gender differential is most pronounced in the older age groups (see Table 1.2).

<sup>16</sup> ABS (2012) *Disability, Ageing and Carers, Australia: New South Wales 2012*. Cat no. 4430.0.

<sup>17</sup> ABS (2012) *Disability, Ageing and Carers, Australia: Summary of Findings 2012*. Cat no. 4430.0.

<sup>18</sup> ABS (2012) *Disability, Ageing and Carers, Australia: New South Wales 2012*. Cat no. 4430.0.

# A profile of NSW women

**Table 1.2 Reported disabilities by age group and sex, NSW, 2012**

	Profound or severe core activity limitation		All with reported disability	
	Female	Male	Female	Male
0–4	1.5	2.9	2.3	3.7
5–14	3.5	6.6	6.0	11.6
15–24	2.4	2.4	6.2	6.4
25–34	2.0	1.4	7.7	8.1
35–44	3.1	2.8	11.4	10.5
45–54	6.1	3.8	19.5	18.6
55–59	7.5	6.7	24.0	26.7
60–64	9.6	8.3	31.8	31.0
65–69	9.8	9.5	39.5	37.7
70–74	11.3	9.5	40.3	40.0
75–79	23.0	16.6	52.2	59.1
80–84	32.2	26.4	65.5	61.1
85–89	55.0	34.3	78.3	76.6
90 and over	67.5	66.0	82.8	86.2
<b>Total</b>	<b>7.2</b>	<b>5.6</b>	<b>18.5</b>	<b>17.9</b>

Note: A profound or severe core limitation refers to a person who always or sometimes needs help with a core activity task. All people with reported disability includes an impairment, which has lasted for at least six months and restricts everyday activities.

Population: NSW household population.

Data source: ABS (2012) *Disability, Ageing and Carers, Australia: New South Wales 2012*. Cat no. 4430.0.

As in the Australian population, most women in NSW with a severe or profound disability are aged 65 years and over. In 2012, of the estimated 268,100 women living in NSW who had a severe or profound disability, 53 percent were 65 years or older and 47 percent were aged under 65 years. The rate of severe or profound core activity limitation was higher for women living in outer regional and remote areas (10 percent) and inner regional areas of NSW (7.3 percent) compared to women living in major cities (6.9 percent).<sup>19</sup>

In NSW in 2012, women accounted for 68 percent of all primary carers of people who are elderly or with a disability. Across all age groups women make up at least 60 percent or more of all primary carers within their age bracket. Women's share increases as they get older, peaking at the 35–44 bracket where women account for 82 percent of primary carers in the age bracket.<sup>20</sup>

In terms of the overall population a greater percentage of women than men were primary carers in 2012; 4.6 percent of women compared to 2.1 percent of men. Women were more likely to be primary carers than men in all age groups up to 74 years, with 75 years and over being the only age bracket where a smaller proportion of women than men were primary carers. The percentage of women who are primary carers steadily increases with age, only declining once they reach 75. In comparison the percentage of men who are primary carers increases consistently across all age brackets but only surpasses women once they are 75 years or older (see Figure 1.8).

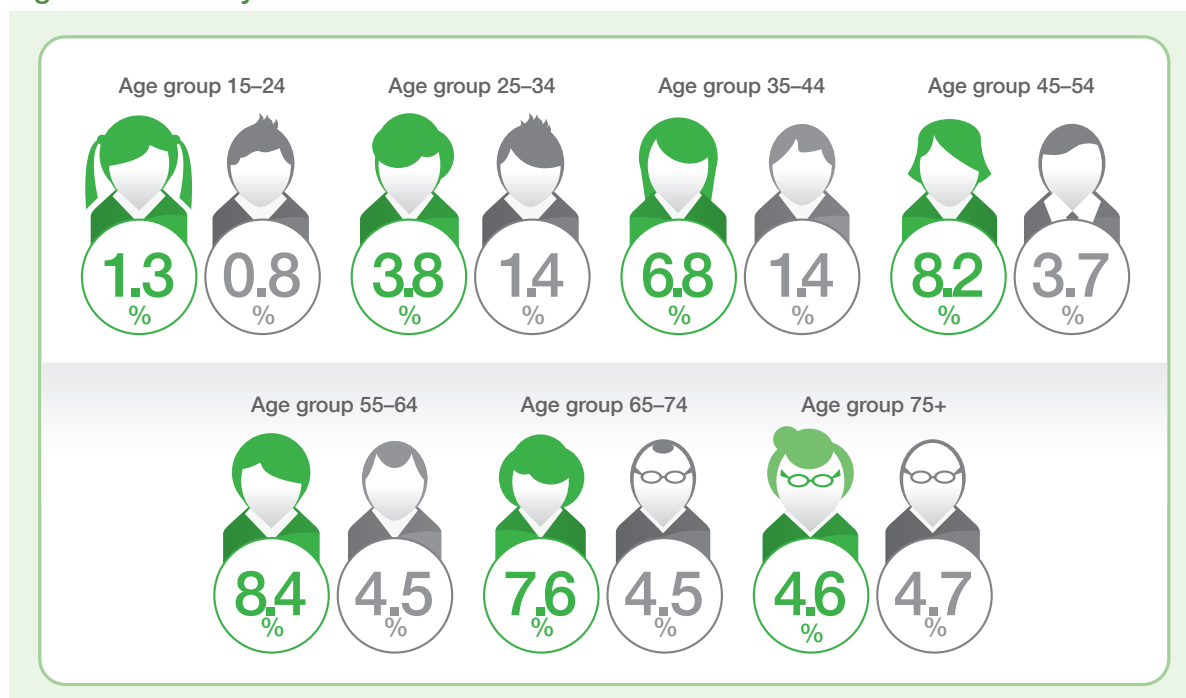
Patterns relating to the employment of women carers are reported in the chapter Work and financial security.

<sup>19</sup> ABS (2012) *Disability, Ageing and Carers, Australia: New South Wales 2012*. Cat no. 4430.0.

<sup>20</sup> ABS (2012) *Disability, Ageing and Carers, Australia: New South Wales 2012*. Cat no. 4430.0.

# A profile of NSW women

Figure 1.8 Primary carers



Note: A carer is someone who provides ongoing (or potentially ongoing) informal help or supervision to someone who has disabilities or long-term health conditions or a person who is elderly. A primary carer is someone who provides assistance for one or more of the core activities: communication, mobility and self-care.

Population: NSW household population.

Data source: ABS (2012) *Disability, Ageing and Carers, Australia: New South Wales 2012*. Cat no. 4430.0.

## Living arrangements, marriage and families

Most people in NSW live in family households, with the most common family living arrangement being people who are living in the same household with children. At the 2011 Census, families with children made up 45.5 percent of families with lone mother families comprising 13.5 percent of families, and lone father families 2.8 percent.<sup>21</sup>

Women are more likely than men to live alone, a feature more evident in older age groups. In 2011, women made up 55 percent of the almost 600,000 people in NSW who lived in lone person households. More than twice as many women who were aged 65 years or older lived alone than men the same age (164,300 women compared to 75,500 men).<sup>22</sup>

The number of people living in lone person households has been increasing and is projected to grow to between 27 and 30 percent of all households in NSW by 2031.<sup>23</sup> Women who are living alone are expected to continue to outnumber men. The projection for more women living alone is in part due to the larger number of women than men in older age groups, which in turn reflects the longer life expectancy of women. While women are more likely to be living alone in old age, the tendency for men to live alone is more evenly distributed across age groups, reflecting the likelihood that men at a younger age are living alone.

<sup>21</sup> ABS (2011) *Census of Population and Housing*.

<sup>22</sup> ABS (2011) *Census of Population and Housing*.

<sup>23</sup> ABS (2010) *Household and Family Projections, Australia, 2006 to 2031*. Cat no. 3236.0.



# A profile of NSW women

The marriage rate in NSW has decreased slightly in 2012 to 5.6 per thousand population from 5.7 in 2011 as has the divorce rate. Women tend to marry at a younger age than men (29 years for women compared to 31 years for men).

In 2012, there were 2.0 divorces per thousand of population, compared to 2.4 12 years earlier.<sup>24</sup> NSW had the shortest median length of marriage to divorce (11.2 years) compared to other states and the largest increase in divorces (690, or 5.0 percent higher in comparison to 2011). The median age for divorces for women was 42 years compared to 46 years for men in 2012.

## Immigration

In last year's *Women in NSW* report we used Census data to report in detail the cultural diversity of the NSW population, showing that just over a quarter of the state's female population was born overseas. Some 28 percent spoke a language other than English at home, nearly five percentage points higher than for Australia as a whole.<sup>25</sup>

Twenty-eight percent of all immigrants settle in NSW with Victoria, Western Australia and Queensland being the next largest receivers of immigrants (24, 17 and 16 percent respectively).

In 2012–13, 36,709 female immigrants (52 percent of all immigrants to NSW) gave NSW as their intended state of residence.<sup>26</sup> The number of men was 34,029. This was an increase of 5.7 percent more women since 2011–12, and a 4.6 percent increase for male immigrants.

Data from the Department of Immigration and Border Protection show most people arriving in NSW from overseas settle in Sydney. The fastest growing age groups among new settlers are those aged 65 and older, children under 15 years and adults aged 30 to 49.

## Conclusion

The population of women in NSW continues to grow through birth and migration. The NSW population size and distribution has remained stable since 2011. In NSW, there are more males than females in the 0–9 year old age group. This is a trend across all OECD countries where boys predominate in the 0–9 age group.<sup>27</sup>

The life expectancy gender gap is closing. In NSW between 2001 and 2013, women's life expectancy increased by 1.8 years to 84 years. Male life expectancy increased more quickly during this period (by 2.7 years) but remains lower than women's at 79.7 years.

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24 ABS (2012) *Marriages and Divorces, Australia, 2012*. Cat no. 3310.0.

25 ABS (2011) *Census of Population and Housing*.

26 Department of Immigration and Border Protection (2014), *Overseas Arrivals and Departures Statistics*. Unpublished data.

27 OECD *Women and Men in OECD Countries*. OECD Publishing <http://www.oecd.org/std/37962502.pdf>

Women are starting families later in life. They are getting married later and more women aged over 35 are having children. Overall, life expectancy for women in NSW is high compared to other OECD countries where the average for women was 82.8 in 2011.<sup>28</sup> However, Aboriginal women on average live shorter lives. They had a 75 year life expectancy in 2012, nearly 10 years less than the Australian and OECD female average. NSW women's current fertility rate is also slightly higher than the OECD average at 1.9 compared to 1.7.<sup>29</sup>

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28 OECD (2013) *Health at a Glance 2013: OECD Indicators*. OECD Publishing [http://dx.doi.org/10.1787/health\\_glance-2013-en](http://dx.doi.org/10.1787/health_glance-2013-en)

29 OECD (2014) *OECD Factbook 2014: Economic, Environmental and Social Statistics*. [http://www.oecd-ilibrary.org/economics/oecd-factbook-2014\\_factbook-2014-en](http://www.oecd-ilibrary.org/economics/oecd-factbook-2014_factbook-2014-en)



## Chapter two Health and wellbeing

**Dr Eman Sharobeem**  
Finalist in the 2013 NSW Premier's  
Woman of the Year Award.

Photographer: Jamie North





# Health and wellbeing

This chapter focuses on topics where health and wellbeing impact disproportionately on the lives of women in NSW, or where women experience the use of health services differently to men. Indicators that are sex-specific, such as those relating to reproductive health, antenatal and maternal health are also included.

## Key findings

The data presented in this chapter identifies a number of health conditions that affect women more than men. For example, older women are more likely than men to die from dementia including Alzheimer's disease; women now rank with older men for deaths due to diabetes; and young women are more likely than young men to require hospitalisation as a result of chlamydia, the sexually transmissible disease with the highest incidence in NSW. The concerning upward trend in hospitalisation for self-harm in young women has continued this year. The trend in deaths from lung cancer for women shows an increase over time and the gender gap in lung cancer-related deaths has narrowed – in 2008 it was almost the same as for men.

Falls are common among older people. In particular, fall-related hospitalisations account for almost 30 percent of all injury hospitalisations and people aged 65 years and over accounted for 66 percent of the total fall-related hospitalisations. Women aged 65 years and over were 1.3 times more likely to be hospitalised than men of the same age.

Consistent with the last two *Women in NSW* reports, in 2012–13 NSW women's less positive rating of their health status compared to men coexists with the fact that they engage in healthy behaviours more often than men. Fewer women than men smoke (12 percent compared to 20 percent of men in 2013), around half as many women as men engage in drinking which poses a lifetime risk to health (17 percent compared to 36 percent of men), and fewer women than men are overweight and obese (45 percent compared to 56 percent of men). However, men are more likely than women to engage in adequate levels of exercise (51 percent of women compared to 61 percent of men in 2012), and demonstrate a greater increase in exercise rates over the last decade.

In general, women reported more negative experiences with health care professionals than men; particularly women living away from the main metropolitan centres. Women living in outer regional or remote locations were less likely to report a positive experience with emergency department doctors and specialists in relation to the time this group of health professionals spent with them compared to men. Women living away from the main centres also reported waiting longer than was acceptable when visiting a general practitioner and more dissatisfaction with waiting times for a medical specialist.

Aboriginal women's health is reported on several indicators, including their antenatal and maternity health experience. Births to Aboriginal mothers have more than doubled as a percentage of all births since 1990. Births to teenage mothers have dropped since 2006 but the share of births to Aboriginal teenage mothers remains far higher than for the total population (19 percent compared to 3 percent for the total population in 2011).

The rates of normal vaginal births for women have decreased over the last two decades in NSW, and the rate of elective caesarean sections increased.



# Health and wellbeing

## Health and wellbeing topics and indicators

In this chapter, we report women's experiences against five health and wellbeing issues of importance for women. Many align with state, national and international goals and benchmarks and some comparisons are given in the conclusion. The topics covered in this chapter relate to the State Plan Goals 11 and 12 (see box).

### NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

#### Goal 11: Keep people healthy and out of hospital

#### Goal 12: Provide world class clinical services with timely access and effective infrastructure

The NSW Government is committed to the delivery of quality health services, including giving communities and health care providers a strong and direct voice in improving patient care. The topics covered in this chapter relate to State Plan Goals 11 and 12; the linkages between individual indicators and State Plan targets are shown below.

The indicators used in this year's report are shown below. Note that data for some indicators used in previous years are not available this year. A full list of indicators from all years is in the Introduction. The most recent available data is used throughout.

## Health and wellbeing topics and indicators

Topic	Indicator
Topic 1: Injury and disease	1.1 Causes of death 1.2 Fall-related injuries 1.3 Major work-related injuries and diseases
Topic 2: Social and emotional health	2.1 Intentional self-harm
Topic 3: Use of health services	3.1 Perceptions of health care 3.2 Difficulties in accessing health care 3.3 Health screening
Topic 4: Feeling healthy and healthy behaviour	4.1 Health status 4.2 Smoking 4.3 Risky drinking 4.4 Overweight and obesity 4.5 Healthy eating 4.6 Physical activity
Topic 5: Sexual and maternal health	5.1 Chlamydia 5.2 Antenatal care 5.3 Maternal age 5.4 Type of birth 5.5 Breastfeeding

Note: New data was not available for some indicators reported in the 2013 report. The full suite of health indicators that have been reported each year is in the Introduction.

# Health and wellbeing

## Topic 1 Injury and disease

In this topic, we present injury and disease patterns according to three indicators: causes of death; fall-related injuries; and major work-related injuries and diseases.

### 1.1 Causes of death

#### Causes of death as reported on death certificates

Women's status compared to men	<p>Ischaemic heart diseases and cerebrovascular diseases (including stroke) are leading causes of death for women and men, although women's rate of heart diseases is lower than men's. Significant sex differences are evident in the death rates associated with many other diseases, including of course those such as breast cancer and prostate cancer which mainly affect one sex.</p> <p>Cardiovascular disease continues to be the leading cause of death for women.</p> <p><b>Gender gap</b></p> <p>Considering rates of death per 100,000 people in 2012:</p> <ul style="list-style-type: none"><li>• men were 1.8 times more likely than women to die from ischaemic heart diseases and from blood and lymph cancers</li><li>• men were 1.7 times more likely than women to die from diseases of the urinary system, and from trachea, bronchus and lung cancers</li><li>• men were 1.6 times more likely than women to die from diabetes mellitus</li><li>• women were 1.2 times more likely than men to die from dementia and Alzheimer's disease.</li></ul>
The direction of change over time	<p>Between 2010 and 2012, women's death rate from ischaemic heart diseases has fallen by some eight people per 100,000.</p> <p>Most other rates remain similar, with slight increases in death rates from dementia and Alzheimer's disease and diabetes. Diabetes was ranked the 11<sup>th</sup> leading cause of death for women in 2010, and is ranked 8<sup>th</sup> in 2012 (see Table 2.1). Diseases of the urinary system on the other hand moved from the 8<sup>th</sup> leading cause of death in 2010 to 11<sup>th</sup> in 2012.</p> <p>Breast cancer had the 5<sup>th</sup> highest death rate among women in 2012, up from 6<sup>th</sup> in 2010.</p>
How does NSW compare?	<p>Differences between women and men's death rates from different diseases were similar nationally to those in NSW.</p>

# Health and wellbeing

Tracking subgroups of women	<p>Causes of death vary significantly across different age groups of women, and they vary in different ways to the pattern for men. Among young women (15 to 34 years) intentional self-harm is the leading cause (see Indicator 2.1). For middle-aged women (those aged 35 to 64 years) it is breast cancer.</p> <p>Heart disease is the leading cause of death in men from the age of 45 years, but only becomes the leading cause in women from the age of 75 years. Similarly, as women age, cerebrovascular diseases become more important as causes of death and from 75 years on these are more significant for women than men. In old age, men are most likely to die of ischaemic heart diseases.</p> <p>Aboriginal women also display different patterns to non-Aboriginal women in terms of causes of death. Most significantly, cerebrovascular diseases are less important (5<sup>th</sup> for Aboriginal women compared to 2<sup>nd</sup> for non-Aboriginal women) and diabetes is more important (4<sup>th</sup> for Aboriginal women compared to 8<sup>th</sup> for non-Aboriginal women).</p> <p>Compared to Aboriginal men, Aboriginal women are less likely to die from intentional self-harm, accidental poisoning and transport accidents. They are more likely to die from dementia and Alzheimer's disease reflecting their longer life spans. As outlined in Chapter one, life expectancy at birth for Aboriginal women in NSW was 75 years and for men it was 71 years.</p>
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Causes of death refers to the underlying cause, that is the disease or injury, or multiple causes, which led to the initial disease that led directly to death.

Year collected: 2012.

Data source: Australian and NSW population was sourced from ABS (2013) *Causes of Death, Australia, 2012*. Cat no. 3303.0.

More information is available: [www.abs.gov.au](http://www.abs.gov.au)

**Table 2.1 Leading causes of death, NSW, 2012**

	Rank for women	Women (rates)	Rank for men	Men (rates)
Ischaemic heart diseases (I20–I25)*	1	51.5	1	94.3
Cerebrovascular diseases (I60–I69)*	2	40.2	2	41.8
Trachea, bronchus and lung cancers (C33, C34)*	3	23.8	3	41.6
Chronic lower respiratory diseases (J40–J47)*	4	20.6	4	30.9
Breast cancer (C50)	5	19.9	–	–
Dementia and Alzheimer's disease (F01, F03, G30)*	6	11.6	8	9.7
Blood and lymph cancer (including leukaemia) (C81–96)*	7	11.4	6	20.8
Diabetes mellitus (E10–E14)*	8	10.8	7	17.3
Heart failure (I50–I51)*	9	6.2	9	7.7
Colon, sigmoid, rectum and anus cancer (C18–C21)*	10	3.9	11	6.1
Diseases of the urinary system (N00–N39)*	11	3.8	10	6.7
Prostate cancer (C61)	–	–	5	26.3

Note: Causes listed are the leading causes of death for all deaths registered in 2012 based on the World Health Organisation (WHO) recommended tabulation of leading causes. The ICD–10 code is from the International Classification of Diseases 10th revision.

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\*Rates for this group are an average of all the diseases in the code.

Population: All data registered in 2012 was for people whose usual residence was NSW and Australia and for people usually resident overseas whose deaths were registered in NSW and Australia.

Data source: Australian and NSW population sourced from ABS (2014) *Causes of Death, NSW and Australia, 2012*. Cat no.3303.0.

**Table 2.2 Leading causes of death, Aboriginal women and men, NSW, 2012**

Causes of death and ICD-10 code	Rank for Aboriginal women	Rank for non-Aboriginal women	Rank for Aboriginal men
Ischaemic heart diseases (I20–I25)	1	1	1
Trachea, bronchus and lung cancer (C33, C34)	2	3	2
Chronic lower respiratory diseases (J40–J47)	3	4	3
Diabetes mellitus (E10–E14)	4	8	4
Cerebrovascular diseases (I60–I69)	5	2	6
Dementia and Alzheimer's disease (F01, F03, G30)	6	6	10
Breast cancer (C50)	7	5	
Heart failure (I50–I51)	8	9	11
Intentional self-harm (X60–X84)	9	–	7
Cirrhosis and other diseases of liver (K70–K76)	10	–	9
Accidental poisoning (X40–X49)	11	–	5
Land transport accidents (V01–V89)	11	–	8

Note: Causes of death data for 2012 are preliminary and subject to a revisions process.

Population: All data registered in 2012 for Aboriginal people whose usual residence was NSW and for people usually resident overseas whose deaths were registered in NSW.

Data source: ABS (2014) *Causes of Death, Australia, 2012*. Cat no. 3303.0.

## 1.2 Fall-related injuries

### Rate of fall-related injuries requiring overnight hospital stay, women 65 years and over

<b>Women's status compared to men</b>	<p>Older women in NSW had higher rates of overnight hospital stays related to falls than men in 2012–13. Women's hospitalisation rate was 3,451 per 100,000 women (nearly 23,700 falls in total), while men's was 2,744 per 100,000 men (nearly 13,456 falls in total).</p> <p>Fall-related hospitalisations accounted for almost 30 percent of all injury hospitalisations. People aged 65 years and over accounted for 66 percent of the total fall-related hospitalisations.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• Women were 1.3 times more likely than men to be hospitalised for a fall-related injury.</li> <li>• The gap between women's overnight hospitalisation rate and that of men's was 707 per 100,000 of population.</li> </ul>
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# Health and wellbeing

<b>The direction of change over time</b>	<p>The rates of overnight hospital stays related to falls have increased for NSW women and men aged 65 years and over by around 40 percent each since 1992. Note that the fall-related hospitalisation rate is considerably higher for women aged 65 years and over than for women as a whole and has increased more rapidly (see Figure 2.1).</p> <p>While the rate of overnight hospital stays for a fall-related hospitalisation is increasing, Figure 2.1 shows the gap between women and men has narrowed from 1,060 per 100,000 population in 1992–93 to 707 in 2012–13.</p>
<b>How does NSW compare?</b>	<p>In NSW, and Australia as a whole, in 2010–11 women across all age groups had higher rates of fall-related injuries than men. The age-standardised rate of fall-related injuries requiring an overnight hospital stay for older women was greater for Australian women than for NSW women (3,431 per 100,000 population compared to 3,346 per 100,000 population). 2010–11 is the most recent year for which both NSW and national data is available.</p>
<b>Tracking subgroups of women</b>	<p>Between 2010–11 and 2011–12, hospitalisation rates varied across NSW. Women older than 65 years living in Western Sydney are 1.5 times more likely to be hospitalised for a fall-related incident compared to women living in the Hunter New England area.</p>

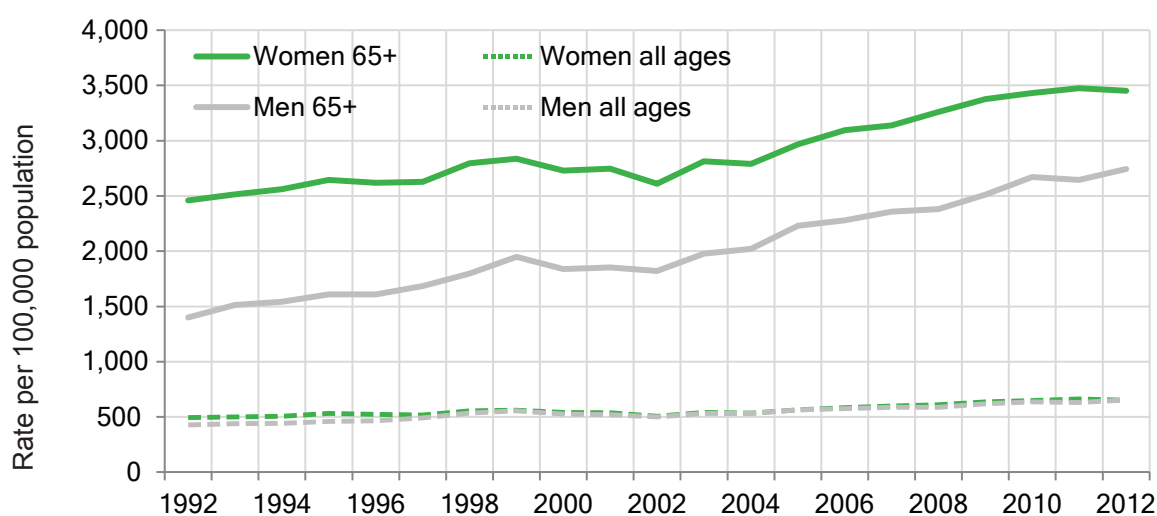
This indicator refers to patients in all NSW hospitals who are admitted overnight for a fall-related injury. Deaths are included but patients admitted and discharged the same day are not. The data is age-adjusted.

Year collected: 1992–93 to 2012–13.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the Admitted Patient Data Collection. Data for Australia sourced from the AIHW (2013) *Trends in Hospitalisations Due to Falls by Older People, Australia 1999–2000 to 2010–11*. Injury research and statistics no. 84. Cat no. INJCAT 160. Canberra.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.aihw.gov.au](http://www.aihw.gov.au)

**Figure 2.1 Fall-related hospital stays, by sex, NSW, 1992–93 to 2012–13**



Note: Fall-related hospitalisations are injuries caused by a fall where people stayed overnight in hospital. Population: People of all ages.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the Admitted Patient Data Collection.

# Health and wellbeing

## 1.3 Major work-related injuries and diseases

### Compensable injuries and diseases – major claims

Women's status compared to men	<p>NSW women have a lower frequency of compensable injuries and diseases than men (6.7 claims per million hours worked by women employees in 2011–12, compared to 8.6 claims per million hours worked by men).</p> <p>However, women have a higher frequency of mental disorder claims, double the frequency of men's, with mental disorder claims accounting for around 13 percent of all major employment injuries for women in 2011–12.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>The pattern of work injuries demonstrates a gender gap in women's favour of 2.2 claims per million hours worked.</li> <li>Women's rate of claims for a mental disorder was twice that of men at 0.9 claims for every million hours worked (1,912 claims in total compared to 1,248 claims for men).</li> </ul>
The direction of change over time	<p>The frequency for women's compensable injuries in 2011–12 was slightly higher than in 2010–11.</p> <p>The frequency and total number of claims has fallen significantly since 2001–02, with the decline greater for men from a higher starting point. Women's claims totalled 14,623 in 2011–12, down from 16,763 in 2001–02.</p> <p>In 2011–12, as in the previous two years, women's length of time off work for occupational diseases was greater than men's on average (see Table 2.3). Women were off work for 1.5 weeks more than men (comparing the median) with an average time off work of 19.7 weeks.</p> <p>The frequency of mental disorder claims peaked in the early 2000s at 1.0 per million hours worked. In 2011–12, the rate was higher than the 2010–11 figure of 0.8 per million hours worked reported in last year's report.</p>
How does NSW compare?	<p>There are no comparable compensable injury data for NSW and Australia. However, ABS data on work-related injuries in NSW in 2009–10 reported that 5 percent of women had experienced a work-related injury or illness in the last 12 months.</p>
Tracking subgroups of women	<p>Women and men typically work in different industries and occupations in NSW, each with their own safety risks.</p> <p>The largest gender gap was found between professional women and men. Female professionals experienced nearly double the frequency of compensable injuries and diseases compared to professional men in 2011–12 (4.6 injuries per million hours worked compared to 2.4 injuries per million hours worked for men).</p> <p>The second largest gap was found among sales workers (these include women who sell goods, services and property, and provide sales support in areas such as operating cash registers and displaying and demonstrating goods). Female sales workers were twice as likely to experience the frequency of compensable injuries and diseases compared to male sales workers (6.8 injuries per million hours worked compared to 4.6 injuries per million hours for men).</p>

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.

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The data above refers 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 all lost time injuries in NSW annually.

Year collected: 2002–03 to 2011–12.

Data source: WorkCover NSW, unpublished data at the time of writing. Data for Australian work-related injuries, ABS (2010) *Work-related Injuries, Australia, 2009–10*. Cat no. 6324.0.

More information is available: [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

**Table 2.3 Occupational diseases by sex, NSW, 2002–12**

Year	Disease claims		Median time lost		Median cost	
	Women number	Men number	Women weeks	Men weeks	Women number	Men number
2002–03	2,994	6,163	7.3	5.6	11,410	11,450
2003–04	3,174	6,430	7.4	6.0	12,073	12,263
2004–05	3,235	6,462	7.3	6.0	12,352	12,600
2005–06	2,713	5,913	6.0	6.4	11,169	12,485
2006–07	2,539	5,662	5.9	6.0	11,822	12,141
2007–08	2,667	5,961	6.1	6.4	12,505	13,000
2008–09	2,621	6,364	6.6	6.1	11,802	14,130
2009–10	2,830	7,225	8.0	7.3	13,169	14,274
2010–11	2,846	6,135	10.6	7.1	13,688	15,153
2011–12	3,321	7,426	9.4	7.9	14,568	14,743

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

Population: Successful claims made by NSW workers and those self-employed earners covered by NSW workers' compensation legislation. This does not include Commonwealth Government employees.

Data source: WorkCover NSW, unpublished data at the time of writing.

# Health and wellbeing

## Topic 2 Social and emotional health

In *Women in NSW 2013*, we highlighted data showing that overall, women report higher rates of psychological distress than men. While this indicator cannot be updated this year, in this report, recent data on intentional self-harm, specifically the rate of hospitalisation for intentional self-harm, is provided.

### 2.1 Intentional self-harm

#### Rate of hospitalisation for intentional self-harm

Women's status compared to men	<p>In 2012–13, the rate of hospitalisations related to intentional self-harm for young women remains substantially higher than the rate for young men aged 15 to 24 years.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>• Young women in NSW were 2.5 times more likely to be hospitalised for intentional self-harm than young men.</li><li>• For women of all ages, the rates of intentional self-harm were 1.7 times higher than for men.</li></ul>
The direction of change over time	<p>In 1992–93, the gender gap in the rate of self-harm hospitalisations was 65 per 100,000 of population. By 2012–13 it had increased to 76 per 100,000 of population.</p> <p>The rate of hospitalisation for self-harm in women aged 15 to 24 years has increased since 1992, reaching a peak in 2004–05 (482 per 100,000 of population). After a five-year fall from this date, the rate began to climb again. In 2012–13, the rate for young women was 466 per 100,000 hospitalisations, roughly 110 per 100,000 hospitalisations higher than two years earlier (see Figure 2.2).</p>
How does NSW compare?	<p>There were no comparable data on intentional self-harm for NSW and Australia as a whole. However, the AIHW reported in 2010–11 that of all intentional self-harm-related incidents nationally for women aged 15 to 24 years, 32 percent were hospitalised and the age-standardised rate was also higher for women.</p>
Tracking subgroups of women	<p>Young women living in inner regional areas of NSW had higher rates of intentional self-harm hospitalisations than women living in major cities (577 versus 429 per 100,000 of population, respectively).</p>

Intentional self-harm hospitalisations includes women of all ages and women aged 15 to 24 years who have experienced a hospital stay for an attempted suicide and an intentional self-inflicted injury or poisoning. This includes cases where intentional self-harm is the main reason for the hospital stays.

Year collected: 2013 and previous years.

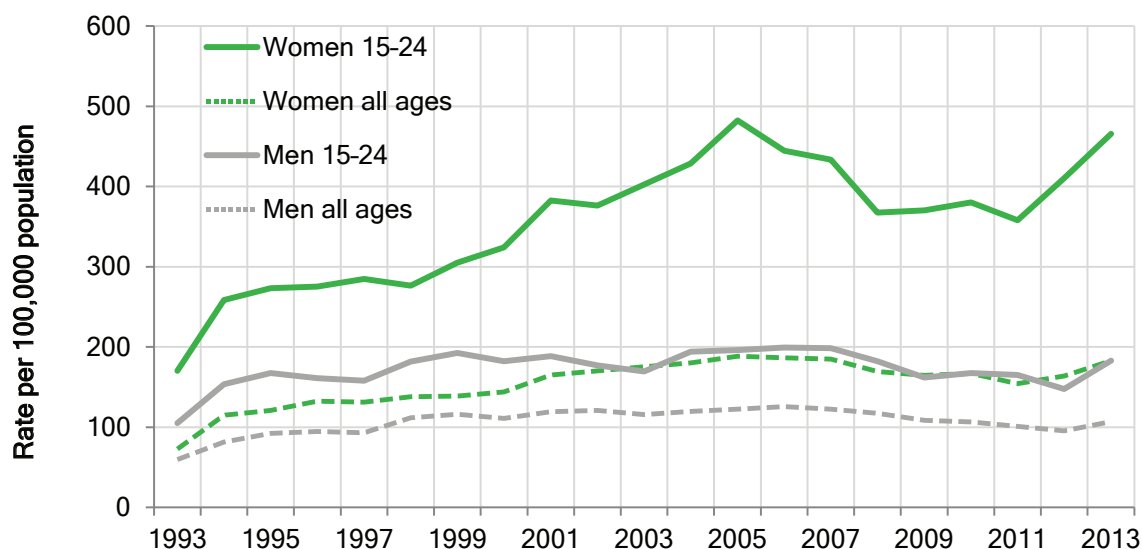
Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the Admitted Patient Data Collection. Australian hospitalisations were sourced from the AIHW (2013) *Trends in Hospitalised Injury, Australia, 1999–00 to 2010–11*. Injury research and statistics series no. 86. Cat no. INJCAT 162. Canberra.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.aihw.gov.au](http://www.aihw.gov.au)



# Health and wellbeing

Figure 2.2 Hospitalisation for intentional self-harm, 1992–93 to 2012–13



Population: People from NSW aged 15 years and over.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the Admitted Patient Data Collection.

## Topic 3 Use of health services

This section uses ABS survey data to describe NSW women's perceptions of: health professionals; time with emergency department doctors; difficulties in accessing care and waiting times. Participation in cervical and breast screening programs is also reported.

### 3.1 Perceptions of health care

#### Perceptions of whether health professionals listen carefully, spend enough time and treat you with respect

##### Women's status compared to men

In 2012–13, the vast majority of women and men reported positive perceptions of care by medical and dental professionals.

90 percent of women and 91 percent of men felt that GPs listened carefully; 93 percent of women and 94 percent of men felt GPs treated them with respect; and 89 percent of women and 91 percent of men felt that GPs spent enough time with them 'always or often' (see Table 2.4).

Both women and men rated their experiences with doctors and specialists in emergency departments lower than other health professionals (82 percent) when it came to spending enough time with them.

##### Gender gap

- While high proportions of women and men had positive perceptions of key aspects of health care, for many aspects, women's perceptions were slightly less favourable.

# Health and wellbeing

<p><b>The direction of change over time</b></p>	<p>Patients' and carers' use and experience of health services are an important tool when looking at the quality of service provision.</p> <p>Since 2011–12, women's reported experiences about whether health professionals spent enough time with them has improved for all types of health professionals, including for emergency department doctors, and specialists. However, in 2012–13, women were less likely to report that they felt emergency department doctors and specialists listened carefully or treated them with respect than they had 12 months earlier (see Table 2.4).</p>
<p><b>How does NSW compare?</b></p>	<p>Women's ratings of satisfaction with health care services are similar in NSW and Australia as a whole.</p>
<p><b>Tracking subgroups of women</b></p>	<p>Women living in outer regional or remote locations in NSW reported more positive experiences than men with emergency department doctors and specialists in relation to time spent with them.</p> <p>Women living in the most disadvantaged areas tended to report their health experiences less favourably than women living in the most advantaged areas (80 percent versus 83 percent respectively).</p> <p>NSW women living in outer regional, remote and very remote areas were more likely to report that GPs spent enough time with them than women living in remote areas overall in Australia (93 percent compared to 86 percent respectively).</p>

This indicator uses ABS survey data to look at the perceptions of NSW women regarding a range of medical services and also at delays in service use that women report. The data source for this indicator has changed from last year because NSW Health Patient Survey data is not currently available. In the ABS survey used this year, respondents were asked for their opinion about how they were treated by health professionals they had seen in the previous 12 months. They were asked whether health professionals listened carefully to them; showed respect for them; and spent enough time with them. Data source: ABS (2014) *Patient Experiences Survey*, unpublished data for NSW 2012–13.

More information is available: [www.abs.gov.au](http://www.abs.gov.au)

# Health and wellbeing

**Table 2.4 Perceptions of health professional care by sex, NSW, 2011–12 to 2012–13**

Type of health professional	Women %		Men %	
	2011–12	2012–13	2011–12	2012–13
General practitioners				
Felt that GP listened carefully	89	90	90	91
Felt that GP treated them with respect	92	93	93	94
Felt that GP spent enough time with them	88	89	89	91
Medical specialists				
Felt that specialist listened carefully	92	92	92	96
Felt that specialist treated them with respect	92	95	92	96
Felt that specialist spent enough time with them	89	93	92	93
Dental professionals				
Felt that dentist listened carefully	94	95	94	96
Felt that dentist treated them with respect	95	96	95	97
Felt that dentist spent enough time with them	95	96	95	96
Emergency department doctors and specialists				
Felt that doctors listened carefully	87	85	87	86
Felt that doctors treated them with respect	89	87	90	87
Felt that doctors spent enough time with them	80	82	85	82
Hospital doctors and specialists				
Felt that doctors listened carefully	88	90	92	92
Felt that doctors treated them with respect	91	92	91	91
Felt that doctors spent enough time with them	85	87	91	89
Hospital nurses				
Felt that nurses listened carefully	89	88	94	94
Felt that nurses treated them with respect	89	91	94	94
Felt that nurses spent enough time with them	85	86	91	93

Data shows those who reported the perception 'always or often'.

Year collected: 2011–13.

Population: People 15 years and over.

Data source: ABS (2014) *Patient Experience Survey*, unpublished data for NSW 2012–13.

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## 3.2 Difficulties in accessing health care

### Unacceptable waiting times when visiting medical professionals

Women's status compared to men	<p>Twenty-two percent of NSW women experienced unacceptable waiting times to see a general practitioner (GP) compared to 18 percent of men in 2012–13.</p> <p>Of people referred to a specialist in the last 12 months, the percentages who experienced unacceptable waiting times to see a specialist were 23 percent for women and 21 percent for men.</p> <p>For GPs and specialists combined, the percentage of women reporting unacceptable waiting times was 22 percent and 20 percent for men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• In 2012–13, there was a 4 percent gap in experiencing unacceptable waiting times for GPs and a 2 percent gap for specialists. In outer regional, remote and very remote areas in NSW, there was a 10 percent gap in experiencing unacceptable waiting times for GPs and a 16 percent gap for specialists.</li> <li>• Women were more likely than men to report experiencing unacceptable waiting times for GPs than for specialists.</li> </ul>
The direction of change over time	<p>Since 2011–12, the percentage of women reporting longer than acceptable waiting times across all locations for women in NSW has decreased.</p> <p>The largest decrease was for women living in outer regional, remote and very remote areas (16 percentage points for GPs and 10 percentage points for medical specialists).</p>
How does NSW compare?	<p>In 2012–13, women in NSW and in the Australian population who saw a GP in the previous 12 months, reported similar rates of waiting time unacceptability (22 percent of women in NSW compared to 23 percent of women in the Australian population).</p> <p>NSW women living in outer regional, remote and very remote areas reported longer than acceptable waiting times (6 percentage points higher for both GPs and specialists) than all Australian women living in these areas (see Figure 2.3).</p>
Tracking subgroups of women	<p>Women living in outer regional, remote and very remote areas in NSW who saw a GP, reported having more unacceptable waiting times compared to women living in cities (32 percent compared to 21 percent).</p>

People who saw a GP in the last 12 months for urgent medical care for their own health or who were referred to a medical specialist in the last 12 months for their own health.

Year collected: 2011–12.

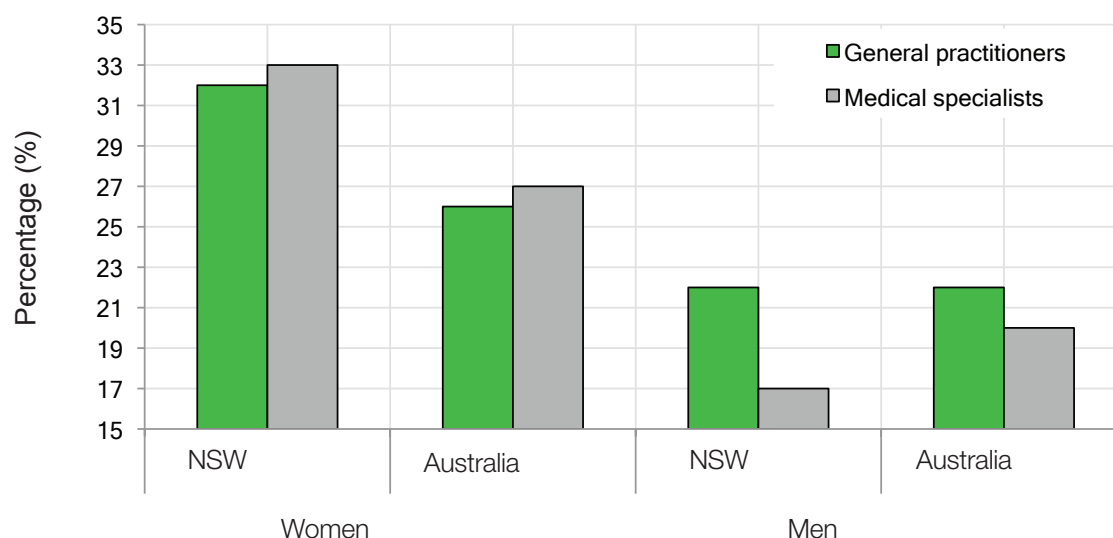
Data source: ABS (2014) *Patient Experience Survey*, unpublished data for NSW 2012–13.

More information is available: [www.abs.gov.au](http://www.abs.gov.au) and [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au)



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**Figure 2.3 Longer than acceptable doctor waiting times, outer regional/very remote areas, NSW and Australia, 2012–13**



Population: Women 15 years and over who used medical services for urgent medical care for their own health, or were referred to health services in the last 12 months.

Data source: ABS (2014) *Patient Experience Survey*, unpublished data.

## 3.3 Health screening

### Biennial screening rates for women in the target groups for breast cancer and cervical cancer screening

Women's status	<p>Of NSW women aged 50 to 69 years, 51 percent were screened for breast cancer in 2010–11 (latest data available).</p> <p>The biennial participation rate of women aged 20 to 69 years who had their cervical cancer screening (Pap test) was 56 percent for the two-year period ending December 2010 (latest data available).</p> <p>In 2012, breast cancer was the most common cause of cancer among NSW women and the second most common cause of cancer death among women, accounting for 28 percent of all new cancers in women and 16 percent of cancer deaths in women in NSW. Cervical cancer accounted for 1.6 percent of all new cancers and 1.7 percent of cancer deaths in women in NSW.</p>
The direction of change over time	<p>Participation rates for BreastScreen in 1996–97, when reporting began, were 43 percent and have increased to 51 percent in 2010–11 (see Figure 2.4).</p> <p>Participation rates for cervical screening in all age categories have remained steady at around 57 percent in 2003 and 56 percent in 2010. However, for women aged 20 to 49 years, cervical screening rates have decreased from 57 percent in 2003–04 to 55 percent in 2009–10 (see Figure 2.5).</p>

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<p><b>How does NSW compare?</b></p>	<p>In 2010 and 2011, more than 1.3 million women aged 50 to 69 had a screening mammogram through BreastScreen across Australia as a whole. This represents 55 percent of women in the eligible age groups and was higher than the percentage of 51 for NSW women (see Figure 2.4).</p> <p>In 2010–11, 57 percent of eligible women in the population of more than 3.6 million women participated in the National Cervical Screening Program (NCSP). This was 1 percentage point higher than the NSW rate of 56 percent.</p> <p>Since 1991, when the cervical cancer screening program began in Australia, the incidence of cervical cancer for women aged 20 to 69 has almost halved from 17 percent to 9 percent by 2009.</p>
<p><b>Tracking subgroups of women</b></p>	<p>In NSW, participation rates for breast screening are lower for women living in remote areas of Australia, among Aboriginal women, and among women who reported that they speak a language other than English at home.</p> <p>In 2010–11, 36 percent of eligible Aboriginal women in Australia had a screening mammogram compared to 54 percent of non-Aboriginal women.</p> <p>In 2009–10, the highest participation rate for Pap tests occurred in the least disadvantaged quintile (highest SES) (64 percent) and the lowest was reported in the most disadvantaged quintile (51 percent).</p> <p>Aboriginal women in NSW have significantly higher rates of cervical cancer compared to non-Aboriginal women. Aboriginal women also have a lower chance of survival from breast and cervical cancers compared to non-Aboriginal women. One reason for these higher rates in Aboriginal women was that Aboriginal women are less likely to participate in cervical and breast screening.</p>

Uses data from the biennial screening rate for eligible women for breast cancer and cervical cancer. The NSW Ministry of Health aims to screen, on a two-yearly basis, 50 to 74-year-old women for breast cancer and 20 to 69-year-old women for cervical cancer. Data reported here for breast cancer screening relates to 50 to 69-year-old women, as this was the target age range prior to July 2013 when the range was extended to 50 to 74-year-old women. Cervical cancer can be prevented through the early detection of precancerous lesions by two-yearly Pap tests of women aged 20 to 69 years.

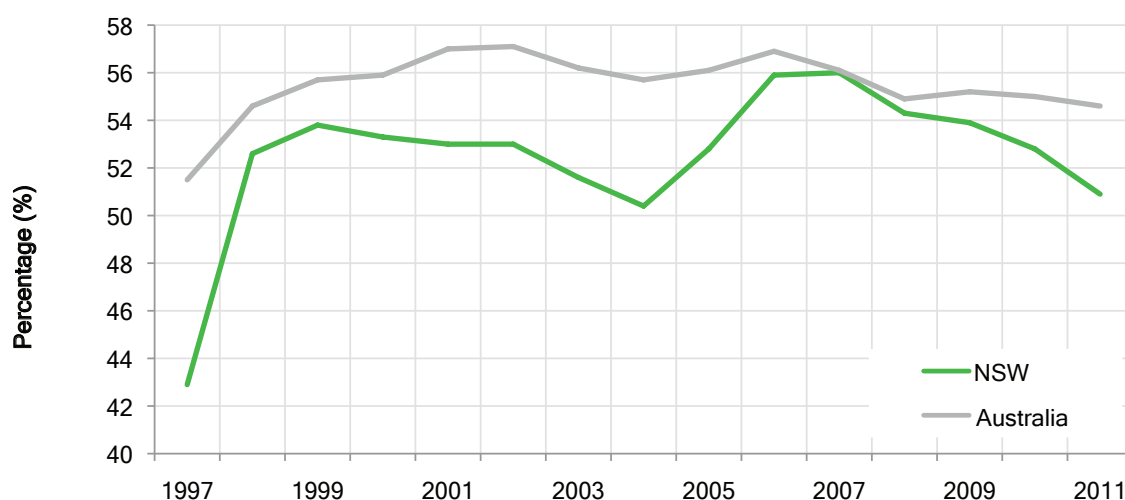
Year collected: 1996–97 to 2010–11.

Data source: Breast screening was sourced from BreastScreen NSW and Australian Institute of Health and Welfare (AIHW) reports from 1996 to 2011. Cervical screening was sourced from NSW Cervical Screening Program, the NSW Pap Test Register and ABS population estimates, SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health.

More information is available: <http://www.cancerinstitute.org.au/data-and-statistics/cancer-statistics/online-statistics-module> and [www.aihw.gov.au](http://www.aihw.gov.au)

# Health and wellbeing

**Figure 2.4 Breast cancer screening, women aged 50–69 years, Australia and NSW, 1996–97 to 2010–11**

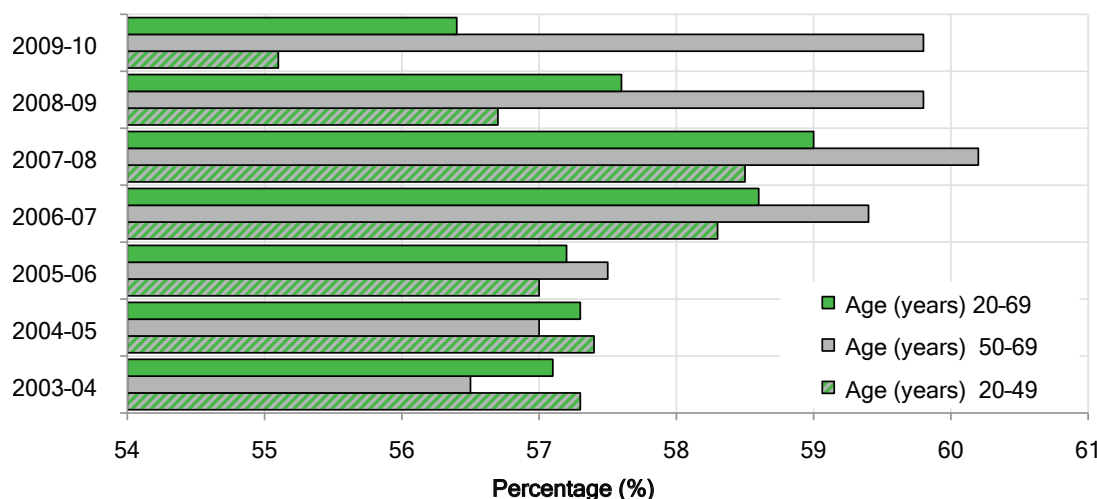


Note: The biennial screening rate was calculated by BreastScreen NSW from the number of women aged 50 to 69 years who had undergone mammography screening at least once during a two-year reporting period, as a percent of the target population of eligible NSW women residents aged 50 to 69 years. The target population was derived from the Estimated Resident Female Population of NSW by taking an average of the populations across relevant age groups in the two-year period.

Population: Women aged 50 years to 69 years.

Data source: BreastScreen NSW and ABS population estimates from AIHW annual reports 1996–2011.

**Figure 2.5 Pap tests, NSW, 2003–10**



Note: Participation rates have been adjusted for the estimated proportion of NSW women who have had a hysterectomy.

Population: Eligible women in the 20 to 69 year age group.

Data source: NSW Cervical Screening Program, the NSW Pap Test Register and ABS population estimates, SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health.

# Health and wellbeing

## Topic 4 Feeling healthy and healthy behaviour

This topic contains indicators of how people perceive their health, and the extent to which they engage in behaviours that help to maintain good health and wellbeing. Feelings of health and wellbeing are a useful measure and widely used along with people's ability to engage in regular exercise and have access to an adequate supply of fruit and vegetables.

Risk factors associated with behaviour and lifestyle contribute significantly to the total burden of death, disease and disability. Tobacco smoking, being overweight or obese, engaging in drinking which poses a lifetime risk to health and being physically inactive have the greatest impact. A summary of the latest data on lifestyle risks is provided at Figure 2.11.

Data on smoking, being overweight or obese and engaging in drinking which poses a lifetime risk to health is difficult to compare nationally as data is collected using different methods. For example, *NSW Adult Population Health Survey* data is collected through a telephone survey and the *ABS Australian Health Survey* data is collected through personal interviews.

### 4.1 Health status

#### People who report being in good, very good or excellent health

Women's status compared to men	<p>In 2012, 81 percent of NSW women rated their health positively compared to 84 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>• More men rate their health status positively than women, by 3 percentage points.</li></ul>
The direction of change over time	<p>The proportion of NSW women rating their health positively has remained stable between 2010 and 2012. The gender gap was similar to the previously reported data for 2010 and 2011 when there was a 3 to 4 percentage point difference.</p>
How does NSW compare?	<p>The ABS collects similar data through the Australian Health Survey which showed that in 2011–12, 85 percent of women rated their health positively.</p> <p>Women's health status ratings decline with age in both NSW and in the Australian population as a whole.</p>
Tracking subgroups of women	<p>Young women rate their health the most positively, and are similar to young men in their ratings (see Figure 2.6).</p> <p>Women living in the most disadvantaged areas of NSW tended to rate their health less positively (78 percent) than women living in the most advantaged areas (83 percent).</p> <p>Among Aboriginal people, both men and women rate their health relatively poorly and the gender gap is greater than among non-Aboriginal people.</p>

Positive health status includes people who respond 'excellent', 'very good', or 'good' to a global self-rated health status question about their health over the last four-week period. Self-rated health is the single most reliable measure of health-related quality of life and a powerful predictor of future morbidity and mortality. Year collected: 2012 and previous years.

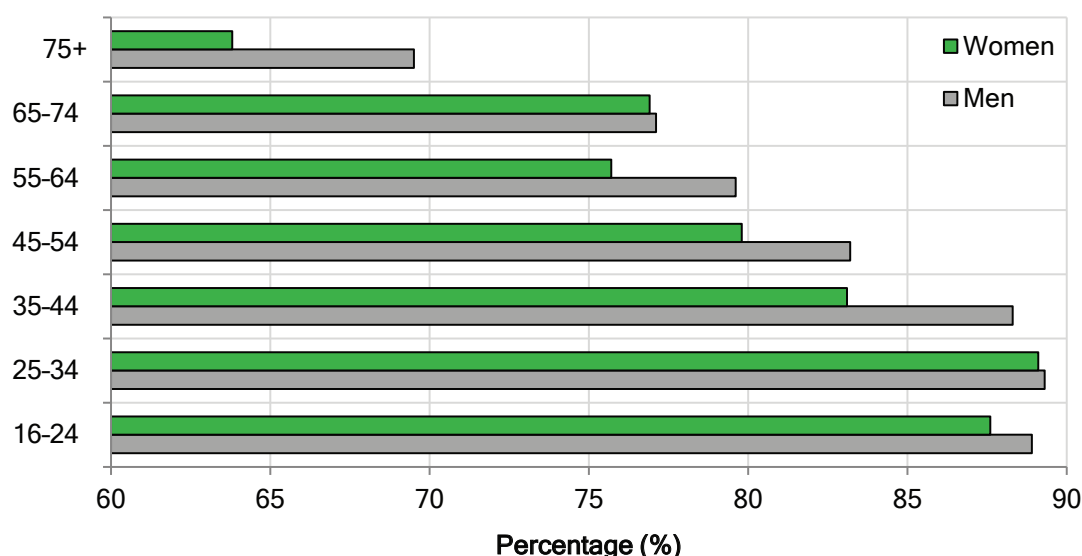
Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the *NSW Adult Population Health Survey*, also Australian health status sourced from the ABS (2013) *Australian Health Survey: Updated Results, 2011–12*. Cat no. 4364.0.55.001.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)



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Figure 2.6 Self-reported good health by sex and age, NSW 2012



Note: Self-reported positive health status is defined as people who report 'good', 'very good' or 'excellent' health in the previous four-week period.

Population: People aged 16 and over.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Adult Population Health Survey.

## 4.2 Smoking

### Current tobacco smoking

Women's status compared to men	<p>In 2013, 12 percent of NSW women aged 16 and over were current smokers, compared to 20 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>The gap between women and men with respect to smoking was 8 percentage points, with more men smoking than women.</li> </ul>
The direction of change over time	<p>Smoking rates for NSW women and men have declined steadily since the early 1970s. In 2002, the smoking rate overall for women was 20 percent and in 2013 it was 12 percent.</p> <p>The downward trend for young women (16 to 24 years) has levelled off. Around 15 percent of young women reported being current smokers in 2012 and 2013.</p> <p>Although the gap in lung cancer-related deaths between women and men is narrowing, for women lung cancer-related death rates have increased to 24 per 100,000 population while they have decreased to 48 per 100,000 population for men (see Figure 2.7).</p>

# Health and wellbeing

<b>How does NSW compare?</b>	<p>Australia-wide, 15 percent of women aged 15 years and older were current smokers compared to 20 percent of men in 2011–12 (latest available data).</p> <p>The rate for current smokers among NSW women (12 percent in 2013) is lower than the 2011–12 rates for Australian women (15 percent).</p> <p>In 2013, fewer NSW young women aged 25 to 34 years identified as current smokers than did all young women in Australia for the same age group in 2011–12 (14 percent compared to 20 percent).</p>
<b>Tracking subgroups of women</b>	<p>In 2013, young women aged 16 to 24 years had the greatest decline since 2002 in current smoking rates (13 percentage points compared to only a 4 percentage point decline in women aged 45 to 64 years).</p> <p>More NSW women of low socioeconomic status than of high socioeconomic status were smokers, and the declining trend in tobacco smoking has been less steep among low socioeconomic groups. 18 percent of women of low socioeconomic status were current smokers compared to only 6 percent of women of high socioeconomic status.</p> <p>While smoking rates for Aboriginal people have decreased slightly over the last decade, Aboriginal women were 25 percentage points more likely to have a smoking-related hospitalisation than non-Aboriginal women in 2011–12 (NSW Chief Health Officer's report, 2012).</p> <p>Rates of daily smoking for Aboriginal women in NSW have decreased from 51 percent in 2002 to 41 percent in 2012. This compares to 20 percent for NSW women in 2002 and 12 percent in 2013.</p>

Data includes where a 'current smoker' is a person who reports smoking on a daily or occasional basis.  
Year collected: 2013 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the *NSW Adult Population Health Survey*. Data for Aboriginal people was sourced from *The Health of Aboriginal People of NSW, 2012*, SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health and the *NSW Chief Health Officer's report*. Australian tobacco smoking sourced from the ABS (2013) *Australian Health Survey: Updated Results, 2011–12*. Cat no. 4364.DO.002.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

**Table 2.5 Current smoking by sex and age, NSW, 2013**

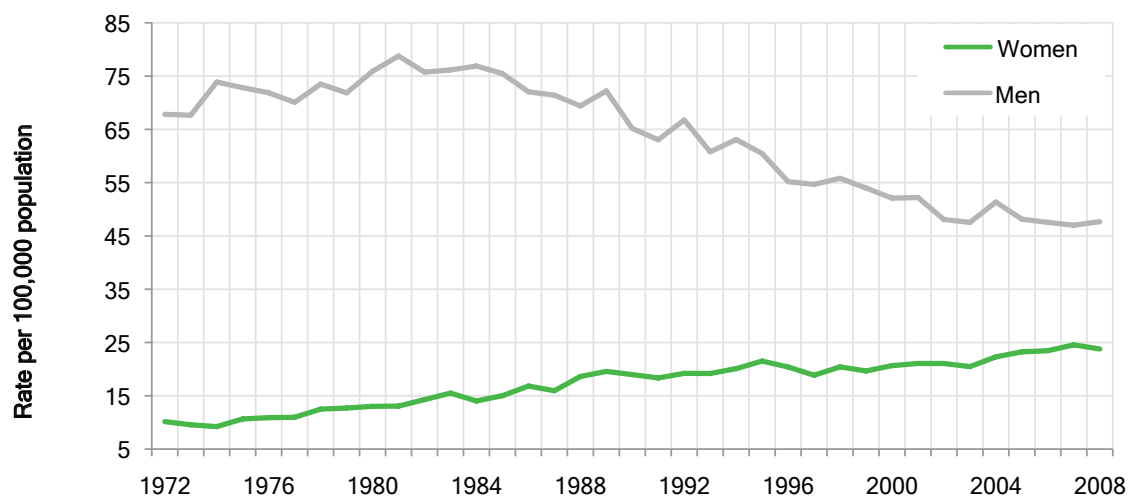
Age group	Women %	Men %
16–24 years	15	17
25–34 years	14	29
35–44 years	13	22
45–54 years	17	24
55–64 years	11	19
65–74 years	7	11
75+ years	4	3
People of all ages	12	20

Population: People aged 16 years and over

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the *NSW Adult Population Health Survey*.

# Health and wellbeing

**Figure 2.7 Lung cancer, age standardised mortality rates for NSW from 1972–2008**



Population: People aged from 16 years and over.

Data source: Incidence and mortality data from the NSW Central Cancer Registry. Population estimates are from HOIST, SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health.

## 4.3 Risky drinking

### Alcohol consumption at levels posing a lifetime risk to health, people 16 years and over

<b>Women's status compared to men</b>	<p>In 2013, 17 percent of NSW women aged 16 years and over engaged in drinking which poses a lifetime risk to health, compared to 36 percent of NSW men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• Around half as many women in NSW engage in drinking which poses a lifetime risk to health as men.</li> </ul>
<b>The direction of change over time</b>	<p>Since 2002, the proportion of women engaged in drinking which poses a lifetime risk to health has reduced by 5 percentage points from 22 to 17 percent. During the same period, the proportion of men engaged in drinking which poses a lifetime risk to health has declined by 8 percentage points from 44 to 36 percent. However, the trends vary by age group (see Table 2.6).</p>
<b>How does NSW compare?</b>	<p>Recent NSW data for 2013 is not directly comparable to data available Australia-wide as the methods of recording are different (NSW alcohol consumption is measured in the last four weeks rather than the Australian rate which is measured in the last week).</p> <p>Results from the ABS Australian Health Survey for 2011–12 show that, for women aged 15 years and over, rates of alcohol consumption that pose a longer-term/lifetime risk of harm are similar for NSW and Australia, at 10 percent for both.</p>

# Health and wellbeing

Tracking subgroups of women	<p>The proportion of women engaged in drinking which poses a lifetime risk to health drops during the child-bearing years (25 to 34 years) and remains much lower than men's from then on (see Table 2.6).</p> <p>Emergency department attendances for acute alcohol problems by young women 15–17 years increased in the decade to 2009 and have since declined to rates of 224 per 100,000 population, just above that of young men of 201 per 100,000 population (see Figure 2.8).</p> <p>The rate of engaging in drinking which poses a lifetime risk to health for young women aged 16 to 24 years and 35 to 44 years has been stable since 2000.</p> <p>Rates of engaging in drinking which poses a lifetime risk to health for Aboriginal people in NSW have decreased from 40 percent in 2002 to 36 percent in 2013.</p> <p>Rates of engaging in drinking which poses a lifetime risk were similar for all socio economic groups except the most disadvantaged. In 2013, 13 percent of women in the lowest socio economic quintile engaged in drinking which poses a lifetime risk to health, compared to 20 percent of those in the most advantaged quintiles. The same patterns hold true for men.</p>
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Population includes people aged from 16 years and over for NSW and 15 years and over for Australian population. Engaging in drinking which poses a lifetime risk to health is defined as consuming more than two standard alcoholic drinks on a day when alcohol is consumed. This is consistent with the definition used in the National Health and Medical Research Council's 2009 guidelines to reduce health risks from drinking alcohol. This section uses data from the 2012 *ABS Australian Health Survey* and the 2012 *NSW Adult Population Health Survey*. The data from these surveys use different measures; the ABS measures consumption in the last week and NSW measurements includes 'usual consumption'.

Year collected: 2013 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the *NSW Adult Population Health Survey*. (SAPHaRI) Sydney: NSW Ministry of Health. Also data for the Australian population was sourced from ABS (2013) *Australian Health Survey: First Results, 2011–12*, Cat no. 4364.DO.001.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

**Table 2.6 Engaging in drinking which poses a lifetime risk to health by sex and age, NSW, 2013**

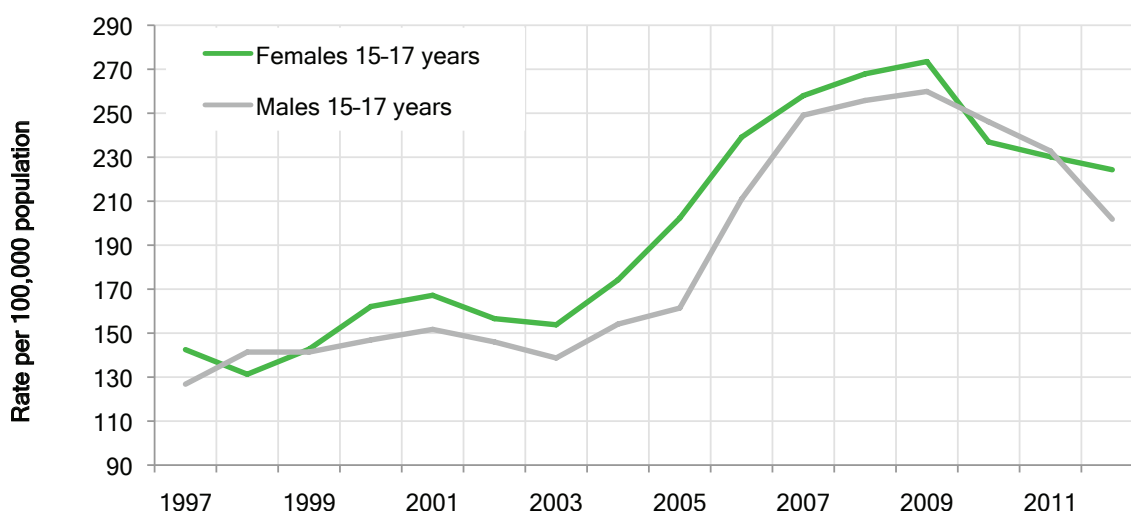
Age group	Women %	Men %
16 – 24 years	35	46
25 – 34 years	19	42
35 – 44 years	19	40
45 – 54 years	18	40
55 – 64 years	13	33
65 – 74 years	6	26
75+ years	2	10
People of all ages	17	36

Population: People aged 16 years and over

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the *NSW Adult Population Health Survey*.

# Health and wellbeing

**Figure 2.8 Emergency departments attendances for acute alcohol problems by sex, NSW, 1997–2012**



Note: Data are from 39 NSW public hospital emergency departments (EDs) that have reported continuously since 1997. These EDs accounted for around 57 percent of all emergency department activity in NSW in 2011–12; consequently the population rates reported here are underestimates of the actual NSW rates. Age adjustment was used for analyses of all ages, but age-specific rates have not been age-adjusted. Data refer to all attendances to the included EDs regardless of patients' district or state of residence. Population: People aged from 15 to 17 years.  
Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the Emergency Department Data Collection.

## 4.4 Overweight and obesity

### Rate of overweight and obesity, people 16 years and over

<b>Women's status compared to men</b>	<p>Among NSW adults, women are less likely to be overweight or obese than men. 45 percent of women and 56 percent of men were overweight or obese in 2012 (see Figure 2.9).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women are 11 percentage points less likely to be overweight or obese than men.</li> </ul>
<b>The direction of change over time</b>	<p>While the proportions of women and men who are overweight or obese have increased significantly over the last 15 years, in the last few years they have stabilised.</p> <p>The increase over time, in the proportion of people who are overweight or obese, has been greater among women in some age groups and among men in others. For example, men aged 45 to 54 years experienced a decrease in weight of 5 percentage points between 2002 and 2012. However, for women there has been an increase in weight across all age groups in the last 10 years.</p>



# Health and wellbeing

<p><b>How does NSW compare?</b></p>	<p>The 2011–12 Australian Health Survey collected weight and height data that allows a comparison of women in NSW and nationally, although the method is different to the annual data collected in NSW.</p> <p>In the Australian population as a whole, 56 percent of women were overweight or obese. This was higher than reported by the NSW Adult Population Health Survey where 45 percent of women were overweight or obese.</p> <p>The percentage of Australian women overweight or obese in 2012 is similar to the previous four years. Among men, the share who are overweight or obese has fallen in 2012 by 4 to 6 percentage points. The gender gap in women's favour is shrinking.</p>
<p><b>Tracking subgroups of women</b></p>	<p>Older women have the highest rates of overweight or obesity, although their rates are still lower than those of older men. 58 percent of 55 to 64-year-old women and 59 percent of 65 to 74-year-old women were overweight or obese in 2012. Menopause is a risk factor for weight gain.</p> <p>In NSW, in 2012 women living in areas of greatest disadvantage were more likely to be overweight or obese (50 percent) compared with women living in areas of least disadvantage (37 percent).</p>

People 18 years and over who are defined as overweight or obese have a Body Mass Index (BMI) of 25.0 or higher: overweight (BMI from 25.0 to 29.9) and obese (BMI of 30.0 and over). The cut-off points are slightly different for 16 and 17-year-olds. School-age children are classified into weight classes according to international standards. As people tend to over-report their height and under-report their weight, body mass figures of adults which are based on self-reported data are likely to be underestimates. Child data is based on physical measurement.

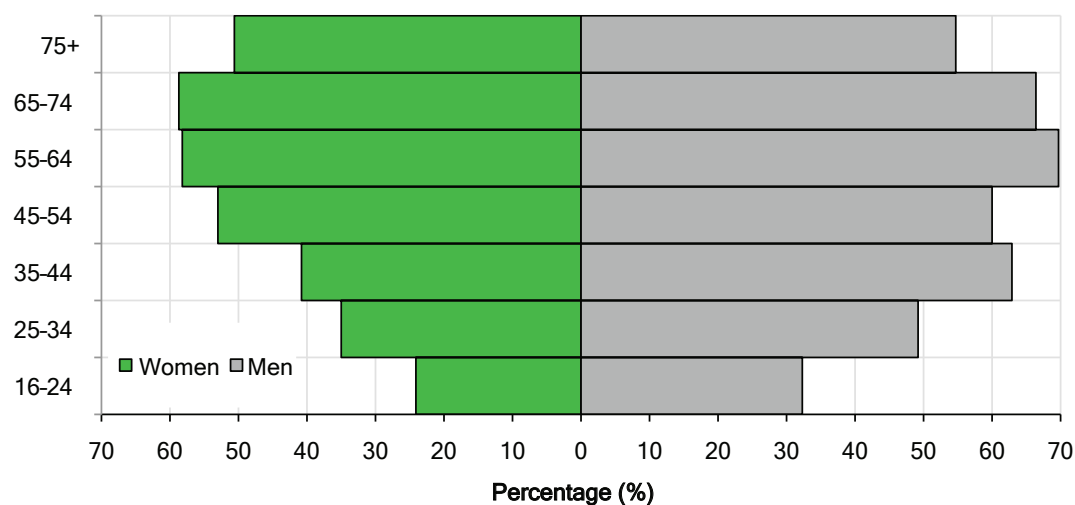
Year collected: 2012 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the *NSW Adult Population Health Survey*. Australian data from the ABS (2013) *Australian Health Survey: Updated Results, 2011–12*, Cat no. 4364.0.55.001.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

# Health and wellbeing

Figure 2.9 People who are overweight or obese by sex and age, 2012



Population: People aged 16 and over.

Year collected: 2012.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW *Adult Population Health Survey*.

# Health and wellbeing

## 4.5 Healthy eating

### Usual daily intake of fruit and vegetables

Women's status compared to men	<p>In 2012, 11 percent of women in NSW consumed the daily recommended national dietary guidelines intake of vegetables and 54 percent consumed the daily recommended intake of fruit.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women were 2 percentage points more likely than men to consume adequate intake of vegetables and 4 percentage points more likely than men to meet national dietary guidelines for adequate intake of fruit.</li> </ul>
The direction of change over time	<p>In 2012, women's recommended consumption of fruit increased by 3 percentage points to 54 percent from 51 percent in 2002.</p> <p>In 2012, women's recommended consumption of vegetables increased by 2 percentage points to 11 percent in 2012 from 9 percent in 2002.</p>
How does NSW compare?	<p>ABS data collected in 2011–12 and reported in <i>Women in NSW 2013</i>, found similar percentages of NSW and Australian women meeting the national dietary guidelines for adequate fruit and vegetable intake (see Table 2.7).</p> <p>In NSW and Australia as a whole, women are more likely to consume fruit compared to vegetables (see Table 2.7).</p>
Tracking subgroups of women	<p>NSW women in the most disadvantaged groups were less likely to eat fruit and vegetables (49 percent for fruit and 8 percent for vegetables) than women in the most advantaged group (61 percent for fruit and 12 percent for vegetables).</p> <p>Women born in non-English speaking countries were more likely to consume the recommended intake of fruit compared to women born in Australia (57 percent compared to 53 percent respectively). However, this was the opposite for vegetables (8 percent compared with 12 percent respectively).</p>

This indicator uses standards set out by the National Health and Medical Research Council (NHMRC), which recommends that adults eat a minimum of two serves of fruit and five serves of vegetables a day to ensure good nutrition and health.

Year collected: 2012 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Adult Population Health Survey. ABS (2013) *Australian Health Survey: Updated Results, 2011–12*, Cat no. 4364.0.55.001.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

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**Table 2.7 Meet dietary guidelines for fruit and vegetable consumption, by sex, for NSW and Australia, 2011–12**

	NSW		Australia	
	Women	Men	Women	Men
Usual daily intake	%	%	%	%
Two or more serves of fruit	54	51	33	26
Five or more serves of vegetables	11	9	7	5
Adequate fruit and vegetable consumption	7	4	7	4

Population: People aged 18 and over.

Year collected: 2011–12.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Adult Population Health Survey. ABS (2013) *Australian Health Survey: Updated Results, 2011–12*, Cat no. 4364.0.55.001.

## 4.6 Physical activity

### Adequate levels of physical activity

<b>Women's status compared to men</b>	<p>In NSW in 2012, 51 percent of NSW women and 61 percent of men undertook adequate levels of physical activity (see Figure 2.10).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women are 10 percent less likely than men to undertake adequate levels of physical activity.</li> </ul>
<b>The direction of change over time</b>	<p>Since 1998, the percentage of women and men aged 16 years and over who undertake adequate levels of physical activity increased, although it has been fairly stable since 2004.</p> <p>Women aged 25 to 34 and 45 to 54 years are the only age groups whose physical activity levels have continued to increase over the last decade, reaching 58 percent in 2012 for 25 to 34-year-old women and 50 percent for 45 to 54-year-old women.</p>
<b>How does NSW compare?</b>	<p>The 2011–12 Australian Health Survey reported that 41 percent of women in Australia, as a whole, self-reported engaging in activity that was sufficient for health. In NSW, 51 percent of women self-reported engaging in adequate physical activity.</p>
<b>Tracking subgroups of women</b>	<p>The rate of adequate physical activity varied with socioeconomic status, with more disadvantaged women less likely to engage in adequate physical activity (see Table 2.8).</p> <p>Women born in English speaking countries were more likely to exercise compared to those born in non-English speaking countries (54 percent compared to 48 percent respectively), although this was not a statistically significant difference.</p>

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

Year collected: 2012 and previous years.

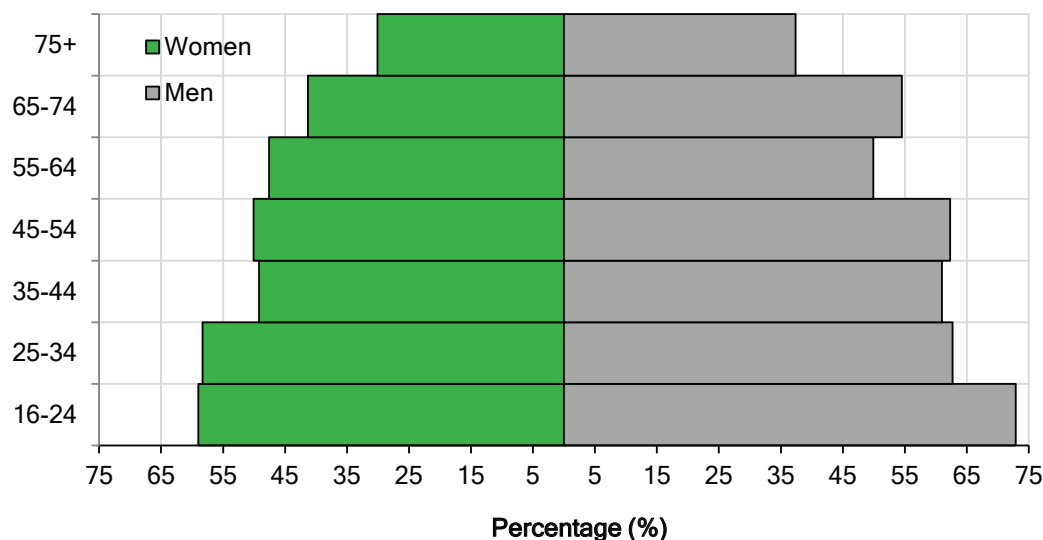
Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Adult Population Health Survey. ABS (2013) *Australian Health Survey: Updated Results, 2011–12*, Cat no. 4364.0.55.001.

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# Health and wellbeing

**Figure 2.10 Rate of engaging in adequate physical activity by sex and age, 2012**



Population: People aged 16 years and over.

Year collected: 2012.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Adult Population Health Survey.

**Table 2.8 Physical activity by socioeconomic status, 2002 and 2012**

First to fifth quintile	Women 2012 %	Women 2002 (change since 2002)
First quintile (least disadvantaged)	57	50 (7)
Second quintile	53	47 (6)
Third quintile	49	42 (7)
Fourth quintile	46	40 (6)
Fifth quintile (most disadvantaged)	44	38 (6)

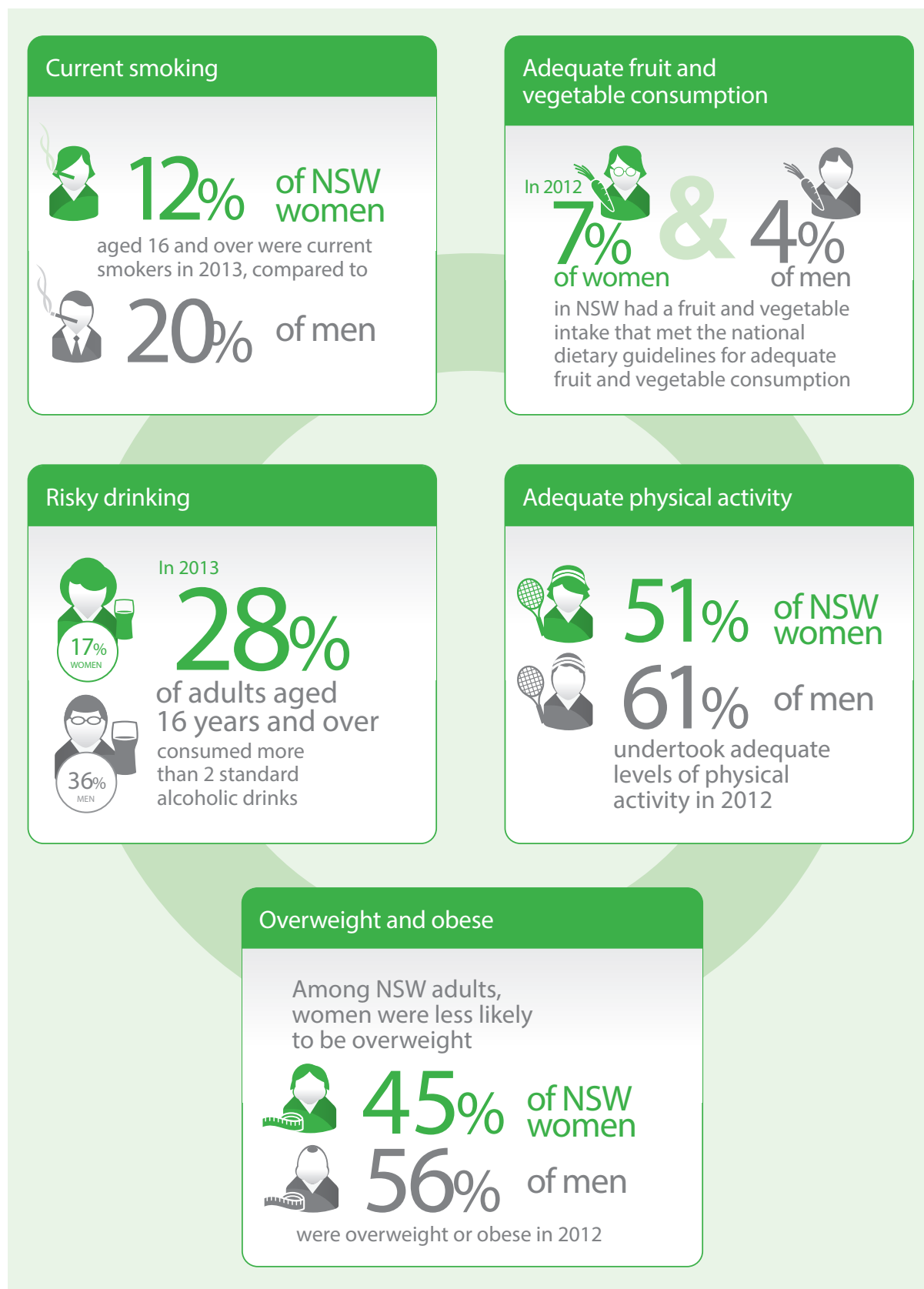
Population: Women of all ages.

Year collected: 2002–12.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Adult Population Health Survey.

# Health and wellbeing

Figure 2.11 Lifestyle risks



# Health and wellbeing

## Topic 5 Sexual and maternal health

In this section, women's sexual and maternity experiences are reported against five indicators. These are Chlamydia (the most significant sexually transmissible infection in NSW and a major cause of infertility), antenatal and maternity health, maternal age, the type of birth and breastfeeding at the time when the mother was discharged from hospital.

### 5.1 Chlamydia

#### Chlamydia notifications and hospitalisations, women aged 16 to 24 years

<b>Women's status compared to men</b>	<p>In 2012, there were some 7,200 Chlamydia notifications among women aged 16 to 24 years compared to some 3,750 notifications relating to men. These equate to a notification rate of 1,690 per 100,000 women compared to just 838 per 100,000 men.</p> <p>172 women aged 16 to 24 years were hospitalised for Chlamydia in 2012–13 compared to 11 men of the same age. This is a hospitalisation rate of 40.3 per 100,000 population for young women compared to 2.5 per 100,000 population for men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>• The Chlamydia notification rate for women aged 16 to 24 years was twice as high as young men's in 2012.</li><li>• The Chlamydia hospitalisation rate among 16 to 24-year-olds was 16 times higher for women than men in 2012–13.</li></ul>
<b>The direction of change over time</b>	<p>The rates of Chlamydia cases have been growing among women and men, but more rapidly among women, who also experience the most hospitalisations.</p> <p>Since 2002–3 the hospitalisation rates for women 16 to 24 years have quadrupled, increasing from 8.9 per 100,000 to 40.3 in 2012–13 (see Figure 2.12).</p>
<b>How does NSW compare?</b>	<p>In 2013, the overall notification rate of Chlamydia in NSW (285 per 100,000 population) was slightly lower than for Australia (364 per 100,000 population).</p> <p>For Australia as a whole, in 2013 the notification rate for women 15 to 19 years was 2,050 per 100,000 and for women 20 to 24 years it was 2,270. Of all the states and territories in Australia, NSW had the highest number of notifications for Chlamydia.</p> <p>The data for Chlamydia hospitalisations is not available nationally.</p>
<b>Tracking subgroups of women</b>	<p>Chlamydia notification rates for young women aged 16 to 24 years were higher in rural areas of NSW compared with the Sydney metropolitan area. For example, there were 1,004 notifications per 100,000 population for Northern Sydney compared to 2,973 notifications per 100,000 population for a rural area such as Northern NSW.</p> <p>Similarly, among young men, those living in a rural location had the highest notification rates followed by those in regional and metropolitan areas.</p>

Chlamydia is a communicable disease that must by law be notified to government under the *NSW Public Health Act, 2010*. The higher notification rates in young women may reflect the fact that women's symptoms are less definitive and therefore less easily diagnosed and treated than those of young men. Year collected: 2003–12 for notifications and 1998–99 to 2012–13 for hospitalisations.

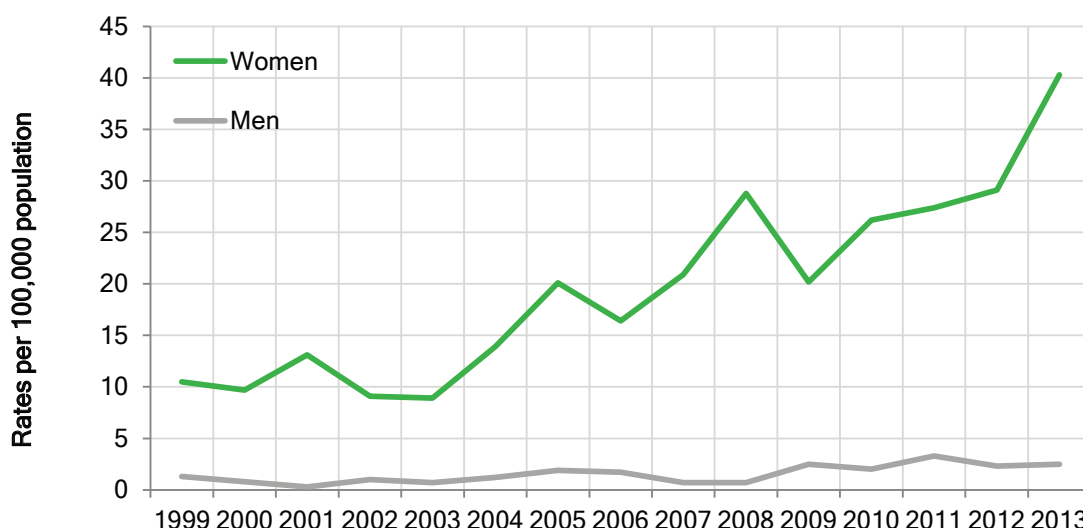
Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Admitted Patient Data Collection and NSW Notifiable Conditions Information Management System SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health and ABS population estimates

# Health and wellbeing

(SAPHaRI). National Notifiable Diseases Surveillance System at [http://www9.health.gov.au/cda/source/rpt\\_5.cfm](http://www9.health.gov.au/cda/source/rpt_5.cfm)

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au)

**Figure 2.12 Chlamydia hospitalisations by sex, people aged 16–24 years, NSW, 1998–99 to 2012–13**



Population: People aged 16 to 24 years.

Year collected: 1998–99 to 2012–13.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Admitted Patient Data Collection.

## 5.2 Antenatal care

### Timing of first antenatal visit

<b>Women's status</b>	<p>NSW Health recommends women seek their first antenatal check-up as soon as a pregnancy is confirmed.</p> <p>71 percent of pregnant mothers in 2011 commenced antenatal care before 14 weeks in line with this guideline. 87 percent of all pregnant mothers had started by 20 weeks of pregnancy.</p>
<b>The direction of change over time</b>	<p>The percentage of mothers starting antenatal care at less than 14 weeks of pregnancy increased from 69 percent to 79 percent between 2006 and 2010.</p> <p>The 71 percent figure reported in 2011 is considered to be a result of a change in the reporting method (see below).</p>
<b>How does NSW compare?</b>	<p>The Australian Institute of Health and Welfare reports that in 2010, of Australian women who gave birth, 66 percent attended at least one antenatal visit in the first trimester (before 14 weeks gestation).</p> <p>The NSW rate for the same indicator was 13 percentage points higher than their Australian counterparts at 79 percent in 2010.</p> <p>In Australia, two-thirds (66 percent) of Aboriginal women attended at least one antenatal visit before 14 weeks gestation, although almost 14 percent of Aboriginal women did not receive antenatal care until after 20 weeks in 2010.</p>



# Health and wellbeing

Tracking subgroups of women	<p>In NSW, 61 percent of Aboriginal women in 2011 attended at least one antenatal visit before 14 weeks. This compares to 72 percent for non-Aboriginal women.</p> <p>The proportion of Aboriginal mothers attending their first antenatal visit before 14 weeks and before 20 weeks has steadily increased over the last 16 years, rising from 44 percent in 1996 to 61 percent in 2011.</p> <p>Time of starting antenatal care also varied with the women's country of birth, with 82 percent of mothers born in the United Kingdom starting antenatal care before 14 weeks gestation, compared with 54 percent of mothers born in Vietnam.</p> <p>Women living in remote and very remote parts of the state tended to have lower rates of early antenatal care (see Figure 2.13).</p>
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Antenatal is the period covering conception up to the time of birth.

\*The decrease in attendance reported for the 2011 year is due to a change in the way the question was asked at data collection. In 2010, the question asked was 'Duration of pregnancy at first antenatal visit'. In 2011, the question asked was: 'Duration of pregnancy at first comprehensive booking for assessment by clinician'.

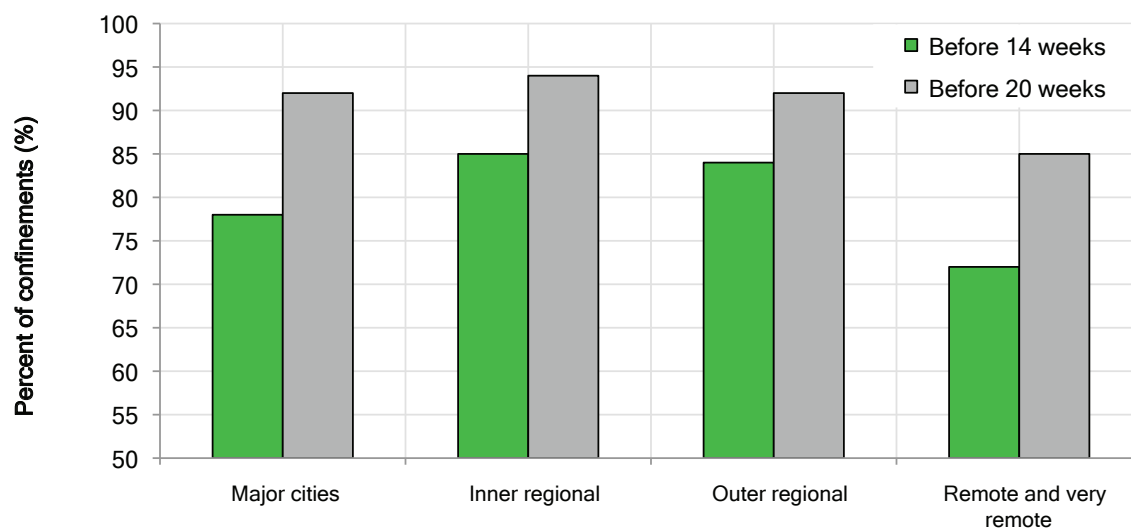
Year collected: 2011 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Perinatal Data Collection. AIHW (2013) *Australia's mothers and babies 2011*. Perinatal statistics series no. 28. Cat no. PER 59. ABS (2012) *Census of Population and Housing: Understanding the Increase in Aboriginal and Torres Strait Islander Counts, 2006–2011*.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

# Health and wellbeing

Figure 2.13 First antenatal visit by remoteness from service centres, NSW, 2010



Population: Women giving birth in NSW.

Year collected: 2010.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Perinatal Data Collection.

# Health and wellbeing

## 5.3 Maternal age

### The median age of first-time mothers and of all mothers

Women's status	In NSW, in 2011, the median age of first-time mothers was 29 years and for all mothers it was 31 years.
The direction of change over time	<p>The median age of NSW first-time mothers was the same in 2006 and 2011.</p> <p>The share of births by teenage mothers (19 years and younger) has been falling gradually over the last two decades. In 1996, 5 percent of all births were to teenage mothers; the 2011 figure of 3.3 percent is similar to that for 2010.</p> <p>Over the same period, the percentage of mothers aged 35 years and over increased from 15 percent in 1996 to 24 percent of all mothers giving birth in 2011.</p>
How does NSW compare?	<p>The median age of all women who gave birth nation-wide has increased. For all Australian women it increased by 7.5 percentage points between 1991 and 2011. The median age in 2011 was 31 years, the same as in NSW.</p> <p>Nationally, the proportion of teenage mothers (19 years and younger), declined to 3.3 percent in 2011, similar to the NSW figure.</p> <p>The proportion of teenage women who gave birth in 2011 varied by state and territory with the lowest rate in the Australian Capital Territory (2.3 percent) and the highest in the Northern Territory (9.3 percent).</p> <p>Across Australia, women aged 40 and over made up 4.3 percent of all new mothers in 2011 compared with 3 percent in 2002. The NSW figure was similar at 4.5 percent of women in 2011 compared with 3.1 percent in 2002.</p>
Tracking subgroups of women	<p>In NSW, the median age of first-time Aboriginal mothers was 21 years, markedly lower than for first-time non-Aboriginal mothers (29 years).</p> <p>In 2011, 19 percent of NSW Aboriginal mothers were teenagers, down from 22 percent in 1996.</p> <p>There are fewer older Aboriginal mothers. In 2011, 9 percent of Aboriginal mothers were 35 years or older compared to 24 percent of all mothers.</p>

Maternal age is the mother's age in completed years at the birth of her baby.

Year collected: 2011 and earlier years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Perinatal Data Collection. Data for the Australian population was sourced from (ABS 2013) *Births, Australia, 2012*. Cat no 3301.0, and AIHW (2013) *Australia's Mothers and Babies 2011*. Perinatal statistics series no. 28. Cat no. PER 59. Canberra, National Perinatal Epidemiology and Statistics Unit.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

# Health and wellbeing

## 5.4 Type of birth

### Type and method of birth to NSW mothers

<b>Women's status</b>	<p>The NSW State Plan has goals in place to increase the rate of normal births and to improve support systems for women during their maternal experience. Normal vaginal births are the type of birth with the lowest amount of medical intervention and are desirable for this reason.</p> <p>In 2011, 57 percent of women had a normal vaginal birth in NSW.</p> <p>11 percent had an instrumental birth and 31 percent had a caesarean section birth.</p>
<b>The direction of change over time</b>	<p>The rate of normal vaginal births decreased over the last two decades in NSW, and the rate of instrumental births and caesarean sections increased.</p> <p>Between 2001 and 2011, the proportion of mothers having vaginal births fell by 8 percentage points.</p> <p>The percentage having elective caesareans increased by 5 percentage points over the same period, up to 18 percent of total births in 2011, the same figure as for 2010 (see Figure 2.14).</p>
<b>How does NSW compare?</b>	<p>In 2011, in Australia as a whole, most women (68 percent) had a vaginal birth. Vaginal births also include instrumental births where forceps or vacuum extraction may have been used.</p> <p>Using this reporting method, the rates of vaginal births across the nation varied from 69 percent in NSW to 66 percent in Western Australia.</p>
<b>Tracking subgroups of women</b>	<p>For young mothers, the rate of caesarean section for Aboriginal mothers was higher than for non-Aboriginal mothers. For mothers aged 25 and over, the rate of caesarean section was lower for Aboriginal mothers than for non-Aboriginal mothers.</p> <p>The rates of vaginal births vary by local health districts. In Northern NSW, 69 percent of women had a vaginal birth compared to 47 percent in Northern Sydney.</p> <p>The rate for vaginal births also varies with women living further from the main centres having a higher proportion of vaginal births.</p>

A caesarean section occurs when a surgical incision is made into the mother's womb via the abdomen to directly remove the baby. Vaginal births include vaginal breech births. Instrumental births include those using forceps and vacuum extraction.

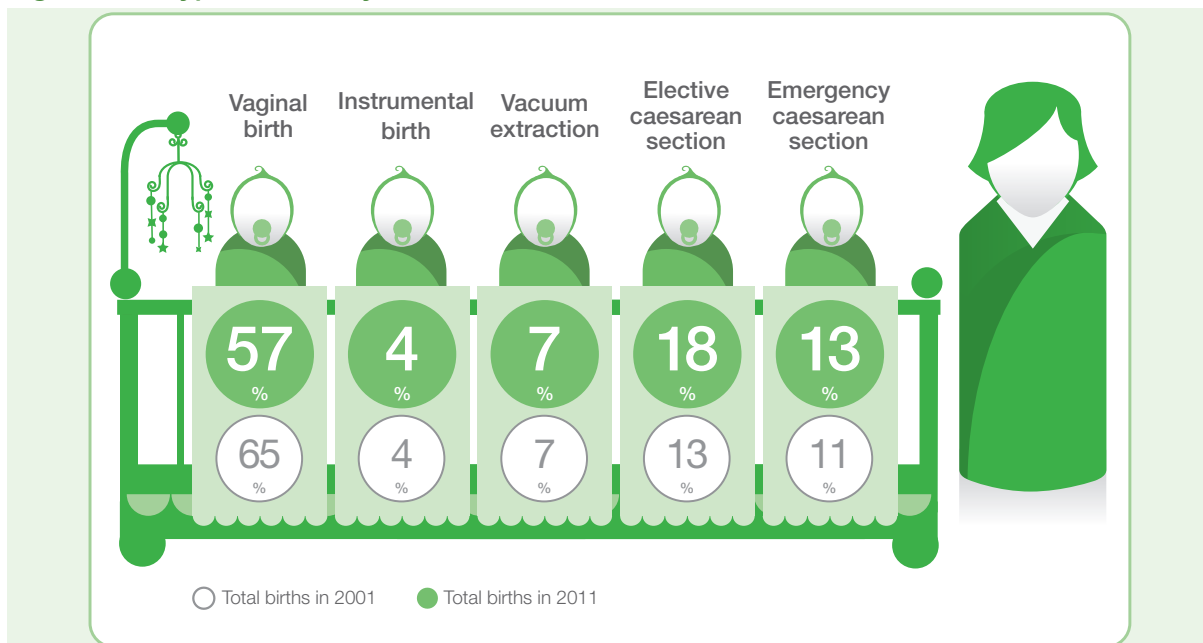
Year collected: 2011 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Perinatal Data Collection. Data for the Aboriginal population were sourced from the ABS (2011) *Census of Population and Housing: Understanding the Increase in Aboriginal and Torres Strait Islander Counts, 2006–2011*. Cat no. 2077.0. Also, data for the Australian population from AIHW (2013) *Australia's Mothers and Babies 2011*. Perinatal statistics series no. 28. Cat no. PER 59. Canberra: AIHW National Perinatal Epidemiology and Statistics Unit.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

# Health and wellbeing

Figure 2.14 Type of delivery, NSW mothers, 2001 and 2011



Population: Women giving birth in NSW.

Year collected: 2011 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Perinatal Data Collection.



# Health and wellbeing

## 5.5 Breastfeeding

### Babies exclusively breastfed at six months and fully breastfed at discharge from hospital

<b>Women's status</b>	<p>The Australian National Breastfeeding Strategy aims to increase the percentage of babies exclusively breastfed to six months of age, with continued breastfeeding and complementary food to 12 months and beyond.</p> <p>In 2012, 25 percent of babies were exclusively breastfed at six months in NSW.</p> <p>In 2011, 82 percent of babies were fully breastfed on discharge from hospital.</p>
<b>The direction of change over time</b>	<p>The percentage of babies exclusively breastfed at six months in NSW rose from 13 percent to 25 percent between 2004 and 2012.</p> <p>In 2010, the last time this indicator was reported, the figure was 21 percent.</p>
<b>How does NSW compare?</b>	<p>The Australian National Infant Feeding Survey conducted in 2010 reported that 15 percent of Australian mothers fully breastfed their babies to around six months of age; note that this is not the same as the NSW survey which focuses on exclusive breastfeeding with no other liquids or solids.</p> <p>Nationally, the rate varied across different age groups. For example, younger mothers were only one-third as likely to fully breastfeed their babies compared to mothers who were older.</p> <p>Also, mothers with high household incomes were 28 percent more likely to fully breastfeed their babies to around four months of age compared to mothers with low household incomes.</p>
<b>Tracking subgroups of women</b>	<p>NSW data on population subgroups is available only for babies at the point of discharge from hospital.</p> <p>In 2011, just 64 percent of Aboriginal mothers fully breastfed their babies compared to 83 percent of non-Aboriginal mothers at discharge from hospital.</p> <p>Looking at mothers from different birthplaces, full breastfeeding at time of hospital discharge was highest for babies of women born in Western and Eastern Europe and in Latin America. Rates were slightly lower for Asian women's babies.</p>

Exclusive breastfeeding is the indicator used for breastfeeding to six months; the definition is that the baby received breast milk and no other liquids or solids. Full breastfeeding is the term in records collected at the time of hospital discharge.

Year collected: 2012 and previous years.

Data source: SAPHaRI, Epidemiology and Surveillance Branch, NSW Ministry of Health using data from the NSW Child Population Health Survey and the NSW Perinatal Data Collection, AIHW (2011) *Australian National Infant Feeding Survey: Indicator Results*. Canberra.

More information is available: [www.healthstats.nsw.gov.au](http://www.healthstats.nsw.gov.au) and [www.abs.gov.au](http://www.abs.gov.au)

## Conclusion

Recent data shows fewer women in NSW compared to women in other states and territories around Australia are current cigarette smokers. On the other hand, in 2011–12 women in Queensland reported higher levels of daily exercise compared to women in NSW (79 percent compared to 75 percent, respectively).

Compared with other countries, Australia performs strongly across a range of health indicators that are important for women. Its maternal mortality ratio is low, even compared to other developed countries. Similarly, the rate of births to young mothers 15 to 19 years is low compared to developed and developing countries.<sup>1</sup>

Life expectancy for Australian women is the seventh highest in the OECD countries (34 countries) at 84 years, lower than for Australian men who are ranked sixth at 80 years.<sup>2</sup>

Despite these positive signs, compared to other OECD countries, women in Australia have one of the highest rates of overweight and obesity. This chapter suggests that women who are overweight and obese are more likely to be socioeconomically disadvantaged, older and live away from the main cities. Optimistically, women in NSW have a higher level of adherence to fruit and vegetable recommendations than men, but women are also less physically active than men.

A key issue to emerge from this chapter is the lack of recent data relating to women's mental health status. This chapter has described three areas where differences exist in relation to women's mental health compared to men. These include the number of WorkCover claims for mental health where women are more likely to claim for a work-related mental health illness or disease than men. Intentional self-harm is the leading cause of death for young women aged between 15 and 34 years and young women aged between 15 and 17 years are more likely than young men to attend a hospital emergency department as a result of engaging in drinking which poses a lifetime risk to their health.

In general, Australians are more satisfied with their lives than the OECD average, with 84 percent of people saying they have more positive experiences in an average day (such as feelings of rest, pride in accomplishment and enjoyment) than negative ones (such as pain, worry, sadness and boredom).<sup>3</sup> And in Australia, unlike the majority of OECD countries, women report being more satisfied than men.

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1 World Bank, Gender Statistics, available at <http://data.worldbank.org/topic/gender>

2 OECD (2013) *Health at a Glance 2013: OECD Indicators*. OECD Publishing [http://dx.doi.org/10.1787/health\\_glance-2013-en](http://dx.doi.org/10.1787/health_glance-2013-en)

3 OECD, *Women and Men in OECD Countries*. OECD Publishing <http://www.oecd.org/std/37962502.pdf>



## Chapter three

# Education and learning

**Lakshmi Logathassan**

Winner of the 2014 NSW  
Young Woman of the Year.

Photographer: Jamie North





# Education and learning

This chapter outlines progress for both women and men in education at all levels, including school completion, subject choice at Higher School Certificate, vocational education and training participation and outcomes, and higher education performance. Post-education indicators of early career earnings and job outcomes are also presented. This data should be read in conjunction with more comprehensive analysis of women and men'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 has increased by 20 percentage points since 2001, to 57.5 percent of all NSW women in 2013. This is a faster rate of growth than among men. 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 increasing participation of girls in education is not uniform across the disciplines. Participation in trades training remains low by comparison with boys and men and is largely unchanged over 30 years. Women made up just 12 percent of students commencing a technical or trade apprenticeship or traineeship in the 12 months to September 2013.

Thirty-one percent of girls' Higher School Certificate (HSC) course completions are in science, technology, engineering and mathematics (STEM) subjects compared to 45 percent of course completions by boys. Both are low by historical standards, and the same gender divide is found at university level. Women make up the majority of all university enrolments (although men are catching up) but only one-third of all women are enrolled in STEM subjects.

Female vocational education and training (VET) graduates are less likely than their male counterparts to be working in the field in which they are qualified six months after graduating. Following university study, the salary gap for NSW men and women persists at around 9 percent or \$5,000 per year.

The gap between girls' HSC completion rates in the highest and lowest socioeconomic groups has narrowed over the last five years from 12 to 9 percentage points. However, there is a 21 percentage point gap between the likelihood of girls living in metropolitan areas completing their HSC and the chance that girls living in very remote areas will achieve this.

## Education and learning topics and indicators

In this chapter, women's experiences in education and learning are reported in six areas of importance for women as they move through their lives and careers. Many align with state, national and international goals and benchmarks and some comparisons are given in the conclusion. The topics covered in this chapter relate to the State Plan Goals 1, 6 and 15.

### **NSW 2021** A PLAN TO MAKE NSW NUMBER ONE

**Goal 1: Improve the performance of the NSW economy**

**Goal 6: Strengthen the NSW skill base**

**Goal 15: Improve education and learning outcomes for all students**

The NSW Government is committed to ensuring NSW has a highly skilled workforce that meets the current and future needs of the NSW economy. The State Plan also aims to provide for an education and training system that offers all members of the community access to high quality training so they can fully participate in the workforce. Increasing the number of women in non-traditional occupations is part of this vision.

# Education and learning

The indicators used in this year's report are shown below. Note that data for some indicators used in previous years are not available this year. A full list of indicators from all years is in the Introduction. The most recent available data is used throughout.

## Education and learning topics and indicators

Topic	Indicators
Topic 1: High school completion	Indicator 1.1: Completion rates, year 12 or equivalent Indicator 1.2: Higher School Certificate student course choice
Topic 2: Vocational education and training	Indicator 2.1: Vocational education and training participation Indicator 2.2: Qualifications at AQF Certificate III and above
Topic 3: Apprenticeships and traineeships	Indicator 3.1: Apprenticeships and traineeships Indicator 3.2: Women's participation in technical and trade training
Topic 4: Higher education	Indicator 4.1: Undergraduate students Indicator 4.2: Postgraduate students Indicator 4.3: Undergraduate field of education
Topic 5: Employment outcomes	Indicator 5.1: VET graduates working in their field of study Indicator 5.2: The graduate salary gap
Topic 6: Lifelong learning	Indicator 6.1: Work-related learning Indicator 6.2: Participation in adult and community education

## Topic 1 High school completion

Earnings and employment outcomes are significantly better for people who have finished year 12 or its equivalent. This topic reports on year 12 completion and subject choice in the Higher School Certificate (HSC). The year 12 milestone is the focus of specific attention in *NSW 2021*, the State Plan, and is critical to redressing social disadvantage.

### 1.1 Completion rates, year 12 or equivalent

#### The proportion of the potential year 12 student population who achieve a NSW HSC Award

Women's status compared to men	<p>In 2012, 77 percent of girls in NSW completed year 12 compared to 67 percent of boys.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• There is a 10 percentage point gap in favour of girls.</li> <li>• Girls are more likely than boys to complete year 12 across high and low socioeconomic deciles (Figure 3.1).</li> </ul>
The direction of change over time	<p>HSC completion rates for both sexes have remained constant since 2007 with an average 11 percentage point gap in favour of girls.</p> <p>Since 2011, completion rates for girls have remained relatively stable decreasing by 1 percentage point (from 78 percent in 2011 to 77 percent in 2012). Completion rates for boys have remained the same for both years (67 percent) (see note).</p>



# Education and learning

<p><b>How does NSW compare?</b></p>	<p>The trend seen in NSW for girls to outperform boys in high school completion also exists at the national level. In 2012, there was a smaller gender gap between girls and boys in the ACT, WA and VIC (1, 6 and 7 percent respectively) than in NSW. Overall, 78 percent of Australian girls and 69 percent of Australian boys completed year 12 or equivalent in 2012.</p>
<p><b>Tracking subgroups of women</b></p>	<p><b>Socioeconomic status</b></p> <p>Girls from low and medium socioeconomic groups tend to have very similar high school completion rates. Girls from high socioeconomic groups outperformed others, but the achievement gap is shrinking. See Figure 3.1.</p> <p>In 2012, 74 percent of girls in both the low and medium socioeconomic groups had completed year 12 or equivalent.</p> <p>In the same year, girls in the highest socioeconomic group had an 83 percent completion rate (9 percentage points higher than those in the lowest group). In the past five years this gap has closed by 3 percentage points, down from 12 percentage points.</p> <p><b>Geographic disparities</b></p> <p>In 2012, girls living in metropolitan areas were far more likely to complete their HSC compared to girls living in very remote areas (78 percent compared with 57 percent, representing a 21 percentage point difference).</p> <p><b>Aboriginal status and cultural diversity</b></p> <p>Due to a lack of other data, we use 2011 Census of Population and Housing data to compare the school completion rates of women from Aboriginal, non-Aboriginal and diverse cultural backgrounds across the whole adult NSW population.</p> <p>Non-Aboriginal women have completion rates more than double that of Aboriginal women (60 percent of 20 to 64-year-olds compared with 27 percent for Aboriginal women). However, Aboriginal women's rates have been steadily improving, with each five-year age group having a higher rate of year 12 completion than the one before it. See Figure 3.2.</p> <p>Fifty-four percent of 20 to 64-year-old NSW women born in Australia had completed year 12 or equivalent in 2011. This compared to 61 percent of those born in a non-English speaking country and 65 percent of those born in an English speaking country other than Australia. Similarly, 63 percent who speak a language other than English at home completed year 12 or equivalent compared to 54 percent of women who speak English at home.</p>

Completion rates are estimated by calculating the number of students who meet the requirements of a year 12 certificate expressed as a percentage of the potential year 12 population. The potential year 12 population is an estimate of a single year age group which could have attended year 12 that year, calculated as the estimated resident population aged 15 to 19 divided by five.

2011 completion rates shown in *Women in NSW 2013* indicated that boys' completion rates had surpassed those of girls. This was an error in source data reported by the Productivity Commission, which was later revised. The corrected results, by socioeconomic status, are shown in Figure 3.1.

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: 2012 and previous years.

Data source: Productivity Commission (2014) *Report on Government Services 2014*.

More information is available: [www.pc.gov.au](http://www.pc.gov.au)

# Education and learning

**Figure 3.1 Completion rates to year 12 by socioeconomic status, NSW, 2007–12**

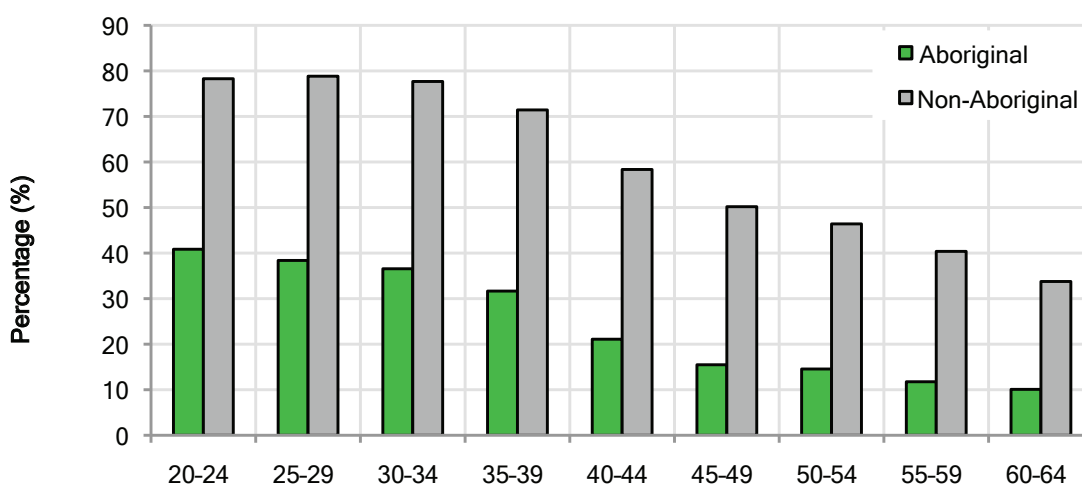


Note: Low socioeconomic status (SES) is defined here as the average of the three lowest deciles, and high socioeconomic status is the average of the three highest deciles. The ABS Postal Area Index of Relative Socioeconomic Disadvantage has been used to calculate SES on the basis of student home addresses.

Population: The estimated potential population of NSW students.

Data source: Productivity Commission (2014) *Report on Government Services 2014*.

**Figure 3.2 Year 12 completion rates by age, Aboriginal and non-Aboriginal women, NSW, 2011**



Population: All women residing in NSW aged 20 to 64.

Data source: ABS (2011) *Census of Population and Housing*.

# Education and learning

## 1.2 Higher School Certificate student course choice

### HSC completions in science, technology, engineering and mathematics subjects

Women's status compared to men	<p>In 2013, 31 percent of course completions by girls at HSC level were in the Key Learning Areas (KLAs) of science, technology, engineering and mathematics (STEM subjects). This compares to 45 percent of course completions by boys.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>Girls are 14 percentage points less likely than boys to complete STEM courses at HSC level.</li></ul>
The direction of change over time	<p>Since the publication of the first <i>Women in NSW</i> report in 2012, there has been little change in girls' or boys' STEM completion rates.</p> <p>Girls' STEM completions have dropped just under 2 percentage points from 33.3 percent in 2011 to 31.4 percent in 2013. In comparison, boys' STEM completions have increased by 0.8 percentage points from 44.3 in 2011 to 45.1 in 2013.</p> <p>The largest reduction in girls' STEM completions are in the technology and engineering fields. There were 378 fewer completions in Information Processes and Technology in 2013 than in 2011, 169 fewer in Design and Technology, 168 fewer in Textiles and Design and 103 in Information Technology. See Table 3.1.</p> <p>Girls' only significant increase in technology and engineering subjects was in Industrial Technology with 166 additional completions in 2013 compared to 2011.</p> <p>Of the 21 KLAs, girls have seen reductions across 11 areas whereas boys have had reductions across eight.</p>

There were 21 separate HSC courses within the STEM KLAs in NSW in 2012 (see Table 3.1). Note that this year we have included VET subjects and revised last year's figures accordingly. The data captures students who completed courses; enrolment data is not readily available.

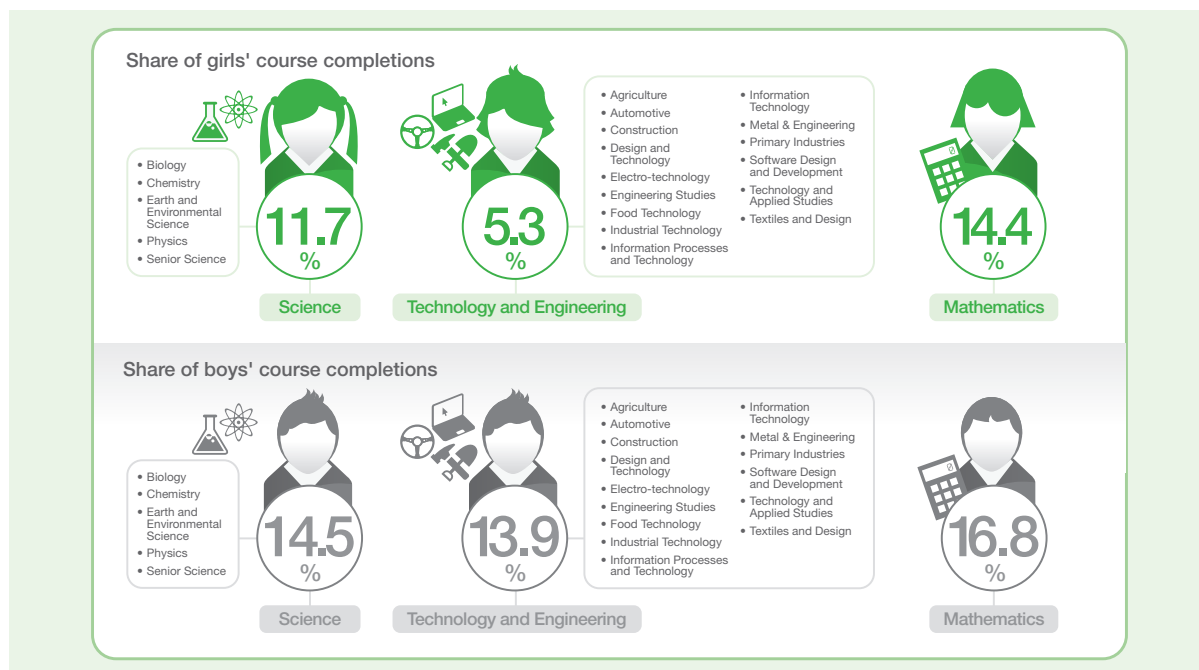
Year collected: 2012.

Data source: NSW Board of Studies, unpublished data.

More information is available: [www.boardofstudies.nsw.edu.au/](http://www.boardofstudies.nsw.edu.au/)

# Education and learning

**Figure 3.3 Science, technology, engineering and mathematics, HSC completions, NSW, 2013**



Population: NSW Higher School Certificate students.  
Data source: NSW Board of Studies, unpublished data.

# Education and learning

**Table 3.1 Science, technology, engineering and mathematics, HSC completions, NSW, 2013**

HSC Key Learning Area	Share of girls' course completions %	Share of boys' course completions %
<b>Total STEM courses (130,676)</b>	31.4	45.1
Science (44,769)	11.7	14.5
Biology (16,852)	5.8	4.0
Chemistry (11,032)	2.8	3.6
Earth and Environmental Science (1,399)	0.4	0.4
Physics (9,562)	1.2	4.5
Senior Science (5,924)	1.5	1.9
Technology and Engineering (32,450)	5.3	13.9
Agriculture (1,416)	0.4	0.4
Automotive (864)	0.0	0.5
Construction (3,507)	0.0	2.1
Design and Technology (3,209)	0.8	1.1
Electrotechnology (508)	0.0	0.3
Engineering Studies (2,049)	0.0	1.2
Food Technology (3,802)	1.6	0.6
Industrial Technology (5,480)	0.3	2.9
Information Processes and Technology (3,033)	0.4	1.4
Information Technology (1,657)	0.2	0.8
Metal and Engineering (1,705)	0.0	1.0
Primary Industries (976)	0.2	0.4
Software Design and Development (1,608)	0.1	0.9
Technology and Applied Studies (478)	0.1	0.2
Textiles and Design (2,158)	1.2	0.0
Mathematics (53,457)	14.4	16.8
<b>Other Non-STEM (144,712)</b>	48.7	34.9
<b>English (68538)</b>	19.8	20.0
<b>Total course completions (343,926)</b>	100.0	100.0

Note: The figures are for STEM course completions as a percentage of total course completions for HSC units of study. English is shown separately because it is the largest and only compulsory subject.

Population: NSW Higher School Certificate students.

Data source: NSW Board of Studies, unpublished data.



# Education and learning

## Topic 2 Vocational education and training

Vocational education and training (VET) provides accredited employment-related skills across a wide range of vocations. The indicators in this section report on participation in VET courses and attainment of VET qualifications.

### 2.1 Vocational education and training participation

#### Participation in a VET course by people aged 15 to 64 years

Women's status compared to men	<p>9.8 percent of women aged 15 to 64 years in NSW participated in government-funded vocational education and training (VET) in 2012 compared to 8.9 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>22,400 more women participated in a government-funded VET course in 2012 than men – a gender gap of nearly 1 percentage point.</li></ul>
The direction of change over time	<p>In NSW, the participation rates for both women and men aged 15 to 64 years have remained relatively steady from 2008 to 2012. Rates have ranged from 9.4 to 9.8 percent for women and 8.7 to 9.0 percent for men.</p>
How does NSW compare?	<p>VET participation rates for NSW women are similar to the national average. In the past five years, the participation rate for NSW men has moved from being above the national average to being below (by 1.2 percentage points in 2012). In 2012, Victoria, South Australia and the Northern Territory all had higher participation rates for both women and men than NSW.</p>
Tracking subgroups of women	<p>There is considerable variation among subgroups of women. Aboriginal women comprised 5.4 percent of female VET students in 2012 compared to 2.5 percent of the NSW female population. Women who were born overseas in a non-English speaking country were under-represented on a population share basis. This group comprised just over 18 percent of VET students compared to 25 percent of the NSW population. See Figure 3.4.</p>

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 Australian Qualifications Framework (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. In 2012, four in every five VET students were undertaking government-funded VET.

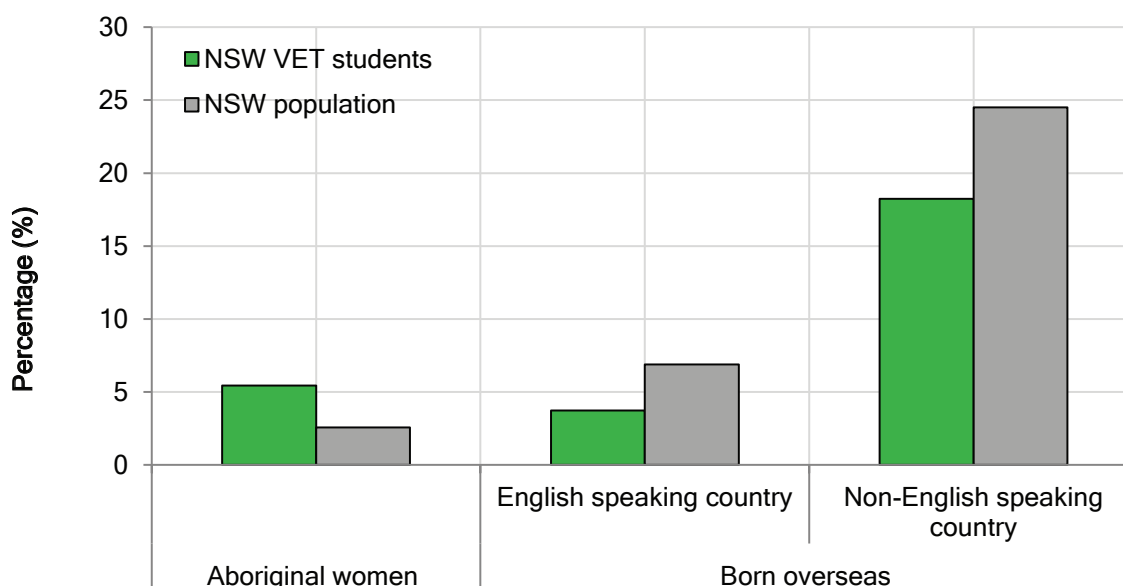
Year collected: 2012.

Data source: Productivity Commission (2014) *Report on Government Services 2014*, Chapter 5.

More information is available: [www.pc.gov.au](http://www.pc.gov.au)

# Education and learning

**Figure 3.4 Women participating in VET courses compared with NSW population, 2012**



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, 5.4 percent of female VET students identify as Aboriginal, whereas only 2.5 percent of women in NSW identify as Aboriginal. This shows that women who identify as Aboriginal are over-represented in VET courses.

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

Data source: NCVET, Students and Courses Collection. Population figures are taken from the ABS (2011) *Census of Population and Housing*.

## 2.2 Qualifications at Australian Qualifications Framework (AQF) Certificate III and above

### Qualifications at AQF Certificate III and above held by 20 to 64-year-old women and men

Women's status compared to men	<p>In 2013, 57.5 percent of women aged 20 to 64 years had attained qualifications at AQF Certificate III and above. This compares to 58.7 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Among the prime working-aged population, the gap in women's and men's qualifications at Certificate III and above is 1.2 percentage points in men's favour.</li> </ul>
The direction of change over time	<p>Completion rates for both women and men steadily increased from 2001 to 2012 before falling slightly for both sexes during the year to May 2013 (see Figure 3.5).</p> <p>Women's attainment rates decreased less than men's (a 1.2 percentage point decrease in the proportion of women with qualifications at AQF Certificate III and above compared to a 3.6 point decrease for men).</p> <p>As a result the gender gap reduced but men remain slightly more qualified.</p>

Indicator 2.2 describes 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).

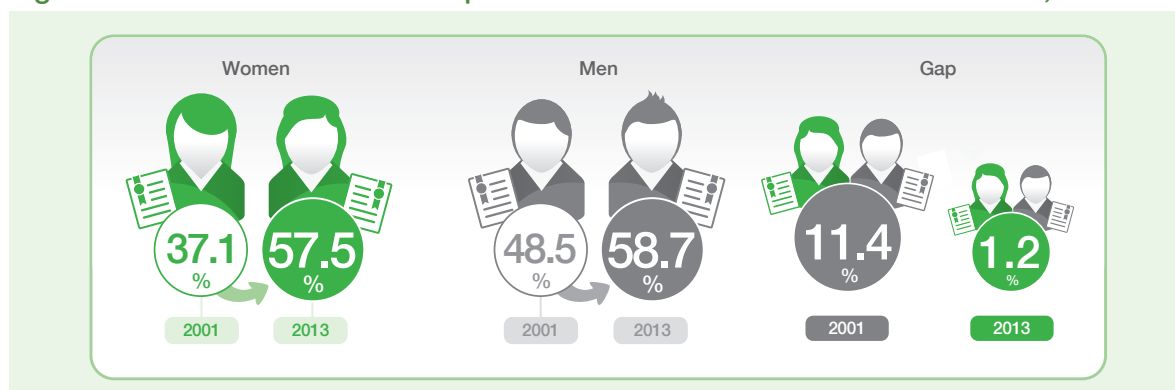
# Education and learning

Year collected: 2013 and previous years.

Data source: ABS *Education and Work, Australia, May 2013* and previous years. Cat no. 6227.0, unpublished data.

More information is available: [www.abs.gov.au](http://www.abs.gov.au)

**Figure 3.5 Women and men with qualifications at AQF Certificate III or above, 2001–13**



Population: NSW residents aged 20 to 64.

Data source: ABS (2013 and previous years) *Education and Work, Australia*. 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 typically 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. This topic looks at the comparative rates of women and men commencing and completing apprenticeships and traineeships, and then in more detail at technical and trade apprenticeships and traineeships.

### 3.1 Apprenticeships and traineeships

#### Apprenticeship and traineeship commencements and completions

<b>Women's status compared to men</b>	<p>26,575 women in NSW commenced an apprenticeship or traineeship in the 12 months to June 2013 compared with 37,757 men.</p> <p>29,457 women and 32,086 men completed an apprenticeship or traineeship in NSW in the same period.</p> <p>Women therefore accounted for 41 percent of commencements and 48 percent of completions in an apprenticeship or traineeship in this timeframe. See Figures 3.6 and 3.7.</p> <p><b>Gender gaps</b></p> <ul style="list-style-type: none"> <li>11,182 fewer women than men commenced apprenticeships and traineeships in NSW in the 12 months to June 2013. This is a 17 percentage point gap between women and men.</li> <li>2,629 fewer women than men completed apprenticeships and traineeships in NSW in the 12 months to June 2013. This is a 4 percentage point gap between women and men.</li> </ul>
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# Education and learning

<p><b>The direction of change over time</b></p>	<p>The gap between women and men's apprenticeship and traineeship commencements and completions has decreased dramatically since 1995. In the year ended June 1995, there were nearly three times as many men as women commencing an apprenticeship or traineeship. In recent years this gap has closed and had nearly disappeared in 2012 with women accounting for 46 percent of commencements. However, in 2013 this gap started to increase again returning to levels not seen since 2007 (41 percent). See Figure 3.6.</p> <p>This trend is not seen in completion rates as NSW women are more likely to complete courses than men. Further, any impact that a reduction in women's share of commencements has on completions may not be immediately seen. Since 1995, the gap between women and men in their share of completions has consistently decreased. In 1995, the gap was similar to commencing students, with men nearly three times more likely than women to complete an apprenticeship or traineeship. In 2013, the gap had closed with women accounting for 48 percent of all apprenticeship and traineeship completions. See Figure 3.7.</p>
<p><b>How does NSW compare?</b></p>	<p>In the year ended June 2013, NSW had a slightly higher proportion of women commencing apprenticeships and traineeships than in the nation as a whole (41 percent compared to 40 percent). As can be seen in Figure 3.6, NSW women's performance above the national average started in the mid 2000s. Prior to that, it was below the national average for many years. The slight decrease in women's share between 2012 and 2013 is mirrored at the national level.</p> <p>Similarly, in the year ended June 2013, NSW had a slightly higher proportion of women completing apprenticeships and traineeships compared to Australia as a whole (48 percent compared to 46 percent). NSW women's performance was mostly below the national average until 2009. The slight increase in women's share of completions over the year to June 2013 is similar to the pattern for Australia. See Figure 3.7.</p>
<p><b>Tracking subgroups of women</b></p>	<p>Aboriginal women's representation in apprenticeship and traineeship commencements has steadily increased in the past 10 years from 2.7 percent in 2004 to 5.5 percent in 2013. Forty-four percent of Aboriginal people who commenced a traineeship or apprenticeship in 2013 were women, which is more than among the non-Aboriginal population (41 percent).</p> <p>Aboriginal women have a slightly lower share of women's apprenticeship and traineeship completions, only accounting for 3.2 percent in 2013. Nevertheless, within the total Aboriginal population, women accounted for 51 percent of completions in 2013.</p>

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 found across a broader range of occupations.

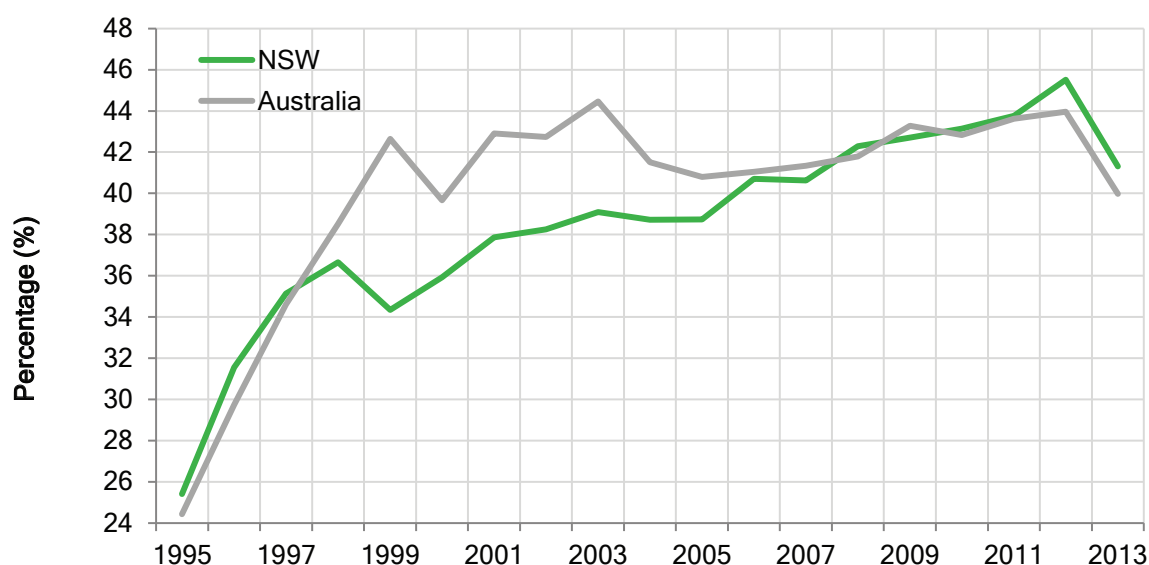
Year collected: 2012–13.

Data source: NCVER, Apprentices and Trainees Collection.

More information is available: [www.ncver.edu.au](http://www.ncver.edu.au)

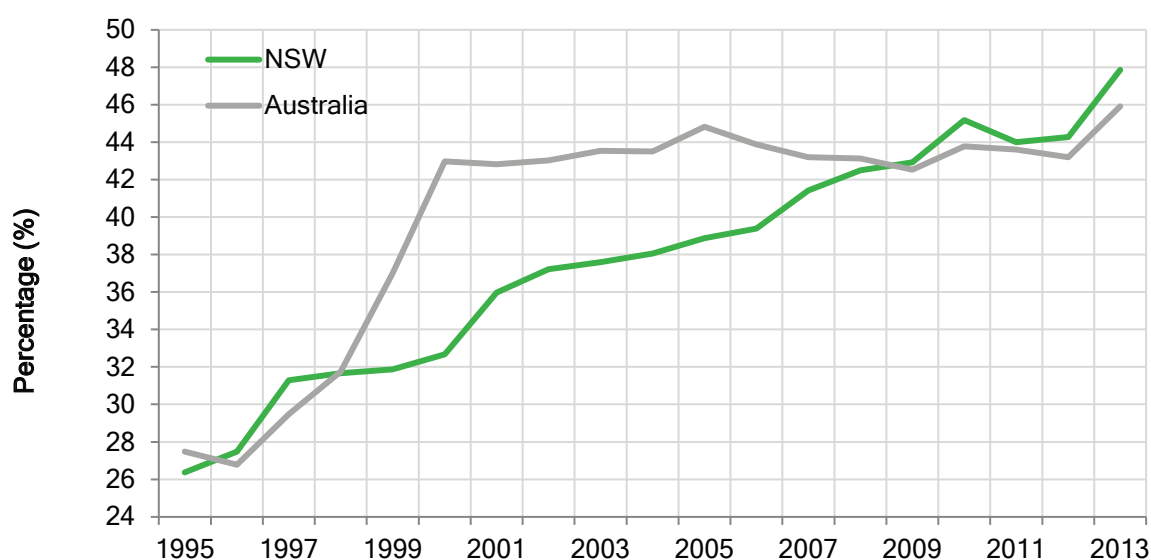
# Education and learning

**Figure 3.6 Women's share of apprenticeships and traineeship commencements, NSW and Australia, 1995–2013**



Population: NSW residents who commenced an apprenticeship or traineeship between 1995 and 2013  
Data source: NCVER, Apprentices and Trainees Collection.

**Figure 3.7 Women's share of apprenticeship and traineeship completions, NSW and Australia, 1995–2013**



Population: NSW residents who completed an apprenticeship or traineeship between 1995 and 2013.  
Data source: NCVER, Apprentices and Trainees Collection.



# Education and learning

## 3.2 Women in technical and trade training

### Participation in apprenticeships and traineeships in technical and trade occupations

Women's status compared to men	<p>In the 12 months to September 2013, 3,106 women commenced an apprenticeship or traineeship in a technical or trade occupation. This represents 12 percent of total technical and trade apprenticeships and traineeship commencements.</p> <p>In the same period there were 2,893 women who completed an apprenticeship or traineeship in a technical or trade occupation. This represents 19 percent of total technical and trade apprenticeship and traineeship completions.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• In 2013, there were nearly 19,000 fewer women than men who commenced an apprenticeship or traineeship in a technical or trade occupation.</li> <li>• Some 9,500 fewer women than men completed an apprenticeship or traineeship in a technical or trade occupation.</li> </ul>
The direction of change over time	<p>Women's share of apprenticeship or traineeship commencements in a technical or trade occupation reached an all-time low of 12 percent in the 12 months to September 2013. In recent years their share fluctuated, with a high point of 18 percent in 2009.</p> <p>In contrast, women have fared much better in technical and trade completions with results from 1995 to 2013 showing an upward trend. See Figure 3.8.</p> <p>Women's share of completions has risen from a low of 11 percent in 1995 to a high point of 19 percent in the 12 months to September 2013.</p>
How does NSW compare?	<p>From 2008 to 2012 NSW had a slightly higher level of female representation in technical and trade apprenticeship and traineeship commencements than Australia as a whole (on average 1 percentage point higher).</p> <p>In the 12 months to September 2013, women's representation in NSW dropped 5 percentage points and Australia's dropped 1 point, so that Australia's performance was slightly higher than NSW's (15 percent compared to 12 percent).</p> <p>NSW has higher completion rates for women than Australia as a whole. Australian women's share of completions has been below that of NSW for the past eight years (on average 2 percentage points lower). In 2013 this gap increased with NSW women representing 19 percent of technical and trade apprenticeship and traineeship completions compared to 15 percent Australia-wide.</p>
Tracking subgroups of women	<p>In the 12 months to September 2013, 118 Aboriginal women commenced an apprenticeship or traineeship in a technical or trade occupation. This represents 11 percent of Aboriginal technical and trade apprenticeship and traineeship commencements.</p> <p>In the same period, 64 Aboriginal women completed an apprenticeship or traineeship in a technical or trade occupation. This represents 15 percent of Aboriginal technical and trade apprenticeship and traineeship completions.</p>

Trades' apprentices and trainees are people whose apprenticeship or traineeship was in a Major Group 3 (Technicians and Trades Workers) occupation in the Australia and New Zealand Standard Classification

# Education and learning

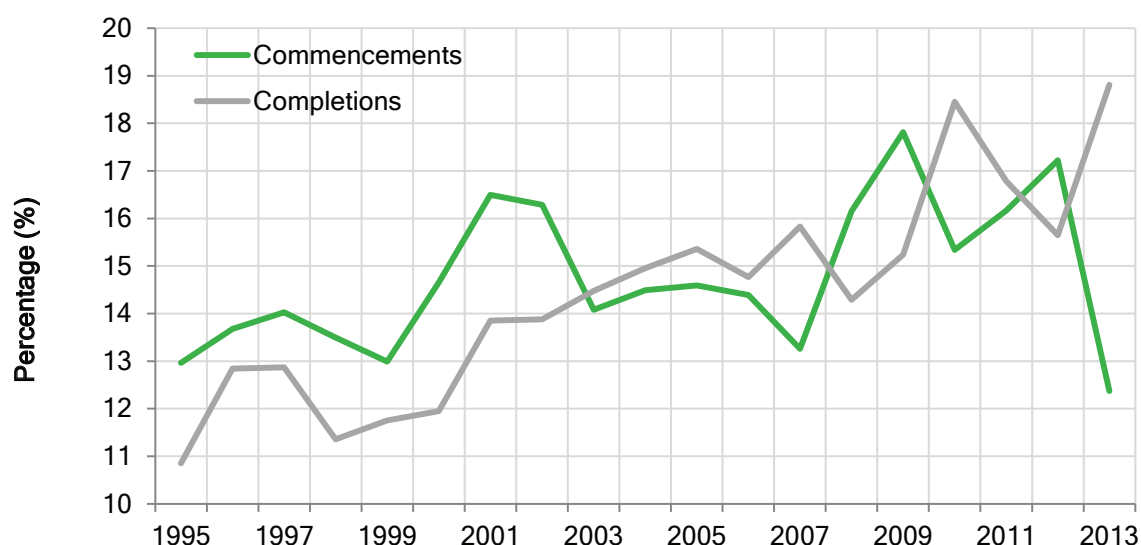
of Occupations 2006. This group includes: engineering, ICT and science technicians, automotive and engineering trades workers, construction trades workers, electrotechnology and telecommunications trades workers, food trades workers, skilled animal and horticultural workers and other technicians and trades workers.

Year collected: 12 months to September quarter 2013 and previous years.

Data source: NCVER, Apprentices and Trainees Collection.

More information is available: [www.ncver.edu.au](http://www.ncver.edu.au)

**Figure 3.8 Women's share of apprenticeship and traineeship commencements and completions in technical and trade occupations, NSW, 1995–2013**



Population: NSW residents who commenced or completed an apprenticeship or traineeship in a technical or trade occupation between 1995 and 2013.

Data source: NCVER, 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 (defined below). Almost all higher education in Australia is offered by universities. This topic looks at the number of female and male students at undergraduate and postgraduate levels and at undergraduate student subject choice. Indicators 4.1 and 4.2 provide figures on people commencing first year courses in 2012 as well as the total number of enrolments in all undergraduate years in 2012.

# Education and learning

## 4.1 Undergraduate students

### Students participating in higher education at the undergraduate level

Women's status compared to men	<p>In 2012, 47,099 women commenced an undergraduate course compared to 35,077 men. For the same period, a total of 129,089 women enrolled in undergraduate courses compared to 98,271 men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women made up 57 percent of total undergraduate course commencements in 2012 compared to 43 percent of men, representing a 14 percentage point difference. The gender gap in total enrolments was also 14 percent.</li> <li>In 2012, women were 1.3 times more likely than men to commence and enrol in all undergraduate courses.</li> </ul>
The direction of change over time	<p>The number of undergraduate students of both sexes in NSW has grown significantly over the last decade, more quickly for men than for women. The number of women commencing an undergraduate course increased by 46 percent since 2001 compared to an increase of 54 percent in the number of men.</p> <p>Nevertheless, more women than men overall commenced undergraduate courses throughout the 2000s. The gap has been closing gradually since 2001 when women made up 59 percent of people commencing an undergraduate course. See Figure 3.9.</p>
How does NSW compare?	<p>Nationally, as in NSW, more women commenced an undergraduate course than men. At 12 percentage points, the gap between women and men is slightly less nationally than in NSW.</p> <p>Out of all Australian states and territories, NSW has the third smallest percentage point gap (14.6) between women and men, with the ACT and Victoria being the only two states or territories with a smaller gender gap (11.8 and 14.4 percentage points).</p>
Tracking subgroups of women	<p>Aboriginal women account for 1.8 percent of all women's undergraduate enrolments. As they make up 2.5 percent of the NSW population, they are slightly under-represented.</p> <p>Comparatively, Aboriginal men account for 1.2 percent of all men's enrolments.</p>

This indicator reports on all domestic students commencing in or enrolled in undergraduate courses in Australia who in 2012 gave NSW as their state of permanent residence. (Undergraduate qualifications are associate and bachelor's degrees and some advanced diplomas and diplomas.)

Year collected: 2012 and proceeding years.

Data source: Department of Industry, Higher Education Statistics Collection (Student Collection), unpublished data. More information is available: [www.innovation.gov.au/highereducation](http://www.innovation.gov.au/highereducation)

# Education and learning

**Table 3.2 Women's share of undergraduate and postgraduate course commencements, NSW, 2012**

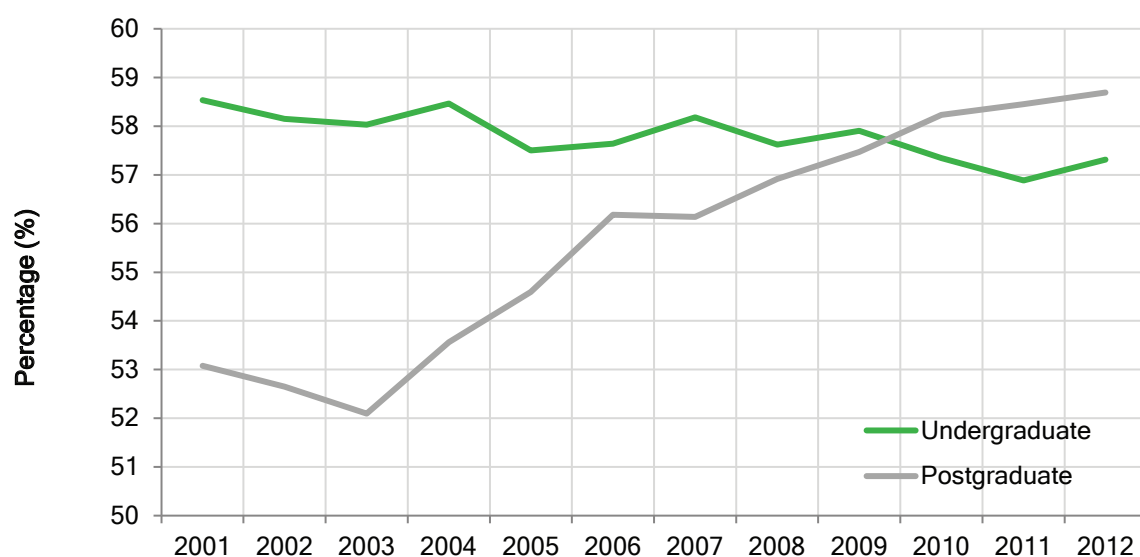
	NSW %	Australia %
<b>Total undergraduate</b>	<b>57</b>	<b>56</b>
Bachelor's Graduate Entry	59	59
Bachelor's Honours	62	62
Bachelor's Pass	58	57
Associate Degree	39	39
Advanced Diploma (AQF)	48	48
Diploma (AQF)	45	47
Other undergraduate award courses	83	50
<b>Total postgraduate</b>	<b>59</b>	<b>56</b>
Doctorate by Research	55	51
Doctorate by Coursework	56	53
Master's by Research	52	52
Master's by Coursework	59	55
Postgrad. Qual/Prelim.	39	51
Grad.(Post) Dip. – new area	61	61
Grad.(Post) Dip. – ext area	60	65
Graduate Certificate	59	59

Population: NSW residents who enrolled in a higher education course in 2012.

Data source: Department of Industry, Higher Education Statistics Collection, (Student Collection), unpublished data.

Explanation of the listed qualifications can be found at [www.aqf.edu.au](http://www.aqf.edu.au)

**Figure 3.9 Women's share of higher education course commencements, NSW, 2001–12**



Population: NSW residents who enrolled in a higher education course between 2001 and 2012.

Data source: Department of Industry, Higher Education Statistics Collection, (Student Collection), unpublished data.

# Education and learning

## 4.2 Postgraduate students

### Students participating in higher education at the postgraduate level

Women's status compared to men	<p>In 2012, there were 18,878 women who commenced a postgraduate course compared to 13,286 men. In the same year, a total of 40,937 women were enrolled in postgraduate courses compared to 30,401 men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>59 percent of women commenced a postgraduate course compared to 41 percent of men, representing an 18 percentage point gap in favour of women.</li> <li>More women than men were enrolled in a postgraduate course (57 percent of women compared to 43 percent of men), representing a 14 percentage point gap in favour of women.</li> <li>In 2012, women were 1.4 times more likely than men to commence a postgraduate course and 1.3 times more likely than men to be enrolled in a postgraduate course.</li> </ul>
The direction of change over time	<p>The postgraduate gender gap has been widening as a result of substantial increases in the number of women participating in postgraduate studies. The number of women commencing a postgraduate course has increased by 70 percent since 2001 compared to an increase of 35 percent in the number of men.</p> <p>The gap between women and men commencing postgraduate courses has increased by 12 percentage points since 2001. Women are particularly likely to be enrolled in Graduate Diplomas and Master by Coursework degrees. See Table 3.2.</p>
How does NSW compare?	<p>Similar to undergraduate studies, women make up the majority of postgraduate commencements nationally. Again, the gap between women and men is greater in NSW. In 2012, there were 34 percent more women than men throughout Australia who commenced a postgraduate course (13 percentage points lower than in NSW).</p> <p>Of all Australian states and territories, NSW has the third smallest percentage point gap in the number of commencements (14.6) between women and men. The ACT and Victoria are the only two states or territories with a smaller gender gap (11.8 and 14.4 percentage points respectively).</p>
Tracking subgroups of women	<p>Aboriginal women account for 1.1 percent of NSW women's postgraduate enrolments, below their representation in the population (2.5 percent). Comparatively, Aboriginal men account for 0.8 percent of all men's enrolments.</p>

This indicator reports on all domestic students commencing in or enrolled in postgraduate courses in Australia who in 2012 gave NSW as their state of permanent residence. Postgraduate qualifications include Graduate Certificate, Graduate Diploma, master and doctoral degrees by research and coursework.

Year collected: 2012 and proceeding years.

Data source: Department of Industry, Higher Education Statistics Collection (Student Collection), unpublished data.

More information is available: [www.innovation.gov.au/highereducation](http://www.innovation.gov.au/highereducation)



# Education and learning

## 4.3 Undergraduate field of education

### Undergraduate enrolments in science, technology, engineering and mathematics (STEM) subjects

Women's status compared to men	<p>In 2012, 32 percent of women enrolled in an undergraduate course enrolled in a STEM field. This compares to 43 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women are 11 percentage points less likely than men to enrol in undergraduate STEM courses at university.</li> </ul>
The direction of change over time	<p>While the percentage of women enrolling in STEM courses has remained fairly constant (between 31 and 33 percent) between 2003 and 2012, the actual number of STEM enrolments for women increased by 29,631 over the period.</p> <p>By comparison, STEM enrolments for men increased by only 23,982, so that the percentage of men studying STEM courses fell from 46 to 43 percent (see Figure 3.10).</p> <p>While a higher proportion of men study STEM courses, women make up nearly half of total STEM enrolments, an increase of nearly 2 percentage points since 2002. This is because numerically more women than men are undergraduate students (see Indicator 4.1).</p>
How does NSW compare?	<p>NSW women are 3 percentage points below the all-Australia average (of 35 percent) in terms of women's enrolment in undergraduate STEM courses.</p> <p>NSW men are also below Australian men (43 percent compared to 45 percent). The Australiawide gender gap is also smaller: 9 percentage points compared to 11 in NSW.</p>
Tracking subgroups of women	<p>In 2012, 31 percent of Aboriginal women enrolled in an undergraduate course in a STEM field. This compares to 38 percent of Aboriginal men.</p> <p>Aboriginal women's STEM enrolments are only 1 percentage point below all women's, whereas Aboriginal men's STEM enrolments are 5 percentage points below all men's enrolments.</p> <p>21 percent of Aboriginal women were enrolled in health-related fields of higher education in 2012, of which Nursing was the largest.</p>

STEM enrolments for this indicator include enrolments by domestic students in several fields of education which are listed in Table 3.3. Behavioural science is considered a STEM subject despite falling within the Society and Culture study area. Where students undertake double degrees, these are counted as two enrolments.

While women are less likely to choose STEM courses than men, the student body of all STEM fields combined is nearly 50 percent women due to there being more women than men studying at the undergraduate level.

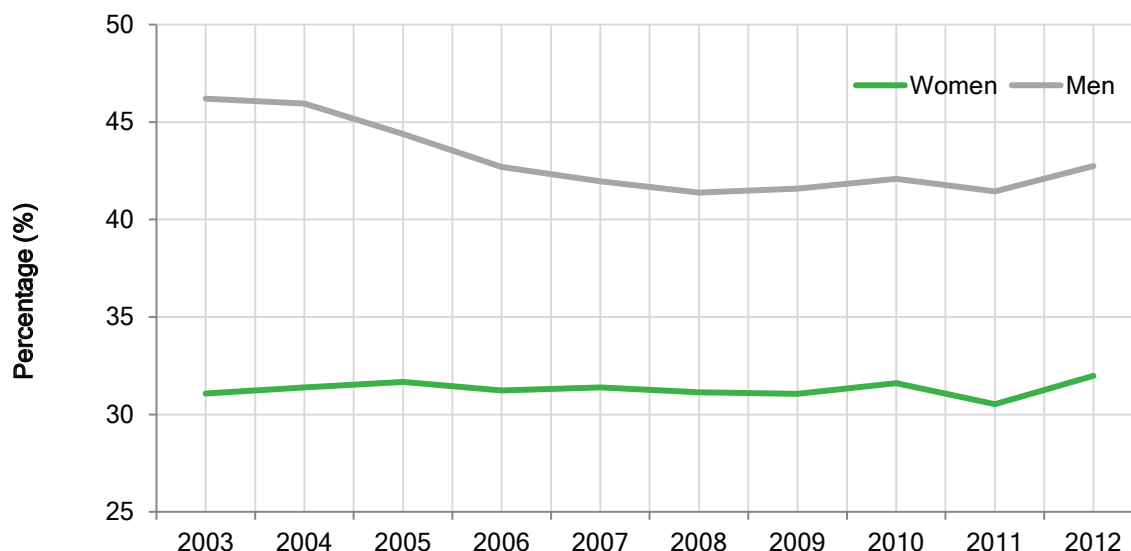
Year collected: 2012.

Data source: Department of Industry, Higher Education Statistics Collection (Student Collection), unpublished data.

More information is available: [www.innovation.gov.au/highereducation](http://www.innovation.gov.au/highereducation)

# Education and learning

**Figure 3.10 Undergraduate STEM enrolments by sex, NSW, 2003–12**



Note: STEM fields include science, technology, engineering and mathematics subjects.  
 Population: Domestic NSW residents who enrolled in an undergraduate course in 2011 and previous years.  
 Data source: Department of Industry, Higher Education Statistics Collection (Student Collection), unpublished data.

**Table 3.3 Undergraduate STEM enrolments, NSW, 2012**

	Share of women's enrolments	Share of men's enrolments
<b>Natural and physical sciences</b>	<b>7.3</b>	<b>9.6</b>
Natural and physical sciences	2.1	3.0
Mathematical sciences	0.2	0.6
Physics and astronomy	0.0	0.1
Chemical sciences	0.1	0.1
Earth sciences	0.1	0.2
Biological sciences	1.6	1.7
Other natural and physical sciences	3.3	3.9
<b>Information Technology</b>	<b>0.7</b>	<b>5.2</b>
Information technology	0.1	0.5
Computer science	0.2	1.4
Information systems	0.2	1.9
Other Information technology	0.2	1.4
<b>Engineering and related technologies</b>	<b>1.5</b>	<b>12.1</b>
Engineering and related technologies	0.3	3.5
Manufacturing engineering and technology	0.0	0.0
Process and resources engineering	0.2	1.0
Automotive engineering and technology	0.0	0.0
Mechanical and industrial engineering and technology	0.2	1.4
Civil engineering	0.3	2.0

# Education and learning

	Share of women's enrolments	Share of men's enrolments
Geomatic engineering	0.0	0.1
Electrical and electronic engineering and technology	0.1	1.4
Aerospace engineering and technology	0.0	0.4
Maritime engineering and technology	0.0	0.1
Other engineering and related technologies	0.3	2.3
<b>Architecture and building</b>	<b>1.4</b>	<b>3.4</b>
Architecture and urban environment	1.2	1.5
Building	0.1	1.9
<b>Agriculture, environmental and related studies</b>	<b>1.1</b>	<b>1.4</b>
Agriculture, environmental and related studies	0.0	0.0
Agriculture	0.4	0.4
Horticulture and viticulture	0.0	0.0
Forestry studies	0.0	0.0
Environmental studies	0.6	0.9
Other agriculture, environmental and related studies	0.0	0.1
<b>Health</b>	<b>15.9</b>	<b>9.0</b>
Health	0.4	0.2
Medical studies	1.7	2.0
Nursing	6.8	1.5
Pharmacy	0.6	0.4
Dental studies	0.3	0.3
Optical science	0.1	0.1
Veterinary studies	0.5	0.2
Public health	0.2	0.1
Radiography	0.4	0.3
Rehabilitation therapies	2.0	1.0
Complementary therapies	0.3	0.1
Other health	2.5	2.6
<b>Society and culture</b>	<b>4.2</b>	<b>2.0</b>
Behavioural science	4.2	2.0
<b>Total STEM subjects</b>	<b>32.0</b>	<b>42.7</b>
<b>Total non-STEM subjects</b>	<b>68.0</b>	<b>57.3</b>
<b>Total course enrolments</b>	<b>100</b>	<b>100</b>

Note: STEM enrolments are enrolments by domestic students in science, technology, engineering and mathematics fields of education. Behavioural science is considered a STEM subject despite falling within the Society and Culture study area.

Population: Domestic NSW students who gave NSW as their permanent home location and who enrolled in an undergraduate course in 2012.

Data source: Department of Industry, Higher Education Statistics Collection (Student Collection), unpublished data.

# Education and learning

## Topic 5 Employment outcomes

The completion of formal education may signify the beginning of a woman or man's career, a change in career path or simply a formalisation of a set of skills. For those who have completed a formal education the aim is usually employment in a job or at a level commensurate with their studies. This topic focuses 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 who have finished a bachelor degree.

### 5.1 VET graduates working in their field of study

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

Women's status compared to men	<p>In 2013, 28 percent of NSW women aged 20 to 64, who hold VET qualifications, were working in the same occupation as their training. This compares with 37 percent of men in the same age group.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>• Amongst VET graduates aged 20 to 64 years, women are 9 percentage points less likely than men to work in a field for which their training was intended.</li></ul>
The direction of change over time	<p>There has been little change for women since 2009, with figures ranging between 27 and 28 percent. Among men, results have fluctuated between 37 and 43 percent.</p>
How does NSW compare?	<p>Both women and men in Australia have a better match between training and their occupation six months after graduating than those in NSW and there is a smaller gender gap (9 percentage points in NSW compared to 6 percentage points Australiawide).</p> <p>In 2013, 33 percent of Australian women aged 20 to 64, who hold VET qualifications, worked in the same occupation as their training. This compared with 39 percent of men in the same age group.</p> <p>Of all the states and territories, NSW has the lowest percentage of women aged 20 to 64 with VET qualifications working in the same occupation as their training. All other states and territories have values of 30 percent and above, with the highest being TAS, WA and QLD (37, 36 and 34 percent respectively).</p> <p>Women slightly outperform men in SA, WA and ACT and are 6 percentage points higher than men in NT.</p>
Tracking subgroups of women	<p>Young men have a better match between training and their occupation than women and men of other age demographics. See Figure 3.11.</p> <p>In 2013, 24 percent of NSW Aboriginal women aged 20 to 64 who held VET qualifications, worked in the same occupation as their training. This compares with 22 percent of men in the same age group; in other words, Aboriginal women had a better match between training and their occupation six months after graduating than Aboriginal men, which was not true for the non-Aboriginal population.</p>

NCVER defines the 'same occupation' by 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

# Education and learning

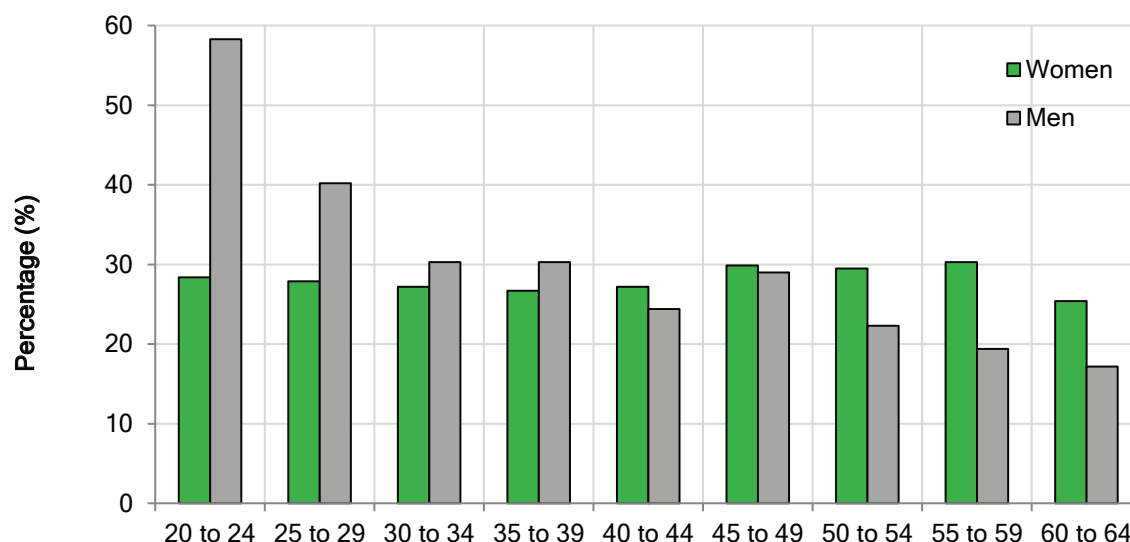
training are available from 2009. The data reported here is for the age group 20 to 64 years. In previous *Women in NSW* reports, both modular completers and graduates were included in the data. The data in this years' report exclude modular completers, looking at graduates only.

Year collected: 2013.

Data source: NCVER, *Student Outcomes Survey 2013*, unpublished data.

More information is available: [www.ncver.edu.au](http://www.ncver.edu.au)

**Figure 3.11 People working in their field of study by age, NSW, 2013**



Note: The figure shows the percentage of female and male VET graduates working in the same occupation as the intended occupation for the training course they undertook, six months after completing the course.

Population: VET graduates aged 20 to 64.

Data source: NCVER *Student Outcomes Survey 2013*, unpublished data.

## 5.2 The graduate salary gap

### Median starting salaries for young graduates

Women's status compared to men	<p>In 2013, the median starting salary for NSW 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 \$55,000.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>The graduate salary gap between NSW men and women is around 9 percent or \$5,000 per year.</li> </ul>
The direction of change over time	<p>Both women's and men's starting salaries in 2013 were the same as they were in 2012.</p> <p>The average starting salaries of women grew consistently from 2002 to 2011 whereas the starting salaries of men fluctuated. From 2011 to 2013, women's starting salaries have remained at \$50,000 while men's increased from \$54,000 in 2011 to \$55,000 in 2012. See Figure 3.12.</p>



# Education and learning

## How does NSW compare?

In 2013, the median starting salary for Australian women aged less than 25 with a bachelor's degree in their first full-time job was \$51,600 per year. The median earnings of their male counterparts was \$55,000. Nationally women fair better than they do in NSW while men perform at the same level resulting in a smaller gender gap (\$3,400 compared to \$5,000).

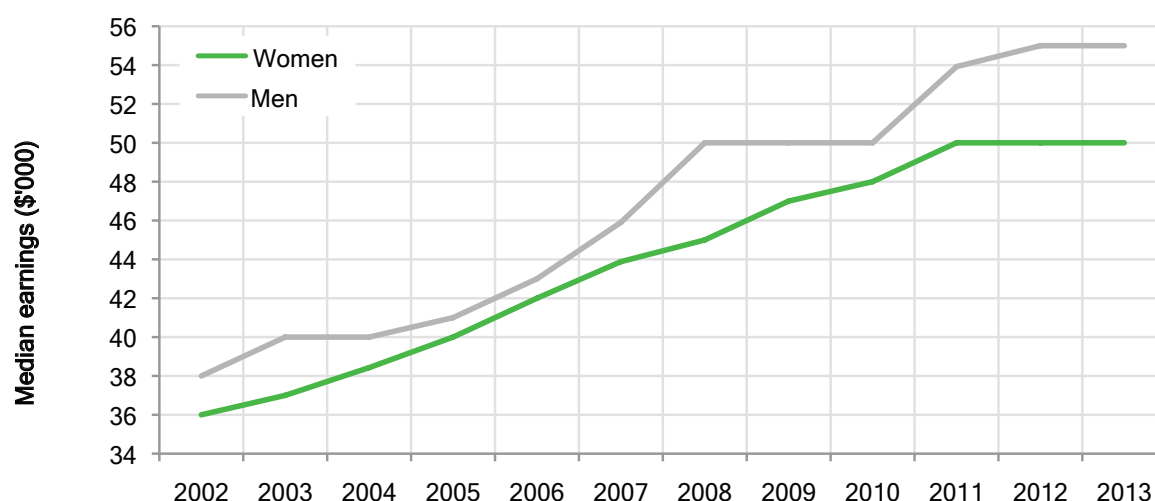
The *Australian Graduate Survey*, undertaken annually since 1972, surveys new graduates from all Australian universities, and a number of higher education institutes and colleges, approximately four months after they complete the requirements for their awards. Data shown in this indicator is an average across all disciplines and does not necessarily mean that women are paid less than men in each field.

Year collected: 2013 and previous years.

Data source: Graduate Careers Australia, *Australian Graduate Survey, 2013*, unpublished data.

More information is available: [www.graduatemcareers.com.au](http://www.graduatemcareers.com.au)

**Figure 3.12 Median starting salaries after graduation, under 25, NSW, 2002–13**



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

Data source: Graduate Careers Australia, *Australian Graduate Survey, 2013*.

## Topic 6 Lifelong learning

Much of vocational and higher education takes place in the years following school and immediate post-school study. This topic focuses on the further education and training people undertake throughout their lifetime. Indicator 6.1 refers to work-related training and education that people already employed are doing to improve their skills in their current job, move into new positions and/or meet professional or occupational standards. Indicator 6.2 considers people's participation in government-funded adult education.

# Education and learning

## 6.1 Work-related learning

### Participation in structured work-related learning in the last 12 months by employed people

<b>Women's status compared to men</b>	<p>NSW working women aged 15 to 64 years undertake work-related training slightly more frequently than men: 35 percent of them did so in 2012 compared with 29 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women's participation in work-related training is 6 percentage points higher than men's.</li> </ul>
<b>The direction of change over time</b>	<p>From 2007 to 2012, the participation levels have varied. From 2007 to 2009, men's participation rates were higher than women's but since then women have been undertaking more work-related learning than men. See Figure 3.13.</p>
<b>How does NSW compare?</b>	<p>Women perform just as well on a national level as they do in NSW, however, the gap between men and women is 1 percentage point smaller due to men performing better nationally than they do in NSW (30 percent compared to 29 percent).</p>

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

Year collected: 2012 and previous years (measure available annually from 2002 onward).

Data source: HILDA survey, Release 12.0 and earlier years, weighted data.

More information is available at [www.melbourneinstitute.com/HILDA](http://www.melbourneinstitute.com/HILDA)

**Figure 3.13 Participation in work-related learning by sex, NSW, 2007–12**



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

Population: People aged 15 to 64 years who are currently employed, or have been employed during the last 12 months.

Data source: HILDA survey, Release 12.0, data weighted on a household basis.

# Education and learning

## 6.2 Participation in adult and community education

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

Women's status compared to men	<p>Women in NSW make up the majority of enrolments in government-funded adult and community education (ACE) courses in NSW. In 2012, they accounted for 67 percent of total enrolments, or 156,870 out of 233,506.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>There were just over twice as many women than men enrolled in government-funded adult and community education.</li> </ul>
The direction of change over time	<p>Women have made up a consistent percentage of ACE enrolments in recent years, namely two-thirds of total enrolments each year between 2007 and 2012.</p>
Tracking subgroups of women	<p>Compared to the NSW population, Aboriginal women are slightly overrepresented in ACE. Nearly 4 percent of ACE enrolments are Aboriginal women compared to 2.5 percent of the total population.</p> <p>Women who speak a language other than English at home and women with a disability are represented in government-funded ACE at levels slightly below their population share.</p>

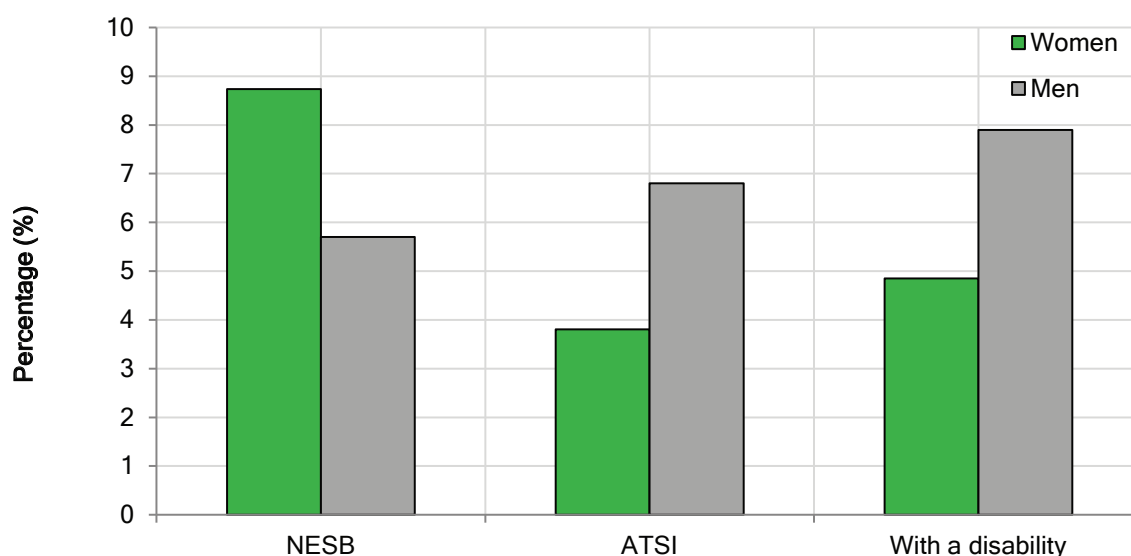
NSW's community colleges provide a primary network for the delivery of community education, specialising in adult learning courses that may, but do not always, lead to a formal educational qualification. The statistics reported on are for total enrolments in ACE providers that attract government funding. In 2012, there were 46 reporting ACE providers.

Year collected: 2012.

Data source: Adult and Community Education Statistics, unpublished data.

More information is available: [www.ace.nsw.gov.au](http://www.ace.nsw.gov.au)

**Figure 3.14 Participation in adult and community education by subgroup, NSW, 2012**



Note: Non English speaking background (NESB) and Aboriginal and Torres Strait Islander (ATSI).

Population: People aged 15 to 64 years who are undertaking adult and community education.

Data source: Adult and Community Education Statistics, unpublished data.

# Education and learning

## Conclusion

NSW women's performance in education closely mirrors women's results at a national level. Results are often within a few percentage points of each other, with trends typically tracking in the same direction. This means that when we compare Australia's performance with that of other countries, we are also shedding light on how NSW performs compared to international norms.

In terms of year 12 completion for women, Australia is ranked 23<sup>rd</sup> out of the 34 OECD countries, just below the OECD average. Seventy-three percent of Australian women aged 25 to 64 had attained an upper secondary education (completion of year 12 or equivalent) in 2011 compared to 74 percent of OECD women as a whole. For women aged 25 to 34, Australia's results were slightly above the OECD average (86 compared to 84 percent), ranking Australia 19<sup>th</sup> among the OECD countries.<sup>1</sup>

Despite this mid-ranked performance in year 12 completion, Australia has above-average outcomes for women in higher education. In 2011, 42 percent of Australian women had completed a tertiary education which is 9 percentage points higher than the OECD average (33 percent). A tertiary education is defined as post-secondary education following completion of a secondary education. Of all OECD countries, Australia ranks 10<sup>th</sup> being only marginally lower than those who placed 4<sup>th</sup> to 9<sup>th</sup> (Japan 46 percent, Finland 46 percent, Estonia 45 percent, United States 45 percent, New Zealand 44 percent and Norway 42 percent). Fifty-one percent of women aged 25 to 34 had completed a tertiary education in 2011, placing Australia in 9<sup>th</sup> place.

As in Australia, the number of women (and men) choosing science, technology, engineering and mathematics courses is an issue of concern for the OECD, and is tracked by it. As we have seen, NSW women's participation in STEM courses is low at school and continues to lag behind men's at university, with only 32 percent taking a STEM course in 2012.

Internationally, Australian women's performance in higher education STEM is slightly below the OECD average. In 2011, women accounted for 25 percent of engineering, manufacturing and construction, 37 percent of science and 39 percent of mathematics and statistics completions. For the same period the OECD average shares were 26, 41 and 43 percent respectively.

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<sup>1</sup> OECD, Gender Data Portal, *Indicators of Gender Equality in Education* available at <http://www.oecd.org/gender/data/indicatorsofgenderequalityineducation.htm> accessed 17 July 2014.





# Chapter four

## Work and financial security



**Alice Sila**

Winner of the 2014 NSW Women in Mining  
Rising Star Award.

Photographer: Greg Totman, Illawarra Mercury

# Work and financial security

## Key findings

The long-term trend towards greater participation in paid work continues among NSW women. In 2014 some 57 percent of women in NSW participated in the labour force, compared with 69 percent of men. This gender gap of 12 percentage points has reduced considerably since 1978, when it stood at 36 percent. The closing of the gap reflects both a reduction in the male participation rate as well as an increase in the female participation rate.

While the unemployment rate for NSW women was the same as for men, women fared worse when it came to underemployment. In particular, when it comes to underutilisation, which measures unemployment, underemployment and marginal attachment to the labour force, women in NSW have higher rates than men. Their underutilisation rate in 2013 was 3.7 percentage points higher than men's.

Casual employment remains a substantial part of women's working lives, with 26 percent of women in NSW employed in casual jobs in 2013. This is some 5 percentage points higher than for men, though this gap has narrowed slightly during the last year.

When it comes to working in the home, women continue to shoulder the burden of unpaid household work. Women in NSW spent an average of 41 hours per week on household duties in 2012 (the latest year available) compared to men's contribution of 28 hours. There has been little significant change in households' use of childcare to support their paid work over the past decade. Nevertheless, the gender gap in hours spent on household duties did shrink by 5 hours between 2011 and 2012, with women reducing their hours and men increasing theirs.

When it comes to long hours of **paid** work, alternatively, men are more likely to work 45 hours or more per week. This is true for the total employed population and also for people of child-rearing age, though the gender gap is smaller for the second group.

Not surprisingly, women feel the impact of the 'double shift' and reported high levels of time stress. Some 63 percent of women with dependent children who were working full-time reported feeling rushed or pressed for time 'almost always' or 'often'. By contrast, the figure for men was only 48 percent. On a more positive note, the figures for women in 2012 (the latest year available) did show a fall from the previous year (when 68 percent reported time stress).

The workforce in NSW remains strongly segmented along both occupational and industry lines, but the long-term trend shows this segmentation slowly breaking down in some areas. Women are strongly concentrated in three main areas: clerical and administrative occupations; community and personal service workers; and sales workers. This picture has not changed over the last 15 years or so. On the other hand, women continue to improve their share of managerial and professional occupations. In some areas, such as the semi-skilled blue-collar occupations, women have been losing their share over time, although there has been a significant increase since last year's report in women working in the mining industry.

The extreme gender segregation of the workforce is one of the main reasons for the size of the gender pay gap, which remains remarkably large. Among full-time adult workers, men in NSW earned 14 per cent more than women in 2013. This amounted to \$205 more each week. However, as in previous years, the gender pay gap is lower in NSW than in Australia, where it was 17 percent for the same period (November 2013).



# Work and financial security

Women remained locked into low-paid jobs, something evident in the distribution of earnings among the full-time adult workforce. While 16 percent of women in full-time work are in the bottom decile (tenth) of annual earnings, only 9 percent of men in full-time work are found in this decile. Women's representation at the bottom end of the earnings distribution has worsened over the last decade, while the proportion of women in the top 5 percent of earners slightly increased from 0.8 percent in 2001 to 2 percent in 2012.

## 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 align with state, national and international goals and benchmarks, and some comparisons are given in the conclusion. The topics covered in this chapter relate to State Plan Goal 1: Improve the performance of the NSW economy.

### NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

#### Goal 1: Improve the performance of the NSW economy

The NSW Government seeks to increase economic growth, stimulating investment and employment. There are specific industry growth targets in critical industries including professional services, manufacturing, digital economy and international education and research.

The indicators used in this year's report are shown below. Note that data for some indicators used in previous years are not available this year. A full list of indicators from all years is in the Introduction. The most recent available data is used throughout.

#### Work and financial security topics and indicators

Topic	Indicators
Topic 1: Workforce engagement	1.1 Workforce participation 1.2 Unemployment and underutilisation
Topic 2: Workforce security	2.1 Casual employment 2.2 Part-time employment
Topic 3: Balancing work and caring responsibilities	3.1 Use of Parental Leave Pay by NSW parents 3.2 Childcare 3.3 Unpaid household work 3.4 Long hours in paid work 3.5 Feeling rushed
Topic 4: Workforce segregation	4.1 Occupational segregation 4.2 Industry segregation 4.3 Non-traditional jobs for women
Topic 5: Gender pay gap	5.1 Average weekly earnings 5.2 Annual earnings 5.3 Public sector annual earnings
Topic 6: Financial security	6.1 Housing stress

# Work and financial security

## Topic 1 Workforce engagement

This section reports on women's participation rate in the paid labour force (made up of the employed and the unemployed) and on participation in paid employment which is measured separately.

The third indicator combines unemployment and underutilisation, which are measures of whether people who want a job are able to find one and whether they get the number of hours of work they would like (the underutilisation rate).

Each indicator tells a slightly different story.

### 1.1 Workforce participation

#### Labour force participation and employment participation rates

Women's status compared to men	<p>In January 2014, 57 percent of NSW women were participating in the labour force (that is, they were either employed or looking for work). This compares to 69 percent of NSW men.</p> <p>Of the NSW adult population, 53 percent of NSW women were employed (part or full-time) compared with 65 percent of NSW men.</p> <p><b>Gender gaps</b></p> <ul style="list-style-type: none"><li>• Women's <b>labour force participation</b> rate is 12 percentage points lower than men's.</li><li>• Women's <b>employment rate</b> is 12 percentage points lower than men's.</li></ul>
The direction of change over time	<p>The gender gap in both the labour force participation rate and the employment rate reduced slightly (by 1 percentage point) between 2013 and 2014.</p> <p>The labour force gender gap has closed significantly over time because men have been participating less in the labour force, as well as because women have been participating more (see Figure 4.1).</p>
How does NSW compare?	<p>NSW falls slightly behind the national figures: 58 percent of women nationally were participating in the labour force and women's national employment rate was 55 percent in 2014.</p> <p>The gender gaps at the national level were, however, almost the same as the NSW gender gaps.</p>

# Work and financial security

Tracking subgroups of women	<p>This year, the publication of the <i>ABS Disability, Ageing and Carers, 2012</i> survey allows us to report on people with disability and carers (people providing informal care to an older person or someone with disability).</p> <p>In 2012, 30 percent of women with a profound or severe core activity limitation participated in the labour force compared to 46 percent of women with any reported disability and 74 percent of NSW women aged 15 to 64 years without any disability.</p> <p>Among men, the participation rate at 55 percent was higher than women's for the group with any disability but at 24 percent was lower than women's for those with a profound or severe core activity limitation.</p> <p>Women who are primary carers for people with disability or elderly people have much lower participation rates (45 percent) and employment rates (43 per cent) than other women (see Table 4.1 below).</p> <p>The workforce engagement of female carers has edged up slightly since the last available figures in 2009, but still remains relatively low.</p> <p>Across the lifespan, the gender gap varies considerably. It is greatest among women and men of child-bearing age and among the older age groups (see Figure 4.2).</p> <p>It is worth noting that compared to last year, NSW women in the age groups 35 to 44 and 45 to 54 years have increased their labour force participation rate by 2 percentage points, more than women of other ages.</p>
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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 is a ratio of those people who are currently employed (have worked in a paid job for at least one hour during the last week) to the civilian population aged 15 years and over.

Year collected: January 2014 except for data on people with disability and carers which is from 2012.

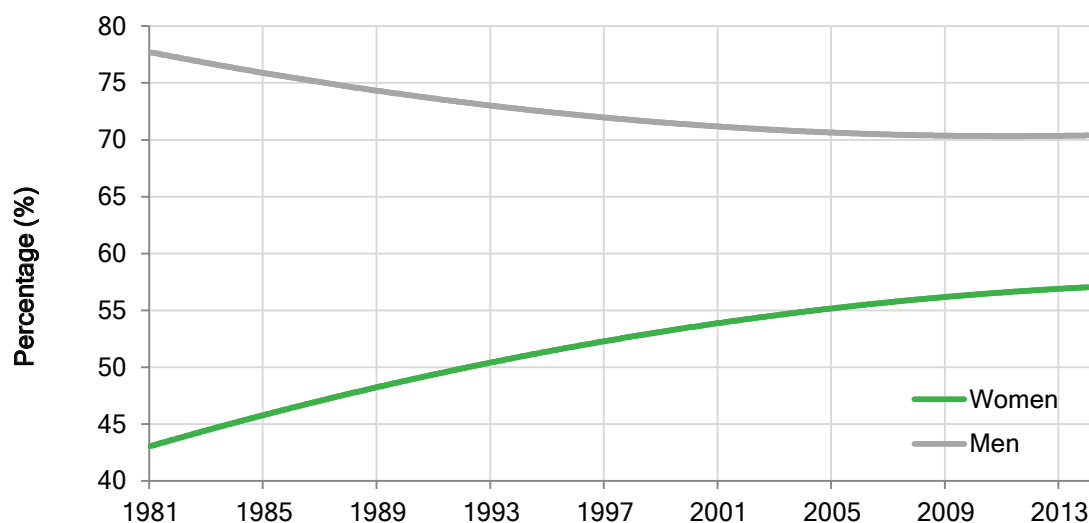
Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0. Trend series data (except for the denominator in the NSW employment rate which is original data). ABS (2013) *Disability, Ageing and Carers, Australia, 2012*. Cat no. 4430.0.

ABS (2014) *Labour Force, Australia, Detailed, February 2014*. Cat no. 6291.0.55.001. Tables 9 and 16.

More information is available: [www.abs.gov.au](http://www.abs.gov.au) Understanding Labour Force page.

# Work and financial security

**Figure 4.1 Labour force participation rate by sex, NSW, 1981 – 2013**



Note: A trend line is shown, smoothing year-to-year fluctuations.

Population: Civilian population of NSW aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia*, Cat no. 6202.0. Trend series data.

**Table 4.1 Workforce participation of women who are carers, NSW, 2012**

	Women	
	Primary carers %	Total carers %
Labour force participation rate	45	58
Employment rate	43	52

Note: A carer is someone who provides ongoing (or potentially ongoing) informal help or supervision to someone who has disabilities or long-term health conditions or a person who is elderly. A primary carer is someone who provides assistance for one or more of the core activities: communication, mobility and self-care.

Population: Female carers aged 15 to 64 years living in households.

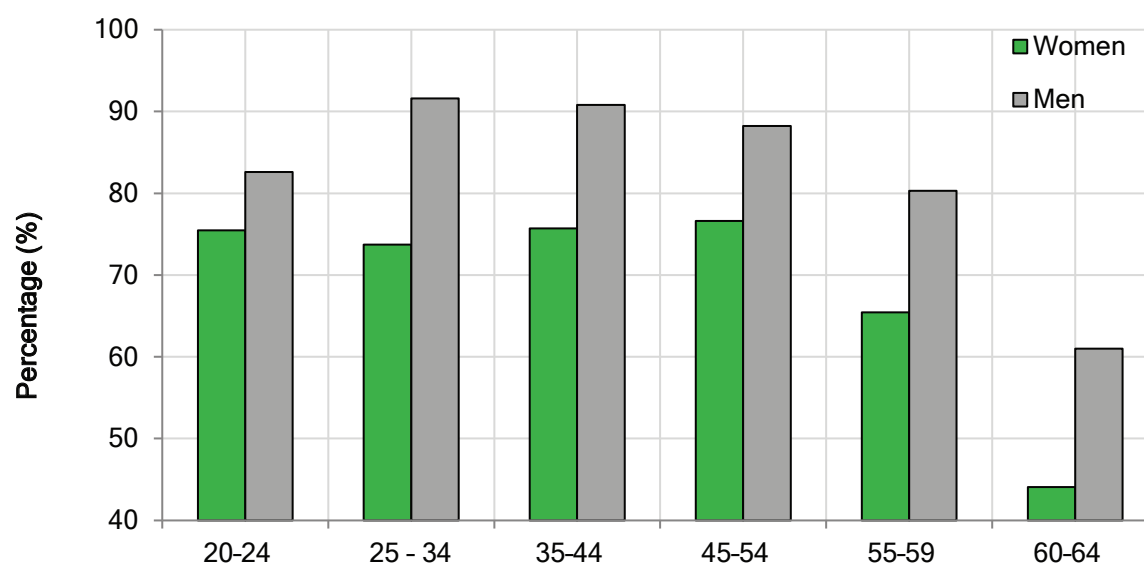
Data source: ABS *Disability, Ageing and Carers, Australia, Additional data cubes 2012, Australia*.

Cat no. 4430.0.55.009 (previously 2009).



# Work and financial security

Figure 4.2 Labour force participation rate by sex and age, NSW, 2013–14



Population: Civilian population of NSW aged 20 to 64 years.

Data source: ABS *Labour Force, Australia*, February 2013 to January 2014, Cat no. 6202.0.

Supercube ST GM1.

## 1.2 Unemployment and underutilisation

### Rates of unemployment and underemployment (people wanting more hours of work)

Women's status compared to men	<p>In January 2014, NSW women's unemployment rate was similar to men's: 5.8 percent for women compared to 5.9 percent for men.</p> <p>However, underutilisation (adding in people who wanted to work more hours) was higher for women at 15.8 percent compared to 12.1 percent of the labour force for men (November 2013 figures).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>There was no gender gap in unemployment but women experienced 3.7 percentage points more underutilisation in the labour force than men.</li> </ul>
The direction of change over time	<p>While unemployment rates have changed little since 2013, the underutilisation rates for women and men have deteriorated considerably since last year's report (see Figure 4.3).</p> <p>The underutilisation rate has increased by 2.1 percentage points for women and 1.6 percentage points for men.</p>
How does NSW compare?	<p>The situation in NSW is the same as for Australian women as a whole, with the national unemployment rate for women at 5.8 percent and the underutilisation rate at 15.7 percent.</p>
Tracking subgroups of women	<p>While the gender gap varies over time, women and men in non-metropolitan areas both tend to experience higher rates of unemployment than those in the Sydney metropolitan area (see Figure 4.4 below).</p> <p>However, rates fluctuate and towards the end of 2013, the unemployment rates of metropolitan women climbed higher than those of their regional counterparts.</p>

The proportion of people in the paid labour force who are unemployed and underemployed is reported in this indicator. The unemployed are people who were actively looking for work and available to start

# Work and financial security

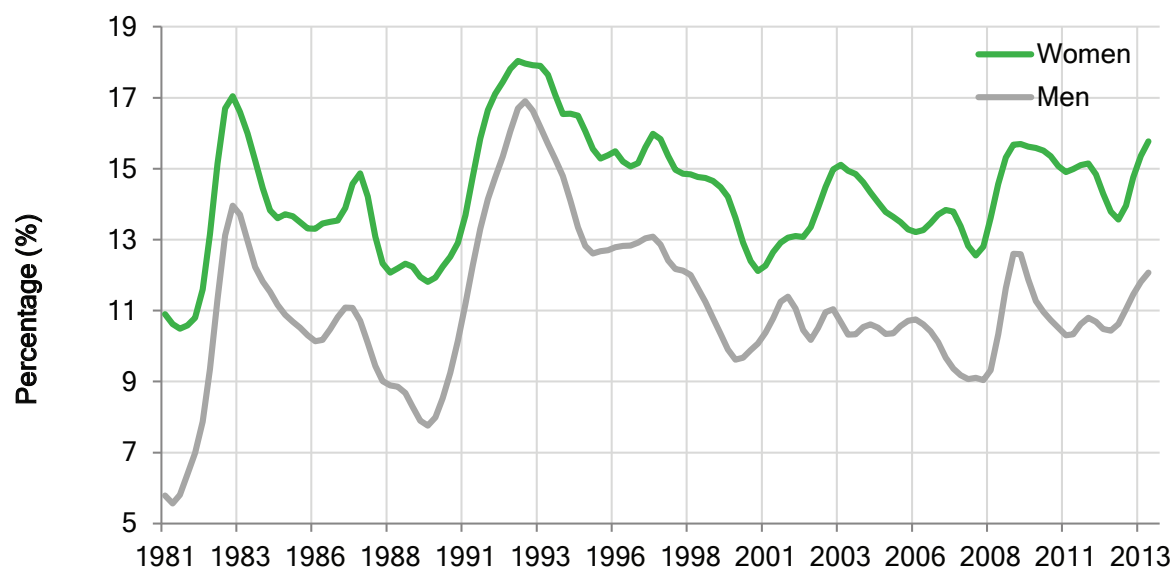
immediately. The underemployed are those who are already working (part-time and full-time) and would like to, and are able to within four weeks, work more hours. These two groups together are referred to as people who are underutilised in the labour force.

Year collected: January 2014 for unemployment rates, November 2013 for underutilisation rates.

Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0. Trend series. ABS (2014) *Labour Force, Australia, Detailed, February 2014*. Cat no. 6291.0.55.001, Table 23.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)

**Figure 4.3 Labour force underutilisation by sex, NSW, 1981–2013**

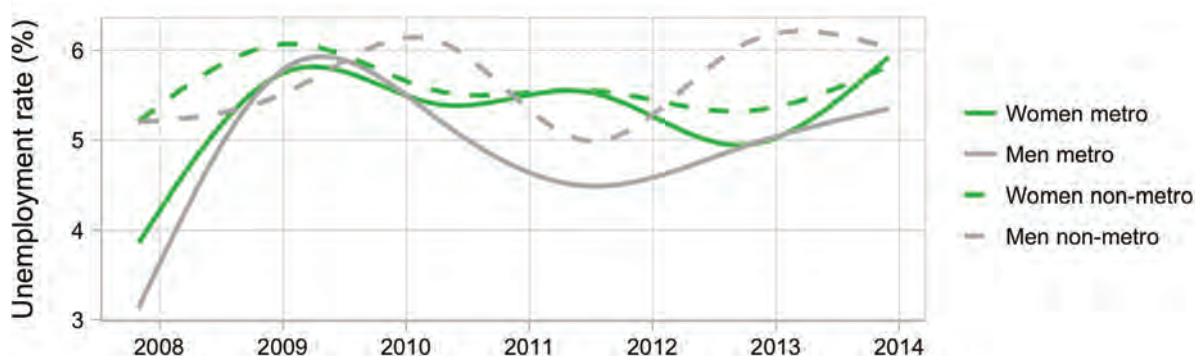


Note: Underutilisation refers to people who are underemployed or unemployed.

Population: Civilian population 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, February 2014*. Cat no. 6202.0. Tables 22 and 23 Labour underutilisation by State and Sex, Trend series.

**Figure 4.4 Unemployment rates by sex and location, NSW, 2007–13**



Note: Metro is defined as Sydney Major Statistical Region and non-metro is defined as the balance of the state. Data series are smoothed to produce trends.

Population: Civilian population 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, Detailed, February 2014*. Cat no. 6291.0.55.001, Table 16, Labour Force Status by Regions and Sex, Original series.

# Work and financial security

## Topic 2 Workforce security

Security of employment is critical to women's long-term wellbeing, since it guarantees a reliable income and opens the prospect for home ownership. This section reports on casual employment and part-time employment, which are closely linked. Women form the majority of employees in both categories of work, with part-time work the signature feature of women's paid work experience in Australia once they become parents.

While the gender gap in the incidence of casual work has been closing, more than a quarter of women in NSW remained employed on a casual basis.

### 2.1 Casual employment

#### Participation in jobs without paid leave entitlements

<b>Women's status compared to men</b>	<p>In 2012, 26 percent of NSW employed women worked on a casual basis, compared to 21 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>The gender gap for casual work in NSW is 5 percent.</li></ul>
<b>The direction of change over time</b>	<p>The incidence of casual work among women has reduced slightly since 2011 (the last reported date) down from 28 percent to 26 percent in 2012. This narrows the gender gap by 2 percentage points.</p> <p>As Figures 4.5 and 4.6 show, casual employment is now more common among men than women within the populations of part-time workers and full-time workers.</p> <p>Women however still make up the majority of casual employees (54 percent) since the female part-time worker population is so much larger than the male part-time worker population.</p>
<b>How does NSW compare?</b>	<p>The incidence of casual work among women in NSW (26 percent) is almost the same as the national figure (27 percent).</p>

The ABS defines casuals as employees who do not have paid 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 this group excludes a proportion (around 11 percent) of owners/managers who are estimated to be 'fixed term' or temporary workers operating as contractors.

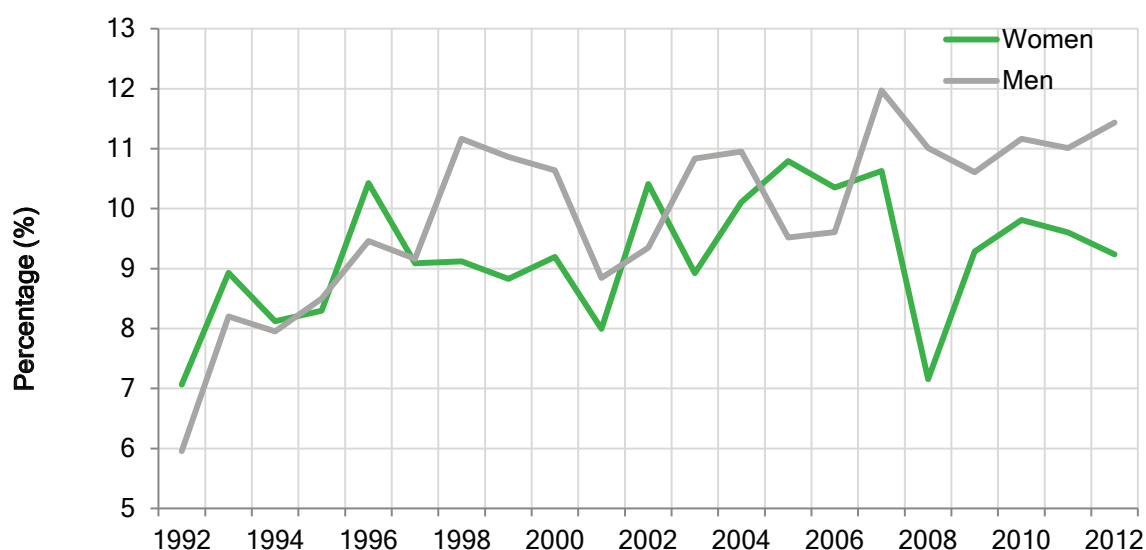
Year collected: 2012.

Data source: ABS (2013) *Australian Labour Market Statistics, July 2013*. Cat no. 6105.0.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)

# Work and financial security

**Figure 4.5 Casual work among full-time workers by sex, NSW, 1992–2012**

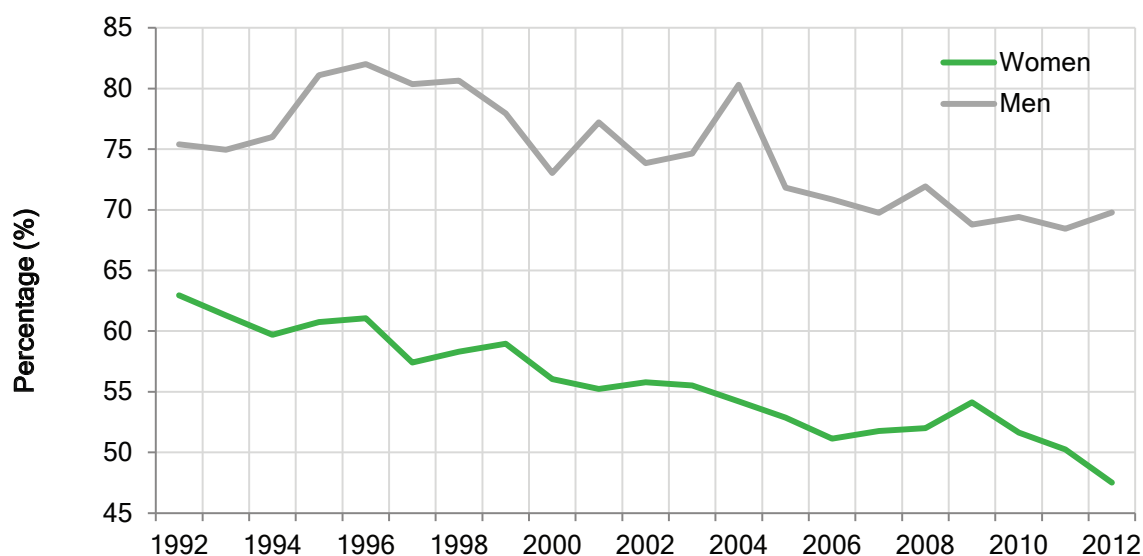


Note: The ABS defines casuals as employees who do not have paid leave entitlements, such as sick leave and holiday leave. It should be noted that this group excludes a proportion (around 11 percent) of owners/managers who are estimated to be 'fixed term' or temporary workers operating as contractors.

Population: NSW casual employees population aged 15 years and over.

Data source: ABS (2013) *Labour Market Statistics*. Cat no. 6105.0, Table 2.

**Figure 4.6 Casual work among part-time workers by sex, NSW, 1992–2012**



Note: The ABS defines casuals as employees who do not have paid leave entitlements, such as sick leave and holiday leave. This graph shows the percentage of part-time workers who are casual, but note that there are 1.7 times more female part-time workers than male part-time workers.

Population: NSW civilian workforce aged 15 years and over.

Data source: ABS (2013) *Labour Market Statistics*. Cat no. 6105.0, Table 2.

# Work and financial security

## 2.2 Part-time employment

### Participation in employment of less than 35 hours per week

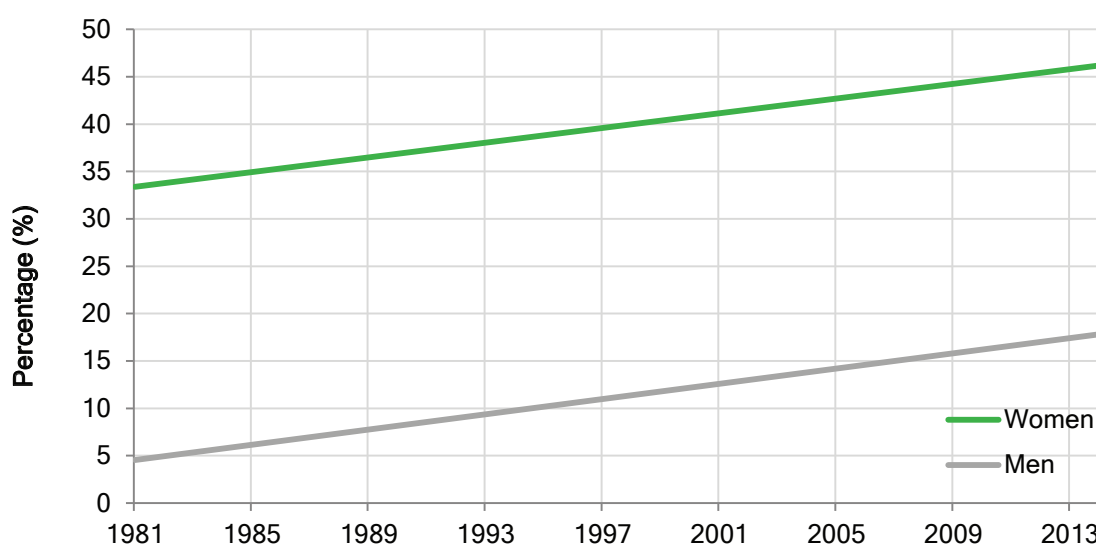
Women's status compared to men	<p>In 2014, 46 percent of NSW employed women worked part-time, compared to 18 percent of men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>The gender gap for part-time work in NSW is 28 percent.</li> </ul>
The direction of change over time	<p>The situation with part-time women is largely unchanged, up 1 percentage point since last year's report.</p> <p>The incidence of part-time work among men has increased slightly, up 2 percentage points since 2013.</p> <p>Historically, part-time work has been steadily increasing for both women and men (see Figure 4.7).</p>
How does NSW compare?	<p>The NSW and national figures are basically the same, at 46 percent for women and 17 percent for men.</p>

The ABS defines part-time workers as employed people who usually work less than 35 hours a week and who did so during the reference period for the survey.

Population: NSW part-time employees population aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0.

**Figure 4.7 Part-time employment by sex, NSW, 1981–2014**



Note: The ABS defines part-time workers as employed people who usually work less than 35 hours a week and who did so during the reference period for the survey.

Population: NSW civilian workforce aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia, January 2014*. Cat no. 6202.0.



# Work and financial security

## Topic 3 Balancing work and caring responsibilities

Balancing paid employment with unpaid caring and household responsibilities is challenging, especially for parents whose children are young. The data shows parents are juggling the number of hours they devote to paid and unpaid work and also how many hours they spend on different aspects of caring and housework. The patterns in each of these have changed considerably over time.

The extent of flexibility people have within their paid and unpaid roles, and how much assistance they have in the form of childcare and other support are other variables in the balance.

The topic of balancing work and caring has been a work-in-progress since the first *Women in NSW* report in 2012. Use of government-provided Parental Leave Pay by NSW parents is reported for the second time at Indicator 3.1. Last year, in response to user feedback, we added indicators on childcare and this year we retain these at Indicator 3.2 but have switched to a new annual data source. The flexible work indicators, also new last year, do not have new data available this year with the exception of women's take-up of paid parental leave payments.

For the first time, this year we report on people working long hours of paid employment at Indicator 3.4. This indicator provides an interesting companion indicator to 3.3, which reports on how many hours of **unpaid** work parents do, and indicator 3.5, feeling rushed. While the indicator which reports on people working long hours has an age-based population, rather than looking just at parents, the age group selected (25 to 44 years) is the primary child-rearing age group and was selected for this reason.

### 3.1 Use of Parental Leave Pay by NSW parents

#### Use by NSW parents of the Parental Leave Pay scheme

Women's status compared to men	For roughly 43 percent of registered births in NSW in 2012–13, parents claimed Parental Leave Pay to provide income support during pregnancy or while they cared for their new baby. This equated to 42,820 parents. Almost all were mothers, although Parental Leave Pay is also available to fathers if they become the primary carer of the child.  Women made up 99.5 percent of those claiming the payment in 2012–13.
The direction of change over time	Last year (the second year since the scheme's inception in 2011) NSW parents took up the scheme at a similar rate. The total number has risen by 1,545 – from 41,275 in 2011–12 to just over 42,820 in 2012–13. The share of total registered NSW births has risen by just over 1 percentage point.  Just 0.5 percent of NSW recipients are male, which is the same as the percentage nationally.
How does NSW compare?	NSW expectant and new parents made up 33 percent of the total number of people using Parental Leave Pay in 2012–13.  This is consistent with their share of the national population.

A national scheme providing up to 18 weeks of Parental Leave Pay at the rate of the minimum wage was introduced in January 2011. Only people meeting work and income tests are eligible. Also, as a result of multiple births, a close correspondence between registered births and claimants would not be expected.

Year collected: 2012–13 (measure available from 2011–12). Births data is for 2012.

Data source: Department of Social Services, Parental Leave Pay unpublished data. Registered births data is from ABS (2013) *Births, Australia, 2012*. Cat no. 3301.0.

More information is available at [www.humanservices.gov.au](http://www.humanservices.gov.au)

# Work and financial security

## 3.2 Childcare

### Consideration and use of formal and informal childcare by households

Household status	<p>This indicator is different to others because it is based on the household as the unit of analysis. There is no separate gender indicator.</p> <ul style="list-style-type: none"> <li>• 43 percent of households with children under 15 years of age thought about using childcare to support paid work in NSW in 2012.</li> <li>• 39 percent of households actually did use childcare to support paid work.</li> </ul>
The direction of change over time	<p>The usage of childcare by NSW households fluctuated over the last decade but there is no clear upward or downward trend.</p> <p>There was a peak in usage in the mid 2000s, when 44 percent (in 2006) of households reported using paid childcare to support paid work. The current percentage (39 percent) is 2 percentage points higher than a decade ago in 2002.</p> <p>Trends in the percentage considering using childcare tend to reflect actual usage rates.</p>
How does NSW compare?	<p>Overall, the percentages of households considering and using childcare in NSW are slightly lower than for Australia as a whole. Nationally, 44 percent of households considered using childcare and 42 percent actually used childcare for the purpose of paid work in 2012 (see Table 4.2).</p> <p>The NSW and national figures vary significantly in the bottom income quintile – the households that fall into the lowest 20 percent in terms of their total annual income. For this group, the NSW figures are lower than the national average (but note that survey results vary year-to-year). Just 2 percent of NSW low-income households reported actually using childcare, while nationally 22 percent did.</p> <p>In the top quintile, NSW households were more likely to use childcare than the national average.</p>
Tracking subgroups of women	<p>There is a strong socioeconomic dimension in the use of childcare as implied above.</p> <p>Households with the lowest incomes have least access to childcare, though this partly reflects the concentration of non-working parents in low-income households. Half of households in the two top quintiles thought about using childcare. By contrast, less than 40 percent of households in the second and middle quintile thought about using childcare.</p> <p>In addition, the gap between thinking about using childcare and actually using it is smaller in the higher quintiles, suggesting that the top households have the resources to put their plans into practice.</p>

Socioeconomic data at this indicator show the percentage of each income quintile who thought about using childcare, and who actually used childcare, for purposes of paid work. Quintiles are based on household disposable income. Questions asked were of those with children aged 14 years and younger. Childcare in this question includes both formal and informal childcare, including long day care, preschool, out of school hours and vacation care, and also care by a friend or relative for free or for payment in kind.

Year collected: 2012 (measure available annually from 2002 onward).

Data source: *HILDA survey*, Release 12.0, data weighted on a household basis.

More information is available at [www.melbourneinstitute.com/HILDA](http://www.melbourneinstitute.com/HILDA)

# Work and financial security

**Table 4.2 Use of childcare for paid work, NSW and Australian households, 2012**

Income quintile	NSW		Australia	
	Thought about %	Actually used %	Thought about %	Actually used %
Bottom	8	2	28	22
Second	38	30	39	32
Middle	37	35	43	39
Fourth	49	44	49	48
Top	51	50	46	46
Total	43	39	44	42

Note: The table shows the percentage of each income quintile that thought about using childcare, and that actually used childcare, for the purposes of paid work. Quintiles are based on household disposable income.

Population: Households with children aged 14 years and younger.

Data source: *HILDA survey*, Release 12.0, data weighted on a household basis.

## 3.3 Unpaid household work

### Average weekly time parents working full-time spend in unpaid household work

<b>Women's status compared to men</b>	<p>In 2012, NSW women with dependent children who worked full-time spent 41 hours on average doing household duties each week. Men, on average, spent 28 hours on household duties each week.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women in full-time paid employment spent on average 13 hours more than men on unpaid household work each week in 2012.</li> </ul>
<b>The direction of change over time</b>	<p>Both women and men reported doing around 5 hours more household work in 2012 compared with 10 years earlier. However, between 2011 and 2012, the time spent by women on household duties dropped, while that spent by men increased (see Table 4.3).</p> <p>This narrowed the gender gap from 18 hours in 2011 to 13 hours in 2012.</p> <p>Women's increased unpaid household duties over the last decade were nearly all related to spending more time looking after children. The time they spent on other aspects of household work, such as housework, errands and outdoor work, changed little or decreased.</p> <p>Men are spending a little more time on most aspects of household work (including childcare).</p>
<b>How does NSW compare?</b>	<p>The situation in NSW closely matches that for Australia as a whole. Nationally, mothers working full-time spent 41 hours on household duties while fathers working full-time spent 27 hours.</p>

The figures are the mean hours per week spent in unpaid household work by people aged 15 to 64 years employed full-time with dependent children aged 0 to 14 years.

Year collected: 2012 and previous years (measure available annually from 2002 onward).

Data source: *HILDA survey*, Release 12.0 and earlier years, weighted data.

More information is available at [www.melbourneinstitute.com/HILDA](http://www.melbourneinstitute.com/HILDA)

# Work and financial security

**Table 4.3 Unpaid household work by sex, NSW, 2002, 2011 and 2012**

Type of work	Women (hours)			Men (hours)		
	2002	2011	2012	2002	2011	2012
Childcare	12.8	21.3	20.0	10.1	11.8	12.0
Housework	15.1	14.4	14.3	4.9	5.6	6.8
Errands	4.7	5.4	5.0	2.6	4.0	3.8
Outdoor	2.8	3.0	2.1	4.7	4.6	5.0
Total hours	35.9	44.2	41.1	22.4	26.0	27.8

Note: Unpaid household work is mean hours per week spent in activities to which people have committed because of their social relationships, including housework, household management, shopping and looking after children.

Population: People in NSW aged 15 to 64, who are employed full-time and have dependent children aged 0 to 14.

Data source: *HILDA survey*, Release 12.0 and earlier years (weighted data).

**Figure 4.8 Unpaid household work by sex, NSW, 2012**



Population: People in NSW aged 15 to 64, who are employed full-time and have dependent children aged 0 to 14.

Data source: *HILDA survey*, Release 12.0 and earlier years (weighted data).

# Work and financial security

## 3.4 Long hours in paid work

### People aged 25 to 44 years who work 45 hours or more per week in paid employment

<b>Women's status compared to men</b>	<p>In 2013, about 26 percent of women of child-rearing age who were working full-time reported working 45 hours or more per week.</p> <p>By comparison, 37 percent of men in the same age range reported working 45 hours or more per week.</p> <p>Among people of all ages the figures were quite similar. Twenty four percent of women and 39 percent of men worked long hours in 2013.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• There was a gender gap of 11 percentage points in child-rearing age people working long hours.</li> <li>• There was a gender gap of 15 percentage points in all people working long hours.</li> </ul>
<b>The direction of change over time</b>	<p>Among men, the proportion working long hours has historically been high (38 percent in 1980), whereas among women it has grown rapidly over the period from 1980 to 2000 (from 17 percent to 28 percent).</p> <p>Interestingly, over the last decade long hours of work has declined for both men and women, though it has declined more among men (see Figure 4.9).</p> <p>The gender gap has been declining since the 1990s. Since 2002 this decline has been driven more strongly by changes in men's hours of work than changes to women's.</p>
<b>How does NSW compare?</b>	<p>A slightly smaller proportion of women of child-rearing age has historically worked longer hours in NSW compared to the national figures. This difference has evaporated in recent years.</p>

Working long hours is defined as 45 hours or more per week. The 25 to 44 years age group has been selected as the group most likely to be considering, or having, children.

Year collected: 1978 to 2013.

Data source: ABS, *Labour Force, Australia*, Cat no. 6202.0. *Employed persons by actual hours worked 1978 to 2014*, Supercube em1.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)

**Table 4.4 People working long hours by sex, NSW, 1980, 2000 and 2013**

	Women %			Men %		
	1980	2000	2013	1980	2000	2013
People of child-rearing age (25–44 years)	17	28	26	38	40	37
All people	16	26	24	35	44	39

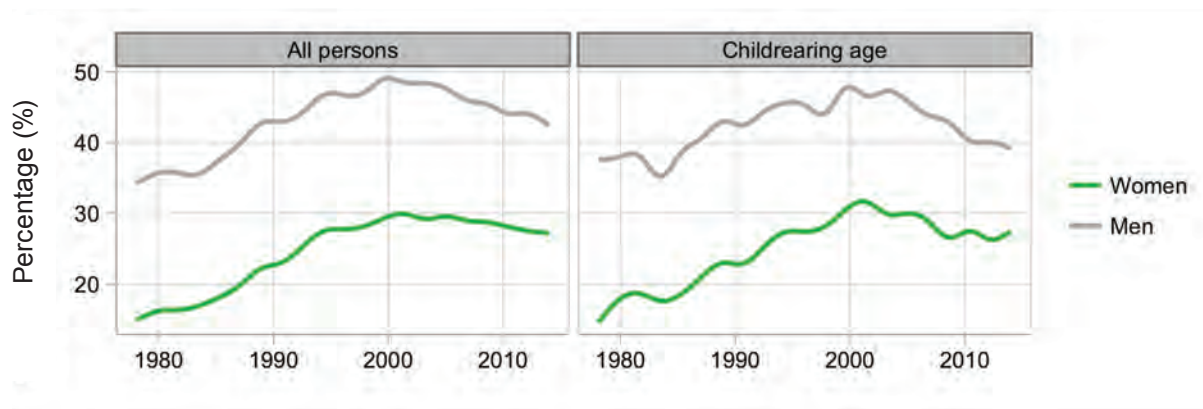
Note: Long hours are defined as 45 hours or more per week in one or more jobs.

Population: People employed full-time.

Data source: ABS, *Labour Force, Australia*, Cat no. 6202.0. Supercube em1.

# Work and financial security

**Figure 4.9: Full-time workers working long hours, NSW, 1980–2013**



Note: Long hours are defined as 45 hours or more per week in one or more jobs.

Population: NSW civilian employees aged 15 years and over.

Data source: ABS (2014) *Labour Force, Australia*. Cat no. 6202.0. Supercube em1.

## 3.5 Feeling rushed

### Parents who feel rushed or pressed for time

<b>Women's status compared to men</b>	<p>In 2012, about 63 percent of women with dependent children who worked full-time felt rushed or pressed for time 'almost always' or 'often'.</p> <p>By comparison, only 48 percent of men in the same situation reported feeling rushed or pressed for time so frequently.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>There was a gender gap of 15 percentage points in feeling rushed or pressed for time 'almost always' or 'often'.</li> </ul>
<b>The direction of change over time</b>	<p>Although the gap is large, it has reduced since 2011, when the difference was 20 percentage points.</p> <p>The reduction has occurred because the proportion of women reporting that they feel rushed has reduced by 5 percentage points (from 68 percent). Note the downward trend in parents working long hours (Indicator 3.4), which could be related.</p>
<b>How does NSW compare?</b>	<p>The situation in NSW differs from Australia as a whole. Nationally, 68 percent of women reported feeling rushed for time 'almost always' or 'often'. The national figure for men is the same, at 48 percent.</p>

Indicator 3.5 shows how often full-time workers aged 15 to 64 with dependants aged 0 to 14 years report feeling rushed or pressed for time.

Year collected: 2012 and previous years.

Data source: HILDA survey Release 12.0, weighted data.



# Work and financial security

## Topic 4 Workforce segregation

This section looks at gender segregation within occupations and industries and finds that some of the long-term patterns are changing slowly.

Segregation by occupation and industry is reported at Indicators 4.1 and 4.2. Women's representation in the most male-dominated jobs in the NSW workforce – those with 25 percent or fewer women – is discussed at Indicator 4.3.

### 4.1 Occupational segregation

#### The percentage of women and men in major occupational groups

<b>Women's status compared to men</b>	<p>Clerical and administrative, community and personal services, and sales jobs are mainly undertaken by female workers.</p> <p>Managers, technical and trades jobs, machinery operating and driving jobs, and labouring have a mainly male workforce.</p> <p><b>Gender gaps</b></p> <ul style="list-style-type: none"><li>• Women make up only 9 percent of machinery operators and drivers, 15 percent of technical and tradespeople, 33 percent of labourers, and 36 percent of managers in NSW.</li><li>• Professionals are the major occupational group split most evenly, with 52 percent women to 48 percent men.</li></ul>
<b>The direction of change over time</b>	<p>There has been little change since the last report.</p> <p>The longer-term trend is that women have improved their position in management and professional jobs, but have been losing share in blue-collar jobs.</p> <p>Women remain concentrated in clerical and sales jobs.</p>
<b>How does NSW compare?</b>	<p>Women's share of occupations in NSW is very similar to the national picture. NSW had a slightly higher percentage of women technicians and trades workers (15 percent compared to 14 percent) in 2013, and a slightly higher share of managers (36 percent compared to 35 percent).</p>

Indicator 4.1 is occupational segregation at the major occupational group level within the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Note that the degree of integration or segregation visible depends on the level of disaggregation selected – within each occupational group is a range of subgroups with their own patterns of segregation.

Year collected: Four quarters to November 2013 and previous years.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)

# Work and financial security

**Table 4.5 Women's share of major occupational groups, NSW, 1996–97 and 2013**

Occupational group	1996–97	2013
	%	%
Machinery operators and drivers	13	9
Technicians and tradespeople	13	15
Labourers	35	33
Managers	29	36
Professionals	48	52
Sales workers	61	61
Community and personal service workers	66	67
Clerical and administrative workers	76	74
Total workforce	43	46

Note: Quarterly averages for 2013 (February to November) and 1996–97 (May to February). Note that the previous year and earlier report figures overlap adjacent years.

Population: All employed persons in NSW aged 15 or older.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003, SuperTable E08.

## 4.2 Industry segregation

### The percentage of women and men in major industry divisions

<b>Women's status compared to men</b>	<p>Strongly male-dominated industries include mining, construction, transport, postal and warehousing, and electricity, gas, water and waste.</p> <p>Health care and social assistance, and education and training stand out as highly female-dominated industries.</p> <p><b>Gender gaps</b></p> <ul style="list-style-type: none"> <li>• Women hold 13 percent of mining industry jobs and 9 percent of jobs in construction in NSW.</li> <li>• Alternatively, they hold 78 percent of jobs in health care and social assistance and 70 percent in education and training.</li> </ul>
<b>The direction of change over time</b>	<p>The most notable changes in the gender gap since the last report are the increased share of women in mining, up by 5 percentage points from 8 percent in 2012 to 13 percent in 2013 (see Table 4.6). In 2013, there were some 48,300 NSW women working in the mining industry.</p> <p>Women's participation dropped in wholesale trade, down by 6 percentage points (to 147,000 women) and arts and recreation services, down from 47 percent in 2012 to 2013, when there were 69,000 women.</p>
<b>How does NSW compare?</b>	<p>Only in manufacturing is women's share of employment higher in NSW than the national figure.</p> <p>In a number of other industries the NSW figures are lower than the national figures. These include: mining; electricity, gas, water and waste services; financial and insurance services; arts and recreation services.</p>

Indicator 4.2 is industry segregation at the industry division level within the Australian and New Zealand Standard Industrial Classification (ANZSIC). Note that the degree of integration or segregation visible depends on the level of disaggregation selected – within each industry division is a range of sub-divisions with their own patterns of segregation.

# Work and financial security

Year collected: Four quarters of 2013 and previous years. Quarterly averages for 2013 (February to November) and previous years. Note that in earlier reports the quarterly data overlapped adjacent years (May to February quarters).

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003, SuperTable E09. More information is available at [www.abs.gov.au](http://www.abs.gov.au)

**Table 4.6 Women's share of industry employment over time, NSW, 1996–97 and 2013**

Industry division	1996–97	2013
	%	%
Construction	12	9
Mining	4	13
Electricity, gas, water and waste services	21	18
Transport, postal and warehousing	23	21
Manufacturing	28	29
Agriculture, forestry and fishing	30	30
Wholesale trade	32	33
Information media and telecommunications	40	41
Arts and recreation services	49	42
Professional, scientific and technical services	46	43
Public administration and safety	36	45
Other services	38	45
Rental, hiring and real estate services	45	46
Financial and insurance services	54	48
Administrative and support services	51	51
Accommodation and food services	53	53
Retail trade	55	55
Education and training	66	70
Health care and social assistance	76	78
Total workforce	43	46

Year collected: Quarterly averages for 2013 (February to November) and previous years (May to February). Note that the previous year and earlier report figures overlap adjacent years.

Population: All employed persons in NSW aged 15 or older.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E09.

# Work and financial security

## 4.3 Non-traditional jobs for women

### Women's participation in occupational subgroups that have 25 percent or fewer women

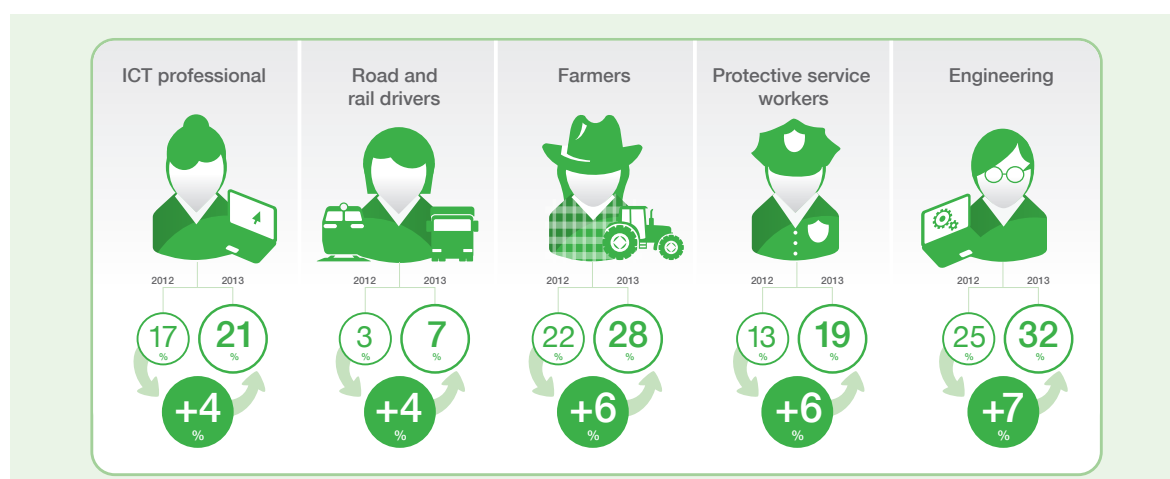
Women's status compared to men	<p>Fourteen out of 43 occupational subgroups in NSW were 'non-traditional' in 2013 according to the definition used in <i>NSW 2021</i>, the State Plan.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>In only 7 out of 43 occupational subgroups do women hold more than 15 percent of the jobs, with the highest female share reported for engineering, information and communication technologies (ICT) and science technicians, where they make up nearly one-third of that occupation.</li> </ul>
The direction of change over time	<p>Women's share in most of these 14 occupational subgroups has been steadily increasing since 1997 and this trend continued from 2012 into 2013.</p> <p>The biggest gains in the last year were in engineering, ICT and science technicians (7 percentage points) with 60,300 women in this occupation in 2013, and among farmers and farm managers (6 percentage points).</p> <p>On the other hand, in the occupation of machine and stationary plant operators, women have lost share since 1997, almost halving their presence, and this trend continued in 2013.</p>
How does NSW compare?	<p>The NSW picture closely resembles the national picture, although women in NSW tend to have larger shares of the more highly skilled occupational subgroups and slightly smaller shares in the less skilled occupational subgroups.</p> <p>For example, women's share of engineering, ICT and science technicians jobs is 5 percentage points higher in NSW than the national figure and their share of jobs as farmers and farm managers is 3 percentage points higher.</p>

Occupational subgroups are defined at the ANZSCO sub-major or two digit occupational grouping. Non-traditional occupations are those defined by the NSW Government as having 25 percent or fewer women during the reference year (2012).

Year collected: Quarterly averages for 2013 (February to November) and previous years. Note that in earlier reports the quarterly data overlapped adjacent years (May to February).

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08. More information is available at [www.abs.gov.au](http://www.abs.gov.au)

**Figure 4.10 Growth in women's share of selected non-traditional occupations**



Population: All employed persons in NSW aged 15 or older.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08.

# Work and financial security

**Table 4.7 Women's share of non-traditional occupations, NSW, 1997, 2012 and 2013**

Occupational sub-major group	1997	2012	2013
	%	%	%
<b>16–25 percent women</b>			
Engineering, ICT and science technicians	20	25	32
Farmers and farm managers	28	22	28
Chief executives, general managers and legislators	16	23	25
ICT professionals	22	17	21
Other labourers	15	18	21
Protective service workers	13	13	19
Store persons	17	17	18
<b>6–15 percent women</b>			
Machine and stationary plant operators	23	13	12
Road and rail drivers	3	3	7
<b>Less than 6 percent women</b>			
Mobile plant operators	0	3	3
Electrotechnology and telecommunications trades	2	2	2
Automotive and engineering trades	0	1	1
Construction trades workers	0	0	0
Construction and mining labourers	1	0	0

Note: ICT is information and communication technologies.

Year collected: Annual averages for each year shown using February to November quarterly data.

Data source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003. SuperTable E08.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)

Population: Employed persons in NSW 15 years and over.

## Topic 5 Gender pay gap

The gender pay gap measures the difference between what men and women earn. To make the comparisons reasonable, this indicator focuses on the full-time adult workforce. Though many women work part-time, the gender pay gap for the full-time population is a reliable guide to the extent of women's disadvantages in earnings.

This indicator also looks at the distribution of earnings, which shows that women are more heavily concentrated at the bottom of the distribution and are thin on the ground at the top of the distribution.

# Work and financial security

## 5.1 Average weekly earnings

### Average weekly ordinary time earnings (AWOTE) for full-time adult employees

Women's status compared to men	<p>As of November 2013, NSW women working full-time ordinary hours earned \$1,293 each week on average, compared with \$1,498 earned by men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>Men in NSW earned 14 percent or \$205 more each week than women in 2013.</li></ul>
The direction of change over time	<p>The gender gap in NSW in November 2013 was 2 percentage points lower than in the last report (which reported a gap of 16 percent).</p> <p>Note that the figures fluctuate year-to-year.</p>
How does NSW compare?	<p>The AWOTE for women at the national level was \$1,270, \$23 per week lower than in NSW.</p> <p>The national gender gap was 17 percent, 3 percentage points greater than the NSW gap.</p>

Average weekly earnings refer to the gross (before tax, pay) of employees, and are exclusive of amounts deducted by salary sacrifice. Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. Recently released ABS *Average Weekly Earnings* data for May 2014 shows the gender pay gap has again increased to 16 percent.

Year collected: 2013.

Data source: ABS (2014) *Average Weekly Earnings, Australia, November 2013*. Cat no. 6302.0.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)



# Work and financial security

## 5.2 Annual earnings

### Annual total earnings of full-time women and men workers

Women's status compared to men	<p>Annual total earnings for full-time workers are another measure of the gender pay gap which takes into account the longer hours and more paid overtime that men work.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Men working full-time earned 17 percent or \$11,700 per year more than women in 2012.</li> </ul>
The direction of change over time	<p>As with weekly earnings, the figures fluctuate year-to-year. However, the gender pay gap in annual earnings appeared to shrink during the late 2000s, falling to 7.5 percent in 2007. Since 2010 it has widened (see Table 4.8).</p> <p>The proportion of women in the bottom decile has increased from 11 percent in 2001 to 16 percent in 2012, and in the bottom 5 percentiles has increased from 5 to 7 percent. While the proportions of the two bottom deciles taken together have not changed, the increase in the bottom decile suggests that women's situation has deteriorated.</p> <p>Women's representation at the very top end of the income distribution has improved slightly over the last decade, although it still lags behind men's. The proportion of women in the top 5 percent of annual earnings has increased from 0.8 percent in 2001 to 2 percent in 2012 (compared to no change for men at 7 percent).</p>
How does NSW compare?	The NSW and the national situation are almost the same.
Tracking subgroups of women	<p>In 2012 (the latest available data) the proportion of women in the bottom decile of annual earnings was nearly 16 percent. By contrast, the proportion of men in the bottom decile was 8 percent (see Figure 4.10).</p> <p>At the top of the distribution, the differences were also stark: only 5 percent of women were in the top decile compared with a figure of 13 percent for men.</p>

This indicator uses annual earnings of full-time employees in NSW aged 21 to 69 years.

The socio economic analysis divides the distribution of overall earnings into deciles, then calculates what proportion of women and what proportion of men are located in each decile.

Year collected: Annually from 2001 to 2012.

Data source: *HILDA survey*, Release 12.0, weighted data.

More information is available at [www.melbourne.com/HILDA](http://www.melbourne.com/HILDA)

# Work and financial security

**Table 4.8 Median annual earnings pay gap, NSW, 2001–12**

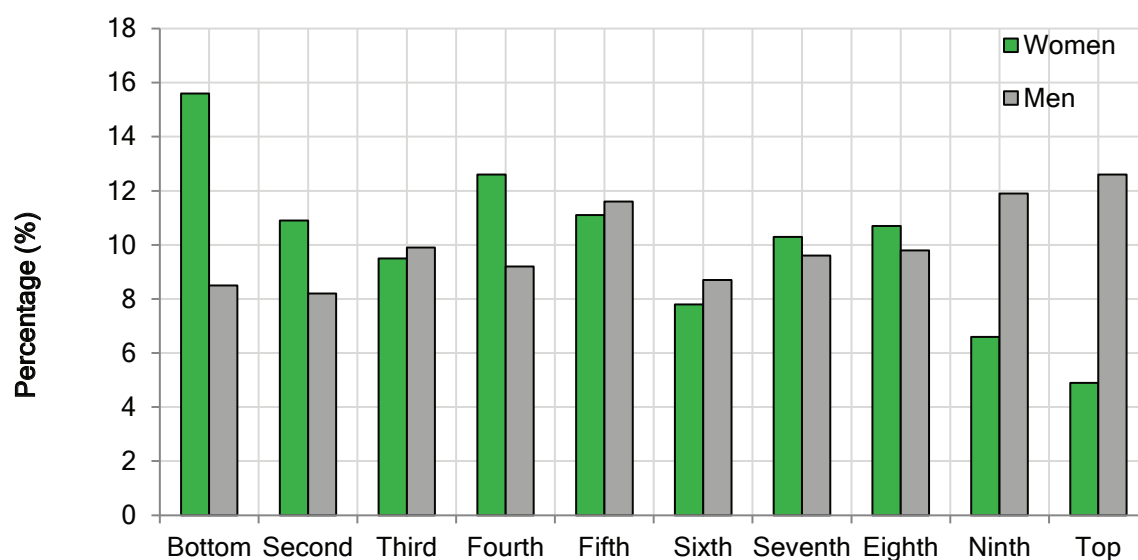
Year	Women	Men	Pay gap	Pay gap
	\$	\$	\$	%
2001	51,211	59,297	8,086	13.6
2002	48,496	60,292	11,796	19.6
2003	51,733	61,313	9,580	15.6
2004	52,318	62,283	9,965	16.0
2005	54,697	60,780	6,082	10.0
2006	53,180	65,453	12,272	18.8
2007	59,530	64,338	4,808	7.5
2008	60,284	65,764	5,480	8.3
2009	59,440	64,844	5,404	8.3
2010	57,641	67,073	9,432	14.1
2011	55,665	63,762	8,097	12.7
2012	57,000	68,686	11,686	17.0

Population: Full-time employees in NSW aged 21 to 69 years.

Data source: *HILDA survey*, Release 12.0, weighted data.

Measure: This table shows the median or dollar amount that is at the centre of the earnings distribution, i.e. half the workforce earns more and half earns less than this figure. Dollar figures for all years are indexed to the 2012 Consumer Price Index which means that they differ from those presented in the 2012 report. HILDA sample sizes also differ in each release.

**Figure 4.11 Share of individuals in each decile of annual earnings, NSW, 2012**



Note: This indicator uses annual earnings of full-time employees in NSW aged 21 to 69 years. It divides the distribution of overall earnings into deciles, then calculates what proportion of women and what proportion of men are located in each decile.

Population: Full-time employees in NSW aged 21 to 69 years.

Data source: *HILDA survey*, Release 12.0, weighted data.

# Work and financial security

## 5.3 Public sector annual earnings

### Median full-time annual earnings for women and men in the NSW public sector

Women's status compared to men	<p>In 2012–13, the median salary for full-time women public sector employees was \$75,087, which was 99 percent of the equivalent male salary (\$76,160). However, 2013 gross earnings data (which takes account of part-time work and overtime payments) show that the gap in take-home pay was 27 percent.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>• There was a \$1,073 or 1 percent gap between full-time women and men in the public sector in 2012.</li></ul>
The direction of change over time	<p>The gap, which is less than 1 percent, has remained the same since 2010 (the first comparable data for this series).</p>
How does NSW compare?	<p>In the Australian Public Service (APS), there is similarly very little difference between women's and men's wages. In 2012 (the latest available data) women's median base salary was 100 percent of men's in most classifications, and between 99 and 100 percent for all others (see Figure 4.12).</p> <p>The pay for part-time employees in the APS is not reported separately. However, total earnings (including superannuation, other employment benefits and bonuses) are reported as well as the pay gap in base salary. Again there were no significant differences between women and men whichever measure of pay is used.</p>

Indicator 5.3 measures the median rate for annual full-time base earnings reported by NSW public sector agencies as part of the annual NSW public sector workforce profile data collection. Temporary or contract workers are not included and the earnings do not include overtime or take into account part-time work. The collection covers all agencies, including state-owned corporations and government trading enterprises. Some 329,336 full-time equivalent positions were included in 2012–13.

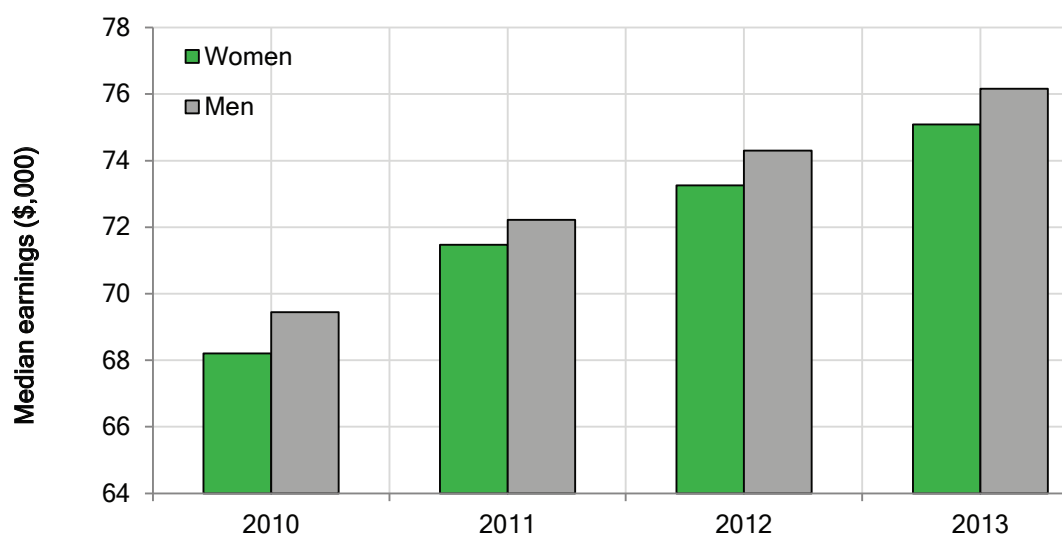
Year collected: 2012–13.

Data source: NSW Public Service Commission (2013) *Workforce Profile 2013 Report*; for national data, Australian Public Service Commission (2012) *APS Remuneration Report 2012*.

More information is available: [www.psc.nsw.gov.au](http://www.psc.nsw.gov.au) and [www.apsc.gov.au](http://www.apsc.gov.au)

# Work and financial security

Figure 4.12 NSW public sector pay by sex



Note: The dollar amounts are the base full-time earnings for the position, excluding overtime.

Population: Public sector employees, excluding temporary and contract staff.

Data source: NSW Public Service Commission (2013) *Workforce Profile 2013 Report*.

## Topic 6 Financial security

Topic 6 addresses the important area of women's financial security. Unfortunately it is a topic marked by a lack of regularly collected data in areas such as wealth and superannuation.

In this year's report, housing stress is reported and the data can only track trends at a national level due to the size of the survey. In future years other NSW data will be used as it becomes available.

# Work and financial security

## 6.1 Housing stress

### Rental and mortgage stress, people 45 years and over

Women's status compared to men	In the over 45 age group, single women are the group most affected by housing stress.  Out of the total over 45 population paying rents and mortgages, single women made up 60 percent of people experiencing rental stress and 56 percent of those experiencing mortgage stress.
The direction of change over time	The figures are largely unchanged since 2011, when single women made up 61 percent (rental stress) and 57 percent (mortgage stress).
How does NSW compare?	These figures apply to national data (due to limitations of sample size for NSW alone).
Tracking subgroups of women	Those women in the bottom two socioeconomic quintiles (based on household income) are also over-represented when it comes to housing stress. Single women aged over 45 in these two deciles make up 58 percent of those experiencing rental stress and 61 percent of those experiencing mortgage stress.

Housing stress is defined in the indicator as those households where mortgage or rental payments equal 30 percent or more of household gross income. This group is measured as a percentage of all households where rent or mortgage is being paid. Housing stress is reported for women and men aged 45 years and over in those households. The data for individuals is weighted for person weights and the socioeconomic quintiles are based on household weights.

Year collected: 2012.

Data source: HILDA survey, Release 12.0, weighted data.

## Conclusion

In 2013, the labour force participation rate for women aged 15 years and over varied considerably across Australia. It was highest in the Northern Territory at 70 percent and lowest in Tasmania and South Australia at just over 56 percent. NSW women's rate at 58 percent at that time was at the lower end of the range, and its gender gap in labour force participation was one of the highest at 13 percent.<sup>1</sup>

International comparisons are possible for working age women's employment (women aged 15 to 64 years). The latest available data shows Australia's employment rate for this group was 10th highest in the OECD at 67 percent. Countries where working age women had higher rates of employment in 2011 (the reference year) included Germany, Canada, Sweden, Finland and the Netherlands.<sup>2</sup> The employment rate for this age group for NSW was 62 percent in the same year.

<sup>1</sup> COAG Reform Council (2013) *Tracking Equity: Comparing Outcomes for Women and Girls Across Australia*, Report to the Council of Australian Governments, p. 28.

<sup>2</sup> OECD StatExtracts, *Better Life Index 2013*, <http://stats.oecd.org> accessed 9 May 2014.



## Chapter five Leadership

**Catherine Fitzpatrick**

Deputy Chair of the NSW  
Council for Women's  
Economic Opportunity.





# Leadership

This chapter examines the participation of women in NSW in leadership roles. In particular, it explores leadership roles in the public, corporate and community sectors, and in the state's academic and legal professions. Data sources include government administrative collections and collections by private organisations such as the Law Society of New South Wales and the Australian Institute of Company Directors.

## Key findings

Women continue to be underrepresented in leadership positions in many areas of public life. Over the last year, women's representation in the NSW Parliament has remained unchanged, at 20 percent in the Legislative Assembly and 31 percent in the Legislative Council.

The proportion of women among **candidates** for NSW seats in Australian Government elections fell slightly between the 2010 and 2013 elections: from 27 to 26 percent in the House of Representatives, and from 35 to 27 percent in the Senate. In terms of members **elected** to NSW seats in the House of Representatives, in 2013 women's share was still disproportionately low (at 29 percent), though slightly higher than at the 2010 election. Women's representation among those elected to NSW seats in the Australian Senate, which dropped following the 2007 election, has now recovered such that in 2013 women were represented equally alongside men.

The National Congress of Australia's First Peoples elected its first board which took office on 8 July 2011. In line with its gender equity policy, four of the eight-member board were women. It has maintained this equal proportion of women board members to male board members. Its Ethics Council has the same equal gender split.

Women's leadership in the public sector has slowly improved. In December 1997 women held 27 percent of NSW government board and committee positions. This increased to 38 percent in 2002 and remained at between 36 and 38 percent for the following decade (latest figures for December 2013 are 38 percent). Although women's representation is still low compared to men's, between 2012 and 2013 increases were seen across six of the eight government portfolios that had the lowest levels of female representation on their boards and committees in December 2012.

Women's representation in the Senior Executive Service (SES) is also improving, albeit slowly. In 2002, 22 percent of SES employees in NSW were women. This grew to 26 percent in 2012 and 27 percent in 2013.

Women remain significantly underrepresented in leadership roles in the corporate world. In April 2014 women comprised only 21 percent of all directorships of NSW-based companies within the ASX 200. Twelve of the 90 ASX companies that are registered in NSW do not have female representation on their board.

Women's representation in the community sector as seen amongst State Sporting Organisations (SSOs) is still disproportionately low. In 2012, women held 30 percent of directorships and 26 percent of chief executive positions in SSOs, an increase of 1 and 2 percentage points respectively since the previous year.

In terms of specific professions such as teaching, women continue to make up more than half of primary school principals, with the figure rising by 2 percentage points between 2012 and 2013, to 58 percent. The number of women secondary principals also grew by 2 percentage points over the same period, to 40 percent.

# Leadership

Consistent with the findings of last year's *Women in NSW* report, women are well-represented as leaders in TAFE NSW institutes. The proportion of women at senior management level in TAFE NSW has increased steadily since 2006, growing from 43 percent in 2006 to 58 percent in 2013.

In NSW universities, there has been a slow increase in the number of women leaders. In 1999, women made up only 20 percent of all senior academics. This has slowly increased over the past decade. In 2013, almost a third (30 percent) of senior academics were women.

This picture parallels that of the legal profession in NSW, where in spite of slow improvements women are still very much underrepresented at senior levels. This year's report shows that women comprised only 33 percent of judges and magistrates, 24 percent of partners and principals of private law firms and 20 percent of barristers with a practising certificate. At the top end of the profession the proportion of female Queen's Counsel or Senior Counsel has notably increased by 4 percentage points, albeit from a very low base of 6 percent in 2012 to 10 percent in 2013. In 2013 a higher number of female (1,605) than male (1,158) solicitors were issued with a practising certificate for the first time.

## Leadership topics and indicators

In this chapter, the representation of women in leadership roles is reported in five areas of importance. Many align with state, national and international goals and benchmarks and some comparisons are given in the conclusion. The topics covered in this chapter relate to the State Plan Goals 1 and 26.

### NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

#### Goal 1: Improve the performance of the NSW economy

#### Goal 26: Fostering opportunity and partnership with Aboriginal people

The NSW Government is committed to growing the economy so that it provides jobs, opportunities and increased prosperity. The government is also committed to empowering Aboriginal people to take an active role in decision-making that will build community skills and capacity and provide a greater sense of community ownership.

The indicators used in this year's report are shown below. Note that data for some indicators used in previous years are not available this year. A full list of indicators from all years is in the Introduction. The most recent available data is used throughout.

## Leadership topics and indicators

Topic	Indicator
Topic 1: Electoral representation	1.1 Women as candidates 1.2 Women elected to government 1.3 National Congress of Australia's First Peoples
Topic 2: NSW public sector leadership	2.1 NSW Government appointments 2.2 NSW public sector senior management
Topic 3: Leadership in the private sector	3.1 Board directorships in the largest private companies

# Leadership

Topic 4: Leadership in the community sector	4.1 Leadership roles in State Sporting Organisations
Topic 5: Senior roles in the legal and education professions	5.1 Women's representation in law 5.2 Principals of NSW government schools 5.3 TAFE NSW leaders 5.4 Senior academic positions in NSW universities

## Topic 1 Electoral representation

This topic is about women's representation in the formal political system as candidates and elected members. Women's overall representation is described as well as their experiences in recent elections.

Since the publication of *Women in NSW 2013*, an Australian election was held in September 2013. At the state level, two NSW government by-elections were conducted in the Northern Tablelands and Miranda in May and October 2013 respectively. There have been seven local by-elections since the 2012 local government elections that we reported on in *Women in NSW 2013*. The National Congress of Australia's First Peoples had its second congress and a new elected board took office on 19 August 2013.

Indicator 1.1 examines the gender split among **candidates** for the 2013 Australian election, the two state government by-elections and the seven local by-elections. Indicator 1.2 reports on the gender split among **elected** members at these elections, including information on women's overall representation in the NSW Parliament. Indicator 1.3 gives details of the results of the second board election for the National Congress of Australia's First Peoples.

### 1.1 Women as candidates

#### Women's representation among candidates for elections held in NSW in 2013

Women's status compared to men	<p><b>Local government by-elections</b></p> <p>Women made up 28 percent of all candidates who stood in local government by-elections in 2013 (7 out of a total of 25 candidates) (see Table 5.1).</p> <p><b>NSW Government by-elections</b></p> <p>There was one woman candidate and five male candidates in the 2013 Miranda by-election while in the Northern Tablelands by-election, there were three women candidates and four male candidates.</p> <p><b>Australian Government election (NSW seats)</b></p> <p>Women comprised 26 percent of candidates (92 out of 352) who stood for election to the House of Representatives (lower house), and 27 percent (30 out of 110) of candidates who stood for election to the Senate (upper house).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Overall, women in NSW accounted for just over a quarter (27 percent or 133) of all who stood as candidates in all elections held in 2013 (local, by-elections and federal election).</li> </ul>
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# Leadership

The direction of change over time	<p><b>Australian Government elections</b></p> <p>The percentage of female candidates for NSW seats in the House of Representatives has been relatively stable from 2004 to 2013, ranging from 26 percent to 28 percent (see Figure 5.1).</p> <p>The percentage of female candidates for NSW seats in the Senate peaked in 2007 at 39 percent, but has steadily declined in the last two elections (2010 and 2013), falling to the same level as 10 years ago, in 2004 (27 percent) (see Figure 5.1).</p>
How does NSW compare?	<p><b>Australian Government election 2013</b></p> <p>The proportion of women in NSW who stood for election in the House of Representatives was slightly lower (by 2 percentage points) than the national figure of 28 percent. In the Senate, the proportion of women in NSW who stood for election was the same as the national figure (27 percent).</p>

Year collected: 2013 and previous years.

Data source: Australian Electoral Commission (2014) *Federal Elections 2013*, also from previous years; Parliament of Australia (2014) *Senators and Members*.

More information is available at [www.results.aec.gov.au](http://www.results.aec.gov.au); [www.aph.gov.au](http://www.aph.gov.au)

**Table 5.1 Women candidates and women elected at the seven local council by-elections, 2013**

Council	Candidates		Women elected No.
	No.	No.	
	Women	Total	
Cowra	0	6	0
Murray Shire	1	4	0
Broken Hill	2	6	1
Gilgandra	1	1	1
Singleton	2	4	0
Gwydir Shire	0	3	0
Wakool	1	1	1
Total	7	25	3

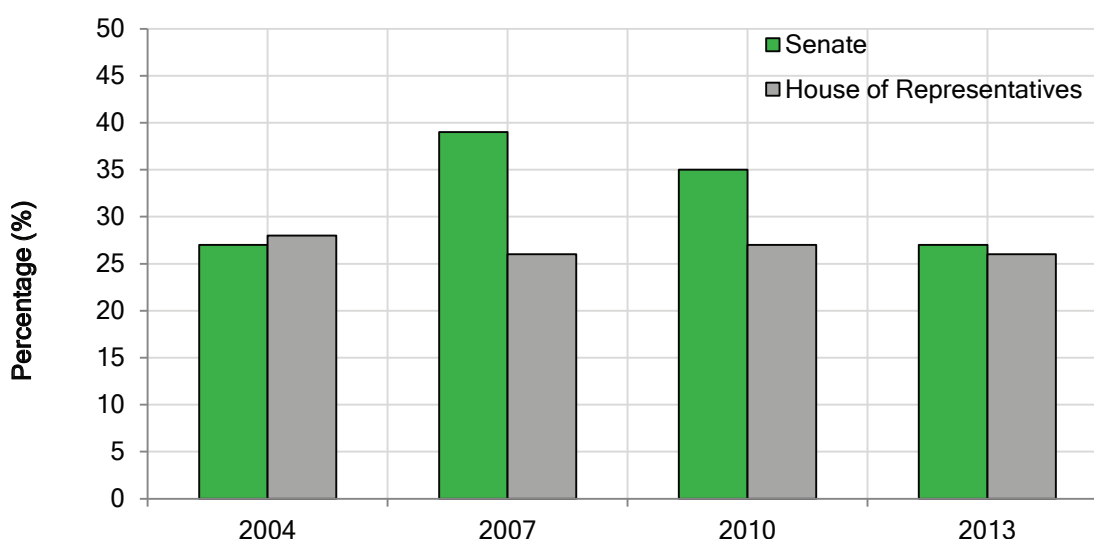
Note: The table shows the number of women who stood as candidates in the 2013 local by-elections, and the number elected as councillors.

Population: All candidates who ran in the 2013 local council by-elections.

Data source: NSW Electoral Commission (2014) *Local Council By-election Results 2013*.

# Leadership

Figure 5.1 Women candidates NSW seats, Australian Parliament, 2004–13



Population: Total number of NSW candidates for the Australian Parliament.

Data source: Australian Electoral Commission (2014) *Federal Elections 2013*, also from previous years.

## 1.2 Women elected to government

### Women's representation among NSW people elected in Australian elections held in 2013

<p><b>Women's status compared to men</b></p>	<p><b>Local government by-elections</b></p> <p>Across the seven local government by-elections in NSW in 2013, women comprised 43 percent of all elected councillors (3 out of 7) (see Table 5.1).</p> <p><b>NSW Government by-elections</b></p> <p>There were four women candidates across both electorates (out of a total of 13 candidates) but none of the women were elected. The results did not change the gender composition of the NSW Legislative Assembly (lower house), which has remained unchanged over the last year with 20 percent of seats still held by women (see Figure 5.2).</p> <p><b>Australian Government election (NSW seats)</b></p> <p>Women comprised 29 percent (14 out of 48) of those elected in the House of Representatives (lower house) while women made up half (3 out of 6) of those elected in the Senate (upper house).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• Overall, women in NSW comprised 37 percent (26 out of 70) of those who were elected to office in all elections conducted in 2013 in NSW (local, by-elections and federal election).</li> <li>• Women fill one-fifth of seats in the NSW Legislative Assembly (lower house).</li> <li>• Taking the 2013 elections, NSW seats in the House of Representatives are two and a half times more likely to be filled by a man than a woman, while NSW Senate seats are equally as likely to be filled by a man as by a woman.</li> </ul>
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# Leadership

<p><b>The direction of change over time</b></p>	<p><b>NSW Government</b></p> <p>While women's representation has remained stable over the last year, since 2007 there has been a decrease in the proportion of female members in the NSW Legislative Assembly (lower house). Women's representation in the NSW Legislative Council (upper house) has been unchanged since 1999 at 31 percent (see Figure 5.2).</p> <p><b>Australian Government elections</b></p> <p>In the Lower House, NSW women's representation has declined since 2004. In 2004, women made up 35 percent of those elected in the Lower House for NSW seats. This declined to 27 percent in 2007 and 2010. Although an improvement was seen in 2013 (29 percent), the number of women elected to the House of Representatives was still disproportionately low compared to men (see Figure 5.3).</p> <p>In the Senate, NSW women's representation declined following the 2007 elections to 33 percent from 50 percent in 2004. However, women's representation has recovered such that in the 2013 elections, half of the elected members were again women.</p>
<p><b>How does NSW compare?</b></p>	<p>The percentage of NSW seats in the Australian Parliament that were won by women at the 2013 Australian Government Election was higher than the national average: 29 percent compared to 26 percent nationally in the House of Representatives, and 50 percent compared to 43 percent nationally in the Senate.</p> <p>Overall, when comparing the lower and upper houses, women have lower levels of representation in the NSW Parliament when compared to the Australian Parliament: 6 percentage points less in the lower house and 12 percentage points in the upper house.</p>
<p><b>Tracking subgroups of women</b></p>	<p>Neville Bonner AO was the first Aboriginal person to be elected to the Australian Parliament (1971). In 2013, Nova Peris (Northern Territory) became the first Aboriginal woman to be elected to the Australian Parliament.</p> <p>For state parliaments, in 2001, Carol Martin became the first Aboriginal woman to win a seat in Western Australia. This was followed in NSW by Linda Burney who in 2003 became the first and is still the only Aboriginal woman in the NSW Parliament.</p>

Years collected: 2013 and previous years.

Data source: Parliament of Australia (2014) *Senators and Members*; Australian Electoral Commission (2014) *Federal Elections 2013*, also from previous years.

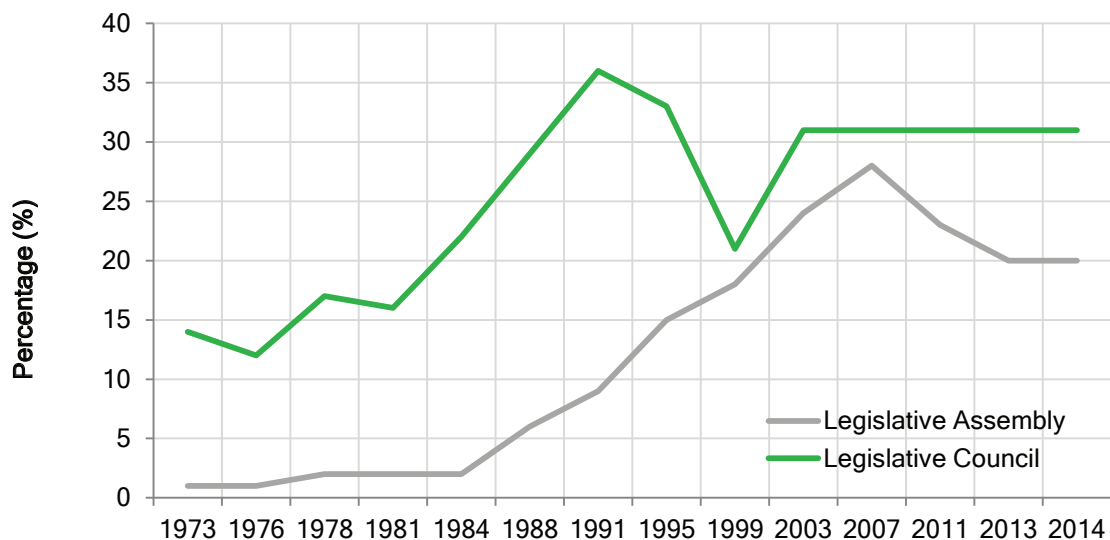
From 1 July, 2014 the Senate composition changed as a result of the federal election on 7 September 2013 (including the Western Australian re-election on 5 April).

More information is available at <http://www.aph.gov.au>. See also: [www.aec.gov.au/Elections/Federal Elections/](http://www.aec.gov.au/Elections/Federal_Elections/); [www.aec.gov.au/indigenous/milestones.htm](http://www.aec.gov.au/indigenous/milestones.htm)



# Leadership

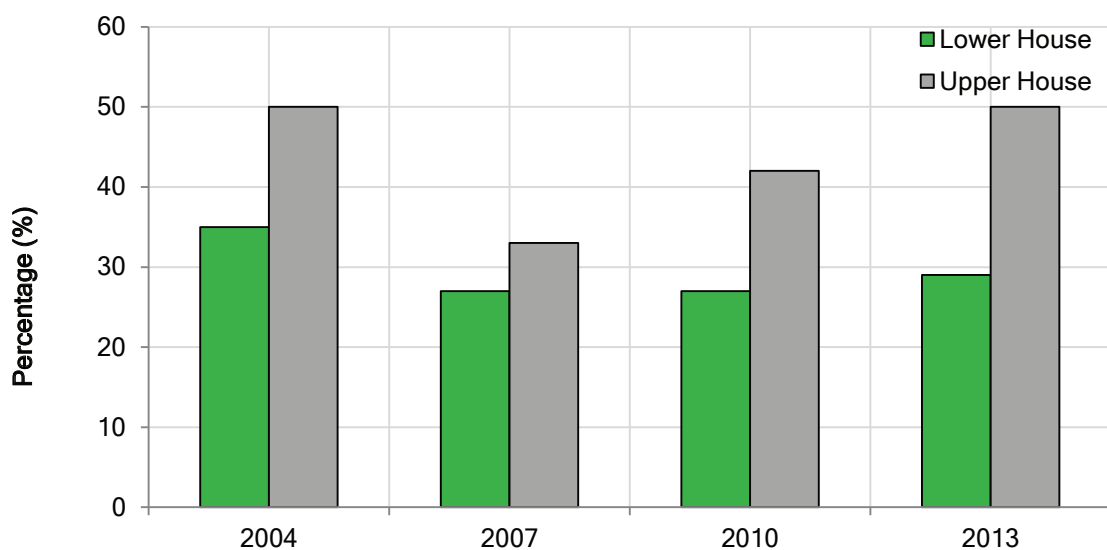
**Figure 5.2 Women members of NSW Parliament, 1973–2014**



Population: Members of the NSW Parliament between 1973 and 2014.

Data source: NSW Parliamentary Library Research Service (2011) *Women in Politics and Public Leadership*, Briefing Paper No 6/2011 and NSW Parliament (2014) *Members of Parliament 2014*.

**Figure 5.3 Women members elected to NSW seats, Australian Parliament, 2007–13**



Population: All NSW elected members of the Australian Parliament.

Data source: Parliament of Australia (2014) *Senators and Members*; Australian Electoral Commission (2014) *Federal Elections 2013*, also from previous years.

# Leadership

## 1.3 National Congress of Australia's First Peoples

### Women on the Board of the National Congress of Australia's First Peoples (National Congress)

Women's status compared to men	<p>As a result of its second Congress, a newly elected board took office on 19 August 2013. Four of the 8 member board are women. One of the 2 chairpersons is a woman.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women and men are equally represented on the board of the National Congress of Australia's First Peoples.</li> </ul>
The direction of change over time	<p>The first National Congress National Board (inaugural Board) was an 8 member board comprising an equal gender split of 4 men and 4 women. On 8 July 2011, its first elected board took office.</p> <p>The National Congress has maintained an equal proportion of women board members to male board members. It also has an Ethics Council which has the same equal gender split, and half of the delegates to its annual national gathering 'National Congress' are women. This is in line with the National Congress' policy, enshrined as a founding principle in its constitution, to achieve substantial gender equality at all levels of its leadership and management.</p>
How does NSW compare?	<p>As at 7 April 2014, the total number of board members in the NSW Aboriginal Land Council was 9. Of this number, 22 percent (2) were women.</p>

Launched on 2 May 2010, the National Congress of Australia's First Peoples provides national leadership in advocating for the recognition of the status and rights of Aboriginal and Torres Strait Islander peoples. It gives a voice for Aboriginal Australians as well as presenting an opportunity to build relationships with government and industry in order to protect the economic, environmental, cultural and social futures of Aboriginal and Torres Strait Islander peoples. The congress was incorporated as a Company Limited by Guarantee in April 2010 and is owned and controlled by its membership. Gender equality has been a founding principle in the constitution of the National Congress, and has been adopted as an operating principle by the company.

Year collected: 2013.

Data source: National Congress of Australia's First Peoples (2013) *Congress Fact Sheet*.

More information is available at [www.nationalcongress.com.au](http://www.nationalcongress.com.au) See also: [www.dss.gov.au](http://www.dss.gov.au)

## Topic 2 NSW public sector leadership

This section looks at women's leadership in the NSW public sector by examining two important measures of government's progress in this area: the percentage of women who are appointed to sit on government boards and committees, and the percentage of women in the public sector Senior Executive Service (SES).

### 2.1 NSW Government appointments

#### Women's representation on government boards and committees

Women's status compared to men	<p>As at 31 December 2013, women held 38 percent of government board and committee positions in NSW (see Table 5.2).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Men are 1.6 times more likely to be represented on NSW Government boards and committees than women.</li> </ul>
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# Leadership

<p><b>The direction of change over time</b></p>	<p>Women held 27 percent of NSW Government board and committee positions in December 1997. By December 2013, this figure had risen to 38 percent, indicating an increase of 11 percentage points in 16 years (see Figure 5.4). However, in terms of the number of board and committee positions, there were 2,356 fewer positions available in 2013 compared to 1997 (when there were 6,647).</p> <p>Over the 12 months to December 2013, women's representation increased in 6 of the 8 NSW Government portfolios where women had held less than 25 percent of board and committee positions in December 2012. However, this did not impact the overall proportion of women holding board and committee positions across government (see Table 5.2).</p> <p>By December 2013, there were 4 portfolios (where more than one position was available) that had less than 25 percent female representation: Police and Emergency Services (13 percent), Roads and Ports (14 percent), Tourism, Major Events, Hospitality and Racing (20 percent) and Resources and Energy (24 percent).</p>
<p><b>How does NSW compare?</b></p>	<p>NSW still lags behind Australia. As at 30 June 2013, women held 42 percent of 4,039 board positions on 460 Australian Government boards and bodies. This represents a 3.3 percentage point increase from 2012, 7.2 percentage point increase from 2010, and an 8.6 percentage point increase since 2009.</p> <p>NSW also lags behind South Australia. As at 1 May 2012, women comprised 46 percent of members in 457 state boards and committees in South Australia. However, NSW performed better than Victoria. As at June 2013, 31 percent of public sector board members in Victoria were women.</p>
<p><b>Tracking subgroups of women</b></p>	<p>As at 31 December 2013, Aboriginal women held 49 percent of all NSW Government board and committee positions held by people who identified as Aboriginal. At the same time the share of positions held by culturally diverse women was 40 percent. Women with a disability held 47 percent of the positions occupied by people with a disability.</p> <p>Compared to women's share of all NSW Government board and committee positions (38 percent), Aboriginal women, culturally diverse women, and women with a disability all hold a greater proportion of the positions held by people who identify as part of the subgroup. However, men still hold the greater share of positions for all of these targeted subgroups.</p>

This indicator reports on appointments to NSW Government boards and committees that are approved by Cabinet. As at 31 December 2013, this included boards and committees covering all portfolio areas of government, with more than 4,200 positions in total.

The Australian Government has a 40:40:20 target to achieve gender balance on Australian Government Boards. Year collected: 2013 and previous years.

Data source: NSW Department of Premier and Cabinet, unpublished data; ABS (2014) *Gender Indicators, Australia, August 2013*. Cat no. 4125.0; South Australia Department of Premier and Cabinet (2013) *Boards and Committees Information System 2013 Annual Report*; Australian Government Office of Women, Department of Families, Housing, Community Services and Indigenous Affairs (2013) *Gender Balance on Australian Government Boards Report 2012–2013*; Victoria State Services Authority (2014) *The State of Public Sector in Victoria 2012–2013*.

More information is available at [www.boards.dpc.nsw.gov.au](http://www.boards.dpc.nsw.gov.au); [www.abs.gov.au](http://www.abs.gov.au); [www.dpc.sa.gov.au/boards-and-committees#bcis](http://www.dpc.sa.gov.au/boards-and-committees#bcis); [www.dpmc.gov.au/women/files/documents/08\\_2013/attachment\\_b.pdf](http://www.dpmc.gov.au/women/files/documents/08_2013/attachment_b.pdf); [www.sssa.vic.gov.au](http://www.sssa.vic.gov.au)

# Leadership

**Table 5.2 Women's representation on NSW Government boards by portfolio, 2011–13**

Portfolio	March 2011	December 2012	December 2013
Minister for Aboriginal Affairs	25	36	0*
Minister for Western New South Wales	n/a	n/a	0*
Minister for Police and Emergency Services	8	13	13
Minister for Roads and Ports	14	21	14
Minister for Tourism, Major Events, Hospitality and Racing	32	18	20
Minister for Resources and Energy	17	18	24
Minister for Finance and Services	37	29	28
Minister for Fair Trading	37	30	28
Minister for Sport and Recreation	37	27	29
Minister for Primary Industries	19	27	29
Minister for Justice	33	38	30
Minister for Transport	28	21	30
Premier	44	27	30
Minister for Planning and Infrastructure	32	31	32
Minister for Regional Infrastructure and Services	30	33	32
Treasurer	22	19	32
Minister for Trade and Investment	30	23	34
Minister for Heritage	11	21	35
Minister for Local Government	67	39	37
Minister for Medical Research	26	29	37
Minister for Citizenship and Communities	49	33	38
Minister for Health	44	42	40
Minister for the Arts	46	40	40
Minister for the Environment	34	40	42
Minister for Education	52	52	46
Attorney General	44	48	46
Minister for the Illawarra	n/a	33	50
Minister for Family and Community Services	73	59	56
Minister for Mental Health	51	55	61
Minister for Ageing	68	60	61
Minister for Disability Services	76	76	72
Minister for Women	100	91	76
Hunter	31	n/a	n/a
Small Business	23	n/a	n/a
Western Sydney	29	n/a	n/a
Total	38	38	38

Note: 'n/a' refers to portfolios that had no allocated boards at that point in time. Changes in the composition of some portfolios such as Sport and Recreation affect the ability of year to year comparisons. All figures have been rounded up.

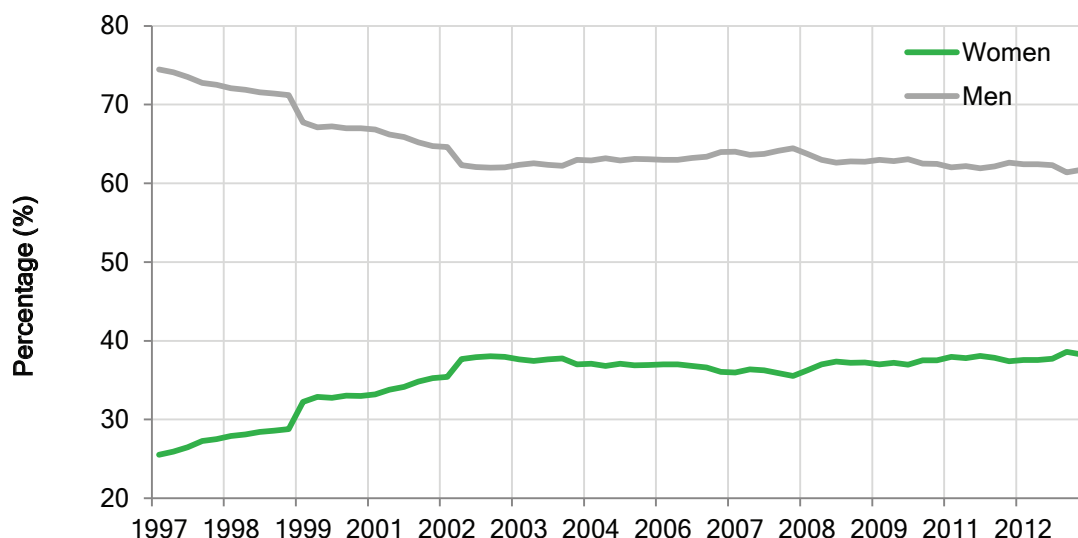
\*At 31 December 2013 these portfolios contained one board position only (which was held by a male).

Population: Members of NSW Government boards and committees.

Data source: NSW Department of Premier and Cabinet, unpublished data.

# Leadership

Figure 5.4 NSW Government board and committee members by sex, 1997–2013



Population: Members of NSW Government boards and committees.  
Data source: NSW Department of Premier and Cabinet, unpublished data.

## 2.2 NSW public sector senior management

### Women's representation in senior executive service roles

Women's status compared to men	<p>In 2013, women accounted for 27 percent of the Senior Executive Service (SES) in the NSW public sector.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women in NSW comprise just over one-quarter of senior management in the state's public sector.</li> </ul>
The direction of change over time	<p>The proportion of women in SES positions in NSW improved slightly from 26 percent in 2012 to 27 percent in 2013. In a 12-year period, women's share has increased by 5 percentage points up from 22 percent in 2002.</p>
How does NSW compare?	<p>NSW lags behind Australia in the proportion of women in SES positions in the public sector. As at June 2013, there were 2,736 ongoing SES employees Australia-wide of which 40 percent were women (up from 38 percent in 2011).</p> <p>As at June 2013, in the state of Victoria women comprised 41 percent of people employed as executives across the public sector.</p>
Tracking subgroups of women	<p>In 2013, Aboriginal women comprised less than 1.1 percent (7) of women in SES positions in NSW.</p>

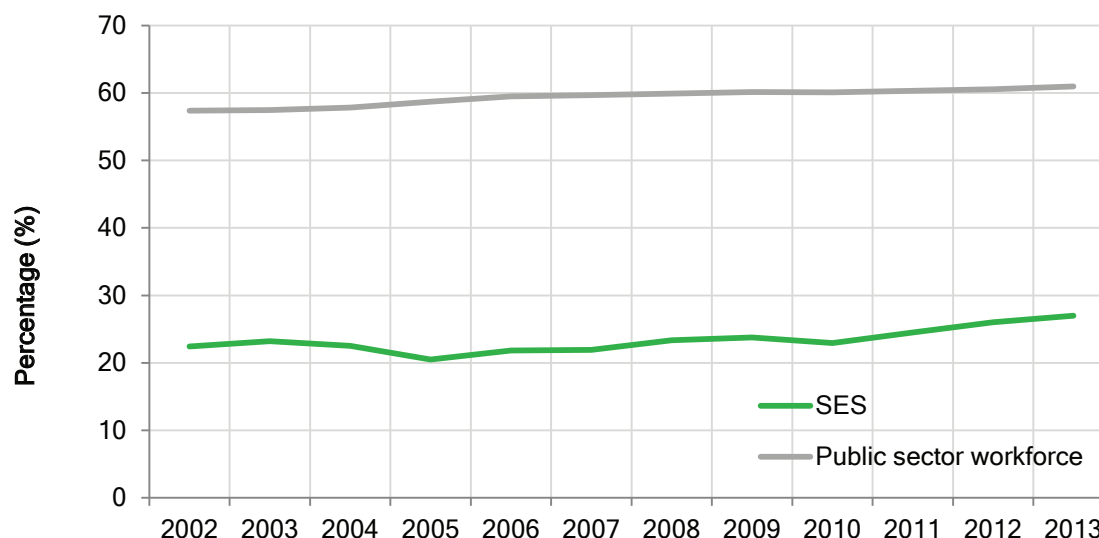
SES employees are determined under the Public Sector Employment and Management Act 2002. They do not include chief executives. The data provided by the NSW Public Service Commission is at its census date of 20 June 2013 and also include SES-equivalent positions, which are senior executive staff whose contract of employment does not fall under the Public Sector Employment and Management Act.

Years collected: 2013 and previous years.

Data source: NSW Public Service Commission (2013) *NSW Public Sector Workforce Profile 2013*; Victoria State Service Authority (2014) *The State of the Public Sector in Victoria 2012 – 2013*; Australian Public Service Commission (2013) *Australian Public Service Statistical Bulletin: State of the Service Series, 2012–13*. More information is available at [www.psc.nsw.gov.au](http://www.psc.nsw.gov.au); [www.ssa.vic.gov.au](http://www.ssa.vic.gov.au); <http://www.ssa.vic.gov.au/products/view-products/the-state-of-the-public-sector-in-victoria.html>; [www.apsc.gov.au/about-the-apsc/parliamentary/aps-statistical-bulletin/2012-13/main](http://www.apsc.gov.au/about-the-apsc/parliamentary/aps-statistical-bulletin/2012-13/main)

# Leadership

**Figure 5.5 Women in the SES and the total NSW public sector, 2002–13**



Note: Does not include casual staff.

Population: Women under SES contracts and women in SES-equivalent positions; and total non-casual women in the public sector workforce.

Data source: NSW Public Service Commission (2014) *NSW Public Sector Workforce Profile 2013*.

## Topic 3 Leadership in the private sector

Indicator 3.1 looks at the board participation of women in NSW-based ASX 200 companies. New data for some of the indicators for leadership in the private sector that appeared in *Women in NSW 2013* are not available this year. Although the ASX 200 is for a smaller set of companies compared to the ASX 500, it nevertheless provides more recent and updated data.

### 3.1 Board directorships in the largest private companies

#### Women's representation in directorships of ASX 200 companies

<b>Women's status compared to men</b>	<p>As at 1 April 2014, women comprised 21 percent of all directorships of NSW based companies within the ASX 200.</p> <p>Of the 90 ASX 200 companies that are registered in NSW, 12 (13 percent) of these do not have any female representation on their board.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women make up less than one-quarter of all directors of ASX 200 companies that are based in NSW.</li> </ul>
<b>The direction of change over time</b>	<p>The proportion of directorship positions held by women in NSW-based ASX 200 companies has increased by 6 percentage points since April 2011 when women comprised 15 percent of directorship positions. This increased to 17 percent in April 2012, 18 percent in April 2013, and 21 percent in April 2014 (see Figure 5.7).</p>
<b>How does NSW compare?</b>	<p>As at 30 April 2014, women comprised 18.1 percent of board members of Australia's top 200 companies (ASX 200). A total of 40 boards in the ASX 200 (20 percent) do not have any women directors (compared to 13 percent for NSW). This suggests that ASX 200 companies based in NSW are more likely to have at least one woman on their boards than companies based in other parts of Australia.</p>

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



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index measures the performance of the 200 largest index-eligible stocks listed on the Australian Securities Exchange according to criteria established by Standard & Poor's and the ASX.

Directors are those people who hold a seat on a company board. They act on behalf of the shareholders in supervising the company.

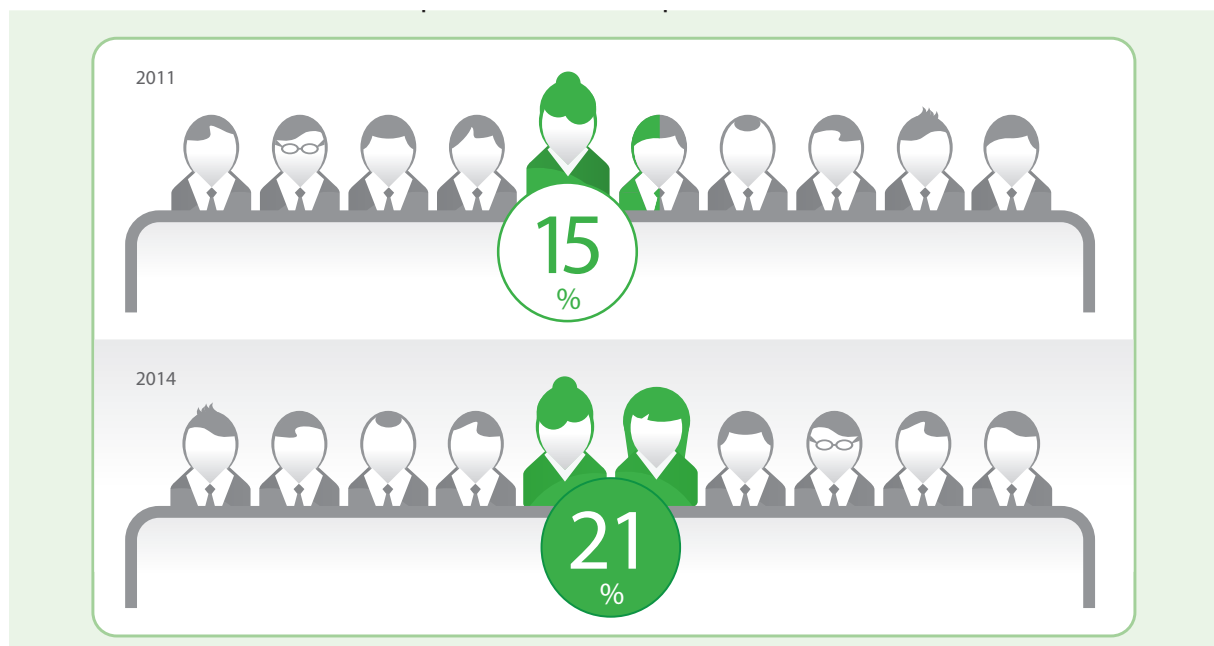
The private sector has been endeavouring to remove barriers to women's participation, and ensure companies have a target on diversity. The ASX Corporate Governance Council requires publicly listed companies in Australia to set gender diversity targets. According to the first ASX Corporate Governance Council Principles and Recommendations on Diversity Report which was released in July 2012, 98 per cent of the 211 sampled ASX-listed companies had a diversity policy.

Year collected: 2014 and previous years.

Data source: Australian Institute of Company Directors, unpublished data; Australian Institute of Company Directors (2014) *Appointments to S&P/ASX 200 Boards, 2014*; ABS (2014) *Gender Indicators, Australia, February 2014*. Cat no. 4125.0; Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (2014) *Gender Balance on Australian Government Boards Report 2012–2013*.

More information is available at: [www.companydirectors.com.au](http://www.companydirectors.com.au); [www.dss.gov.au](http://www.dss.gov.au)

**Figure 5.6 Female board directorships in ASX 200 companies, NSW, 2011 and 2014**

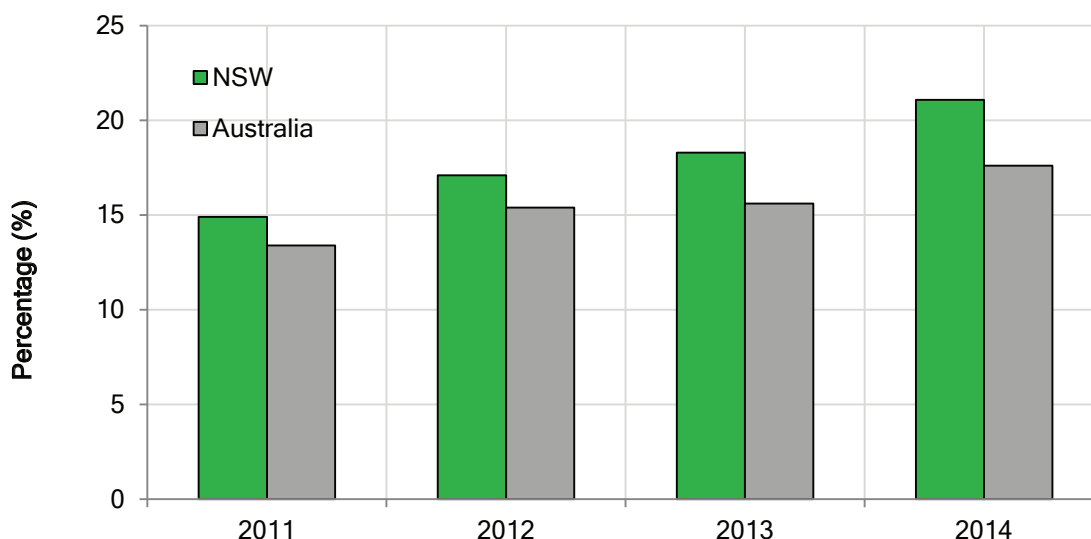


Population: NSW-based companies listed on the ASX 200 as at April 2011 and April 2014.

Data source: NSW Institute of Company Directors, unpublished data.

# Leadership

**Figure 5.7 Female board directorships in ASX 200 companies, NSW and Australia**



Note: NSW data is at April 2011, April 2012, April 2013 and April 2014. The national data is as at 31 December 2011, 31 December 2012, 31 March 2013 and 14 February 2014.

Population: Companies listed on the ASX 200 for the dates specified above.

Data source: NSW Institute of Company Directors for NSW data, unpublished; ABS (2014) *Gender Indicators Australia*, February 2014. Cat no. 4125.0 for national data.

## Topic 4 Leadership in the community sector

Indicator 4.1 focuses on the representation of NSW women in the leadership of State Sporting Organisations (SSOs). SSOs are community organisations recognised by government and the majority of playing participants as peak bodies in the management and administration of their individual sports within NSW.

### 4.1 Leadership roles in State Sporting Organisations

#### Women leaders in State Sporting Organisations (SSOs)

<b>Women's status compared to men</b>	<p>In NSW in 2012, 30 percent (245) of directorships of SSOs were held by women.</p> <p>In the same year, 21 percent (21) of SSO presidents and 26 percent (27) of chief executive officers (CEOs) were women. Seventeen percent (18) of SSOs did not have a woman on their board.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women are nearly two and a half times less likely than men to hold a directorship in a NSW SSO.</li> </ul>
<b>The direction of change over time</b>	<p>No data is available prior to 2011 but in 2011, 29 percent of directorships of SSOs were held by women. This increased to 30 percent in 2012.</p> <p>From 2011 to 2012, there was a slight increase in the number of SSOs that did not have a woman on their board, from 15 SSOs in 2011 to 18 in 2012.</p> <p>The number of women who held the chief executive officer (CEO) position had increased slightly from 24 percent in 2011 to 26 percent in 2012. There was no change in the number of women holding the position of SSO president (20 percent for both years).</p>

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How does NSW compare?	<p>There is a greater proportion of women in leadership positions in SSOs in NSW compared to women in National Sporting Organisations (NSOs) in Australia. Only 23 percent of NSO directorships were held by women in 2012 (compared to 30 percent for NSW SSOs). For the same year, more women also occupied CEO and president positions in SSOs in NSW compared to NSOs in Australia (26 percent compared to 19 percent and 20 percent compared to 11 percent).</p> <p>In 2013, there were 386 directors in National Sporting Organisations (NSOs) in Australia. Twenty-four percent of these directors were women. Since 2012, there has been a 2 percentage point decrease in the number of women holding the position of president in NSOs (11 percent in 2012 to 9 percent in 2013).</p> <p>Twenty percent of CEO positions in NSOs were occupied by women in 2013, representing a 1 percentage point increase from 2012. Also in 2013, five out of a total of 55 funded NSOs had no woman on their board.</p>
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State Sporting Organisations are the NSW counterparts of National Sporting Organisations. They are community organisations that receive funding from government and others to promote and control the operations of their sport in NSW. Their member organisations rely to a large degree on the contributions of volunteers. Sporting organisations play an important role, both as promoters of sports throughout the state, and as the peak bodies that oversee the operations of local sports clubs.

In March 2013, following the release of new governance principles by the Australian Sports Commission, boards of national sporting organisations are required to meet a 40 percent target of female directorships on boards. This reform to improve gender balance is part of the overall reform to improve board election process.

Year collected: 2013, 2012, and 2011.

Data source: Sport and Recreation Division, Office of Communities, Department of Education and Communities for SSO data, unpublished; Women on Boards (2014) *National Sporting Organisations 2013*.

## Topic 5 Senior roles in the legal and education professions

Topic 5 considers indicators of leadership in two professions that are historically known to diverge quite significantly in terms of gender representation. The legal profession has traditionally been known as a male dominated field while the education profession has been established and recognised as a female dominated profession. This section updates these indicators as they were presented in last year's report, *Women in NSW 2013*.

### 5.1 Women's representation in law

#### Judges, barristers, partners and principals of law firms

Women's status compared to men	<p>In March 2014, 33 percent (85) of judges and magistrates in NSW were women.</p> <p>As at 1 October 2013, women made up 24 percent (1,924) of partners and principals of private law firms in NSW.</p> <p>Women made up 20 percent (443) of all barristers with a NSW practising certificate as at 20 June 2013.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Judges and magistrates in NSW are twice as likely to be male as female.</li> <li>Partners and principals of private law firms are three times as likely to be male as female while barristers are four times as likely to be male as female.</li> </ul>
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# Leadership

<p><b>The direction of change over time</b></p>	<p>From 1994 to 2013, the representation of women in law has grown as evidenced by the increase in the number of female solicitors. Their number rose by 284 percent during the period (from 3,291 to 12,633), while the number of male solicitors grew by only 53 percent (from 8,992 to 13,775). As at 1 October 2013, a higher number of female (1,606 or 58 percent) than male (1,157) solicitors were issued with a Practising Certificate for the first time, following a long-term trend for women to outnumber men entering the profession.</p> <p>The percentage of NSW judges and magistrates who are women remained relatively stable. In 2012 and 2013 women comprised 34 percent of judges and magistrates. There was only a one percentage point decrease in 2014.</p> <p>The percentage of women who work as partners and principals in private law firms has improved slightly from 2008 to 2013, increasing by 4 percentage points during a five-year period (20 percent in 2008 to 24 percent in 2013) (see Figure 5.8).</p> <p>Since 2012, the proportion of junior barristers who were women remained unchanged (22 percent). However, the proportion of female Queen's Counsel or Senior Counsel increased from 6 percent in 2012 to 10 percent in 2013 (see Figure 5.9).</p>
<p><b>How does NSW compare?</b></p>	<p>In Australia, in March 2013, women judges and magistrates comprised 35 percent (55 of 156) of all Commonwealth judges and magistrates.</p> <p>In Victoria as at October 2013, 26 percent of practising Counsel were women. The proportion of women among Victorian Queen's Counsel or Senior Counsel (10 percent) was similar to the NSW proportion (10 percent). A smaller proportion of judges and magistrates in Victoria were women (25 percent) than in NSW (33 percent).</p>
<p><b>Tracking subgroups of women</b></p>	<p>Female solicitors tended to be younger than males, with an approximate average age in 2013 of 38.2 years, compared to the male average of 45.8 years. They also tend to work part-time compared to males (21 percent compared to 10 percent of males).</p> <p>In NSW as at 1 October 2013, 132 solicitors (over 1 percent) identified themselves as Aboriginal, of which 52 percent were Aboriginal women.</p> <p>There has been a 7 percent increase in the number of Aboriginal solicitors as at 1 October 2013 compared to the same period in 2012.</p>

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.

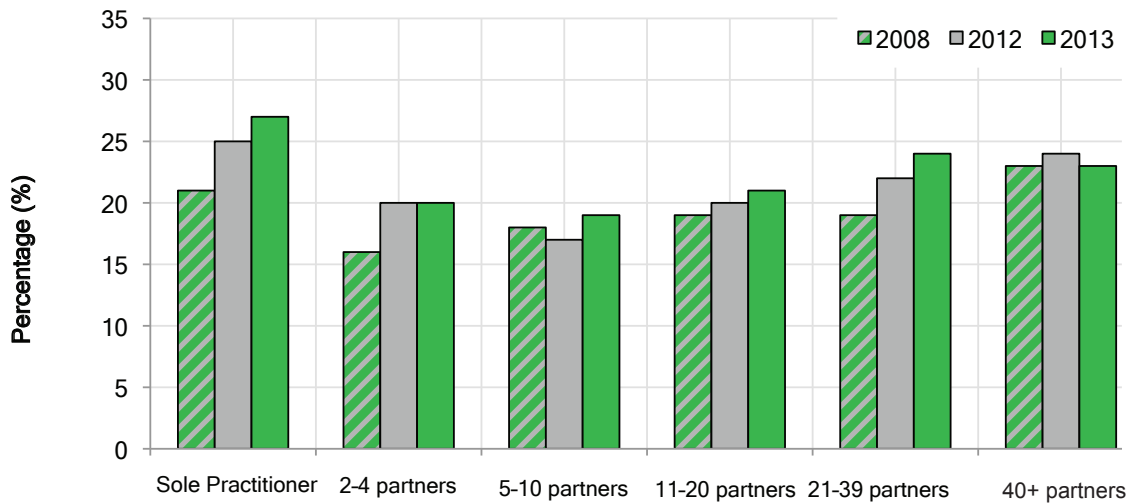
Years collected: 2014 and previous years.

Data source: Australasian Institute of Judicial Administration, unpublished data; The Law Society of New South Wales (2014) *2013 Profile of Solicitors of NSW Final Report; Profile: Law Society Research Update Statistics as at 1 March 2014*; The NSW Bar Association (2014) *Annual Report 2013*; ABS (2013) *Gender Indicators, Australia, August 2013*. Cat no. 4125.0; Victorian Bar (2014) *Bar Statistics 2013*.

More information is available at [www.aija.org.au](http://www.aija.org.au); [www.lawsociety.com.au](http://www.lawsociety.com.au); [www.nswbar.asn.au](http://www.nswbar.asn.au); [www.vicbar.com.au/about-us/about-the-victorian-bar/bar-statistics](http://www.vicbar.com.au/about-us/about-the-victorian-bar/bar-statistics)

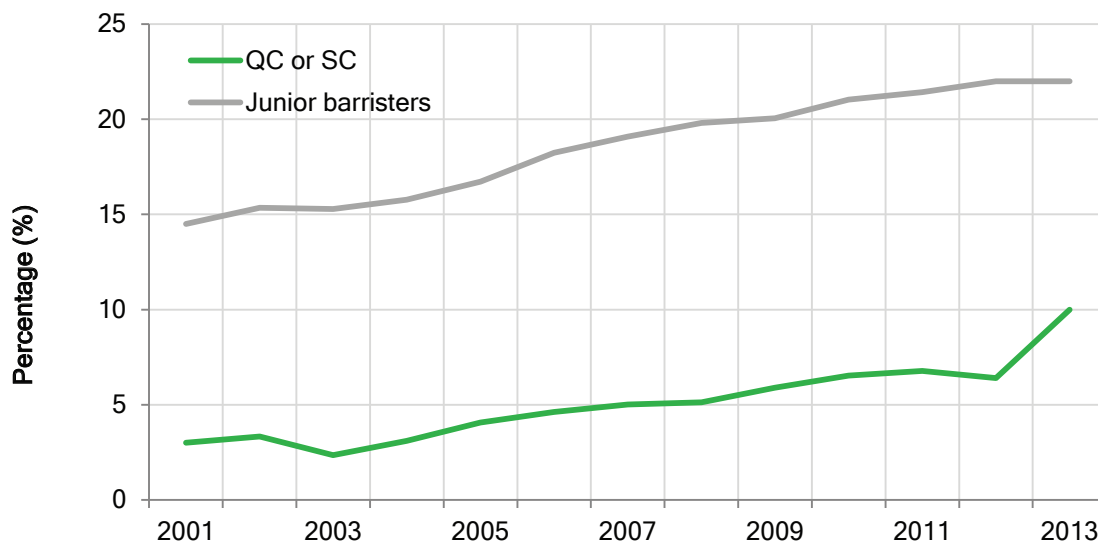
# Leadership

**Figure 5.8 Women partners in private law firms, NSW, 2008–13**



Population: Solicitors in NSW who held a current practising certificate on October 2013 and previous years.  
Data source: The Law Society of New South Wales (2014) *2013 Profile of Solicitors of NSW: Final Report*; also from previous years.

**Figure 5.9 Women barristers, NSW, 2000–13**



Note: 'Queen's Counsel' and 'Senior Counsel' are barristers of seniority and eminence in their areas of practice.

Population: All barristers who held a NSW practising certificate as at 30 June 2013. Including barristers based interstate and overseas.

Data source: New South Wales Bar Association (2014) *Annual Report 2012–13*; also from various years.

# Leadership

## 5.2 Principals of NSW government schools

### Women's representation in NSW government schools

Women's status compared to men	<p>As at June 2013, 58 percent of primary school principals and 40 percent of secondary school principals of NSW government schools were women.</p> <p>As at June 2013, 81 percent of the total school-based teaching staff (including principals) in primary schools were women. In secondary schools, women comprised 57 percent of total school-based teaching staff.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• Women comprise a majority of primary school principals. They outnumber men by more than half.</li> <li>• However, in secondary schools, over half of the principals are men. The proportion of female principals in secondary schools lags behind men by 20 percentage points.</li> </ul>
The direction of change over time	<p>Women's share of principal positions in both primary and secondary schools improved over the period from 2008 to 2013. However, women still hold a disproportionately low share of principal positions in secondary schools (see Figure 5.10).</p> <p>Women's higher level of representation amongst teaching staff has remained stable.</p>
How does NSW compare?	<p>A national survey found that in 2010 in Australia, women held 60 percent of principal positions in government schools. Note that this data is based on a sample survey which does not provide a state breakdown.</p>
Tracking subgroups of women	<p>In NSW government schools, as at March 2013, 31 percent of women principals were aged between 50 and 59 years. Only 0.2 percent of women principals were in the youngest age group, 25 to 29 years.</p> <p>Three out of the 15 executive principals appointed to Connected Communities schools and the executive director of the Connected Communities Strategy are Aboriginal women. All of these positions are mainstream and not identified positions in accordance with part 9A of the NSW Anti-Discrimination Act 1997.</p>

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 relationships between the school and the community. Connected Communities is the strategy adopted by NSW Government schools to address the educational and social goals of Aboriginal children and young people living in complex and diverse communities.

National data: Based on a 2010 survey (Staff in Australian Schools) undertaken by the Australian Council for Educational Research (ACER) every three years, and commissioned by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR). The final survey responses were received from 4,599 primary teachers, 10,876 secondary teachers, 741 primary leaders and 838 secondary leaders.

Year collected: 2013 for NSW data and 2010 for national data.

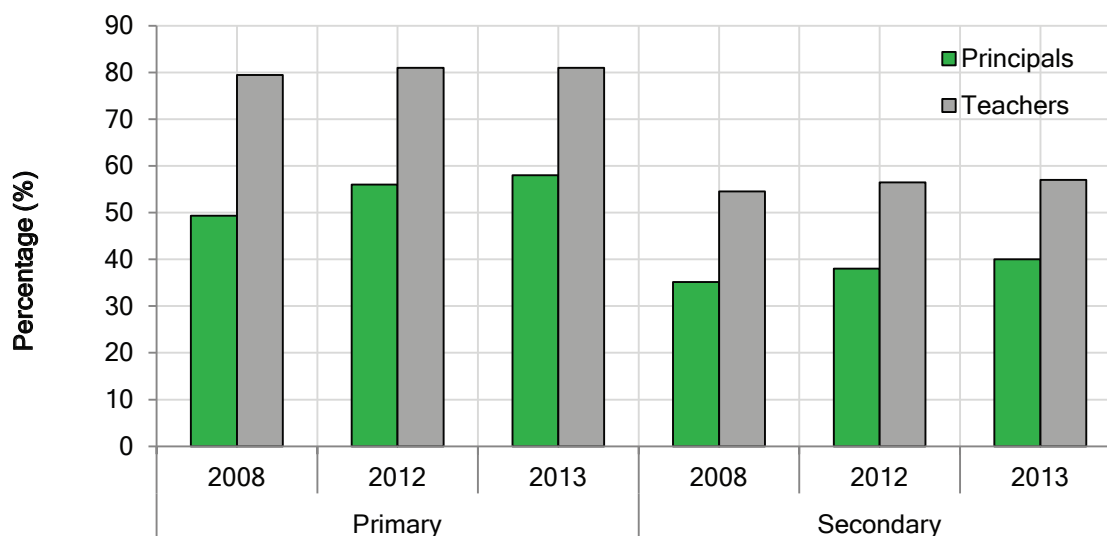
Data source: NSW Department of Education and Communities, *Workforce Profiles as at June 2008–June 2013*, unpublished; NSW Department of Education and Communities (2013), *Permanent School Teacher Age Profiles, 2013*; Australian Council for Educational Research (2011), *Staff in Australian Schools 2010*.

More information is available at [www.dec.nsw.gov.au](http://www.dec.nsw.gov.au); [www.acer.edu.au/sia](http://www.acer.edu.au/sia)



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Figure 5.10 Female principals and teachers, NSW government schools, 2008–13



Note: 'Teachers' cover all teaching staff, including principals.

Population: Permanent and temporary staff only. Does not include casual staff.

Data source: NSW Department of Education and Communities, *Workforce Profiles as at June 2008–June 2013*, unpublished.

## 5.3 TAFE NSW leaders

### Directors and managers of Technical and Further Education (TAFE) NSW institutes

Women's status compared to men	<p>As at June 2013, 58 percent of TAFE NSW directors and managers were women.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women are ahead of men at this level. More than half of senior and managerial staff in TAFE NSW are women.</li> </ul>
The direction of change over time	<p>The proportion of women at senior management level in TAFE NSW has increased steadily since 2006 when 43 percent of institute directors and managers were women. By 2013, this had increased by 15 percentage points to 58 percent (see Figure 5.11).</p>

Institute directors are the pre-eminent managerial and educational leaders within TAFE NSW. They are responsible for the overall leadership of their institute and its campuses, including management of administrative and teaching staff, the quality of educational programs, oversight of services delivered to industry and business, and relationships with other education providers.

Institute managers are employed as educational leaders and administrative managers in TAFE NSW. They have supervisory responsibility for administrative and/or educational programs and staff.

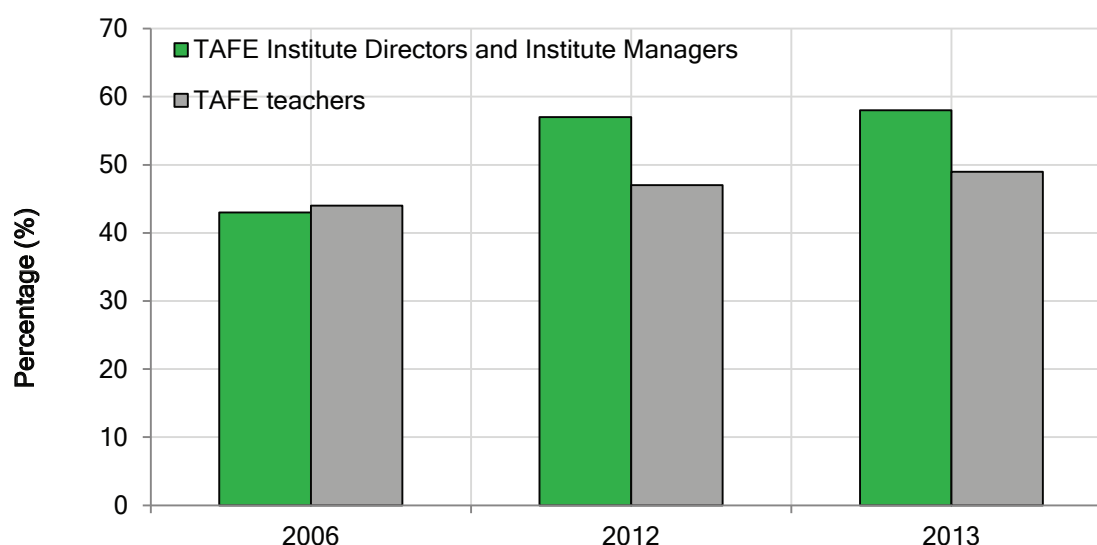
Year collected: June 2013.

Data Source: NSW Department of Education and Communities, *Workforce Profiles as at June 2006–June 2013*, unpublished.

More information is available at [www.dec.nsw.gov.au](http://www.dec.nsw.gov.au)

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**Figure 5.11 Women TAFE NSW directors/managers and teachers, 2006–13**



Population: Permanent and temporary staff only. Does not include casual staff.

Data source: NSW Department of Education and Communities, *Workforce Profiles as at June 2006–June 2013*, unpublished.

## 5.4 Senior academic positions in NSW universities

### Women's representation in academic positions

<b>Women's status compared to men</b>	<p>In 2013, women comprised 42 percent (5,226) of the total number (12,406) of academics in NSW universities. Of this number, 30 percent (1,054) were senior academics.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• More than half of academics in NSW are men.</li> <li>• Senior academics in NSW are more than twice as likely to be men as women.</li> </ul>
<b>The direction of change over time</b>	<p>The rise in the number of women in academia has been slow. In most years, from 1999 to 2012, the number of women academics increased only by 1 percent annually. In 1999, the proportion was 37 percent, rising to 44 percent in 2010 to 2012, and falling slightly to 42 percent in 2013. This indicates an increase of only 5 percentage points throughout the 14-year period.</p> <p>Between 2000 and 2013, the proportion of senior level academic positions occupied by women has slowly increased, such that by 2013 women held 30 percent of positions (1,054 of 3,490 senior academics) (see Figure 5.12)</p>
<b>How does NSW compare?</b>	<p>In 2013, women comprised 43 percent (18,729) of all (43,182) academics in Australian universities.</p> <p>Women senior academics made up 30 percent (3,486) of all senior academics (11,683) in Australian universities, the same proportion as for NSW universities.</p>

The category 'above senior lecturer' includes vice-chancellor, deputy vice chancellor, professor, head of school, college fellow, associate professor, principal lecturer and other academic staff in the level D and E salary classifications.

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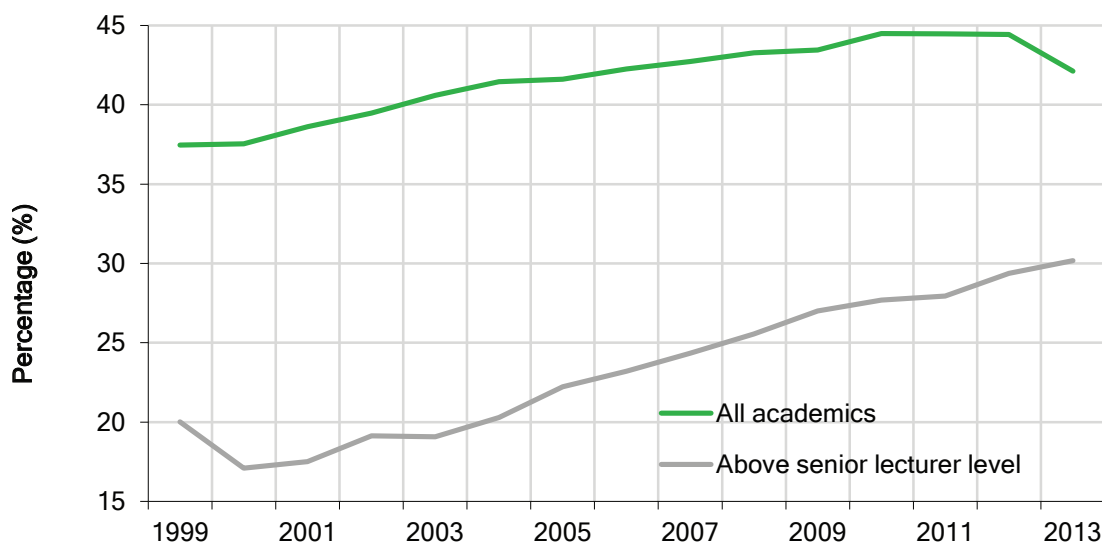
The NSW universities included in this data are: Charles Sturt University, Macquarie University, Southern Cross University, The University of NSW England, The University of New South Wales, The University of Newcastle, The University of Sydney, University of Technology Sydney, University of Western Sydney, and University of Wollongong.

Years collected: 2013 and previous years.

Data source: Department of Education (2014) *Selected Higher Education Statistics 2013 Staff Data*.

More information is available at: [www.education.gov.au](http://www.education.gov.au)

**Figure 5.12 Women academics in NSW universities, 1999–2013**



Note: Data refer to full-time equivalent positions for full-time, fractional full-time and actual casual staff. Data for full-time and fractional full-time staff comprise actual numbers of staff and full-time equivalence for staff who were engaged in the provision of higher education courses in higher education institutions at 31 March each reference year. The numbers of persons counted and their FTE comprise a 'snapshot' taken at that date.

Data for the 'Actual Casual Staff' submission are provided at the same time as the full-time and fractional full-time staff submission in the following year (actual casual staff data is delayed by one year), and includes actual staff resources expended by casual staff in the calendar year measured in FTEs.

Population: Includes full-time, fractional full-time and actual casual staff of universities in NSW.

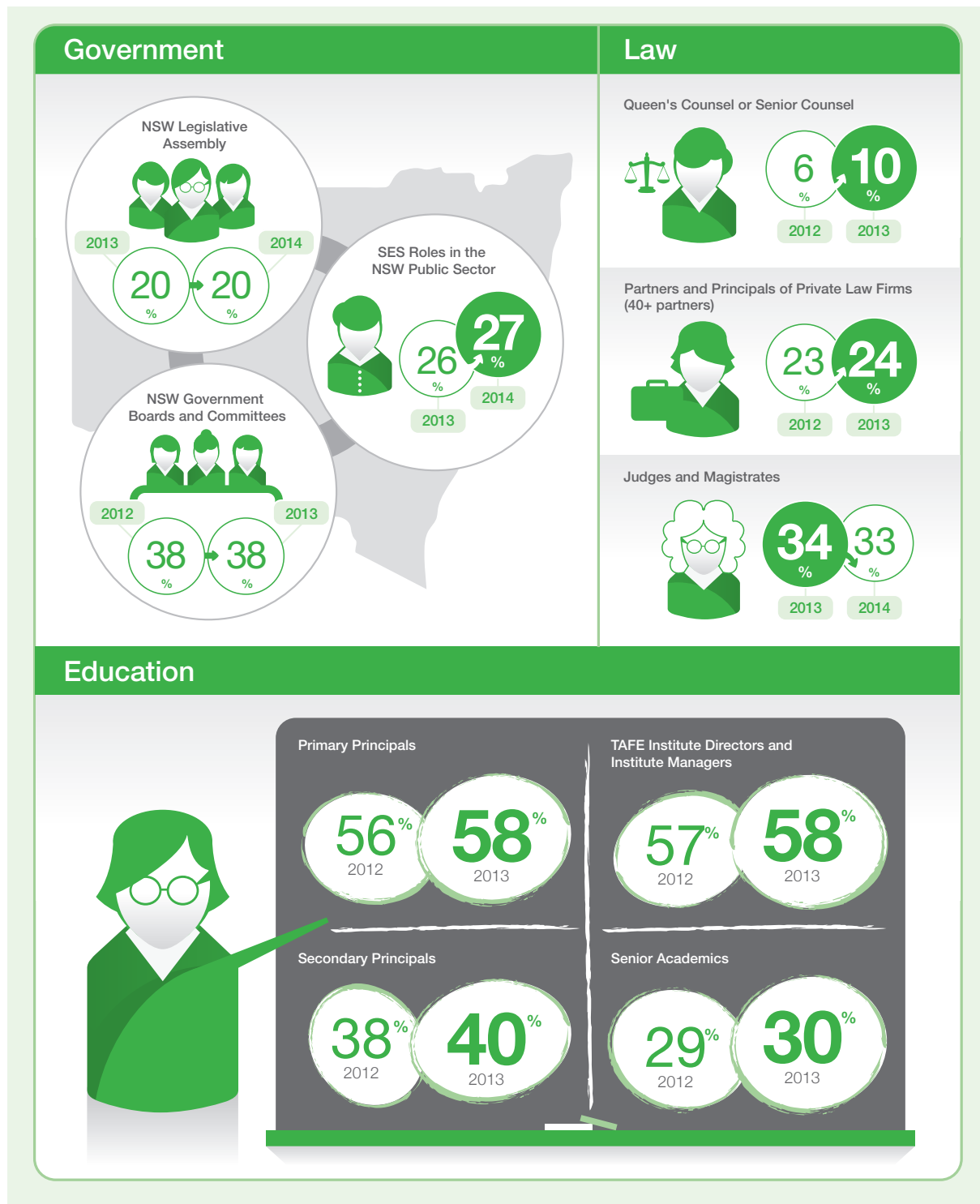
Year collected: 2013 and previous years.

Data source: Department of Education (2014) *Selected Higher Education Statistics 2013 Staff Data*.

More information is available at [www.education.gov.au](http://www.education.gov.au)

# Leadership

Figure 5.13 Women's leadership, NSW



## Conclusion

How does NSW compare to all of Australia, and internationally, in terms of women's representation in leadership positions?

With women holding only 20 percent of Legislative Assembly (lower house) seats, NSW has lower levels of female representation in its parliament than at the national level and when compared to

# Leadership

international averages. However, the percentage of NSW seats in the Australian Parliament that were won by women at the 2013 Australian Government election was higher than the national average. In comparison with world averages, as at 1 May 2014, Australia ranked 49th in terms of the percentage of women (26 percent) in the lower house of parliament relative to other countries. World-wide women occupy 22 percent of lower house seats and 20 percent of upper house seats.<sup>1</sup>

Compared to Australia, women held a smaller share of government board and committee positions in NSW in 2013: at 38 percent compared to 42 percent for Australian Government boards. There was also a significant difference in the public sector Senior Executive Service (SES). NSW lags behind Australia with only 27 percent of NSW Government SES positions being filled by women, compared to 39 percent of Australian Government SES positions.

In 2013, the proportion of women judges and magistrates in Commonwealth courts was slightly higher (35 percent) compared to 33 percent for NSW courts. This is roughly on par with international comparisons, particularly that of the European Union (EU) where amongst member states in 2012, 34 percent of Supreme Court judges were women.<sup>2</sup>

In the private sector, the proportion of women in directorship positions in ASX 200 companies that are registered in NSW has been increasing. The improvements have been slow (between 1 and 3 percentage point increases annually through 2011 to 2014). The proportion in 2014, at 21 percent, is higher when compared to 17.6 percent for Australia, notwithstanding the fact that women's leadership representation in the private sector still has a long way to go when compared to men's. This gender imbalance is not unique to Australia. The European Union estimated that as at April 2013, only 16.6 percent of board seats of the largest publicly listed companies in the 27 EU-member states were held by women.<sup>2</sup> In the United States, the change in gender parity in corporate board memberships has been slow despite the number of organisations that have been formed to hasten the diversification of memberships in corporate boards to include more women.<sup>3</sup>

There is still so much to do in terms of improving women's representation in leadership roles. Although we laud the huge improvements made through the years in the teaching profession and in the directorship and managerial positions in TAFE, only minimal improvements can be seen in leadership roles in government boards and committees including SES positions, in the legal profession, and in local, state and Australian government positions. In these sectors, the uptake of women as leaders is rising, but slowly.

As with last year's report, data on Aboriginal women's leadership experiences as well as women from culturally and linguistically diverse backgrounds (CALD) are usually not collected or not readily available, except in the public sector. There remains a lack of systematic data collection in this area. To measure their contribution, identify trends, and understand the leadership experiences of Aboriginal and CALD women in NSW more fully, we need more information about the positions that Aboriginal and CALD women occupy.

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1 Inter-Parliamentary Union (2014) *Women in National Parliaments*, as at 1 June 2014, available at <http://www.ipu.org/wmn-e/world.htm>

2 European Union (2013) *Women and Men in Leadership Positions in the European Union 2013: A Review of the Situation and Recent Progress*, available at [http://ec.europa.eu/justice/gender-equality/files/gender\\_balance\\_decision\\_making/131011\\_women\\_men\\_leadership\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_balance_decision_making/131011_women_men_leadership_en.pdf)

3 Deloitte (2013) *Women in the Boardroom: A Global Perspective*. 3rd edition, March 2013, available at <http://www2.deloitte.com/content/dam/Deloitte/global/Documents/Risk/gx-ccg-women-in-the-boardroom.pdf>



# Chapter six

## Safety and justice

**Nicole Fazzolare**

Probationary Constable,  
Surry Hills Local Area Command.

Photo courtesy of NSW Police





# Safety and justice

This chapter looks at the experiences of women in NSW in relation to their personal safety and the justice system. An overview of their experiences of safety in different contexts is presented: in families and households, in the community and in workplaces. The latest available data is used. Data sources include statistics collected by the NSW Bureau of Crime Statistics and Research (BOCSAR), the NSW Ministry of Health, State Coroner's Court of NSW, Transport for NSW, and the Australian Bureau of Statistics (ABS).

## Key findings

Domestic and family violence is one of the most prevalent forms of violence women experience in Australia. In the 12 months to March 2014, 69 percent of victims of domestic violence (DV)-related assaults in NSW were women. The proportion of female victims has remained relatively stable from April 2005 to March 2014. Over the same period, the rates for DV-related assaults have been consistently higher for Aboriginal women than non-Aboriginal women although both showed a declining trend.

This year's report reveals there has been a recent increase in DV-related assault rates. Overall rates grew by 2 percent over the last two years (to March 2014) to their highest recorded rate in the past 12 years. While the rise can be attributed to increases in both female and male DV-related assault rates, the rates for women remain consistently higher than for men.

DV-related assaults were mostly perpetrated by males only (70 percent), regardless of the gender of the victim, while 19 percent involved female offenders only. When the victim was a female, the offender was generally a male only (78 percent).

In NSW in the 12 months to March 2014, 81 percent (21 out of 26) of female homicide victims were killed by someone with whom they were in a domestic relationship. Of the 128 women who were killed in a domestic violence context between July 2000 and June 2009, 12 percent (or 15) of the deceased were Aboriginal.

It is widely acknowledged that there is underreporting of DV assault. As mentioned in last year's *Women in NSW* report, the NSW Bureau of Crime Statistics and Research (BOCSAR) found that the most commonly cited reasons for not reporting domestic and family violence were fear of further violence from the offender, feelings of shame or embarrassment, or a belief that the incident was too inconsequential.

The incidence of sexual assault on women remains high. In the 12 months to March 2014, 82 percent of reported sexual assault victims were women (4,010 women victims compared to 900 male victims). The largest group of alleged offenders were people known to the victims but with whom they had no familial relationship.

Women were victims in 30 percent of cases of non-DV-related assault in the 12 months to March 2014. The downwards trend in recorded incidents of non-DV assault continues for women and men. Both the number of female victims and the number of male victims have fallen by an average of 3 percent per annum since 2005.

In terms of women's experiences with the state's criminal justice system, apprehended domestic violence orders (ADVOs) were mostly granted to women in the period from April 2013 to March 2014 (70 percent of victims). Women were granted ADVOs at a rate of 728 per 100,000 population compared to men who were granted at a rate of 317 per 100,000 population. In 2013, the regions in NSW with the highest rate of ADVOs granted per 100,000 population were the Far West & Orana, Riverina, and New England & North West regions.

# Safety and justice

The proportion of women offenders remained the same since 2011 at 21 percent. Women's offender rates were also lower than men's, although both increased slightly over the last year to 751 per 100,000 population for women and 2,890 per 100,000 for men.

Similar to last year's report, we also examined the data on women in prison. As at 30 June 2013 women accounted for 7 percent (681) of all prisoners (9,216) in NSW correctional centres. The imprisonment rate for women in NSW was 14 times lower than for men: 23 per 100,000 of the population for women compared to 328 per 100,000 of the population for men.

Since 2011–12 there has been a decline in the number and proportion of sex-discrimination complaints lodged by NSW women with both the NSW Anti-Discrimination Board and the Australian Human Rights Commission.

## Gender indicators: Safety and justice

In this chapter, women's experiences are reported against five safety and justice topics of importance for women. Many align with state, national and international goals and benchmarks and some comparisons are given in the conclusion. The topics covered in this chapter relate to the State Plan Goals 16, 17 and 18.

### **NSW** 2021 A PLAN TO MAKE NSW NUMBER ONE

#### **Goal 16: Prevent and reduce the level of crime**

#### **Goal 17: Prevent and reduce the level of reoffending**

#### **Goal 18: Improve community confidence in the justice system**

The NSW Government is committed to significantly reducing domestic and sexual violence against women and their children, reducing alcohol-related assaults and other personal crime, increasing confidence in police, preventing and reducing reoffending, and increasing community confidence in the court system. The topics covered in this chapter relate to State Plan Goals 16, 17 and 18.

This year we have had the chance to report findings from the ABS 2012 *Personal Safety Survey* (PSS). This survey, undertaken every six years and recently published by the ABS, collects information about the nature and extent of violence experienced by men and women since the age of 15. Although data from the survey is collected too infrequently to use regularly in the *Women in NSW* reports, it provides important information about facets of women's experience of violence.

The indicators used in this year's report are shown below. Note that data for some indicators used in previous years are not available this year. A full list of indicators from all years is in the Introduction. The most recent available data is used throughout.

# Safety and justice

## Safety and justice indicators

Topic	Indicator
Topic 1 Safety in families and households	1.1 Recorded domestic violence-related assaults 1.2 Self-reported domestic violence 1.3 Domestic violence homicide
Topic 2 Safety in the community	2.1 Sexual assault 2.2 Victims of violence-recorded incidents 2.3 Assault victimisation 2.4 Safety while waiting for or using public transport
Topic 3 The criminal justice system	3.1 Reporting rates among victims of assault 3.2 Apprehended Domestic Violence Orders granted 3.3. Sexual offences proven in court
Topic 4 Offending	4.1 Offenders 4.2 Women in prison
Topic 5 Workplace safety	5.1 Sex discrimination in employment 5.2 Sexual harassment in employment

## Topic 1 Safety in families and households

In this section Indicator 1.1 presents information on domestic violence (DV)-related assaults recorded by the NSW Police, while Indicator 1.2 relates to women's self-reporting of domestic violence through a NSW screening program undertaken by NSW Health. The ABS 2012 *Personal Safety Survey* (PSS) is also used in this section to draw comparisons between NSW and Australia.

It is important to note that not all domestic and family violence incidents are reported by victims. Consequently, the real prevalence rate is higher than the rate reported to the police. In a study reported in *Women in NSW 2013* by the NSW Bureau of Crime Statistics and Research (BOCSAR), less than half of domestic and family violence victims reported their most recent incident to the police (see [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au)). A higher rate of reported DV-related assaults can be a reflection of greater awareness by female victims. It can also be a reflection of their greater confidence in the police.

### 1.1 Recorded domestic violence (DV)-related assaults

#### DV-related assaults recorded by NSW Police

Women's status compared to men	<p>In NSW females comprised 69 percent of victims of DV-related assaults in the 12 months to March 2014. There were 21,664 female victims compared to 9,925 male victims.</p> <p>This equates to a rate per 100,000 population of 594 for females and 277 for males.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>In NSW, females are more than twice as likely to be victims of domestic and family violence as males.</li></ul>
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# Safety and justice

<p>The direction of change over time</p>	<p>The proportion of female victims of DV-related assault has remained relatively stable from April 2005 to March 2014, ranging between 69 percent and 71 percent.</p> <p>The rate of DV-related assaults remained stable in the 10 years from April 2002 to March 2012. However, in the past two years to March 2014, overall DV-related assault rates have increased by 2 percent from 429 to 437 per 100,000. This is the highest rate registered in the past 12 years. The rise in DV-related assault rates in the past two years can be attributed to a rise in the rates of DV-related assault for both male and female victims. Female DV-related assault rates remain consistently higher than male DV-related assault rates (see Figure 6.1).</p> <p>The NSW Bureau of Crime Statistics and Research (BOCSAR) reports the recent increase in DV-related assault is significant at a state-wide level. While the increase may be partly due to an increased willingness to report, as the rise is present for domestic assaults resulting in grievous bodily harm, the growth in recorded domestic assaults is also likely to partly reflect a real increase in domestic assault.</p>
<p>How does NSW compare?</p>	<p>Crime data is difficult to compare nationally as the way incidents are reported varies.</p> <p>Self-reported data from the ABS 2012 <i>Personal Safety Survey</i> shows that across Australia in the last 12 months prior to the survey, an estimated 184,300 individuals experienced violence either from a current or previous partner. Of these, women accounted for 72 percent (132,500).</p>
<p>Tracking subgroups of women</p>	<p>Figure 6.2 shows the rates of recorded DV-related assault per 100,000 population in NSW, tracking the rates among non-Aboriginal and Aboriginal women. Data for non-Aboriginal and Aboriginal men is also provided for comparison purposes.</p> <p><b>Non-Aboriginal females</b></p> <p>The rate of DV-related assault for non-Aboriginal women has remained relatively stable over the last decade, slightly declining over the five years since March 2009. In the 12 months ending March 2014, the rate of DV-related assault for non-Aboriginal women was down to 492 per 100,000 from a rate of 511 per 100,000 in the 12 months ending March 2003.</p> <p><b>Aboriginal females</b></p> <p>The rates of DV-related assault for Aboriginal women have been consistently higher than those for non-Aboriginal women. Over the 12-year period ending March 2014, a declining trend was exhibited despite the slight increases that were registered in the 12 months ending March 2012 and 2013. In the 12 months ending March 2014, the rate of DV-related assault for Aboriginal women was 3,010 per 100,000 population, down from a rate of 3,638 per 100,000 population in the 12 months ending March 2003.</p>

# Safety and justice

Tracking subgroups of women	<p><b>Non-Aboriginal males</b></p> <p>Although there were a few years throughout the 12-year period ending March 2014 that showed a decline in the rate of DV-related assault when compared to a previous year, the trend was generally increasing. The rate of DV-related assault among non-Aboriginal males increased from the 2003 rate of 207 per 100,000 population to 235 per 100,000 population in 2012 and to 241 per 100,000 population in 2014.</p> <p><b>Aboriginal males</b></p> <p>Similar to their non-Aboriginal counterparts, the rate of DV-related assault among Aboriginal males fell in some years. However, the general trend in the decade ending March 2014 was increasing and was markedly higher than the rate for non-Aboriginal males and non-Aboriginal females. In 2003, the rate of DV-related assault among Aboriginal males was 928 per 100,000 population. By 2014, this rate stood at 992.</p> <p><b>Age of victim and sex of offender</b></p> <p>In the 12 months ending March 2014, the highest incidence (41 percent) of DV-related assault recorded by NSW Police involved victims aged 30–49 years: 43 percent of female victims and 38 percent of male victims were in this age group. Boys aged 0 to 17 years made up 18 percent of male DV victims while girls aged 0 to 17 years made up 11 percent of female DV victims.</p> <p>Overall, 70 percent of DV incidents involved male offenders only, with 19 percent of incidents involving female offenders only. Male and female offenders were involved in 3 percent of incidents, while in the remainder the gender of at least one offender was unknown or there was no recorded offender.</p> <p>Where there was a female DV victim, the offender was generally a male only (78 percent) with female only offenders making up 13 percent. Where there was a male victim, 51 percent of offenders were male only, while 33 percent were female only.</p>
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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, people who live or have lived in the same household, carers, children, stepchildren, 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).

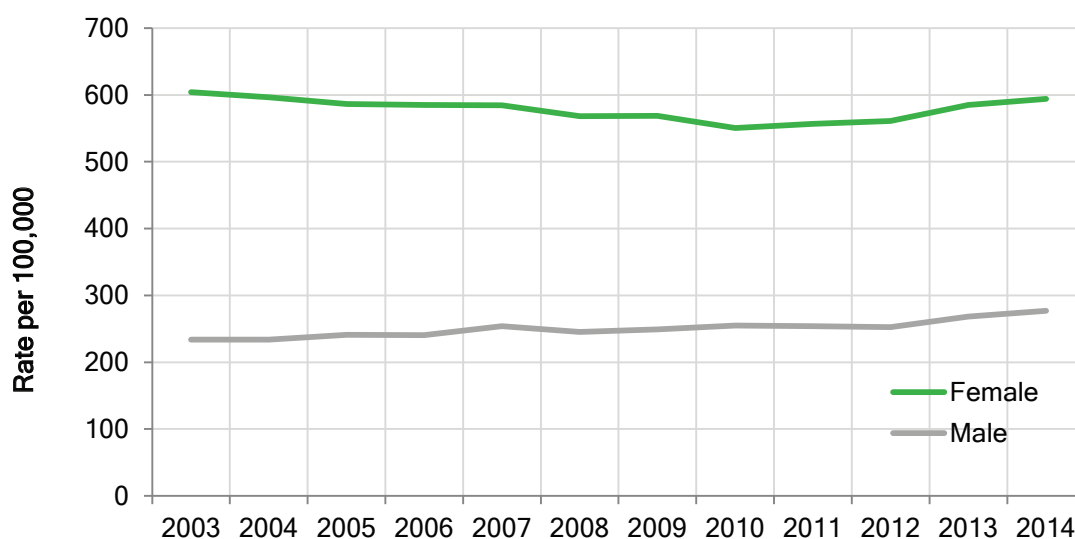
The ABS 2012 *Personal Safety Survey* is the second of the ABS Personal Safety Surveys. It was last run by the ABS in 2005. The survey collects information about the nature and extent of violence experienced by men and women since the age of 15, including their experience of violence in the 12 months prior to the survey. The survey defines partner violence to include sexual assault, not just physical assault or threat. Year collected: March 2014 and previous years.

Data source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: sr14-12141 and dg1412157); BOCSAR (2014) *NSW Recorded Crime Statistics, March 2014 Quarterly Report*; ABS (2013) *Personal Safety Australia, 2012*. Cat no. 4906.0.

More information is available: [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au); [www.abs.gov.au](http://www.abs.gov.au)

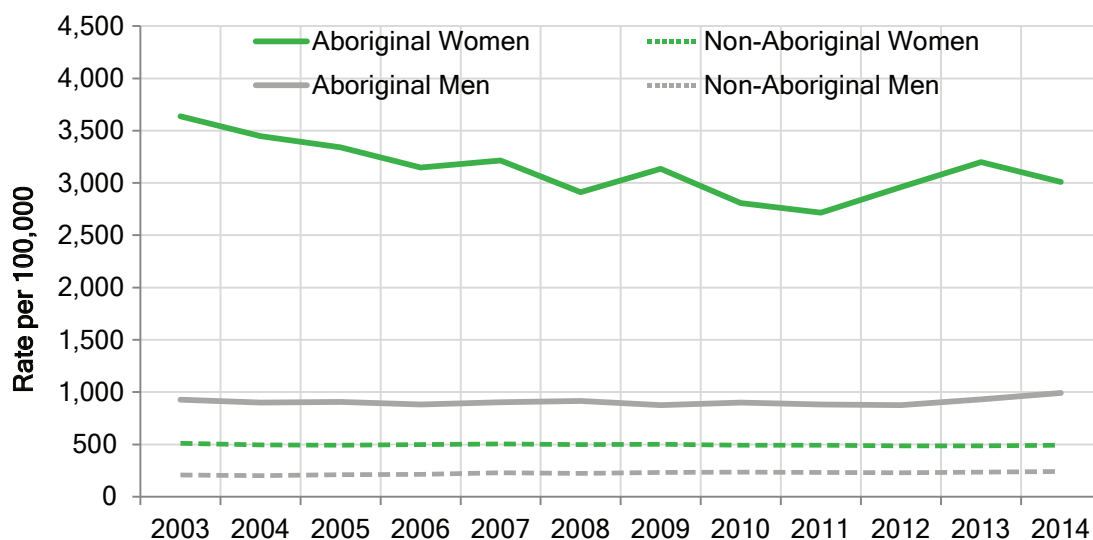
# Safety and justice

**Figure 6.1 DV-related assault victims recorded by NSW Police by sex 2002–14**



Note: Data relate to 12-month periods beginning April 2002 and finishing March 2014.  
 Population: Victims of domestic violence-related assaults (all ages) recorded by NSW Police.  
 Data source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished data (BOCSAR ref: sr14-12141).

**Figure 6.2 DV-related assault victims by sex and Aboriginal status, NSW 2002–14**



Note: Data relate to 12-month periods beginning April 2002 and finishing March 2014.  
 Aboriginal and non-Aboriginal population estimates were obtained from ABS (2009) *Projected Experimental Estimated Resident Australian Indigenous Population by RCMG region, age groups, 1991–2021*.  
 Population: Victims of domestic violence-related assaults (all ages) recorded by NSW Police.  
 Data source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished data (BOCSAR ref: sr14-12141).



# Safety and justice

## 1.2 Self-reported domestic violence

### Self-reported incidents of domestic violence by women attending NSW Health Services

Women's status	In NSW in 2012, 14,908 women attending NSW Health services were screened under the Domestic Violence Routine Screening Program. Of these, 5.5 percent (813 women) had experienced domestic violence in the previous 12 months.
The direction of change over time	Since the program started in 2003, the proportion of women who signified having experienced domestic violence in the 12 months prior to screening has remained relatively stable (between 5 and 7 percent) (see Table 6.1).
How does NSW compare?	No comparable screening is undertaken in Australia on women aged 16 years and over accessing antenatal and early childhood services. In Indicator 1.1 data from the ABS <i>2012 Personal Safety Survey</i> is presented comparing self-reported domestic violence for a broader female population.
Tracking subgroups of women	Of the 813 women who signified having experienced domestic violence in 2012, 28 percent (229) accepted assistance from NSW Health. The assistance came in the form of a) discussion of options b) notification to the police c) reporting to community services d) referrals to other services. <b>Aboriginal women</b> NSW Health is currently supporting research on the suitability of the NSW Health screening process for domestic violence for Aboriginal women.

The NSW Health Domestic Violence Routine Screening Program is implemented in antenatal services and early childhood services, and for women aged 16 years and over who attend mental health and alcohol and other drug programs. Women who attend these services are asked standardised questions about any incident of violence from a partner or ex-partner in the last year.

Year collected: 2012 and previous years.

Data source: NSW Ministry of Health, *Domestic Violence Routine Screening Program: Snapshot Report 10, November 2012*, unpublished.

More information is available: [www.health.nsw.gov.au](http://www.health.nsw.gov.au)

# Safety and justice

**Table 6.1 Women screened under the NSW Health Domestic Violence Routine Screening Program, 2003–12**

	Number of eligible women screened	Screened women who experienced DV %	Women unsafe to go home %	Women who accepted assistance %
2003	4,036	7.0	n/a	40.6
2004	7,774	7.3	18.7	71.0
2005	10,090	7.3	29.5	22.6
2006	11,581	6.0	32.9	25.9
2007	11,702	5.6	55.7	31.4
2008	12,536	5.9	52.2	24.0
2009	14,471	5.8	55.8	32.7
2010	14,301	5.3	44.2	26.7
2011	15,078	6.1	43.0	19.7
2012	14,908	5.5	103.2*	28.2

\*Anomalous result.

Note: Screening for DV is implemented in NSW Health antenatal services, early childhood services, and for women aged 16 and over who attended mental health and alcohol and other drug programs. Population: Women screened under the NSW Health Domestic Violence Routine Screening Program. Data source: NSW Health, *Domestic Violence Routine Screening Program: Snapshot Report 10*, November 2012, unpublished.

## 1.3 Domestic violence homicide

### Female victims of domestic homicide

<b>Women's status compared to men</b>	<p>In NSW in the 12 months to March 2014, 81 percent of female homicide victims (21 out of 26) were killed by someone with whom they were in a domestic relationship. This compares to 22 percent of male homicide victims (11 out of 51) (see Figure 6.3).</p> <p>Overall, the majority of homicide victims (including non-DV) are males (66 percent).</p> <p>Of those homicides that happened in a domestic context, women were the victim in 64 percent of cases (21 out of 33), compared to 33 percent (11) for men and 3 percent (1) unknown.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• In 2013, female homicide victims were nearly four times more likely than male victims to be killed by someone with whom they were in a domestic relationship.</li> <li>• Women are the victims in nearly twice as many domestic homicides as men.</li> </ul>
<b>The direction of change over time</b>	<p>The number and proportion of female homicide victims who are killed by someone with whom they are in a domestic relationship has fluctuated in recent years. In the 12 months to March 2013, 16 out of 23 female homicides occurred in a domestic context, compared to 32 out of 36 in 2012 and 20 out of 27 in the 12 months to March 2011 (see Figure 6.3).</p>

# Safety and justice

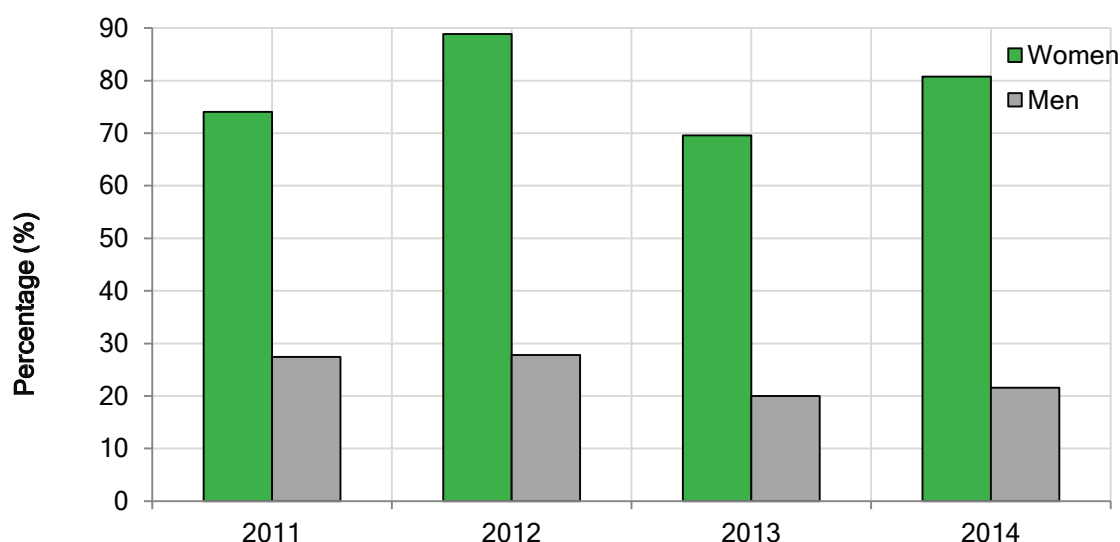
How does NSW compare?	As with DV-related assaults, it is difficult to compare data on DV homicide due to different methods of recording across jurisdictions.
Tracking subgroups of women	<p>There were 221 DV homicide cases between 1 July 2000 and 30 June 2009 as recorded by the NSW Coroner's Court and reported in the <i>2012 Domestic Violence Death Review Team Annual Report</i>. Women comprised 58 percent (128) of these deaths, of which 15 (12 percent) were Aboriginal women.</p> <p>Of the 221 DV-related deaths in the same period, 4 percent (9) of the perpetrators were Aboriginal women compared to 8 percent (17) who were Aboriginal men.</p>

For the purpose of this indicator, homicide refers to murder and manslaughter. Domestic violence homicide as defined in this indicator relates to victims of murder or manslaughter where the relationship of the offender to the victim is spouse/partner, ex-spouse/partner, parent/guardian (including step/foster parent), child (including step/foster child), sibling, member of family – other, or boy/girlfriend (including ex-boy/girlfriend). The data also includes incidents that have been flagged as DV-related by NSW Police. Data on DV related attempted murder showed that in the period April 2013 to March 2014, there were 8 female victims of attempted murder that occurred in domestic context compared to 4 male victims. The NSW Coroner's Court defines DV homicide as external cause death that occurred in the context of domestic violence. External cause death is defined as death of a person through the application of assaultive force or by criminal negligence excluding vehicle manslaughter. Year collected: April 2010 to March 2014.

Data source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR Reference: dg1412157); NSW Coroner's Court (2012) *Domestic Violence Death Review Team Annual Report 2011–2012*.

More information is available: [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au); [www.coroners.lawlink.nsw.gov.au](http://www.coroners.lawlink.nsw.gov.au)

**Figure 6.3 Homicides that were DV-related, by sex of victim, NSW**



Note: 'Homicide' refers to murder and manslaughter. Data relate to 12-month periods beginning April 2002 and finishing March 2014.

Population: Victims of homicide where the offender and victim are in a domestic relationship, as defined at Indicator 1.3.

Data source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished data (BOCSAR ref: dg1412157).

# Safety and justice

## Topic 2 Safety in the community

Indicator 2.1 examines data on incidents of recorded sexual assault. As noted in previous editions of *Women in NSW*, sexual assault, like domestic and family violence, is under-reported. The main reasons cited are fear of the offender, feeling a sense of shame and embarrassment and concerns about how the criminal justice system would treat the victims.

Indicator 2.2 shows recorded incidents of violence while Indicator 2.3 examines data from a major ABS household survey on self-reported incidents of assault victimisation. Indicator 2.4 presents data on feelings of safety in a community setting, particularly relating to the use of public transport.

To examine different aspects of safety in the community, three data sources are used. These are: crime data recorded by NSW Police (Indicators 2.1 and 2.2); data self-reported by respondents from the ABS *2012 Personal Safety Survey* and results from the ABS *Crime Victimisation Survey 2012–13*.

### 2.1 Sexual assault

#### Sexual assault incidents recorded by NSW Police

<b>Women's status compared to men</b>	<p>In NSW in the 12 months to March 2014, 82 percent of sexual assault victims were women or girls (4,010 female victims compared to 900 males).</p> <p>For both female and male sexual assault victims in NSW in the 12 months to March 2014, the highest proportion of alleged offenders were people known to the victims but with whom they had no familial relationship (41 percent for females and 39 percent for males).</p> <p>For female victims, the next highest category of alleged offenders was parents or children (including step/foster) (12 percent of offenders). For male victims of sexual assaults, the second highest category of alleged offenders was parents or children (14 percent) and family members described as 'other' (14 percent) (see Table 6.2).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>• Females are nearly 4.5 times as likely as males to be victims of sexual assault.</li></ul>
<b>The direction of change over time</b>	<p>The number of female sexual assault victims rose by 18 percent between April 2005 and March 2014 (from 3,392 to 4,010). While there were fewer male than female sexual assault victims, the annual number of male victims increased at a faster rate, growing by 36 percent (from 663 to 900) in the same period.</p>
<b>How does NSW compare?</b>	<p>As with DV-related assaults and DV homicides, it is difficult to compare data on sexual assaults as the methods of recording incidents across jurisdictions differ.</p> <p>Self-reported ABS statistics on crime victimisation report that in Australia in 2012–13, 65 percent of victims of sexual assault were women.</p> <p>In the ABS <i>2012 Personal Safety Survey</i>, women made up 70 percent of respondents across Australia who experienced sexual assault in the 12 months prior to the survey. The perpetrator was known by the majority of the victims.</p>

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'Sexual assault' covers offences where a person has sexual intercourse with another person without the consent of the other person, and knows that the other person does not consent. 'Partner' includes boyfriends/girlfriends and ex-boyfriends/ex-girlfriends.

Data for men's experience of sexual assault by state/territory is not available in the ABS 2012 *Personal Safety Survey*.

The ABS Crime Victimization statistics were taken from the data collected in the ABS 2012–13 *Multipurpose Household Survey* (MPHS). The survey is undertaken each financial year throughout Australia as a supplement to the ABS *Monthly Labour Force Survey* (LFS). The LFS is restricted to people aged 15 years and over.

Year collected: March 2014 and previous years.

Data source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR Reference: sr14-12141); ABS (2014) *Crime Victimization Australia, 2012–2013*. Cat no. 4530.0; ABS (2013), *Personal Safety Australia, 2012*. Cat no. 4906.0.

More information is available at [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au); [www.abs.gov.au](http://www.abs.gov.au)

**Table 6.2 Sexual assault victims by sex and relationship to alleged offender, NSW**

Relationship of person of interest to victim	Gender of victim					
	Female	%	Male	%	Total	%
Parent/guardian/child (incl. step/foster)	433	12	122	14	556	12
Sibling	110	3	53	6	163	4
Member of family – other	349	9	127	14	476	10
Carer	27	1	10	1	37	1
Spouse/partner/boy/girlfriend (incl. ex)	202	5	5	1	207	5
Household member (incl. former household)	47	1	21	2	68	1
Person in authority	32	1	56	6	89	2
Other known person – no relationship	1,517	41	348	39	1,868	41
Not known to victim	331	9	28	3	359	8
Missing/unknown/not stated	653	18	115	13	770	17
<b>Total</b>	<b>3,701</b>	<b>100</b>	<b>885</b>	<b>100</b>	<b>4,593</b>	<b>100</b>

Note: Relationship of offender to victim is subject to high error rates and should be used with caution.

'Total' column includes those victims for whom gender was not recorded.

Population: Victims of sexual assault between April 2013 and March 2014, recorded by NSW Police.

Data source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished data (BOCSAR ref: sr14-12141).

# Safety and justice

## 2.2 Victims of violence-recorded incidents

### Personal violence incidents recorded by NSW Police

Women's status compared to men	<p>Women were the victim in the majority of personal violence offence incidents in NSW in the 12 months to March 2014.</p> <p>Women were mostly the victims of indecent assault (80 percent), sexual offences (79 percent) and harassment, threatening behaviour and private nuisance (61 percent). Total numbers of personal violence offence incidents and the proportion of victims who are female are set out in Table 6.3.</p> <p>Note that the offences of domestic violence-related assault and sexual assault are discussed in detail in Indicators 1.1 and 2.1 respectively and are therefore no longer discussed in this indicator.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Females account for the majority of victims of indecent assault, other sexual offences, and harassment, threatening behaviour and private nuisance.</li> <li>Females also comprise the majority of victims of domestic violence-related assault and sexual assault. See Indicators 1.1 and 2.1 for further information.</li> <li>Males make up the majority of victims of murder, non-domestic violence-related assault and robbery.</li> </ul>
The direction of change over time	<p>There has been a decline in recorded incidence of non-DV assault from April 2005 to March 2014. Both the number of female victims and the number of male victims have fallen by an average of 3 percent per annum since 2005.</p> <p>The total number of reported victims of harassment, threatening behaviour and private nuisance increased from 25,095 in the 12 months ending March 2006 to 31,397 in the 12 months ending March 2014. This primarily was due to the increase in the number of female victims which rose annually by 4 percent.</p> <p>The number of reported victims of robbery offences dropped from 11,187 to 5,374 in the same period (from April 2005 to March 2014). The proportion of female victims was 24 percent on average.</p>
How does NSW compare?	<p>Self-reported ABS statistics from the <i>2012 Personal Safety Survey</i> show that an estimated 467,300 women experienced personal violence (non-DV and DV) in the 12 months prior to the survey. Of these, 28 percent (129,500) were women in NSW.</p>
Tracking subgroups of women	<p>Of the women in NSW who were estimated to have experienced personal violence in the 12 months prior to the ABS <i>Personal Safety Survey</i> in 2012, 43 percent were estimated to have a disability or a long-term health condition. This is 7 percentage points higher than the national figure of 36 percent.</p>

Other sexual offences include incest, carnal knowledge, wilful and obscene exposure, indecent communication, peep or pry, bestiality, grooming/procuring.

Indecent assault includes acts of indecency and indecent assault.

Assault covers offences involving the direct infliction of force, injury or violence upon a person or the direct face-to-face threat of force, where there is an apprehension that the threat could be acted on. Domestic violence-related assault occurs in a family or domestic context.



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Robbery refers to acts intended to unlawfully gain money, property or other items of value from, or to cause detriment to, another person by using the threat of force or any other coercive measure.

Harassment, threatening behaviour and private nuisance includes intimidation (such as stalking), threats to murder or injure that are not face-to-face and where there is no belief that these threats could be enacted, threats against police, telecommunications offences (includes nuisance phone calls), violent disorder, riot and affray, and unlawful assembly.

In the ABS 2012 *Personal Safety Survey*, a person was defined as having a disability or long-term health condition if they had one or more conditions which had lasted, or were likely to last, for six months or more, and that restricted everyday activities. People were identified as having a profound or severe core-activity limitation if they required help or supervision for one or more core activities, such as self-care, mobility or communication.

Year collected: March 2014 and previous years.

Data source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: sr14-12141); ABS (2013) *Personal Safety Australia, 2012*. Cat no. 4906.0 for national data and comparative data for NSW and data for tracking subgroups.

More information at [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au); [www.abs.gov.au](http://www.abs.gov.au)

**Table 6.3 Victims of violence, NSW**

	Total	Women %
Sexual assault* (see Indicator 2.1 for detailed data)	4,917	82
Other sexual offences	1,847	79
Indecent assault	4,655	80
Domestic violence-related assault (see Indicators 1.1 and 1.2 for detailed data)	31,621	69
Harassment, threatening behaviour and private nuisance	31,397	61
Murder	77	32
Non-domestic violence-related assault	37,184	30
Robbery	5,374	26

Note: See explanatory data relating to Indicator 2.2 for definitions of offence categories.

Population: Victims of offences recorded by NSW Police between April 2013 and March 2014.

Data source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: sr14-12141).

# Safety and justice

## 2.3 Assault victimisation

### Self-reported incidents of physical and threatened assault by men and women

Women's status compared to men	<p>In NSW in 2012–13, women's self-reporting of physical and threatened assault was lower than men's.</p> <p>An estimated 133,500 people were physically assaulted in NSW in 2012–13, of which 53,200 were women (40 percent).</p> <p>In the same period, it is estimated that 160,100 people were victims of threatened assaults (both face-to-face and non-face-to-face). Thirty-seven percent (59,237) of these victims were women.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>• Women's victimisation rate for physical assault was 1 percentage point lower than men's at 1.8 percent compared to 2.8 percent.</li> <li>• Women's victimisation rate for threatened assault was 1.6 percent, while men's victimisation rate was 3.3 percent.</li> </ul>
The direction of change over time	<p><b>Physical assault</b></p> <p>Women's victimisation rate for physical assault fell slightly from 2.1 percent in 2011–12. Men's victimisation rate for physical assault also slightly decreased from the 2011–12 rate of 3.4 percent.</p> <p><b>Threatened assault</b></p> <p>Women's and men's victimisation rate for threatened assault have both declined. The victimisation rate declined slightly for men (by 0.5 percent) in 2012–13 from the previous year, while women's threatened assault victimisation rate fell by 1.1 percent.</p>
How does NSW compare?	<p><b>Physical assault</b></p> <p>In Australia in 2012–13, there were an estimated 498,000 physical assaults of which 41 percent (203,900) involved women victims. The victimisation rate for women was 2.2 percent and for men, 3.2 percent.</p> <p><b>Threatened assault</b></p> <p>In Australia in 2012–13, there were an estimated 576,800 threatened assaults of which 42 percent (244,900) involved women victims. The victimisation rate for women was 2.6 percent and for men, 3.7 percent.</p> <p>Overall, NSW victimisation rates for physical assault and threatened assault are much lower than the national victimisation rates, for both women and men.</p>

The victimisation rate is the total number of victims of a crime in a given population expressed as a percentage of that population. This data was collected in the ABS *2012–13 Multipurpose Household Survey* (July to June each year). The data relate to survey respondents who report having experienced at least one incident of a selected type of personal crime within 12 months prior to the survey interview. The types of personal crime included in the survey are physical assault, threatened assault (including face-to-face and non-face-to-face threatened assault), robbery (not reported at this indicator) and sexual assault (not reported at this indicator). In this indicator, 'women' refers to females aged 15 years and over and 'men' applies to males aged 15 years and over.

Year collected: 2012–2013, and previous years.

Data source: ABS (2014) *Crime Victimisation Australia, 2012–2013*. Cat no. 4530.0; ABS (2013), *Personal Safety Australia, 2012*. Cat no. 4906.0.

More information at [www.abs.gov.au](http://www.abs.gov.au)

# Safety and justice

## 2.4 Safety while waiting for or using public transport

### Self-reported satisfaction with safety while waiting for or using bus, train or ferry services

Women's status compared to men	<p>In NSW in 2013, 89 percent of women felt satisfied regarding safety while waiting at a bus stop compared to 87 percent of men. Women and men in NSW felt equally safe while waiting at a train station (81 percent) or wharf (96 percent).</p> <p>However, women felt less safe than men during evening hours while waiting at a bus stop, train station or wharf (see Table 6.4).</p> <p>In 2013, 93 percent of women in NSW felt satisfied regarding safety while using bus services compared to 90 percent of men. Men and women felt equally safe while using a train (83 percent) or ferry (97 percent).</p> <p>Women were less likely than men to feel safe when using bus, train and ferry services in the evening hours (see Table 6.5).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>• On average (disregarding the time of day), women and men report similar levels of satisfaction with safety while waiting for and while using public transport.</li><li>• In the evening, women are 5 percentage points less likely than men to feel safe while waiting for a bus or ferry, and 1 percentage point less likely to feel safe while waiting for a train.</li><li>• In the evening, women are 8 percentage points less likely to feel safe while using a train, 6 percentage points less likely to feel safe while using a bus, and 3 percentage points less likely to feel safe while using a ferry.</li></ul>
The direction of change over time	<p>It is not possible to examine trends over time because the definition of 'satisfaction' or 'satisfied' has evolved for NSW Transport. In the 2013 survey, 'satisfaction' included 'partly satisfied'. This was excluded in the previous survey.</p>

The *NSW Transport Customer Survey* was conducted most recently in June 2013 and collects information about public transport customers' satisfaction with train, bus and ferry services. The survey covers the City Rail network, metropolitan bus contract areas and the Sydney Ferries network. It is conducted onboard public transport services where field staff distribute forms to customers for self-completion. A total of 17,576 public transport customers participated in the 2013 survey. Women made up 55 percent (9,628) of the respondents.

In this discussion, 'satisfied' and 'satisfaction' are defined as a survey response of 'partly satisfied', 'satisfied' or 'very satisfied'. In last year's *Women in NSW 2013* report, 'partly satisfied' was excluded. In last year's *Women in NSW 2013* report, the 'time of day' was cited as from '6:31 am to 6:30 pm' and '6:01 pm to 6:30 am'. Subsequent correspondence with NSW Transport noted that the survey period was confined to only up to 8:30 pm due to the practical considerations for the hours that the survey teams collect the data.

Year collected: 2013 and previous year.

Data source: Transport for NSW, *Transport Customer Survey 2013*, unpublished.

More information at [www.bts.nsw.gov.au](http://www.bts.nsw.gov.au)

# Safety and justice

**Table 6.4 Satisfaction with safety while waiting for public transport by sex and time of day, NSW**

Time of day	Train		Bus		Ferry	
	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)
Peak	72	82	92	91	97	96
Inter-peak	84	79	88	86	96	93
PM peak	83	82	88	85	94	99
Evening	78	79	80	85	92	97
Weekend	83	83	90	86	97	96
Average	81	81	89	87	96	96

Note: In the 2013 survey, satisfaction refers to respondents who felt 'partly satisfied', 'satisfied' or 'very satisfied' in relation to safety.

Survey periods: Peak: 6:00 am to 9:30 am; Inter-peak: 9:30 am to 3:00 pm; PM peak: 3:00 pm to 6:30 pm; Evening: 6:30 pm to 8:30 pm.

Population: Users of public transport in NSW aged 15 years and over.

Source: Transport for NSW, *Transport Customer Survey 2013*, unpublished.

**Table 6.5 Satisfaction with safety while on train, bus or ferry by sex and time of day, NSW**

Time of day	Train		Bus		Ferry	
	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)
Peak	84	84	96	92	97	97
Inter-peak	87	82	91	89	97	95
PM Peak	79	82	91	88	96	99
Evening	76	84	86	92	94	97
Weekend	85	85	94	91	98	97
Average	83	83	93	90	97	97

Note: In 2013, satisfaction refers to respondents who felt 'partly satisfied', 'satisfied' or 'very satisfied' in relation to safety.

Survey periods: Peak: 6:00 am to 9:30 am; Inter-peak: 9:30 am to 3:00 pm; PM peak: 3:00 pm to 6:30 pm; Evening: 6:30 pm to 8:30 pm.

Population: Users of public transport in NSW aged 15 years and over.

Source: Transport for NSW, *Transport Customer Survey 2013*, unpublished.

## Topic 3 The criminal justice system

In Indicator 3.1 we examine the reporting rates for victims of physical or face-to-face threatened assault. This data is included as it indicates victims' willingness to engage with the criminal justice process. While Indicator 1.1 reports on victims of domestic violence-related assault as recorded by NSW Police, Indicator 3.2 discusses Apprehended Domestic Violence Orders (ADVOs) granted by NSW Courts to a person requiring protection from domestic and family violence. It also considers the geographic spread of ADVOs based on the residence of the alleged offender. Indicator 3.3 emphasises the progress of sexual offences through the criminal justice system up to 2012.

# Safety and justice

## 3.1 Reporting rates among victims of assault

### Rates of reporting to police by victims of physical assault and face-to-face threatened assault

Women's status compared to men	<p><b>Physical assault</b></p> <p>In 2012–13, the reporting rate in NSW for people who experienced physical assault was 48 percent. The reporting rate among women was 56.3 percent and for men it was 42.4 percent.</p> <p><b>Face-to-face threatened assault</b></p> <p>In 2012–13, the reporting rate for people who experienced face-to-face threatened assault in NSW was 35.4 percent. The reporting rate for women was 48.9 percent, compared to 28.6 percent for men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women are 14 percentage points more likely than men to report physical assault to police and 20 percentage points more likely than men to report face-to-face threatened assault.</li> </ul>
The direction of change over time	<p>The reporting rate for physical assault for women in NSW in 2010–11 was 56 percent. This increased in 2011–12 by 9 percentage points (65 percent) and then fell back to 56 percent in 2012–13.</p> <p>The reporting rate for face-to-face threatened assault for women in NSW has remained relatively stable over the last 3 years (47 percent in 2011–12 and 49 percent in 2010–11). However, men's reporting rates have changed significantly, resulting in a widening of the gender gap by 16 percentage points in 2012–13. In 2010–11, men's reporting rate was 28 percent, rising to 43 percent in 2011–12 and then falling back to 29 percent in 2012–13.</p>
How does NSW compare?	<p><b>Physical assault</b></p> <p>In 2012–13, the reporting rate for physical assault in Australia was 49.7 percent. For Australian women, the reporting rate for physical assault was 51.5 percent while for men it was 48.5 percent.</p> <p>Nationally in 2012–13 the major reasons why women victims of physical assault did not report the incident to the police were: 'personal matter' (10 percent); 'too trivial or unimportant' (9 percent) and, 'police could not do anything' (7 percent).</p> <p><b>Face-to-face threatened assault</b></p> <p>For face-to-face threatened assault in Australia, the overall reporting rate in 2012–13 was 37.2 percent. For Australian women the reporting rate was 41.9 percent and for men it was 34.1 percent.</p>

The data was collected as part of the ABS 2012–13 *Multipurpose Household Survey*. The sample was accumulated over a 12-month period from July 2012 to June 2013. The respondents were aged 15 years and over.

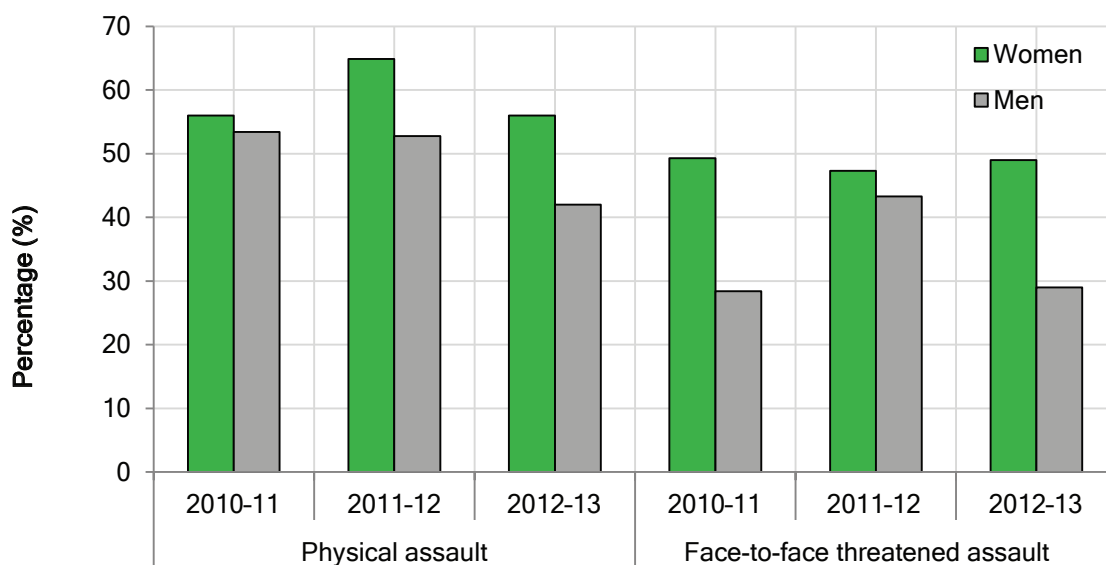
Year collected: 2013 and previous years.

Data source: ABS (2014) *Crime Victimisation, Australia, 2012–2013*. Cat no. 4530.0 (some data unpublished).

More information: [www.abs.gov.au](http://www.abs.gov.au)

# Safety and justice

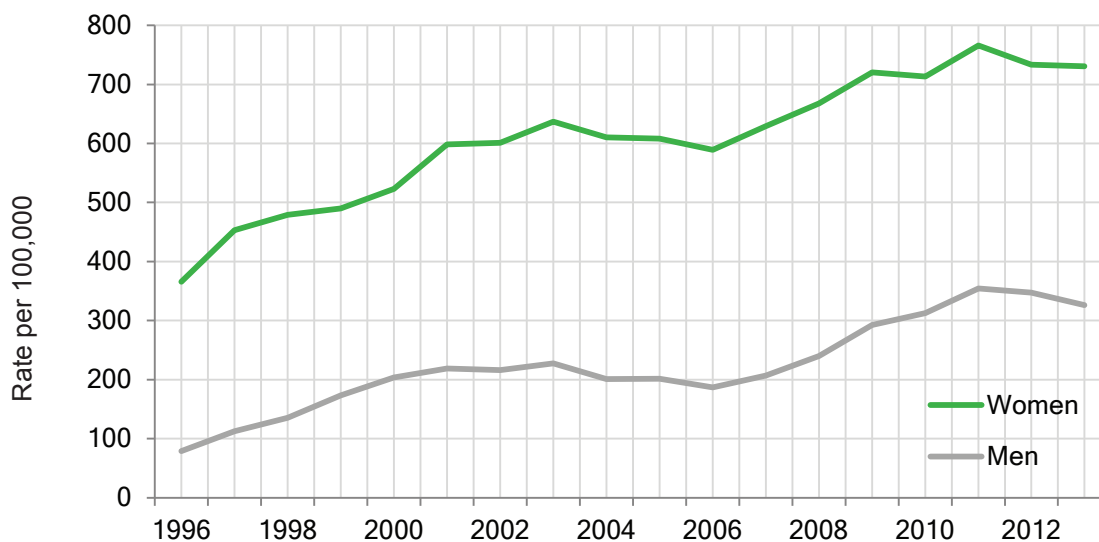
**Figure 6.4 Reporting rates for victims of assault, by sex, NSW**



Population: People in NSW aged 15 years and over.

Source: ABS (2014) *Crime Victimisation Australia, 2012–2013*. Cat no. 4530.0 (some data unpublished).

**Figure 6.5 Apprehended Domestic Violence Orders granted by sex, NSW, 1995–2014**



Note: Data relate to 12-month periods beginning April 1995 and finishing March 2014.

Population: The NSW population.

Data source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished (BOCSAR Reference: sr14-12141).



# Safety and justice

## 3.2 Apprehended Domestic Violence Orders granted

### Apprehended Domestic Violence Orders (ADVOs) granted to victims of DV by NSW courts

Women's status compared to men	<p>In NSW between April 2013 and March 2014, 70 percent of victims protected by ADVOs were female.</p> <p>Females were granted ADVOs at a rate of 728 per 100,000 population. Male victims were granted ADVOs at a rate of 317 per 100,000 population.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"><li>Female victims are protected by ADVOs at twice the rate of males.</li></ul>
The direction of change over time	<p>Between April 1995 and March 2014, there was an average annual increase of 5 percent in the number of females protected by ADVOs, compared to an average annual increase of 9 percent for males. There has been a small drop in the rates per 100,000 of women and men protected by ADVOs over the last year (see Figure 6.5).</p> <p>Note that procedural changes, such as mandatory recording of an ADVO of the children of the person protected by the ADVO, have affected the rise in the number and rate of ADVOs granted over this period.</p> <p>Based on the place of residence of the person of interest (alleged offender), the areas in NSW in 2013 with the highest rate of ADVOs granted per 100,000 population were generally similar to previous years. These areas were the Far West &amp; Orana, Riverina and New England &amp; North West regions (see Figure 6.6). Note that the boundaries for NSW regions substantially changed between 2012 and 2013 so accurate year-on-year comparisons are not possible.</p> <p>In Sydney, the areas with the highest rate of ADVOs granted per 100,000 were also generally similar to previous years. These areas included the Outer South West and Blacktown (see Figure 6.6).</p> <p>Note that data based on the residence of the offender is not sex-disaggregated.</p>

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 and the abuser, such as spouses or separated spouses. The purpose of the ADVO is to protect the victim from acts of violence such as physical assault, harassment or intimidation, stalking, or damage or threatened damage to property.

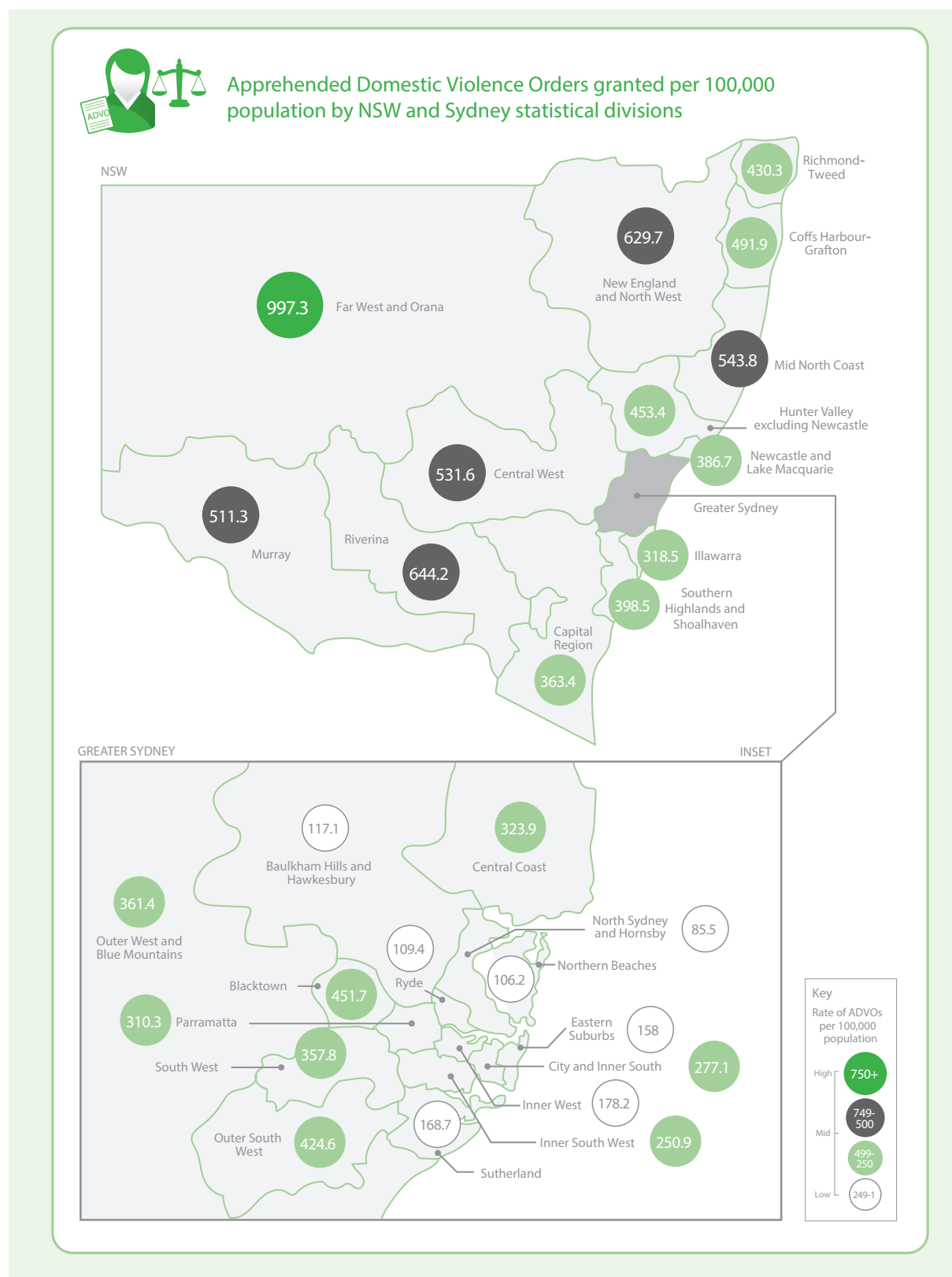
Year collected: 2014 and previous years.

Data source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR Reference: sr14-12141); BOCSAR (2014) *NSW Criminal Court Statistics 2013*.

More information: [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au)

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Figure 6.6 ADVOs granted by residence of alleged offender, NSW, 2013



Note: The rates shown are per 100,000 of the population and apply to the alleged offender (the person against whom the ADVO is taken out) and the offender's place of residence.

(a) The population data used to calculate rates are from the Australian Bureau of Statistics publication *Regional Population Growth Australia 2012*, Catalogue no. 3218.0.

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(b) Total includes 480 people whose residence was recorded as interstate and 508 people whose residence was recorded as unknown.

(c) Total includes 87 people whose residence was recorded as interstate and 81 people whose residence was recorded as unknown.

Population: The NSW population.

Data source: BOCSAR (2014) *NSW Criminal Court Statistics 2013*.

## 3.3 Sexual offences proven in court

### The progress of sexual offence cases through the criminal justice system

<b>Current status</b>	<p>This indicator is different to others as sexual offence cases are the unit of analysis. This is important because there are high rates of attrition in sexual assault matters. There is no separate gender indicator.</p> <p><b>Child victims (0–15 years old)</b></p> <p>In NSW in 2012, there were 5,734 sexual offence incidents involving child victims recorded by NSW Police, and a total of 410 offenders were convicted for child sexual offences. This means that for every 100 child sex offences recorded by NSW Police in 2012, 7 offenders were convicted of a child sex offence.</p> <p><b>Adult victims (16 years old and over)</b></p> <p>NSW Police recorded a total of 4,048 sexual offence incidents involving adults in 2012. In the same year, the number of offenders convicted for non-child sexual offences was 334. For every 100 sex offences with adult victims recorded by NSW Police in 2012, 8 offenders were convicted of a non-child sex offence.</p>
<b>The direction of change over time</b>	<p>The annual number of sexual offence incidents involving child victims that were proven in court, when compared with the annual number of recorded incidents, declined from 2008 to 2011, with an insignificant increase (less than 1 percent) in 2012.</p> <p>For adult victims of sexual offences, the percentage of cases proven in court has declined slightly each year from 2010 to 2012 (see Figure 6.7).</p>
<b>How does NSW compare?</b>	<p>Crime data, and progress through the court system, are difficult to compare nationally due to different methods of recording.</p> <p>National court statistics show that across Australia in 2011–12 there were 7,369 defendants whose principal offence was sexual assault and related offences. NSW had the highest number of defendants for these offences (1,886) followed by Queensland (1,848) and Victoria (1,363).</p>

The term 'attrition' refers to the reduction of sexual offence case numbers as matters progress through the criminal justice system. Children are defined as 0–15 years of age. Adult refers to persons aged 16 years and over. Note that one offender may be charged for multiple incidents.

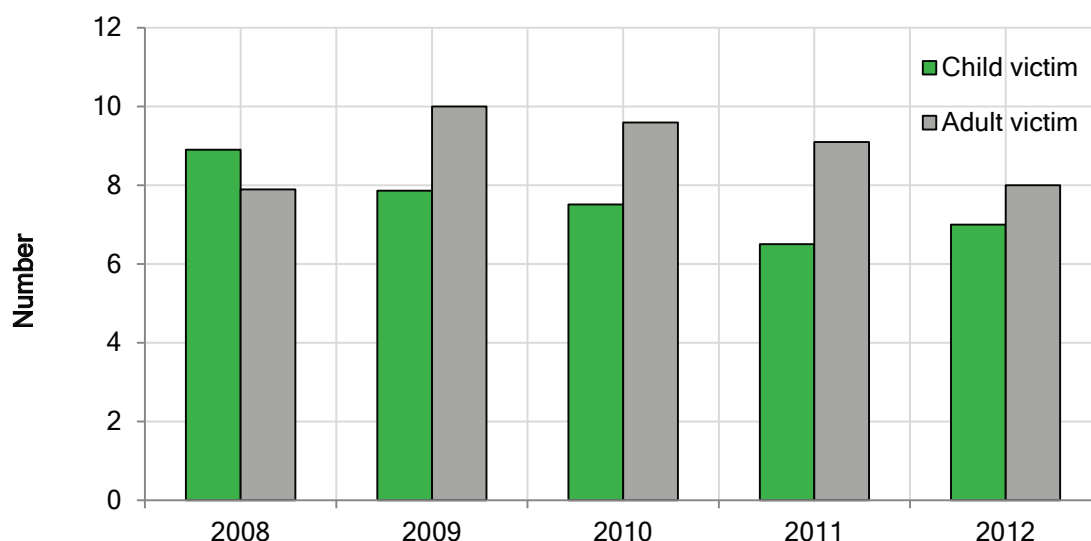
Years collected: 2012 and previous years.

Data source: BOCSAR (2012) *The Progress of Sexual Offences through the NSW Criminal Justice System 2006–2010* and BOCSAR unpublished data (BOCSAR ref: jh14-11719 and dg14-11755) for 2011 and 2012; ABS (2013) *Criminal Court, Australia 2012–2013*. Cat no. 45130.

More information: [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au); [www.abs.gov.au](http://www.abs.gov.au)

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**Figure 6.7 Guilty findings for sexual offences recorded by police, NSW**



Population: Sexual offence incidents recorded by NSW Police, 2008 to 2012.

Data source: BOCSAR (2012) *The Progress of Sexual Offences through the NSW Criminal Justice System 2006–10* and BOCSAR unpublished data (BOCSAR Reference: jh14-11719 and dg14-11755).

## Topic 4 Offending

Topic 4 examines data on women's offending and women in prison. Indicator 4.1 presents crime data recorded by NSW Police on women offenders, including the principal offences for which they are charged. We also report on offender rates among age groups. Indicator 4.2 reports on women in prison, service lengths, most common offence, and prior imprisonment.

### 4.1 Offenders

#### Offenders proceeded against by NSW Police

<b>Women's status compared to men</b>	<p>In NSW in 2012–13, 21 percent of all offenders were women. The offender rate for women was 751 per 100,000 of the population, compared to 2,890 per 100,000 for men. The total number of offenders (women and men) was 107,708.</p> <p>See Table 6.6 for detailed information about the principal offences for which offenders in NSW are proceeded against, and the percentage of offenders in these offence categories who are women.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>Women are nearly four times less likely than men to be offenders.</li> </ul>
<b>The direction of change over time</b>	<p>The proportion of women offenders in NSW remained stable between 2011–12 and 2012–13 at 21 percent. At the same time, the offender rates for both men and women have slightly increased over the last year, up from 610 per 100,000 of the population for women and 2,401 per 100,000 for men (see Figure 6.8).</p>

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How does NSW compare?	Offender rates at the national level are higher than for NSW. In Australia in 2012–13, the offender rate for women was 846.6 per 100,000 population. In the same period, the offender rate for men was 3,079.7 per 100,000.
Tracking subgroups of women	In NSW in 2012–13, across age groups, the highest offender rate for women was seen in those aged 15–19 years (1,695.8 per 100,000) and those aged 20–24 years (931.9 per 100,000). The lowest offender rate was seen in women aged 65 years and over at 15.8 per 100,000.

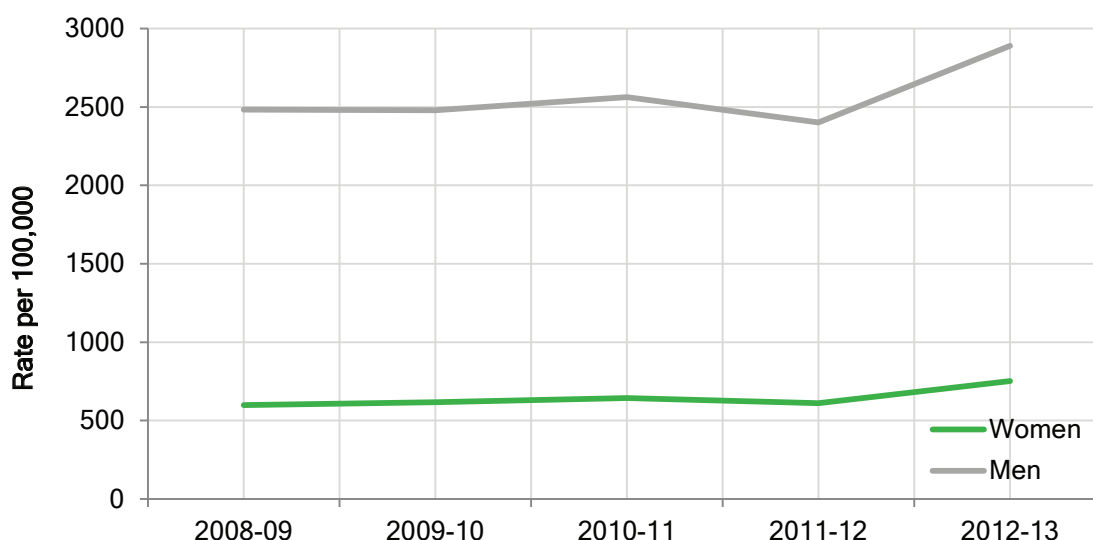
ABS Recorded Crime – Offenders data includes all alleged offenders aged 10 years and over who were proceeded against by NSW Police during the period July 2012 to July 2013. ABS data for NSW exclude offenders proceeded against under the *NSW Young Offenders Act 1997* and is therefore not comparable with other states and territories.

Years collected: 2013 and previous years.

Data source: ABS (2014) *Recorded Crime – Offenders, Australia 2012–2013*. Cat no. 4519.0.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)

**Figure 6.8 Offender rates by sex, NSW**



Population: All alleged offenders aged 10 years and over who were proceeded against by NSW Police between 1 July and 30 June of the specified years.

Data source: ABS (2014) *Recorded Crime – Offenders, Australia 2012–2013*. Cat no. 4519.0.

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**Table 6.6 Offenders, principal offence, by sex, NSW, 2012–13**

	Women %	Total number (women and men)
Acts intended to cause injury	20	26,842
Theft	36	24,126
Public order offences	19	16,058
Illicit drug offences	16	14,466
Miscellaneous offences	25	11,000
Offences against justice	23	6,775
Property damage	16	5,776
Fraud/deception	34	3,367
Unlawful entry with intent	12	2,535
Sexual assault	2	1,495
Robbery/extortion	13	1,124
Prohibited/regulated weapons	9	1,259
Abduction/harassment	20	858
Homicide	13	257
Dangerous/negligent acts	33	118

Note: An offender is only counted once in the ABS survey. Data excludes offenders proceeded against under the *NSW Young Offenders Act 1997* and is therefore not comparable with other states and territories. The 'Women %' column refers to the proportion of offenders who were women for the specified offence. Population: Alleged offenders aged 10 years and over who were proceeded against by NSW Police during the period 1 July 2012 to 30 June 2013.  
Data source: ABS (2014) *Recorded Crime – Offenders, Australia 2012–2013*. Cat no. 4519.0 and ABS unpublished data.

## 4.2 Women in prison

### Sentenced and unsentenced prisoners in NSW correctional centres

<b>Women's status compared to men</b>	<p>As at 30 June 2013, 7 percent (681) of prisoners in NSW correctional centres were women, and 93 percent (9,216) were men.</p> <p>The imprisonment rate in 2013 for women in NSW was 23 per 100,000 of the population, compared to 328 per 100,000 of the population for men.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>The imprisonment rate in 2013 for women in NSW was 14 times lower than for men.</li> </ul>
<b>The direction of change over time</b>	<p>The relative proportion of women and men in NSW prisons has not changed since 30 June 2012.</p> <p>The imprisonment rate for women is also unchanged since 30 June 2012 (still 23 per 100,000), while the imprisonment rate for men has increased slightly, from 325 per 100,000 in June 2012 to 328 per 100,000 in June 2013. The imprisonment rate for women in NSW has increased by 5 percent since 2003, compared to 2 percent for men. See Figure 6.9 for a time series since 2003.</p>



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<p><b>How does NSW compare?</b></p>	<p>Nationally, the number of female prisoners is growing at a faster rate than male prisoners: 58 percent growth between 2002 and 2013 for female prisoners, compared to 35 percent growth for male prisoners. By contrast, the number of female and male prisoners in NSW increased at an identical rate of 13 percent between 2002 and 2013.</p> <p>In 2013 the imprisonment rate for women in NSW (23 per 100,000) was three points lower than the national rate for women (26 per 100,000) (see Figures 6.9 and 6.10).</p> <p>Since 2003 women's rate of imprisonment has increased faster than men's in all jurisdictions except Victoria, South Australia and the Australian Capital Territory (see Figure 6.11).</p>
<p><b>Tracking subgroups of women</b></p>	<p>Of the 681 female prisoners in custody in NSW as at February 2014, 201 (30 percent) were Aboriginal women.</p> <p>Analysis of NSW Criminal Court Statistics* shows that, compared to convicted non-Aboriginal women, convicted Aboriginal women are:</p> <ul style="list-style-type: none"> <li>• five times more likely to be imprisoned for assault (11 percent compared to 2 percent)</li> <li>• 28 times more likely to be imprisoned for possessing and/or using illicit drugs (2.8 percent compared to 0.1 percent)</li> <li>• six times more likely to be imprisoned for exceeding the prescribed content of alcohol or other substance (1.8 percent compared to 0.3 percent)</li> <li>• almost eight times as likely to be imprisoned for resisting or hindering police or justice officials.</li> </ul>

The ABS *Prisoners in Australia, 2013* survey presents information from the National Prisoner Census, a census of all persons in the legal custody of adult corrective services in all states and territories as at midnight 30 June 2013.

Year collected: 30 June 2013 and previous years.

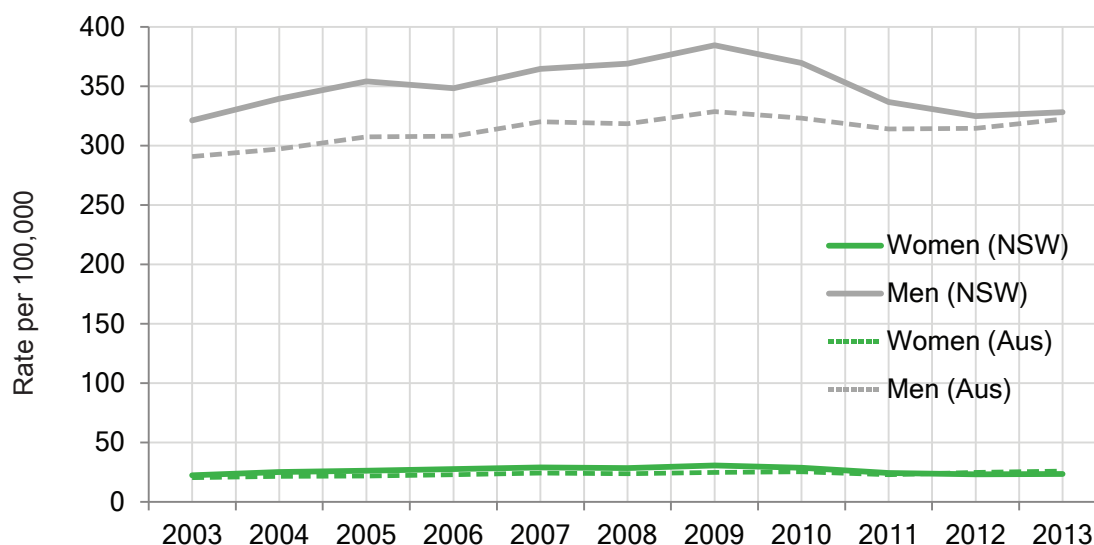
Data source: ABS (2013) *Prisoners in Australia, 2013*. Cat no. 4517.0; Corrective Services NSW, *Female Offenders: A Statistical Profile (Custodial Statistics)*, February 2014.

\*Ruth McCausland (2013) *Report on the Availability of and Access to Diversionary Programs for Aboriginal Women in NSW*, Women's Advisory Council of Corrective Services NSW, unpublished.

More information is available at [www.abs.gov.au](http://www.abs.gov.au)

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**Figure 6.9 Imprisonment rate by sex, NSW and Australia**

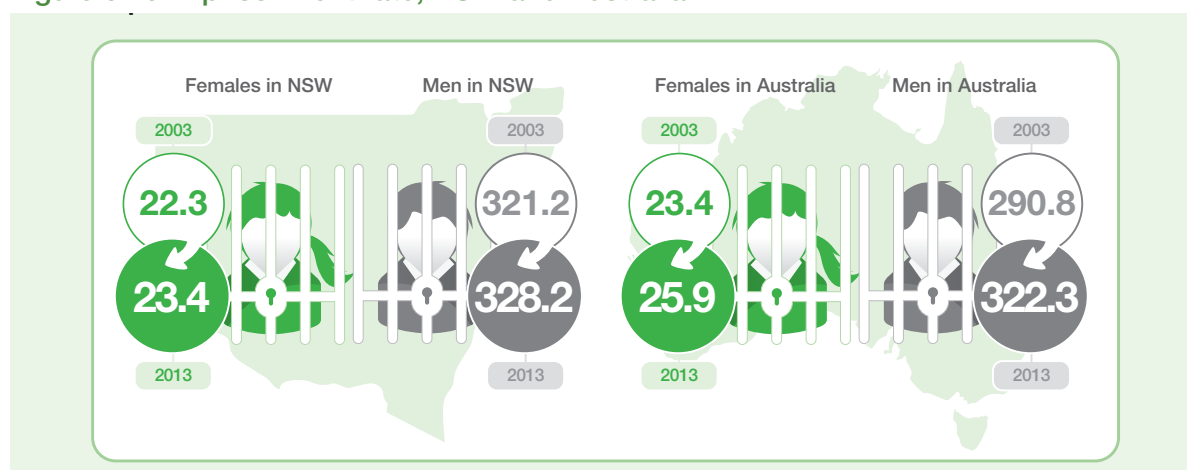


Note: Prisoner rates are expressed per 100,000 adult population, in accordance with international and state and territory practices. Rates for the adult prisoner population are calculated using the estimated resident population (ERP) for each of the states and territories, and total Australia (see Australian Demographic Statistics Cat no. 3101.0).

In June 2013, the ABS 'recast' the historical ERP data for the September 1991 to June 2011 period, as a response to a methodological improvement in the *Census Post Enumeration Survey*. As a result, the rates per 100,000 adult persons (excluding Aboriginal and Torres Strait Islander rates) in the Prisoner Census have been recast and all now use final ERP data based on the 2011 Census of Population and Housing. Population: Women and men in custody in NSW as at 30 June 2013, excluding prisoners at Kariiong Juvenile Correctional Centre.

Data source: ABS (2014) *Prisoners in Australia, 2013*. Cat no. 4517.0.

**Figure 6.10 Imprisonment rate, NSW and Australia**

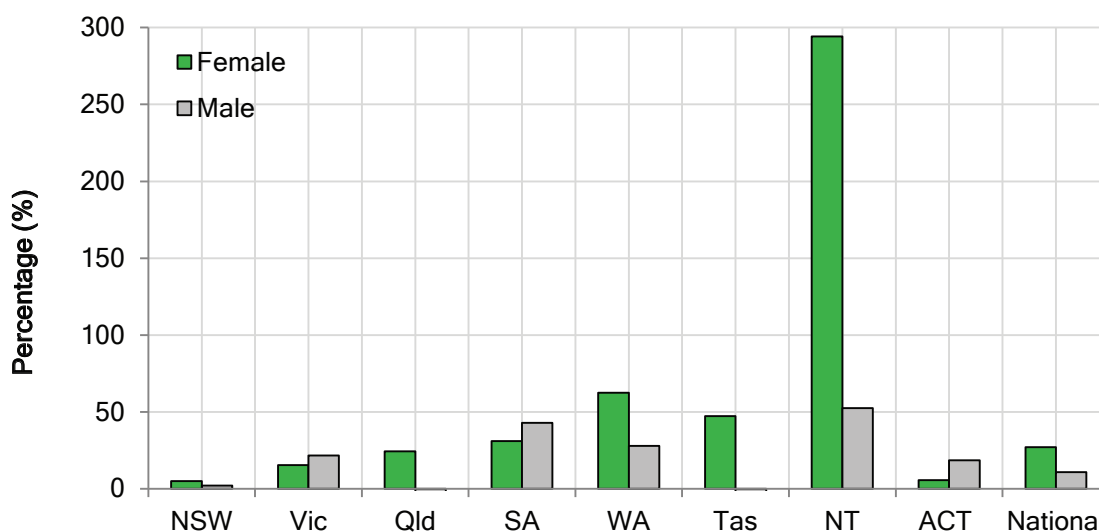


Population: Women and men in custody in NSW and Australia.

Data source: ABS (2014) *Prisoners in Australia, 2013*. Cat no. 4517.0.

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Figure 6.11 Percentage change in imprisonment rate, by sex, all jurisdictions, 2003–13



Note: Prisoner rates are expressed per 100,000 adult population in accordance with international and state and territory practices.

Population: Women and men in custody in each state and nationally.

Data source: ABS (2014) *Prisoners in Australia, 2013*. Cat. no 4517.0.

## Topic 5 Workplace safety

Working in an environment that is free from discrimination and harassment is a right that everyone should enjoy. The reality, however, is that sex-based harassment and discrimination still exists. When these occur, it adversely impacts on one's ability to get a job, to get promoted, to receive fair and just remuneration, and to work in a safe, friendly and non-hostile environment.

Topic 5 on workplace safety reports on complaints lodged with the NSW Anti-Discrimination Board (ADB) and the Australian Human Rights Commission (AHRC) on alleged sex discrimination and sexual harassment in the workplace.

# Safety and justice

## 5.1 Sex discrimination in employment

### Employment-related sex discrimination complaints received by the NSW Anti-Discrimination Board and the Australian Human Rights Commission, in 2012–13

Women's status compared to men	<p><b>ADB</b></p> <p>From 1 July 2012 to 30 June 2013, of the total of 561 employment-related discrimination complaints* received by the NSW ADB, 11 percent (61 instances) related to discrimination on the grounds of sex. Women comprised 82 percent (50 out of 61) of sex discrimination complainants.</p> <p><b>AHRC</b></p> <p>From 1 July 2012 to 30 June 2013, 10 percent (51 instances) of all employment-related discrimination complaints (511) in NSW received by the AHRC, related to discrimination on the grounds of sex. Women accounted for 94 percent (48) of sex discrimination complainants.</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>In NSW, women account for the majority of the complainants relating to employment related sex discrimination. Out of every 10 women who lodge an employment-related discrimination complaint, 8 to 9 of these are likely to lodge a complaint on the grounds of sex.</li> </ul>
The direction of change over time	<p><b>ADB</b></p> <p>In NSW the proportion of employment-related discrimination complaints received by the NSW Anti-Discrimination Board fell by 3 percentage points between 2011–12 and 2012–13 from 14 to 11 percent. The proportion of women who lodged sex discrimination complaints also fell in 2012–13, by 10 percentage points from 92 percent in 2011–12.</p> <p><b>AHRC</b></p> <p>AHRC data shows a similar trend for NSW complainants at the national level. The proportion of sex discrimination complaints received by the AHRC declined by 10 percentage points in 2012–13 from 31 percent in 2011–12. The proportion of women who lodged a sex discrimination complaint also declined but by only 4 percentage points from 93 percent in 2011–12.</p> <p>Sex disaggregated data previous to 2011–12 are not available.</p>
How does NSW compare?	<p>In Australia in 2012–13, based on area of discrimination, there were a total of 429 sex discrimination complaints received by the AHRC, with 358 (83 percent) of these related to employment. Women accounted for 331 (79 percent) of the total number of sex discrimination complainants.*</p>
Tracking subgroups of women	<p>In NSW in 2012–13, the ADB received 16 employment-related complaints from Aboriginal people. Two were on the grounds of sex discrimination.</p>

\*One complainant may allege multiple grounds of discrimination, numbers provided are not a count of unique complaints.

The ADB is a NSW statutory authority that investigates and conciliates complaints lodged under the *Anti-Discrimination Act 1977 (NSW)*. Grounds of unlawful discrimination over which the ADB has jurisdiction are: race, sex, carer responsibilities, marital status, disability, age, homosexuality, and transgender status. The AHRC is a Commonwealth statutory authority which has a range of functions, one of the core functions being to investigate and conciliate complaints lodged under the *Sex Discrimination Act 1984* and other Commonwealth human rights and anti-discrimination legislation. Grounds of unlawful discrimination over

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which the AHRC has jurisdiction are: race, racial hatred, sex, sexual harassment, pregnancy, breastfeeding, family responsibilities, marital status, disability, age and include discrimination in employment on the grounds of sexual preference, religion, political opinion, criminal record, and trade union activity. Sex discrimination data in this indicator includes pregnancy complaints, but excludes sexual harassment, which is reported at Indicator 5.2.

Year collected: 2013 and previous years.

Data source: NSW Anti-Discrimination Board (ADB), unpublished data; ADB, *Annual Report 2012–2013*;

Australian Human Rights Commission (AHRC), unpublished data; AHRC, *Annual Report 2012–13*.

More information is available at [www.lawlink.nsw.gov.au/ADB](http://www.lawlink.nsw.gov.au/ADB); [www.humanrights.gov.au](http://www.humanrights.gov.au)

## 5.2 Sexual harassment in employment

### Employment-related sexual harassment complaints received by the NSW Anti-Discrimination Board (ADB) and the Australian Human Rights Commission (AHRC) in 2012–13

<p><b>Women's status compared to men</b></p>	<p><b>ADB</b></p> <p>In NSW in 2012–13, there were 561 employment-related complaints of which 16 percent (87) were sexual harassment complaints. Women accounted for 74 percent (64 of 87) of these sexual harassment complainants.</p> <p><b>AHRC</b></p> <p>Of the 511 employment-related complaints received by the AHRC in 2012–13 from people in NSW, 21 percent (108 instances) were related to sexual harassment. Eighty-nine percent (96 of 108) of these complainants were women (see Table 6.7).</p> <p><b>Gender gap</b></p> <ul style="list-style-type: none"> <li>In NSW, women account for the majority of the complainants relating to sexual harassment. Of every 10 sexual harassment complaints lodged in 2012–13, between 7 and 9 were lodged by women.</li> </ul>
<p><b>The direction of change over time</b></p>	<p><b>ADB</b></p> <p>The proportion of sexual harassment complaints to total employment-related complaints remained stable from 2011–12 to 2012–13 (18 percent in 2011–12 and 16 percent in 2012–13). However, over the same time period the proportion of sexual harassment complainants who were women declined by 8 percentage points (82 percent in 2011–12 to 74 percent in 2012–13).</p> <p><b>AHRC</b></p> <p>As a proportion of employment-related discrimination complaints, sexual harassment complaints declined from 37 percent in 2011–12 to 21 percent in 2012–13.</p> <p>The proportion of women complainants fell slightly from 91 percent in 2011–12 to 89 percent in 2012–13.</p> <p>Sex disaggregated data previous to 2011–12 are not available.</p>

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How does NSW compare?	<p>Every five years, the AHRC undertakes a National Telephone Survey* on sexual harassment prevalence in Australian workplaces. The latest survey (done in 2012 and involving 2,002 people aged 15 years and over) noted the following:</p> <ul style="list-style-type: none"> <li>• more than 1 in 5 people reported sexual harassment in their workplace in the past five years. The most common breaches were sexually suggestive comments, offensive jokes or intrusive questions and inappropriate leering</li> <li>• almost 1 in 6 respondents cited having received sexually explicit emails or text messages</li> <li>• the likely victims of sexual harassment in the workplace are women under 40 years of age. Thirty-three percent of women have been sexually harassed compared to 16 percent of men</li> <li>• consistent with AHRC's previous surveys, the perpetrators are most likely to be male co-workers (79 percent)</li> <li>• women are at least five times more likely than men to be sexually harassed by a boss or employer.</li> </ul>
Tracking subgroups of women	<p>Overall, in 2012–13, the NSW Anti-Discrimination Board received 64 complaints of discrimination from Aboriginal people. None of these complaints were made on the grounds of sexual harassment.</p>

See Indicator 5.1 for further details about the ADB and AHRC.

A person sexually harasses another person if he or she engages in unwelcome conduct of a sexual nature to the other person, when it is reasonable to anticipate that the other person would be offended, humiliated or intimidated.

Legal definitions of sexual harassment can be found in the *Anti-Discrimination Act 1977 (NSW)* Part 2A, and the *Sex Discrimination Act 1984 (C'th)*, Division 3.

Year collected: 2013 and previous years.

Data source: NSW Anti-Discrimination Board (ADB), unpublished data; ADB, *Annual Report 2012–2013*; Australian Human Rights Commission (AHRC), unpublished data; AHRC (2012) *Working Without Fear: Results of the Sexual Harassment National Telephone Survey 2012*; \*AHRC, *Annual Report 2012–13*.

More information: [www.lawlink.nsw.gov.au/ADB](http://www.lawlink.nsw.gov.au/ADB); [www.humanrights.gov.au](http://www.humanrights.gov.au)



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**Table 6.7 Employment-related discrimination complaints, NSW, 2012–13**

Ground of discrimination	ADB		AHRC	
	Total number	Women complainants %	Total number	Women complainants %
Sexual harassment	87	74	108	89
Pregnancy	17	100	30	100
Sex discrimination – other	44	75	21	86
Family/carer responsibility	26	62	19	95
Marital status	5	40	6	100
Disability	124	44	118	60
Race	80	40	69	48
Age	35	37	42	50
Sexual preference – homosexuality	23	35	6	33
Criminal record	n/a	n/a	21	24
Religion	n/a	n/a	8	38
Victimisation	88	57	47	79
Other	32	38	16	69

Note: As one complaint may allege multiple grounds of discrimination, the ‘total number’ column is not a count of unique complaints.

AHRC data relates only to complaints lodged by complainants residing in NSW.

Population: Employment-related discrimination and harassment complaints, all grounds, received by the ADB and AHRC in 2012–13.

Data source: NSW Anti-Discrimination Board, unpublished data; Australian Human Rights Commission, unpublished data.

## Conclusion

How does NSW compare in terms of safety and justice? Similarities and differences between the experiences of women in NSW and women across Australia can be identified, even though recording of incidents varies across jurisdictions.

In general, women in NSW and nationally continue to make up the majority of victims of sexual assault and domestic violence-related offences. In terms of physical assault and threatened assault victimisation rates, the statistics for NSW look better than the national data. Women’s victimisation rate for physical assault in NSW was lower at 2.2 percent compared to 6.8 percent for women across Australia. In the same manner, women’s threatened assault victimisation rate was lower in NSW at 2.6 percent of the female population compared to 6.9 percent for Australian women. Offender rates for women in NSW were higher than national figures, although imprisonment rates are lower and have been growing more slowly.

The chapter is limited by the lack of data relating to the experiences of a range of women in relation to safety and justice, including Aboriginal women, women from culturally and linguistically diverse backgrounds and women with disabilities and mental illness. There is a need for systematic collection of data on these women.

# Conclusion



**Frances Bodkin**

Winner of the 2014 University of Western Sydney Women of the West Award, finalist in the 2013 NSW Premier's Woman of the Year Award.

Photographer: Jamie North



# Conclusion

*Women in NSW 2014*, the third release in this report series, provides critical information to monitor the status of women in NSW. This year's report reveals a number of changes for women, both positive and negative. It also shows that for many indicators there has been no change since last year.

The health and wellbeing chapter highlights a number of key issues relating to women's health. Although women are less likely than men to rate their health positively, women in NSW engage in healthy behaviours more often than men. Fewer women than men smoke, around half as many women as men engage in drinking which poses a lifetime risk to health, fewer women than men are overweight and obese, and women are more likely than men to eat fruit and vegetables. In 2014, three key issues have continued to impact on women's health more than men's – women are more likely than men to be hospitalised for intentional self-harm, chlamydia and fall-related injuries.

Women and girls still outnumber men and boys in key areas of educational attainment and participation, including in undergraduate and postgraduate study and year 12 completions. One of the most significant changes from last year's report has been in women's share of technical and trade apprenticeship and traineeship commencements, dropping 5 percentage points since 2012.

We also see a continuation of highly gendered labour market dynamics. Women remain under-represented in non-traditional trades; however, since last year's report there has been a significant increase in women working in the mining industry. A new 'long hours of work indicator' shows that men are more likely than women to undertake long working hours, although interestingly long hours of work has declined for both men and women over the past 10 years.

Women continue to be poorly represented in senior management positions; however, some significant gains have been made in a number of indicators. Women occupied 21 percent of directorships in NSW-based ASX 200 companies, an increase of 5 percentage points in three years. Since 2011, the proportion of women as secondary school principals has increased by 4 percentage points, and by 3 percentage points for women Senior Counsels in the legal profession.

In the final chapter on safety and justice, we continue to see a highly gendered criminal justice domain, with women being more likely than men to be victims of domestic violence, domestic homicides and sexual assaults. A recent increase in domestic violence-related assault is a concerning development.

In this year's report, we have once again reported how NSW women compare to women in Australia and have extended this analysis by providing information and data in each chapter conclusion comparing women in Australia to women in other OECD countries. Similar to other OECD countries, women in NSW and Australia earn less than men and have lower employment rates, but the gender gap in employment rates has been decreasing over time. Compared with other OECD countries, Australia performs strongly across a range of indicators. For example, tertiary education completion rates exceed the OECD average by 9 percentage points. However, for indicators such as year 12 completion rates and rates of overweight and obesity, Australia has some way to go before exceeding or achieving parity with the OECD average.

It is hoped that this third edition of the *Women in NSW* report series continues to inform policy and practice and generate discussion about gender equity and women's issues. This report has been developed based on feedback from a number of internal and external stakeholders as well as the women of NSW. The Department of Family and Community Services invites feedback and suggestions on how to make future publications of the *Women in NSW* report more useful and meaningful to improve services for women in NSW.

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# Notes





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