



**WORK,  
LEADERSHIP  
AND FINANCIAL  
SECURITY**

Women in NSW  
Report Series 2017

**EXPLANATORY  
NOTES**

Topic	Indicator	Measure	Explanatory Notes	Data Source
A profile of women in NSW	How many are we?	Number and proportion of estimated resident populations of women and men in NSW	Estimated total number and proportion of women and men who reside in the state of NSW as at 30 September 2016.	Australian Bureau of Statistics (2017), <i>Australian Demographic Statistics, Sep 2016</i> , Cat. No. 3101.0, Table 4. <b>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/3101.0">www.abs.gov.au/ausstats/abs@.nsf/mf/3101.0</a></b>
	Where do we live?	Distribution of the NSW population by region	Estimated proportion of women and men residing in Greater Sydney and the rest of NSW as at 30 June 2015.	Australian Bureau of Statistics (2017), <i>Population by Age and Sex, Regions of Australia, 2015</i> , Cat. No. 3235.0, Tables 4–5. <b>Visit <a href="http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/3235.0">www.abs.gov.au/AUSSTATS/abs@.nsf/mf/3235.0</a></b>
	How old are we?	Distribution of the NSW population by age	Estimated proportion of women and men who reside in the state of NSW by age groups as at 30 June 2016. Age groups are shown in 10-year groups, with those aged 80 years and older categorised into one group.	Australian Bureau of Statistics (2016), <i>Australian Demographic Statistics, Sep 2016</i> , Cat. No. 3101.0, Table 51. <b>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/3101.0">www.abs.gov.au/ausstats/abs@.nsf/mf/3101.0</a></b>
Workforce engagement	Workforce participation (rate)	Proportion of the civilian population aged 15 years and over who are participating in the labour force	This indicator uses estimates derived from the Labour Force Survey component of the Australian Bureau of Statistics' (ABS) Monthly Population Survey. 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. Data are annual averages of monthly figures based on the ABS's original series estimates.	Australian Bureau of Statistics (2017), <i>Labour Force, Australia, Dec 2016</i> , Cat. No. 6202.0, Table 4. <b>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a></b> Labour force participation by age groups from Australian Bureau of Statistics (2017), <i>Labour Force, Australia, Jan 2017</i> , Cat. No. 6202.0, Data cube GM1. <b>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a></b>
	Part-time employment	Proportion of employed persons aged 15 years and over in employment of less than 35 hours per week	This indicator uses estimates derived from the Labour Force Survey component of the ABS's Monthly Population Survey. Part-time workers are employed people who usually work less than 35 hours a week and who either did so during the reference period for the survey, or were not at work in the reference period. Data are annual averages of monthly figures based on the ABS's original series estimates.	Australian Bureau of Statistics (2017), <i>Labour Force, Australia, Feb 2017</i> , Cat. No. 6202.0, Table 4. <b>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a></b>
	Full-time employment to population ratio	Proportion of civilian population aged 15 years and over in employment of 35 hours or more per week	This indicator uses estimates derived from the Labour Force Survey component of the ABS's Monthly Population Survey. Full-time workers are employed people who usually work 35 or more hours a week and who did so during the reference period for the survey, and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference period. Data are annual averages of monthly figures based on the ABS's original series estimates.	Australian Bureau of Statistics (2017), <i>Labour Force, Australia, Feb 2017</i> , Cat. No. 6202.0, Table 4. <b>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a></b>

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	Part-time employment to population ratio	Proportion of civilian population aged 15 years and over in employment of less than 35 hours per week	This indicator uses estimates derived from the Labour Force Survey component of the ABS's Monthly Population Survey. Part-time workers are employed persons who usually work less than 35 hours a week and who either did so during the reference period for the survey, or were not at work during that period. Data are annual averages of monthly figures based on the ABS's original series estimates.	Australian Bureau of Statistics (2017), <i>Labour Force, Australia, Dec 2016</i> , Cat. No. 6202.0, Table 4. <b>Visit</b> <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a>
	Unemployment	Proportion of the labour force who are unemployed	This indicator uses estimates derived from the Labour Force Survey component of the ABS's Monthly Population Survey. The unemployed are people who were actively looking for work and available to start immediately, or waiting to start a new job and could have started in the reference week (i.e. the week before the respondents to the survey were interviewed) had the job been available then. Data are annual averages of monthly figures based on the ABS's original series estimates.	Australian Bureau of Statistics (2017), <i>Labour Force, Australia, Dec 2016</i> , Cat. No. 6202.0, Table 4. <b>Visit</b> <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a>
	Underutilisation	Proportion of the labour force who are either unemployed or underemployed (people wanting more hours of work)	This indicator uses estimates derived from the Labour Force Survey component of the ABS's Monthly Population Survey. This indicator adds to the unemployed people who are already working (part-time and full-time) and would like to, and are able to within four weeks, work more hours (the underemployed). These two groups together are referred to as people who are underutilised in the labour force. Data are annual averages of the preceding four quarters based on the ABS's original series estimates.	Australian Bureau of Statistics (2017), <i>Labour Force, Australia, Nov 2016</i> , Cat. No. 6202.0, Table 23. <b>Visit</b> <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a>
	Casual employment	Proportion of employed persons aged 15 years and over in jobs without paid leave entitlements	The Household, Income and Labour Dynamics in Australia (HILDA) Survey is a household-based panel study that follows the lives of over 17,000 Australians each year. The survey collects information about household and family relationships, income and employment, and health and education. The HILDA Survey uses the ABS's definition of casual employment. 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. Key HILDA variables used were: <code>_jbcasab</code> , <code>_esempst</code> , <code>_esempst</code> . Data are weighted using respondent person sample weights and population weights (HILDA variables: <code>_hhwtrps</code> , <code>_hhwtrp</code> ).	Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i> . Unpublished data. <b>Visit</b> <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a>
Workforce segregation	Occupational segregation	Proportion of employed people in major occupational groups who are women and men	This indicator 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. Data are annual averages of the preceding four quarters based on the ABS's original series estimates.	Australian Bureau of Statistics (2016), <i>Labour Force, Australia, Detailed, Quarterly, Nov 2016</i> , Cat. No. 6291.0.55.003, Data Cube EQ8. <b>Visit</b> <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003">www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003</a>
	Industry segregation	Proportion of employed people in major industry divisions who are women and men	This indicator 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. Data are annual averages of the preceding four quarters.	Australian Bureau of Statistics (2016), <i>Labour Force, Australia, Detailed, Quarterly, Nov 2016</i> , Cat. No. 6291.0.55.003, Data Cube RQ1. <b>Visit</b> <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003">www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003</a>

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Balancing work and caring responsibilities	Flexible work arrangements	Proportion of employed parents who report using flexible work arrangements	<p>Data for this indicator are drawn from the ABS's Childhood Education and Care Survey, which was conducted in June 2014 as a supplement to the monthly Labour Force Survey.</p> <p>Flexible work arrangements refers to arrangements such as flexible working hours, part-time work or working from home, used by employed parents to assist them to care for their children. This indicator uses data relating to employed parents in families with children aged 0–12 years, where at least one parent is employed.</p>	<p>Australian Bureau of Statistics (2015), <i>Childhood Education and Care Australia</i>, June 2014 (and previous years), Cat. No. 4402.0, Table 5.</p> <p>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/4402.0">www.abs.gov.au/ausstats/abs@.nsf/mf/4402.0</a></p>
	Childcare	Proportion of households with dependent children aged under 15 years who used formal and/or informal childcare for the purpose of paid work	<p>This indicator is not gender disaggregated and instead uses households as the unit of analysis. Children include any dependent children living in the household who are under 15 years of age. Childcare includes both formal and informal childcare, including family day care, 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. Quintiles are based on household financial year disposable regular income for NSW households only. Key HILDA variables used are: <code>_ccuset</code>, <code>_ccwuse</code>, <code>_hifdip</code>. Data are weighted using household sample weights for quintiles, and household sample weights and population weights for responses to questions (HILDA variables: <code>_hhwth</code>, <code>_hhwth</code>).</p>	<p>Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i>. Unpublished data.</p> <p>Visit <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a></p>
	Time spent in unpaid household work	Average weekly time parents working full-time with dependent children under the age of 15 years spend on unpaid household work and other caring activities	<p>This indicator uses estimates derived from the HILDA Survey relating to persons in NSW employed full-time, aged 15–64 years, and with children living in the household aged under 15 years. Full-time workers include persons usually employed for 35 hours or more per week.</p> <p>Average weekly time includes the mean hours spent in a typical week doing unpaid household work, which comprises the following activities: playing with own children; doing housework; doing household errands; and doing outdoor tasks. Other caring activities include playing with other people's children, and caring for disabled/elderly relative/s. Key HILDA variables used are: <code>_lsem</code>, <code>_lscm</code>, <code>_lserr</code>, <code>_lshw</code>, <code>_lsod</code>, <code>_lschd</code>, <code>_lsocd</code>, <code>_lsvol</code>, <code>_lscar</code>, <code>_esdtl</code>, <code>_cccinnh</code>. Data are weighted using respondent person sample weights and population weights (HILDA variables: <code>_hhwtrps</code>, <code>_hhwtrp</code>).</p>	<p>Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i>. Unpublished data.</p> <p>Visit <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a></p>
	Long hours in paid work	Proportion of workers aged 15 years and over who work 45 hours or more per week in paid employment	<p>This indicator uses estimates of the civilian labour force aged 15 years and over derived from the Labour Force Survey component of the ABS's Monthly Population Survey. Employed persons include persons aged 15 years and over who worked for one hour or more during the week before the interview; owner managers who had a job but were not at work; and employees who had a job but were not at work that week and who were:</p> <ul style="list-style-type: none"> <li>• away from work for less than four weeks; or</li> <li>• away from work for more than four weeks and received pay for some or all of the four-week period; or</li> <li>• away from work as a standard work or shift arrangement; or</li> <li>• on strike or locked out; or</li> <li>• on workers' compensation and expected to return to their job.</li> </ul> <p>Working long hours is defined as working 45 hours or more per week. Data are annual averages of monthly figures.</p>	<p>Australian Bureau of Statistics (2017), <i>Labour Force, Australia</i>, January 2007 to December 2016, Cat. No. 6202.0. Unpublished data.</p> <p>Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0</a></p>

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	Days leave taken in the past 12 months	Average annual days leave taken by full-time non-casual employees	This indicator uses estimates derived from the HILDA Survey relating to non-casual full-time employees who were employed for at least three-quarters of the preceding 12 months in NSW. Average annual days of leave includes annual leave, sick leave, other paid leave (maternity, paternity, bereavement, family and carers), and unpaid leave. Key HILDA variables used are: <code>_alpd</code> , <code>_alsk</code> , <code>_alop</code> , <code>_alup</code> , <code>_jbmcnt</code> , <code>_esdtl</code> , <code>_esempst</code> , <code>_capj</code> . The HILDA geographic variable used was <code>_hhmsr</code> . Data are weighted using respondent person sample weights and population weights (HILDA variables: <code>_hhwtrps</code> , <code>_hhwtrp</code> ).	Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i> . Unpublished data. <b>Visit</b> <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a>
Electoral representation and leadership	NSW Local Government councillors	Proportion of elected representatives to NSW Local Government who are women	NSW Local Government elections are held once every four years. The most recent Local Government elections were held in September 2016. Due to council mergers, several councils held their elections in 2017 and as such current data are unavailable. As a result, this indicator reports on September 2012 election data.  Data for this indicator are drawn from the Office of Local Government's <i>NSW Councillor and Candidate Report 2012</i> , which presented findings from the Office of Local Government's 2012 Councillor and Candidates Survey. The survey was completed by 149 out of the 150 local councils that held elections in 2012. One council did not submit data, and Wollongong and Shellharbour City Councils did not hold elections in that year.	NSW Office of Local Government (2014), <i>NSW Councillor and Candidate Report 2012: Local Government Elections</i> . <b>Visit</b> <a href="http://www.olg.nsw.gov.au/content/nsw-councillor-and-candidate-report-2012">www.olg.nsw.gov.au/content/nsw-councillor-and-candidate-report-2012</a>
	NSW Legislative Assembly members	Proportion of NSW Legislative Assembly seats held by women	The NSW Legislative Assembly has 93 members, each representing a single electoral district of the State for a term of four years. The most recent NSW Government election was held in March 2015. This indicator also takes into account by-elections that have occurred since March 2015.	Parliament of New South Wales website, <i>All Members</i> . Accessed April 2017. <b>Visit</b> <a href="http://www.parliament.nsw.gov.au">www.parliament.nsw.gov.au</a>
	NSW Legislative Council members	Proportion of NSW Legislative Council seats held by women	The NSW Legislative Council has 42 members who represent the state as a whole, rather than particular electoral districts. Members are elected for a term of eight years, with half of them being elected at each election. The most recent NSW Government election was held in March 2015. This indicator also takes into account by-elections that have occurred since March 2015.	Parliament of New South Wales website, <i>All Members</i> . Accessed April 2017. <b>Visit</b> <a href="http://www.parliament.nsw.gov.au">www.parliament.nsw.gov.au</a>
	Member of the Australian House of Representatives	Proportion of NSW seats and all seats in the Australian House of Representatives held by women	The House of Representatives consists of 150 members elected by the Australian people. Each House of Representatives may last no more than three years, before a general election is held to elect all members of the House. The most recent Federal Government election was held in July 2016. This indicator also takes into account by-elections that have occurred since July 2016.	Parliament of Australia website, <i>Senators and Members</i> . Accessed April 2017. <b>Visit</b> <a href="http://www.aph.gov.au">www.aph.gov.au</a>
	Senators in the Australian Senate	Proportion of NSW seats and all seats in the Australian Senate held by women	The Senate consists of 76 senators, 12 from each of the six states and two from each of the mainland territories. Senators are elected for a term of six years, with half of them being elected every three years. The most recent Federal Government election was held in July 2016. This indicator also takes into account by-elections that have occurred since July 2016.	Parliament of Australia website, <i>Senators and Members</i> . Accessed April 2017. <b>Visit</b> <a href="http://www.aph.gov.au">www.aph.gov.au</a>

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	Members of NSW Government boards and committees	Proportion of positions on NSW Government boards and committees held by women	This indicator reports on appointments to NSW Government boards and committees, which must be approved by Cabinet or by a Minister. As at 30 June 2016, this included boards and committees covering all portfolio areas of government, with 3,584 positions in total.	NSW Department of Premier and Cabinet (2017), <i>NSW Government Board and Committee Members</i> , June 2016 (and previous years). Unpublished data.
	Senior leadership roles in the NSW public sector	Proportion of NSW public sector senior leadership positions held by women	Senior leadership roles are those with remuneration equivalent to Senior Officer 1 level and above. This is the non-casual headcount at census (June 2016), and excludes judges, bodies external to government and state-owned corporations. Employees whose gender was recorded as Missing or Withdrawn are also excluded.	NSW Public Service Commission (2017), <i>Workforce Profile Report 2016</i> . Unpublished data (ref.: AS-2017-034).
	Board directors of NSW-based Australian Securities Exchange (ASX) All Ordinaries companies	Proportion of directorships in NSW-based ASX 500 companies held by women	Data relate to ASX 500 companies that have a registered office address in NSW. The ASX 500 index consists of a rolling population which companies enter or exit depending on share price. The index measures the performance of the 500 largest index-eligible stocks listed on the ASX 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.	Australian Institute of Company Directors (2017), unpublished ASX 500 NSW-based company board directorships data, December 2016.
Senior roles in the legal, education, policing and medical professions	NSW solicitors	Proportion of solicitors who hold a current NSW practising certificate who are women	Data relate to solicitors with a current NSW practising certificate and include solicitors who may be unemployed, between jobs, or on career breaks or parental leave. This includes all solicitors working in different settings—including sole practitioners, private law firms, incorporated/unincorporated legal practices, government departments, community legal services, and corporations and organisations, as well as those not employed as a solicitor.	The Law Society of New South Wales (2017), <i>2016 Profile of the Solicitors of NSW</i> . Unpublished data, obtained April 2017.
		Proportion of principals of private law firms in NSW who are women	Includes private law firms of all sizes, from sole practitioners to firms with two or more partners. Partners (also referred to as principals) hold senior positions within their private law firm.	The Law Society of New South Wales (2017), <i>2016 Profile of the Solicitors of NSW</i> . Unpublished data, obtained April 2017.
	NSW barristers	Proportion of barristers holding a NSW practising certificate who are women	Refers to barristers holding NSW practising certificates, including barristers based interstate and overseas. Barristers are lawyers who work as independent and sole practitioners. They specialise in court work and also provide specialised legal advice.	New South Wales Bar Association (2016), <i>Annual Report 2015–16</i> . <b>Visit</b> <a href="http://www.nswbar.asn.au/the-bar-association/annual-reports">www.nswbar.asn.au/the-bar-association/annual-reports</a>
	Magistrates and judges	Proportion of NSW magistrates and judges who are women	Includes judges of the NSW Supreme Court, Court of Appeal, Land and Environment Court, District Court, Industrial Relations Commission, and magistrates of the Local Court of NSW.	Australasian Institute of Judicial Administration (2017), <i>AIIA Judicial Gender Statistics—Judges and Magistrates (% of Women) March 2017</i> . Accessed April 2017. <b>Visit</b> <a href="http://aija.org.au/research/judicial-gender-statistics/">aija.org.au/research/judicial-gender-statistics/</a>
Proportion of justices of the High Court of Australia who are women		The High Court of Australia is the highest court in Australia. The functions of the High Court are to interpret and apply the law of Australia, decide cases of federal significance, and hear appeals from federal, state and territory courts. The High Court has seven judges: a Chief Justice and six justices.	Australasian Institute of Judicial Administration (2017), <i>AIIA Judicial Gender Statistics—Judges and Magistrates (% of Women) March 2017</i> . Accessed April 2017. <b>Visit</b> <a href="http://aija.org.au/research/judicial-gender-statistics">aija.org.au/research/judicial-gender-statistics</a>	

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	Teaching staff of NSW Government primary schools	Proportion of NSW Government primary school teaching staff who are women	Teaching staff in NSW Government schools include teachers, executives and principals.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> . Unpublished data.
	Executives of NSW Government primary schools	Proportion of NSW Government primary school executives who are women	NSW Government school executives include deputy principals, school directors, business managers as well as other school leadership roles.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> . Unpublished data.
	Principals of NSW Government primary schools	Proportion of NSW Government primary school principals who are women	Principals of 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.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> (and previous years). Unpublished data.
	Teaching staff of NSW Government secondary schools	Proportion of NSW Government secondary school teaching staff who are women	Teaching staff in NSW Government schools include teachers, executives and principals.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> . Unpublished data.
	Executives of NSW Government secondary schools	Proportion of NSW Government secondary school executives who are women	NSW Government school executives include deputy principals, school directors, business managers as well as other school leadership roles.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> . Unpublished data.
	Principals of NSW Government secondary schools	Proportion of NSW Government secondary school principals who are women	Principals of 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.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> (and previous years). Unpublished data.
	Teachers of TAFE NSW Institutes	Proportion of teachers of TAFE NSW institutes who are women	TAFE NSW (the trading name of the New South Wales Technical and Further Education Commission) was established as a statutory corporation by the <i>Technical and Further Education Commission Act 1990</i> (NSW) to provide technical and further education services. TAFE NSW has a network of 10 Institutes: four in the Sydney metropolitan area and six in regional areas of NSW. It also offers distance education through the Open Training and Education Network.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> (and previous years). Unpublished data.
	Directors and managers of TAFE NSW Institutes	Proportion of directors and managers of TAFE NSW Institutes who are women	TAFE NSW Institute directors are executive educational and operational leaders within TAFE NSW. TAFE NSW Institute managers are employed as educational leaders and administrative managers, and have supervisory responsibility for administrative and/or educational programs and staff.	NSW Department of Education (2017), <i>Workforce Profile as at June 2016</i> (and previous years). Unpublished data.

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	Academics in NSW universities	Proportion of academics in NSW universities who are women	<p>This indicator relates to staff who fall within the following academic classifications: 'below lecturer (Level A)', 'lecturer (Level B)', 'senior lecturer' (Level C) and 'above senior lecturer (Levels D-E)'.</p> <p>Data refer to 2015 full-time equivalent positions for full-time, fractional full-time, and actual casual staff employed in the following NSW universities: Charles Sturt University, Macquarie University, Southern Cross University, University of New England, University of New South Wales, University of Newcastle, University of Sydney, University of Technology Sydney, University of Western Sydney, and University of Wollongong. Staff data for Avondale College of Higher Education are not included.</p>	<p>Australian Government Department of Education and Training (2016), <i>Selected Higher Education Statistics - 2016 Staff Data, Appendix 1.4: FTE for Full-time, Fractional Full-time and Actual Casual Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015</i> (and previous years).</p> <p>Visit <a href="http://www.education.gov.au/staff-data">www.education.gov.au/staff-data</a></p>
	Academics above senior lecturer level in NSW universities	Proportion of academics above senior lecturer level in NSW universities who are women	<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 levels D and E salary classifications.</p> <p>Data refer to 2015 full-time equivalent positions for full-time, fractional full-time, and actual casual staff employed by the following NSW universities: Charles Sturt University, Macquarie University, Southern Cross University, University of New England, University of New South Wales, University of Newcastle, University of Sydney, University of Technology Sydney, University of Western Sydney, and University of Wollongong. Staff data for Avondale College of Higher Education are not included.</p>	<p>Australian Government Department of Education and Training (2016), <i>Selected Higher Education Statistics - 2016 Staff Data, Appendix 1.4: FTE for Full-time, Fractional Full-time and Actual Casual Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015</i> (and previous years).</p> <p>Visit <a href="http://www.education.gov.au/staff-data">www.education.gov.au/staff-data</a></p>
	Police officers and police staff	Proportion of employees of the NSW Police Force who are women	Employees of the NSW Police Force include police officers (commissioned and non-commissioned), and civilian staff. Commissioned officers are police officers at or above the rank of Inspector, and non-commissioned officers are police officers below the rank of Inspector.	NSW Public Service Commission (2017), <i>Workforce Profile Report 2016</i> . Unpublished data, obtained March 2017.
Proportion of police officers in the NSW Police Force who are women		Police officers include: commissioned officers (at or above the rank of Inspector), and non-commissioned officers (below the rank of Inspector).	NSW Public Service Commission (2017), <i>Workforce Profile Report 2016</i> . Unpublished data, obtained March 2017.	
Proportion of commissioned officers in the NSW Police Force who are women		Commissioned officers are police officers at or above the rank of Inspector.	NSW Public Service Commission (2017), <i>Workforce Profile Report 2016</i> . Unpublished data, obtained March 2017.	
	General practitioners and other specialists	Proportion of medical practitioners who are women, by broad speciality	<p>The data for this indicator are drawn from the National Health Workforce Dataset (NHWDS) maintained by the Australian Department of Health. The NHWDS collects data from the national registration process for health practitioners, as well as from a workforce survey that is voluntarily completed at the time of re-registration.</p> <p>Specialists are medical practitioners who have completed additional training in a specialist area of medicine. This indicator focuses on broad specialist fields; that is, it includes surgeons but does not list them by type (neurosurgery, paediatric surgery, plastic surgery etc).</p> <p>The data relate to medical practitioners who were employed in Australia and working in their registered profession in NSW in 2015. They do not include medical practitioners whose workforce status was: 'employed in Australia in registered profession but on extended leave'; 'employed in Australia outside of registered profession and looking for work in Australia'; 'not employed in Australia and looking for work in Australia in registered profession'; 'not in workforce in Australia'; and 'not stated'.</p>	<p>Australian Government Department of Health (2017), <i>Health Workforce Data - Data Tool</i>. Accessed March 2017.</p> <p>Visit <a href="http://data.hwa.gov.au">data.hwa.gov.au</a></p>



Topic	Indicator	Measure	Explanatory Notes	Data Source
Gender pay gap	Average hourly earnings	Average hourly ordinary time cash earnings for non-managerial workers paid at the adult rate	<p>The data for this indicator are drawn from the ABS's Survey of Employee Earnings and Hours, which is conducted every two years to provide detailed information about employee earnings, hours paid for and the methods used to set employees' pay. This employer survey is considered by the ABS to be methodologically the most suited to measuring the gender pay gap.</p> <p>Ordinary time cash earnings refers to before-tax payment for award, standard or agreed work hours, including allowances, penalty payments, payments by measured result, and regular bonuses and commissions. Cash earnings includes amounts deducted by salary sacrifice, but excludes non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.</p> <p>The measure relates to women and men working in all sectors and industries except defence, and agriculture, forestry and fishing. The data for this indicator do not include managers and non-employees.</p> <p>The gender pay gap in average hourly ordinary time cash earnings reported in this indicator refers to the difference between women's and men's average hourly ordinary time cash earnings for non-managerial workers paid at the adult rate, expressed as a percentage of men's average hourly ordinary cash earnings for non-managerial workers paid at the adult rate.</p>	Australian Bureau of Statistics (2017), <i>Employee Earnings and Hours, Australia, May 2014 and May 2016</i> , Cat. No. 6306.0. Unpublished data.
	Average weekly earnings	Average weekly ordinary time earnings for full-time adult employees	<p>The indicator uses biannual estimates of average weekly earnings produced by ABS based on information obtained from a sample survey of employers.</p> <p>Weekly ordinary time earnings refers to one week's before-tax earnings of employees for the last pay period that is attributable to award, standard or agreed work hours. It does not include amounts deducted by salary sacrifice, non-cash components of salary packages, overtime payments, reimbursements to employees for expenditure incurred in conducting their employer's business, and other payments not related to the last pay period.</p> <p>Adult employees include employees aged 21 years or over, and those employees under 21 years of age who are paid at the full adult rate for their occupation.</p> <p>Estimates of average weekly ordinary time earnings are derived by dividing estimates of weekly ordinary time earnings by estimates of number of employees. Data are annual averages of original biannual estimates.</p> <p>The gender pay gap in average weekly ordinary time earnings reported in this indicator refers to the difference between women's and men's average weekly ordinary time earnings expressed as a percentage of average weekly ordinary time earnings.</p>	Australian Bureau of Statistics (2017), <i>Average Weekly Earnings, Australia, Nov 2016</i> , Cat. No. 6302.0, Table 13A. Visit <a href="http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0">www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0</a>
	Annual earnings	Annual earnings for full-time workers aged 21–69 years	<p>Annual earnings include total financial year gross wages and salaries (imputed by HILDA). Full-time workers include persons usually employed for 35 hours or more per week. The socioeconomic analysis ranks and classifies the individual earnings data into five equal groups (quintiles) before determining the proportion of women and men that make up each quintile group. Key HILDA variables used are: <code>_wsfej</code>, <code>_esdtl</code>, <code>_esempst</code>. Data are weighted using respondent person sample weights and population weights (HILDA variables: <code>_hhwtrps</code>, <code>_hhwtrp</code>).</p>	Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i> . Unpublished data. Visit <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a>

Topic	Indicator	Measure	Explanatory Notes	Data Source
	Public service annual earnings	Median full-time equivalent annual base earnings for women and men in the NSW public sector	<p>This indicator measures the median annual full-time equivalent base salary for an employee's role reported by NSW public sector agencies as part of the Public Service Commission's annual workforce profile data collection. The data are collected through a census of all NSW Government employees in June each year.</p> <p>Temporary or contract workers are not included and the earnings do not include other remuneration such as allowances, penalty rates, and superannuation. The collection covers all agencies, including state-owned corporations and government trading enterprises.</p>	<p>NSW Public Service Commission (2017), <i>Workforce Profile Report 2016</i>.</p> <p>Visit <a href="http://www.psc.nsw.gov.au/reports---data/workforce-profile">www.psc.nsw.gov.au/reports---data/workforce-profile</a></p>
Financial security	Rental and mortgage stress	Housing stress	<p>Housing stress occurs when household mortgage or rental payments equal 30% or more of annual household financial year gross regular income (imputed by HILDA). Data on housing stress can only track trends at a national level due to sample sizes.</p> <p>Key HILDA variables used are: <code>_hifefp</code>, <code>_hsrnt</code>, <code>_hsmg</code>, <code>_mrcurr</code>. Data are weighted using household sample weights for calculating stress, and demographics based on respondent person sample and population weights (<code>_hhwths</code>, <code>_hhwtrps</code>, <code>_hhwtrp</code>).</p> <p>Calculation of the two bottom quintiles of household income is based on household weights and based on all households in Australia.</p>	<p>Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i>. Unpublished data.</p> <p>Visit <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a></p>
		Rental stress	<p>Rental stress occurs when household rental payments account for 30% or more of household financial year gross regular income (imputed by HILDA). Data on rental stress can only track trends at a national level due to sample sizes.</p> <p>Key HILDA variables used are: <code>_hifefp</code>, <code>_hsrnt</code>, <code>_mrcurr</code>. Data are weighted using household sample weights for calculating stress, and demographics based on respondent person sample and population weights (<code>_hhwths</code>, <code>_hhwtrps</code>, <code>_hhwtrp</code>).</p>	<p>Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i>. Unpublished data.</p> <p>Visit <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a></p>
		Mortgage stress	<p>Mortgage stress occurs when household mortgage payments account for 30% or more of household financial year gross regular income (imputed by HILDA). Data on mortgage stress can only track trends at a national level due to small sample sizes.</p> <p>Key HILDA variables used are: <code>_hifefp</code>, <code>_hsmg</code>, <code>_mrcurr</code>. Data are weighted using household sample weights for calculating stress, and demographics based on respondent person sample and population weights (<code>_hhwths</code>, <code>_hhwtrps</code>, <code>_hhwtrp</code>).</p>	<p>Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i>. Unpublished data.</p> <p>Visit <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a></p>
	Job tenure	Average time employed in current occupation	<p>Average time employed in the same occupation refers to the average time employed in the same ANZSCO occupation group and does not take into account promotion, unless the promotion results in moving from one group to another. For example, moving from a junior position to a senior position may be considered the same occupation, whereas moving to a managerial position may result in moving from the professional occupation group to the manager occupation group. The key HILDA variable is <code>_jbocct</code>. Data are weighted using respondent person sample weights and population weights (HILDA variables: <code>_hhwtrps</code>, <code>_hhwtrp</code>). The HILDA geographic variable used is <code>_hhmsr</code>.</p>	<p>Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i>. Unpublished data.</p> <p>Visit <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a></p>

Topic	Indicator	Measure	Explanatory Notes	Data Source
		Average time employed by current employer	The key HILDA variable used is <code>_jbempt</code> . Data are weighted using respondent person sample weights and population weights (HILDA variables: <code>_hhwtrps</code> , <code>_hhwtrp</code> ). The HILDA geographic variable used is <code>_hhmsr</code> .	Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i> . Unpublished data. <b>Visit</b> <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a>
	Superannuation balance	Median superannuation balance of women and men	This indicator uses estimates derived from the HILDA Survey relating to persons in NSW with positive superannuation balances (in 2014 dollars). Key HILDA variables used are: <code>_pwsupri</code> , <code>_pwsupwi</code> , <code>_sartpw</code> . All persons' balance is based on adding <code>_pwsupri</code> to <code>_pwsupwi</code> . Data are weighted using respondent person sample weights and population weights ( <code>_hhwtrps</code> , <code>_hhwtrp</code> ).	Melbourne Institute of Applied Economic and Social Research (2016), <i>HILDA Survey, Release 15.0</i> . Unpublished data. <b>Visit</b> <a href="http://melbourneinstitute.unimelb.edu.au/hilda">melbourneinstitute.unimelb.edu.au/hilda</a>



**Front cover:**  
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