



Women in NSW 2018



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- NSW Police Force
- NSW Public Service Commission
- TAFE NSW
- Workplace Gender Equality Agency

Women NSW

Department of Family and Community Services

Level 4, 219–241 Cleveland Street, Strawberry Hills NSW 2012
(02) 9248 0800

www.women.nsw.gov.au

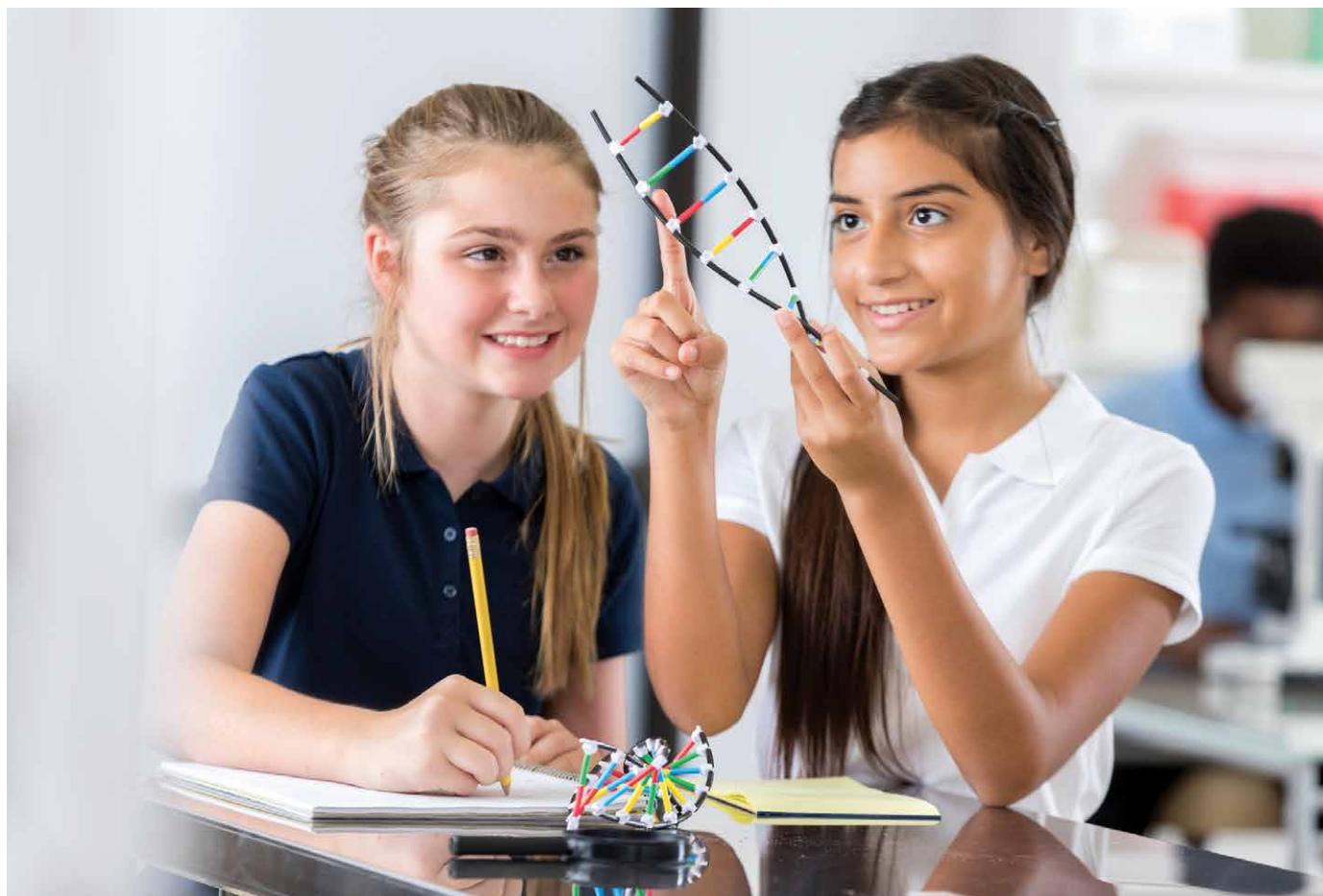
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Women in NSW 2018



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Minister's foreword

I am pleased to present the *Women in NSW Report 2018*. Over the last five years, the Women in NSW report series has built a detailed evidence base about how the lives of women and men differ in New South Wales.

In August 2018, I had the pleasure of launching the *NSW Women's Strategy 2018-2022*. The Strategy affirms the Berejiklian Government's commitment to advance social and economic equality between women and men, and boys and girls. This Report adopts the structure of the three priority areas of the Strategy:



Economic opportunity and advancement



Health and wellbeing



Participation and empowerment

These priority areas were identified following extensive state-wide consultation with government and non-government sectors, and the wider community.

The NSW Government's vision is that all women and girls in NSW have full access to opportunity and choice, are valued for their diversity, are recognised for their contribution, and able to do anything they wish in all aspects of life freely and safely.

Women's participation in the workforce is not only vital for women's progress but vital to the economic prosperity of NSW. Employment growth in NSW continues to surge with the number of women entering the workforce helping to drive this trend.

At a time when NSW is one of the strongest, fastest-growing economies in the developed world, women are leading the way. Of the 372,500 jobs created in NSW since April 2015, 224,500 – over 60% – have been taken by women.¹ Women are entering or re-entering the workforce in NSW in record numbers, which is not only contributing to a stronger NSW economy; most importantly, it means more choices, greater opportunities and a better quality of life for all families in every community across our state.

In families with young children and at least one employed parent, the majority of working mothers in 2017 used flexible work arrangements to care for their children. While the figure for men is significantly lower, there has been a constant increase in the proportion of men who opt for flexible work arrangements for childcare related reasons. Nevertheless, the data showed in NSW more than two-thirds of primary care givers were women.

¹ ABS (2018) *Labour Force, Australia, November 2018*, cat. no. 6202.0, Table 4, <http://www.abs.gov.au/ausstats/abs@.nsf/cat/6202.0>



.....

Women are entering or re-entering the workforce in NSW in record numbers, which is not only contributing to a stronger NSW economy; most importantly, it means more choices, greater opportunities and a better quality of life for all families in every community across our state.

.....

Recorded crime statistics show that women continue to make up the majority of domestic and family violence victims, and men continue to account for the majority of perpetrators. Significantly more women than men were hospitalised due to violence by their spouse or domestic partner, the vast majority of homicide victims in NSW were killed by someone with whom they were in a domestic relationship – were women.

The NSW Government is responding to the challenge to improve health, drive the equality and advancement of women and prevent and respond to domestic violence and sexual assault. Many of the investments and initiatives in these areas are highlighted throughout this report.

We want every woman in NSW to be able to reach their potential and be their best. We have made it a priority to ensure that women in our state can thrive – to support women and empower them.

Of course, we know we have much more to do to ensure every woman in NSW has the choices, the opportunities and the support she deserves – and to break down barriers and end unacceptable discrimination.

By working together, government, business and communities across NSW are transforming the future for women in our state.

And the result is that in NSW today more women than ever are reaching their potential, leading our economy, accessing jobs and career opportunities, and giving back to their communities.

I hope you find this report insightful and I look forward to this work being a valuable resource for policy and practice, guiding improved services in NSW.

A handwritten signature in black ink that reads "Davies".

Tanya Davies MP
Minister for Women





Executive summary



A profile of women in NSW



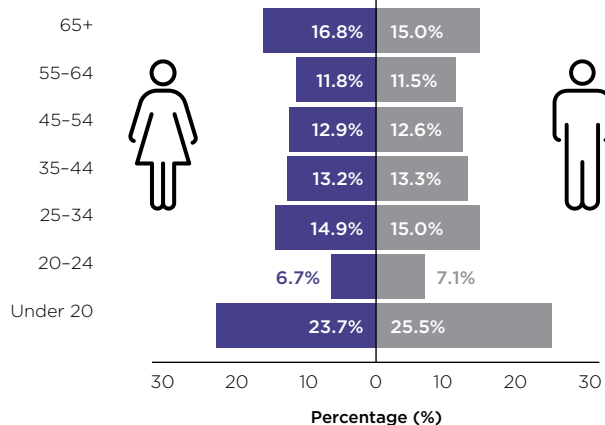
50.4%

3,965,383

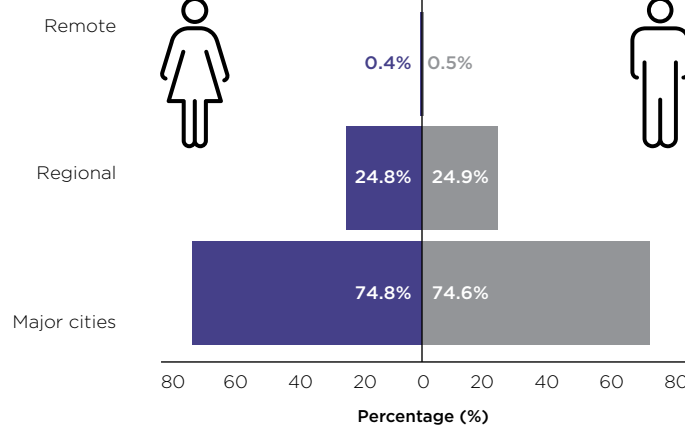


49.6%

3,895,685



Where do we live?



Of the total NSW population 2.9 per cent are Aboriginal women and 2.9 per cent are Aboriginal men



2.9%



2.9%

For how many of us is English our second language?

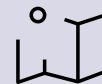


27.3%



26.4%

How many of us were born overseas?



30.1%



29.4%



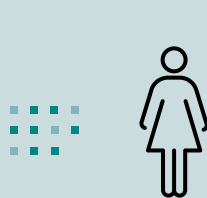
Economic opportunity and advancement

Work

In 2017:



Women's participation in the paid workforce continued to increase but remains lower than men's (a difference of 11.2 percentage points).

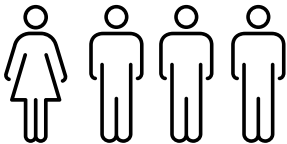


Significantly more women than men worked part-time.



Women continued to be under-represented in occupations and industries that are traditionally male dominated.

Leadership



In June 2018, women held approximately one in four seats in the NSW Parliament.

In 2017 women continued to be under-represented in leadership roles in the public and private sectors.



As at 30 April 2018, 79.1% of NSW-based ASX 500 companies had at least one woman on their board.

In 2016, less than a third of NSW business owners were women.



The gender pay gap



- \$241.90

In 2017, women who were working full-time earned an average of \$241.90 less per week than men.

Superannuation



In 2014, among people who had a positive superannuation balance, the superannuation balance of women who were 55 years or older was substantially lower than that of men of the same age.



Health and wellbeing

Healthy lifestyles



In 2017, **46.6%** of **women** who were **16 or older** were **overweight or obese**.



In 2017, **more than half** of **women (54.8%)** engaged adequately in **physical activity**.



Between 2002 and 2017, the percentage of **women** who **smoked decreased significantly (12.3%, down from 20.2%)**.

Maternity

In 2016:



97,306 women gave birth.



Fewer teenagers gave birth: **2,114**, down from **3,099** in 2011.

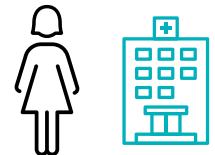


The **average age** of the **women** who gave birth for the **first time** was **29.3**.

Psychological health



In 2017, compared with **women** who were living in a **major city** or an **outer regional area** or a **remote area**, **more women** who were living in an **inner regional area** reported a **higher level of psychological distress**.



In the two-year period 2016-17, the rate of **hospitalisation** for **intentional self-harm** was **highest** among **young women** who were between **15 and 24**.

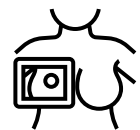
Cancer and cancer screening



In 2014, **27.8%** of **new cancers** in **women** were **breast cancers**.



In 2014, **18.1%** of **cancer deaths** in **women** were the result of **lung cancer**.

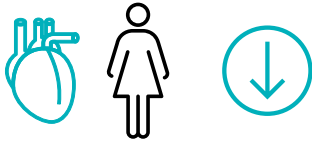


In the two-year period 2016-2017, **more than half** of all **women** between 50 and 74 participated in **breast-cancer screening**.

In the two year period 2016-2017, **lower percentages** of **Aboriginal women (41.8%)** and **women from culturally and linguistically diverse backgrounds (46.2%)** who were between 50 and 74 participated in **breast-cancer screening**.



Coronary disease



Between 2007 and 2016, the rate of **coronary heart disease deaths** in **females** decreased by **38.1%**.

Safety from domestic and family violence

In 2017:



The **victim** was **female** in **20,879** domestic-assault incidents.



Most **domestic-assault victims** who **reported to police** were **female**, and most **domestic-assault perpetrators** were **male**.



Most **domestic-homicide victims** were **female**.

Repeat assault



In 2017, **more females** than **males** were **repeat victims** of **assault** related to **domestic violence**.

Safety from other personal violence



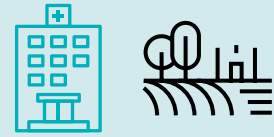
In 2017, **fewer females** than **males** were the **victim** of **non-domestic assault** or **non-domestic homicide**.

Hospitalisations related to interpersonal violence

In 2016–2017:



Because of **violence** their **spouse** or **domestic partner** had perpetrated, **females** were **hospitalised 5.7 times** more than **men**.



The rate of **hospitalisations** related to **interpersonal violence** was **significantly higher** in **remote** and **very remote areas**.

Compared with **non-Aboriginal females**, **Aboriginal females** had a **significantly higher rate** of **interpersonal-violence** related **hospitalisations**.



Safety from sexual violence



In 2017, the rate of **females** who were the **victim** of **actual bodily harm** or **grievous bodily harm** because of **domestic violence** was **1.8 times** the rate of **males**.



In 2017, the number of **females** who were **reported sexual-assault victims** was **4.3 times** the number of **males**, whereby up to **81.2%** of reported **sexual-assault victims** were **female**.

The criminal-justice system

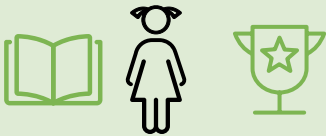


In 2017, most people being **protected** under an **Apprehended Domestic Violence Order** were **female**.



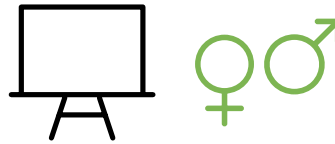
Participation and empowerment

Primary education



In 2017, **girls continued to outperform boys in NAPLAN reading tests**, and **boys continued to outperform girls in NAPLAN numeracy tests**.

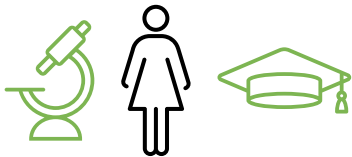
In 2017:



Although a similar number of **Year 12 boys and girls completed a Vocational Education and Training (VET) course**, **gender bias was evident in the subjects the students chose**.



32.9% of female HSC students completed STEM subjects, compared with **43.0% of male HSC students**.



In 2016, a **similar percentage of women and men completed postgraduate STEM studies**.



Between 1998 and 2017, the **gap between women's and men's completion of an apprenticeship or a traineeship decreased**.

Flexible working arrangements



In 2015, **more mothers than fathers used flexible work arrangements in order to care for their children**.



Between 2014 and 2017, the percentage of **women and men who accessed flexible work arrangements for childcare purposes decreased**.





Economic opportunity and advancement



WORKFORCE ENGAGEMENT

The NSW participation rate is near a record high – led by a record high female participation rate of 59.9 per cent in May 2018.²



In 2016 a **higher percentage** of **women (27.6%)** than **men (22.3%)** were employed on a **casual basis**.



In 2017, **slightly fewer** than **half** of the **women** in the **NSW workforce** worked **part-time (44.4%)**, compared with **one in five men (18.0%)**.



In 2017, **more women** than **men** in the **NSW workforce** wanted to **work more hours**.

Workforce participation

Women's participation in the labour force is central to supporting their economic and social independence. The labour force participation rate reflects the extent to which people are active in the paid labour force and includes people who are employed, engaged in business, or looking for work.

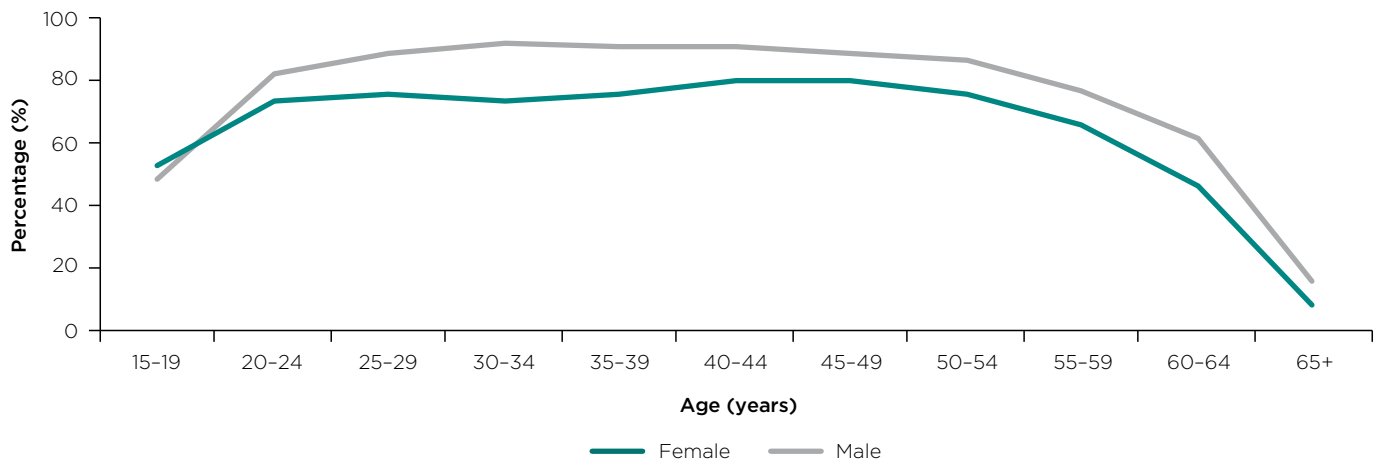
Strong labour market conditions are driving outstanding employment and participation outcomes for females. Between 2008 and 2017 in NSW, women's participation in the labour force increased by 1.6 percentage points, whereas men's decreased by 1.7 percentage points. While female participation is at a record high, challenges remain. In 2016-17, 23.9 per cent of females who were available for work but not looking, stated that caring for children was the main reason.³

² https://www.budget.nsw.gov.au/sites/default/files/budget-2018-06/3_The_Economy-BP1-Budget_201819.pdf

³ ABS 6202.0 and NSW Treasury IGR. NSW Treasury (2018) 2018-19 Budget - Budget Paper 1 - Chapter 3 The Economy, https://www.budget.nsw.gov.au/sites/default/files/budget-2018-06/3_The_Economy-BP1-Budget_201819.pdf

The lower participation of women in the labour force was consistent across all age groups except for persons aged 15-19 years. The gender gap in participation begins to widen around the 25-29 year age group (14.5 percentage points participation gap), with the largest gap (20.0 percentage points) being between women and men aged 30-34 years (Figure 1).

Figure 1: Labour force participation rate by sex and age, NSW, 2017



Note: Data averaged using 12 months in the calendar year.
Population: Civilian population of NSW aged 15 years and over.
Data source: ABS (2018), *Labour Force, Australia, May 2018*, Cat. No. 6202.0, original data.

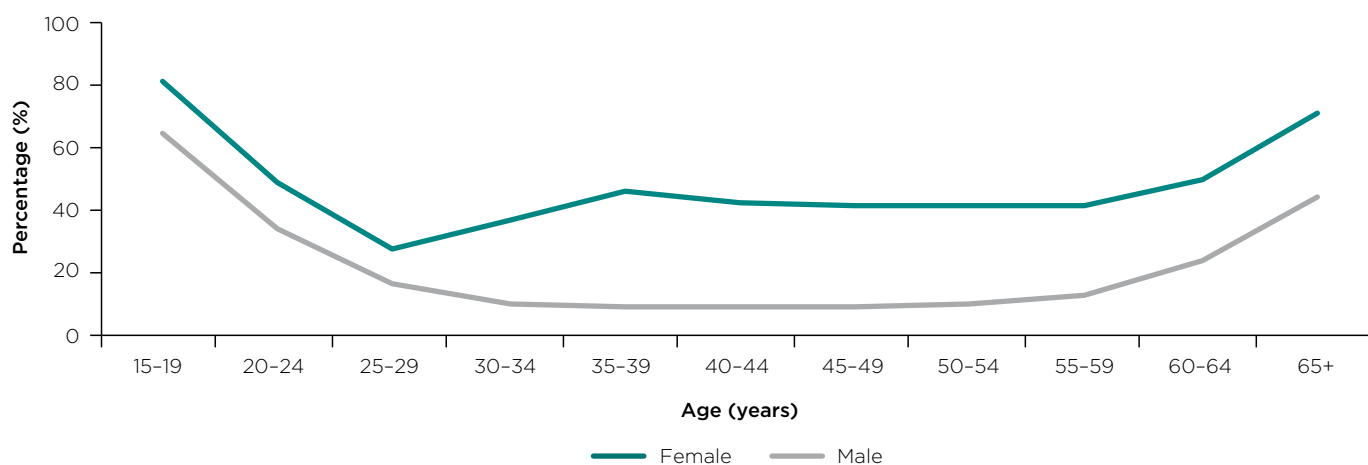
Full and part-time employment

Over the last 10 years, part-time employment has increased for both women (1.6 percentage points) and men (2.8 percentage points). A higher proportion of women than men are employed on a part-time basis.⁴ This finding is consistent across all age groups. Of all persons employed in NSW in 2017, 44.4% of women were employed part-time compared with 18.0% of men.

The two age groups in which the highest proportions of both women and men worked part time were 15–19 years and 65 years and over (Figure 2).

Between 2008 and 2017, women's employment to population ratio increased from 53.8% to 55.5% while men's decreased from 67.9% to 66.0%. When examined in relation to full-time employment only, women's full-time employment to population ratio was stable over time (Figure 3). When examined in relation to part-time employment only, women's employment to population ratio has increased (Figure 4). In contrast, over this same period, men's full-time employment to population ratio decreased (Figure 3) while their part-time employment to population ratio increased (Figure 4).

Figure 2: Part-time employment rates by sex and age, NSW, 2017

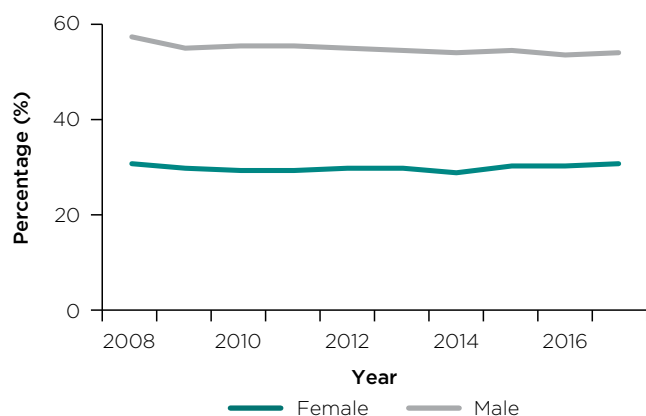


Note: Data averaged using 12 months in the calendar year.

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

Data source: ABS (2018), *Labour Force, Australia, May 2018*, Cat. No. 6202.0, original data.

Figure 3: Full-time employment to population ratio by sex, NSW, 2008–2017

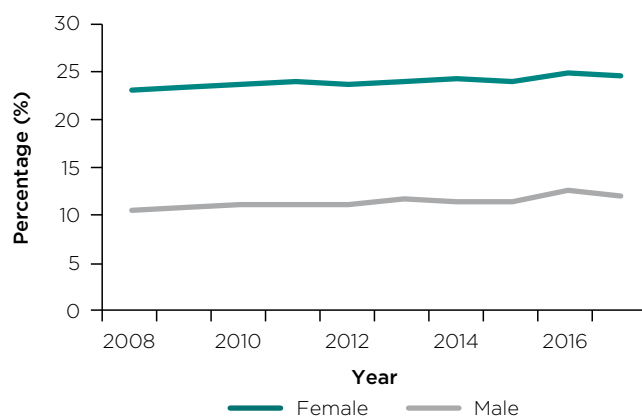


Note: Data averaged using 12 months in the calendar year.

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

Data source: ABS (2018), *Labour Force, Australia, Apr 2018*, Cat. No. 6202.0, original data.

Figure 4: Part-time employment to population ratio by sex, NSW, 2008–2017



Note: Data averaged using 12 months in the calendar year.

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

Data source: ABS (2018), *Labour Force, Australia, Apr 2018*, Cat. No. 6202.0, original data.

⁴ 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.

Unemployment and underutilisation

Demand for labour has been supported by strong economic activity and modest wages growth. Strong demand has encouraged people into the labour force. This has kept the unemployment rate fairly stable at around 5%.⁵

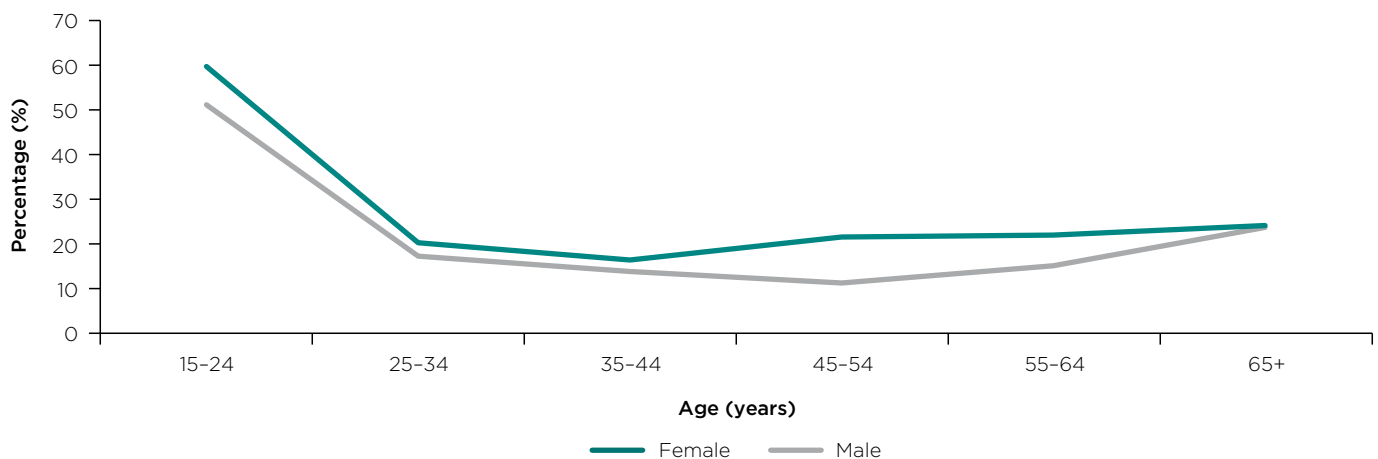
In NSW in 2017, the unemployment rate for women and men was similar (at 4.8% and 5.0% respectively). Over the last 10 years, the unemployment rate for women fluctuated between 4.8% and 6.1%, reaching a high of 6.1% in 2009 and 2015. The unemployment rate for men fluctuated between 4.5% and 6.3% over the same period, with the highest point occurring in 2009.

Proportionally, more working women than men report wanting to work more hours. This is reflected in the labour force underutilisation rate, which includes the unemployed as well as people who want more hours of work. In NSW in 2017, the underutilisation rate for women was higher than that for men at 14.9% (compared to 11.0%).

Casual employment

The term casual employee is used to describe persons who are engaged in work on an irregular basis. They are not entitled to paid sick or annual leave, but are compensated for this with a higher rate of pay. Of all persons employed in NSW in 2017, 26.6% of women were employed on a casual basis, compared to 21.0% of men. A higher proportion of women than men engaged in casual employment across all age ranges, until over 65 years, when the proportions converge (Figure 5).

Figure 5: Casual employment by sex, NSW, 2017



Notes: Casual employees are defined as those without access to paid leave entitlements. Persons whose leave entitlements were recorded as 'not applicable' were excluded from the denominator.

Population: Employees in NSW.

Data source: ABS (2018) *Characteristics of Employment, Australia, 2015 to 2017*, Cat. No. 6333.0, using TableBuilder.

⁵ https://www.budget.nsw.gov.au/sites/default/files/budget-2018-06/3_The_Economy-BP1-Budget_201819.pdf

What is being done?

In 2014, Australia set a target at the G20 to work towards reducing the gender gap in workforce participation by 25% by 2025. The Australian Government is taking action to encourage further growth in women's workforce participation by:

- designing a more affordable, accessible and flexible childcare system
- supporting business to create more diverse workplaces by developing resources to assist employers to manage and support working parents
- implementing the Jobs and Small Business package, aimed at helping small businesses to grow and to create jobs for young job seekers, mature workers, parents and the long-term unemployed
- ensuring that women have the skills and support to work in growth industries as part of the National Innovation and Science Agenda.

Visit www.dpmc.gov.au/office-women/economic-security/womens-workforce-participation.

To support families, the NSW Government's 2018/19 Budget invested a further \$197.8 billion into preschool education under the Start Strong program. This will ensure two years universal access to early childhood education from 2019, supporting better educational outcomes for children and improved workforce outcomes for parents.

Visit www.education.nsw.gov.au/early-childhood-education/operating-an-early-childhood-education-service/grants-and-funded-programs/start-strong.

In 2016, the NSW Government committed \$190 million over four years to Jobs for NSW, a private sector-led initiative, in order to make the NSW economy as competitive as possible and to create 1,000,000 new jobs by 2036 as part of a whole of government approach. In the *Jobs for the Future* report (2016) several strategies were identified to achieve these aims, including increasing the workforce participation rate of women with children to 75% by 2036. Research is currently being carried out on the barriers to employment for women with children including access to childcare with a view to reducing disincentives for increasing hours of paid work. Visit www.jobsfornsw.com.au.

The NSW Government strongly supports initiatives that enable workforce participation for persons who are victims of domestic violence, as well as ensuring victims have access to leave.

In March 2018, the Fair Work Commission handed down a decision to provide five days' unpaid leave to employees in modern awards experiencing family and domestic violence. This will allow individuals to deal with the impact of domestic and family violence when it is impractical for them to do it outside their ordinary hours of work. The unpaid leave entitlement will apply to all employees, including casuals, and will be available in full to part-time and casual employees, that is, it will not be pro rated. The Fair Work Commission has indicated that it will look at the issue of family and domestic violence leave again in three years' time, including whether provision should be made for paid family and domestic violence leave in modern awards. Visit www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/decisions-statements.

In November 2018, the NSW Government announced it will introduce 10 days of paid domestic and family violence leave per year for NSW public sector employees, including teachers, nurses and police from 1 January 2019. This measure will support employees to seek safe housing, attend related medical and legal appointments or organise alternative care and schooling arrangements for their children and will not have to exhaust all other forms of leave beforehand.

Visit <https://arp.nsw.gov.au/support-employees-experiencing-domestic-and-family-violence>.

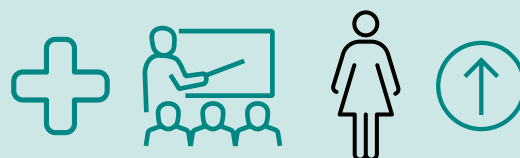
WORKFORCE SEGREGATION

Since 2008, the number of women employed in three of the seven traditionally male-dominated industries has increased.

In 2017:



Proportionally fewer women than men were **machine operators and drivers, technicians and trades workers, labourers and managers.**



Women held most of the jobs in **health care and social assistance (77.1%)** and **education and training (70.4%)**, but were **under-represented** in **construction (11.7%)** and **mining (12.9%)**.

Occupational segregation

The occupational profile of women and men in NSW is quite different, with women dominating administrative and service delivery roles and men dominating labour-oriented and management roles. In 2017, women comprised the majority of clerical and administrative workers (74.2%), and community and personal service workers (68.8%).⁶ In contrast, women accounted for 9.1% of machinery operators and drivers, 14.9% of technicians and trades workers, 35.9% of labourers and 36.2% of managers (Figure 6).

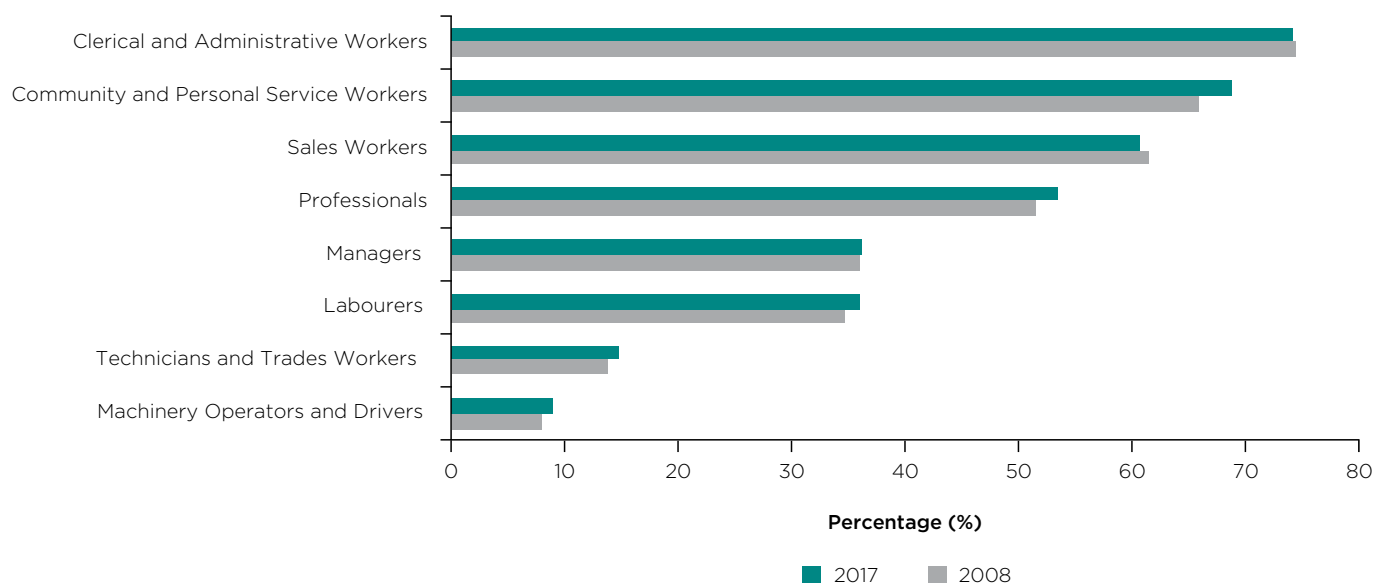
This trend in occupational segregation has remained relatively unchanged over the last 10 years. The number of women employed in male-dominated occupations has however increased since 2008 by an annual average of 2.9% for machine operators and drivers; by 1.6% for managers; by 1.0% for technicians and trades workers and by 0.8% for labourers.

Industry segregation

When comparing industries, in 2017 health care and social assistance (77.1%) and education and training (70.4%) were female-dominated, whereas construction (88.3%), mining (87.1%), electricity, gas, water and waste services (83.6%), transport, postal and warehousing (78.6%), agriculture, forestry and fishing (72.6%) and manufacturing (70.5%) were male-dominated (Figure 7).

Since 2008, the number of women employed in three of the seven traditionally male-dominated industries has increased: mining (by an annual average of 9.7%), electricity, gas, water and waste services (by an annual average of 4.2%), and construction (by an annual average of 3.5%).

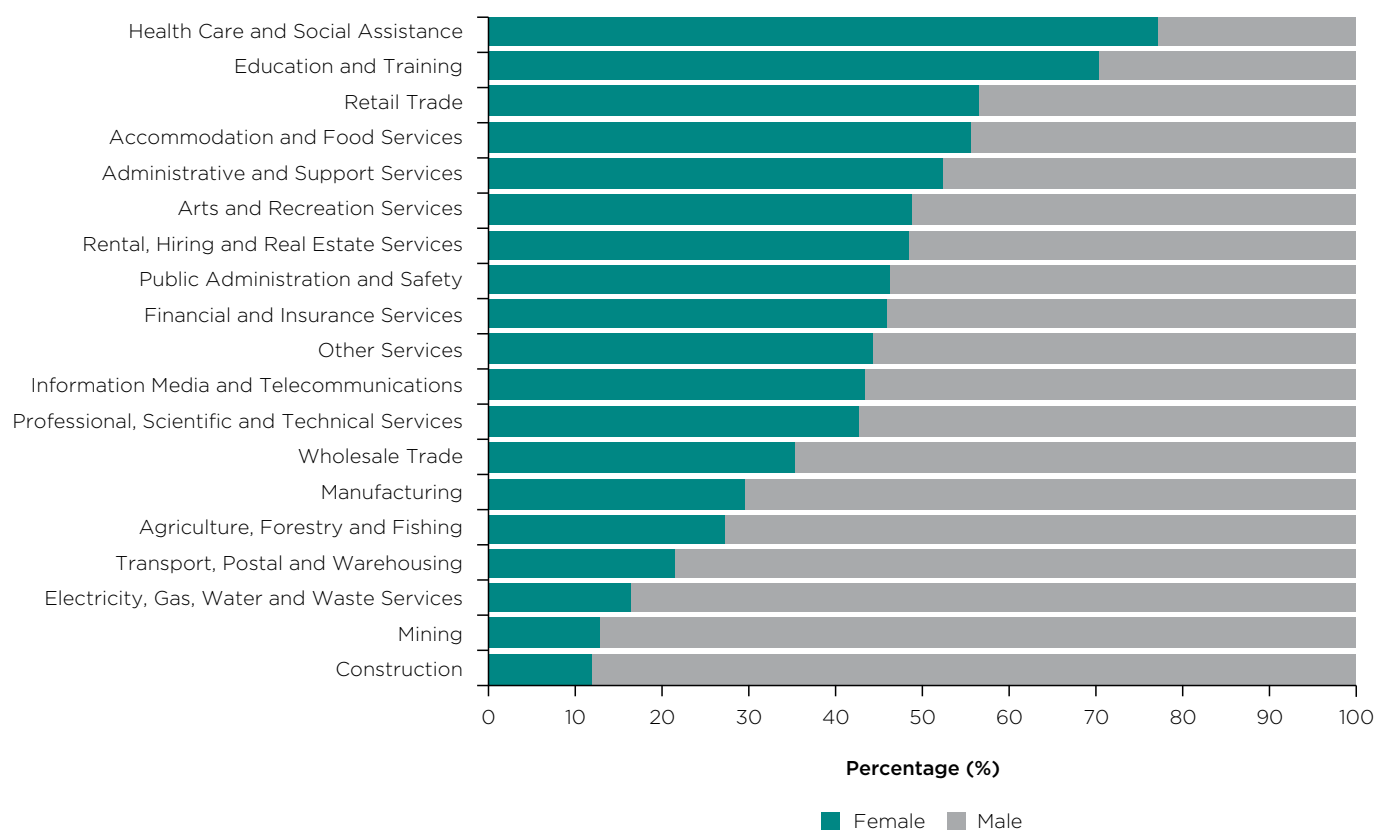
⁶ The Workplace Gender Equality Agency classifies gender dominance as follows: female-dominated (60% or more women), male-dominated (40% or less women), mixed (41–59% women).

Figure 6: Women's representation in major occupational groups, NSW, 2008 and 2017

Note: Data averaged using four quarters in the calendar year.

Population: All employed persons in NSW aged 15 years and over.

Data source: ABS (2018), *Labour Force, Australia, Detailed, Quarterly, Feb 2018*, Cat. No. 6291.0.55.003, EQ08.

Figure 7: Industry employment by sex, NSW, 2017

Population: All employed persons in NSW aged 15 years and over.

Data source: ABS (2018), *Labour Force, Australia, Detailed, Quarterly, Feb 2018*, Cat. No. 6291.0.55.003, RQ1.

What is being done?

The NSW Council for Women's Economic Opportunity (NSW CWEO) provides specialist advice to the NSW Government on strategies aimed at providing women with greater economic opportunities. Launched in April 2012, the NSW CWEO examines why women continue to be under-represented in large sectors of the workforce. It champions solutions to empower women through equal opportunities, including increasing participation of women in non-traditional roles. The NSW CWEO brings together experts from the engineering, construction, manufacturing and education and training industries. Visit www.women.nsw.gov.au/women_and_work/Council_for_Womens_Economic_Opportunity.

Medical profession

The Medical Women's Society of NSW aims to develop friendship and understanding between medical women throughout the world; promote the professional development of medical women locally, nationally and internationally; work against gender inequalities in the medical profession; and advocate for and support the health and welfare of the local and international community. Visit mwsnsw.wordpress.com/.

Senior roles in the arts

Create NSW has supported a range of initiatives to develop leadership pathways and increase participation of women in the arts, screen and cultural sectors. They include:

- attachments and mentorships for female producers, writers and directors
- bursaries for female museum and gallery professionals to attend the National Museum Leadership Program
- targeted professional development workshops for female practitioners from the following priority areas:
 - Aboriginal practitioners

- culturally and linguistically diverse practitioners
- practitioners with disability
- practitioners living and/or working in Western Sydney
- practitioners living and/or working in regional NSW.

Gender diversity has been identified as a critical issue in the screen industry. In 2015, Create NSW (formerly Screen NSW) took the lead in addressing gender equity, with the introduction of a 50:50 by 2020 Gender Equity Target in its Production Finance funding. This target works towards reducing the industry-wide gender bias against women in senior creative roles in the screen sector. In the 2017-18 fiscal year, Create NSW achieved this target with the overall percentage of women in key creative roles improving from 44% in 2015-16 to 53% in 2017-18.

Create NSW is developing initiatives in partnership with industry stakeholders, training institutions and other government agencies to address significant gender disparity for women in senior design and technical roles in live performance and screen.

In 2018 Create NSW will address a primary strategic objective of increasing participation in arts, screen and cultural activities in NSW through the development of a Diversity Strategy. This strategy will include amendments to guidelines and reporting criteria to boost representation in leadership, creative positions and programming within key priority groups. The strategy responds to state, national and international evidence demonstrating the lack of diverse representation in leadership and programming within arts, screen and cultural organisations, specifically culturally and linguistically diverse representation. Visit screen.nsw.gov.au/news/screen-nsw-to-develop-diversity-action-plan.

ELECTORAL REPRESENTATION AND LEADERSHIP

Women continue to be under-represented as elected representatives, as well as in public and private sector leadership roles.



In June 2018, just over **one in four seats** in the **NSW Parliament** were held by **women (27.4%)**.



In 2017, **women** occupied just over **one-third (37.4%)** of **senior leadership roles** in the **NSW Government sector**, while accounting for **two-thirds (65.6%)** of **NSW Government sector employees**.



In 2018, around **one in five directors** in **NSW-based ASX 500 companies** were **women**.

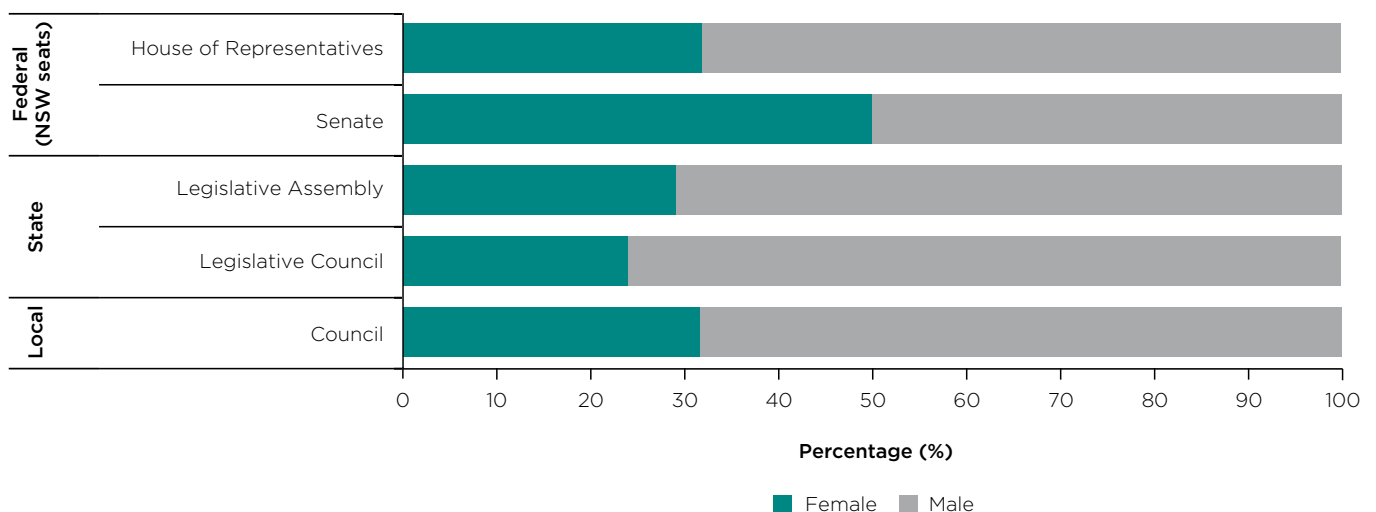
Women elected to government

While women are represented across all levels of government, their overall proportion as elected representatives is considerably lower than that of men.

At the local level women represent 31.6% of NSW councillors. At the state level, women represent 29% of members of the NSW Legislative Assembly and 23.8% of members of the NSW Legislative Council.

At the federal level, women hold 31.9% of NSW seats in the House of Representatives and 50% of NSW Senate seats. These are higher than the national figures, with women accounting for 28.3% of all House of Representative members and 38.2% of Senators (Figure 8).

Figure 8: Elected representatives at local, state and federal levels by sex, NSW, 2018



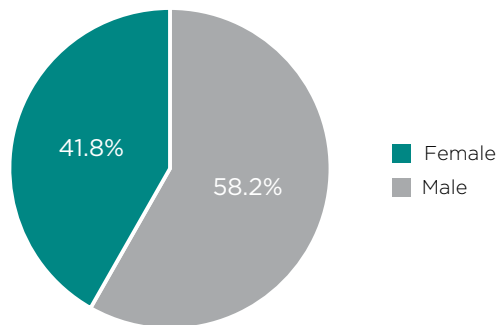
Population: Elected representatives at local, state and federal levels representing the people of NSW.

Data source: Parliament of Australia website, Senators and Members, www.aph.gov.au (accessed June 2018) and Parliament of NSW website, All members, www.parliament.nsw.gov.au (accessed June 2018); NSW Office of Local Government (2018), *Elected representatives in NSW local councils*, unpublished data (ref: A589641).

NSW Government boards and committees

As at December 2017, women held 41.8% of NSW Government board and committee positions (Figure 9). Women made up a similar proportion (41.3%) of new appointments to boards and committees between January and December 2017.

Figure 9: Board and committee positions in the NSW Government by sex, 2017



Notes: These figures are estimates only. The data is based on information reported to Department of Premier and Cabinet by clusters and includes appointments that are current as at 31 December 2017.

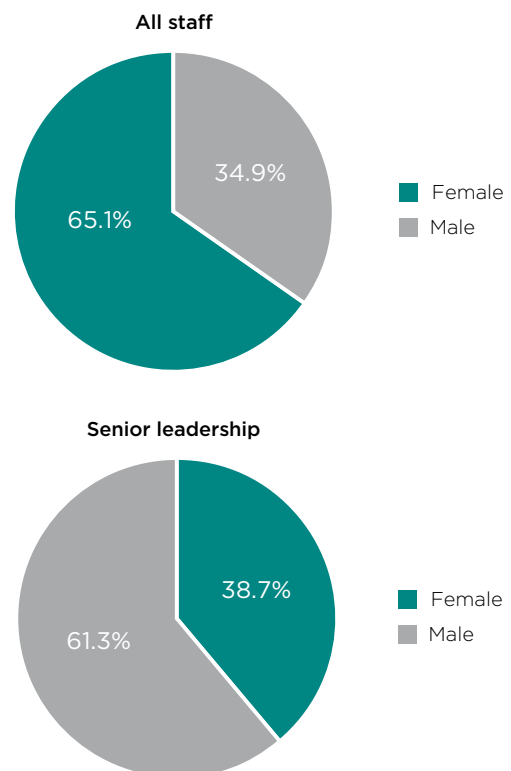
Population: Members of NSW Government boards and committees as at 31 December 2017.

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

Senior leadership roles in the NSW Government sector

In 2018, women accounted for the majority of NSW Government sector employees (65.1%) and 38.7% of senior leadership roles (Figure 10). The representation of women in senior leadership roles has increased by 5.3 percentage points since 2014.

Figure 10: Women in senior leadership roles and the total NSW Government sector, 2018



Population: NSW Government sector non-casual employees.

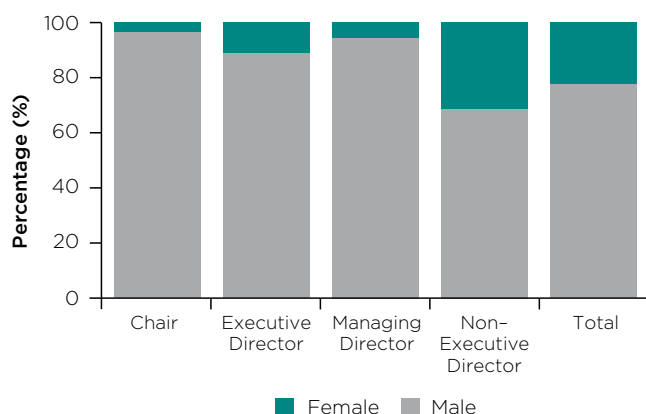
Data source: NSW Public Service Commission (2018) *State of the Public Sector 2018* and NSW Public Service Commission (2018) *Workforce Profile Report 2018*.

Board directors of NSW-based Australian Securities Exchange (ASX) All Ordinaries companies

The All Ordinaries is an index of shares in the Australian stock market and contains the 500 largest listed companies, according to their market value (also known as ASX 500 companies). As of April 30 2018, 79.1% of NSW-based ASX 500 companies had women on their board, with women holding 22.7% of board directorships. In terms of unique individuals, there were 222 women holding 282 directorships, making up 20.9% of directors.

There are four categories of board directorships: Chair; Executive Director; Managing Director and Non-Executive Director. The highest level of female representation was in the Non-Executive Director category (31.2%) (Figure 11).

Figure 11: Board directors of ASX All Ordinaries companies by sex and position, NSW, 2018



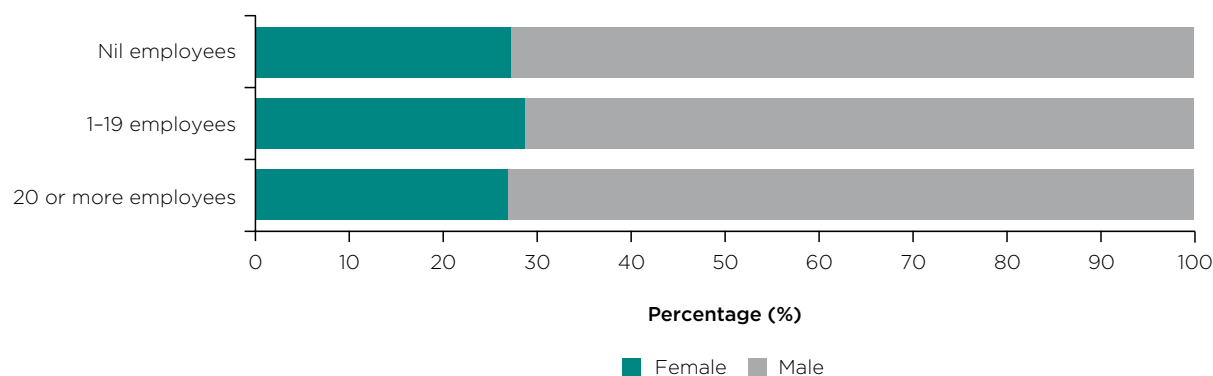
Population: NSW-based companies listed on the ASX 500 as at 30 April 2018.

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

Business owners

In 2016, women made up less than a third of the proportion of business owners in NSW, with similar proportions of business owners across non-employing, small, and medium to large business (27.3%, 28.8% and 27.0% respectively). There has been little change in these figures since 2006, when the proportion of women business owners was 29.7% for small businesses and 28.6% for medium to large businesses (Figure 12).

Figure 12: Business owners, NSW, 2016



Population: Owner managers of incorporated enterprises whose usual place of residence is NSW.

Data source: ABS (2017) 2016 Census, TableBuilder. Findings based on ABS TableBuilder data.

What is being done?

Public and private sector leadership

Driving public sector diversity is one of the NSW Premier's Priorities that aim to increase the proportion of women in senior leadership roles in the NSW Government sector from 33% to 50% by 2025. Visit www.nsw.gov.au/improving-nsw/premiers-priorities/driving-public-sector-diversity.

The Public Service Commission (PSC) is leading the whole-of-government approach to support the NSW Government sector in delivering on the Premier's Priority. The PSC is:

- working with the NSW Department of Premier and Cabinet's Behavioural Insights Unit to conduct targeted trials with selected departments that use behavioural science principles to attract more women to senior leadership roles
- using workforce profile modelling for women in leadership to show the importance of recruitment and retention strategies and the change required to meet the Premier's Priority
- investigating the talent pipeline to identify the key enablers and barriers for women's career progression into leadership roles
- developing a sponsorship program to accelerate the careers of high-potential talent and move them into senior leader roles.

As part of the NSW Government Women's Strategy Year One Action Plan, the NSW Government will boost women's board and committee opportunities by promoting the NSW Government Boards and Committees Register to secretaries of principal departments.

The Australian Institute of Company Directors (AICD) have called for all boards to ensure that 30% of their directors are women, and for ASX 200 companies to meet this target by the end of 2018. The progress of ASX 200 companies towards this target is being tracked via the Institute's monthly statistics. As at 30 April 2018 there were 84 ASX 200 companies that had reached the 30% target. This figure had increased from 74 in the previous quarter. Visit aicd.companydirectors.com.au/advocacy/board-diversity/30-percent-by-2018.

In 2016, the NSW Government launched the NSW Women Entrepreneurs Online Network (WON), a digital platform developed collaboratively with industry. The WON is a community of women entrepreneurs supporting women entrepreneurs across NSW. The Network seeks to build community, extend networks and share information to assist women across the state to start and grow businesses. Visit www.wonnsw.com.au.

SENIOR ROLES IN THE LEGAL PROFESSION, EDUCATION AND SPORTS

The leadership gap between women and men persists in a number of professions but progress is being made in some areas.



29.7%

In March 2017, **29.7%** of **principals** of a **private law firm** and **10.2%** of **senior counsel** were **women**.



Between 2006 and 2017, **women's share** of **leadership positions** in **education** increased.

Lawyers, magistrates and judges

Australia's legal profession comprises solicitors and barristers. Solicitors work directly with clients to assist them with their legal affairs, whereas barristers represent clients in court or give them specialist legal advice.

As at March 2018, 51.1% of NSW solicitors were women, up from 43.7% in 2007.⁷

Although the overall number of NSW solicitors increased between 2007 and 2018, the average annual growth rate was greater for women (6.1%) than men (3.0%). Over that period, the total number of women solicitors increased from 9,281 in 2007 to 16,797 in 2018. For men, the increase was from 11,974 in 2007 to 16,051 in 2018.

Solicitors who are working in private practice reach a leadership position when they become a principal of a law firm. A principal of a law firm may practise as a sole practitioner, in partnership with other lawyers or as legal-practice director. As at March 2018, 29.7% of principals of a NSW private law firm were women, and 36.7% of sole practitioners were women.

As at 30 June 2017, 22.0% of all barristers who held a NSW practising certificate were women. Senior and eminent barristers may be appointed as a Senior Counsel (SC), or if appointed before 1993, a Queen's Counsel (QC). In NSW, 24.4% of junior barristers were women, and 10.2% of SCs or QCs were women (Figure 13).⁸

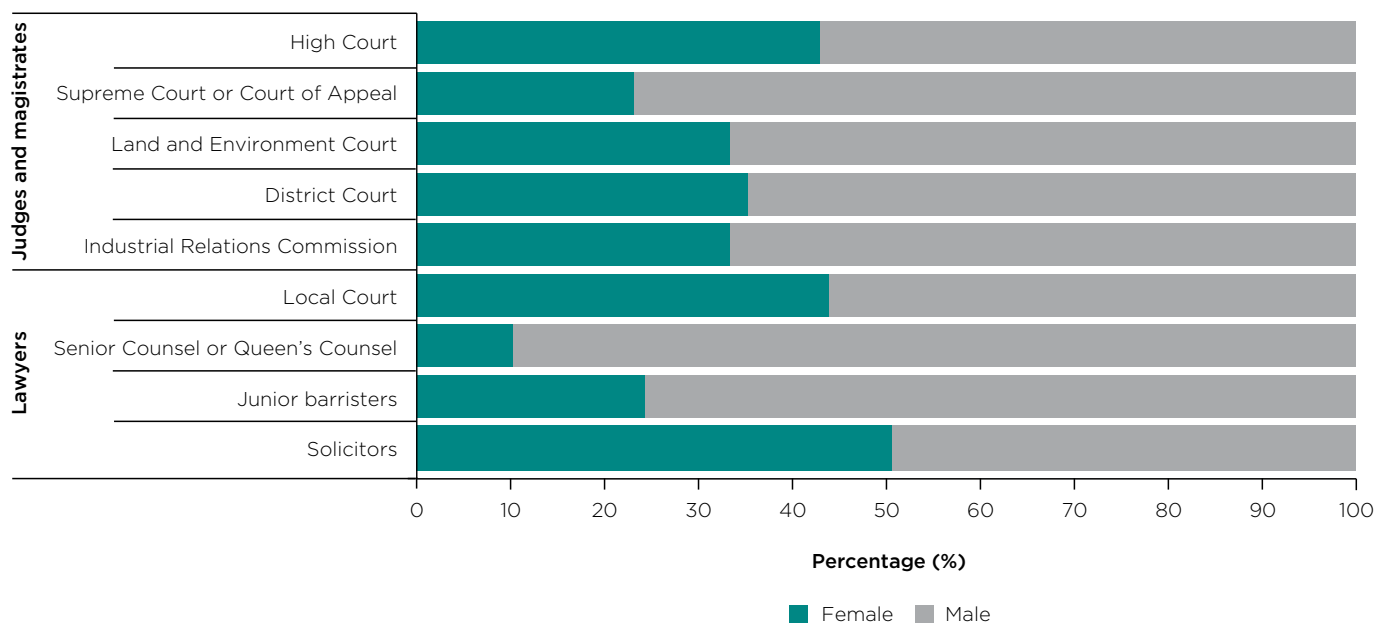
⁷ This refers to solicitors who held a current NSW practising certificate at the time.

⁸ The term 'junior barristers' is a reference to all barristers except barristers who've been appointed as a SC or a QC.

As at March 2018, women constituted 43.8% of Local Court magistrates, 33.3% of Industrial Relations Commission judges, 35.2% of District Court judges, 33.3% of Land and Environment Court judges, and 23.1% of Supreme Court or Court of Appeal justices. The High Court is the highest court in Australia's judicial system, and when this report was being compiled, three of the seven justices on the High

Court bench were women including the Honourable Susan Kiefel AC, who was sworn in as Australia's first female Chief Justice of the High Court in January 2017 (Figure 13).

Figure 13: Judges, magistrates and lawyers by sex, NSW, 2017 and 2018



Note: The High Court of Australia is included in Figure 13 because it is Australia's highest court that has the jurisdiction to hear appeals against appellate decisions of NSW courts. Because the High Court comprises only seven members, it cannot have a 50-50 gender balance.

Population: This includes NSW judges and magistrates, justices of the High Court of Australia as at March 2018, NSW solicitors who held a NSW practising certificate as at 31 March 2018, and NSW barristers who held a NSW practising certificate as at 30 June 2017.

Data source: The Law Society of New South Wales (2018), *Practising Solicitors Statistics, 31 March 2018*, unpublished data; The New South Wales Bar Association (2017) *Annual Report 2016-17*; Australasian Institute of Judicial Administration (2018), *Judicial Gender Statistics: Judges and Magistrates (% of Women), March 2018*.

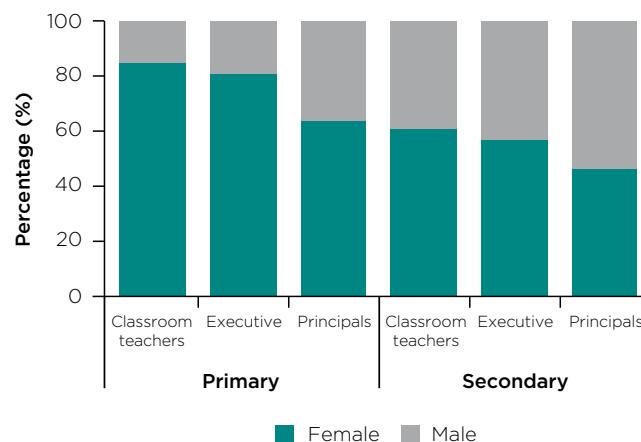
Principals of NSW Government schools

Members of the teaching staff in NSW Government schools can be appointed as a teacher, an executive or a principal. Most members of teaching staff who are working in a NSW Government school are women. As at June 2017, 84.2% of primary-school classroom-teaching staff members and 60.5% of secondary school classroom-teaching staff were women.

At primary-school level, the percentage of women who held an executive position (80.6%) was slightly lower than the percentage of female teaching staff as a whole. However, at secondary school level, women were proportionally under-represented as holders of executive positions (56.8%).

Between 2006 and 2018, women's representation as principals increased by an average annual rate of 2.8% at primary-school level and 4.2% at secondary school level. However, women's representation as principals remained low compared with their overall representation, whereby 63.9% of primary-school principals and 46.5% of secondary school principals were women (Figure 14).

Figure 14: Principals, executive and teachers in NSW Government schools, by sex and school level, 2017



Note: The term 'executive' is a reference to the school-leadership positions of deputy principal, assistant principal and head teacher.

Population: In relation to NSW Government schools, the term 'population' is a reference to only permanent and temporary staff members, not casual staff members.

Data source: NSW Department of Education, *Workforce Profile as at June 2017*, unpublished data.

TAFE NSW leaders

In 2017, 55.1% of TAFE NSW Institute directors and managers and 50.5% of teachers were women. Between 2006 and 2017, the number of TAFE NSW Institute director and manager positions held by females increased by an annual average of 1.6% whereas the number held by men decreased by an annual average of 2.7%. Between 2006 and 2017, although the total number of NSW TAFE teachers decreased, the percentage of the teaching positions held by females during the period increased by 6.1 percentage points (Figure 15).

Senior academic positions in NSW universities

In 2016, 45.6% of all the members of the academic staff in NSW universities were women, and 37.7% of the senior academic positions – Senior Lecturer level or higher – were women. Between 2007 and 2016, the number of women senior academics increased by an annual average of 5.6%, a figure that compares favourably to the increase in the total number of senior academics for the same period, whereby the average annual increase was 3.4% (Figure 16).

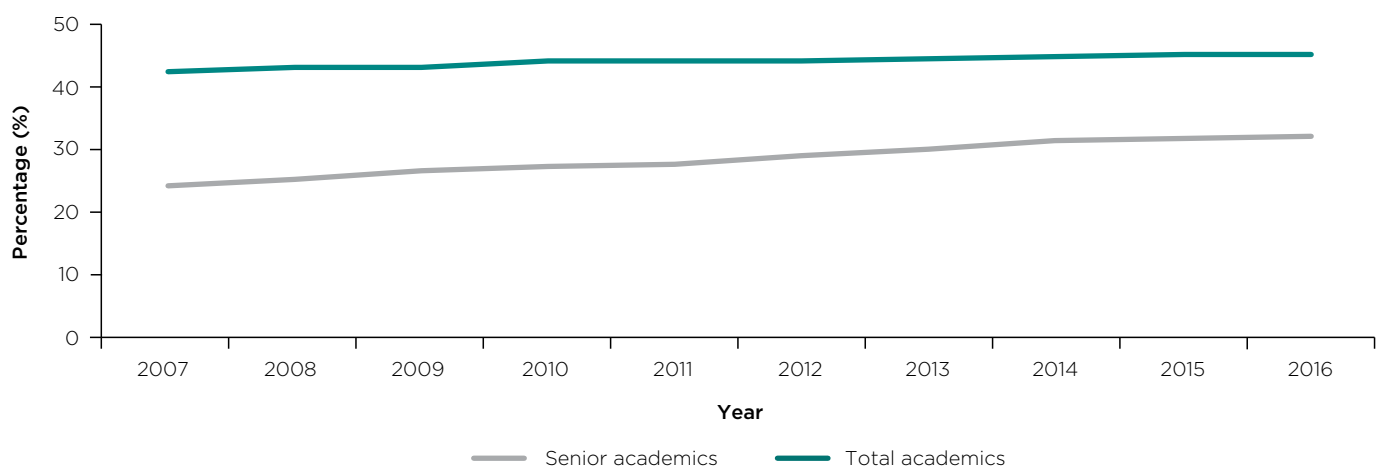
Figure 15: Female TAFE NSW Institute directors/managers and teachers, 2006–2017



Population: Only permanent and temporary NSW TAFE staff members, not casual staff members.

Data source: TAFE NSW, *Workforce Profiles as at June 2017*, unpublished data.

Figure 16: Women academics in NSW universities, 2007–2016



Notes: The term 'senior academics', includes the classifications of senior lecturer and higher.

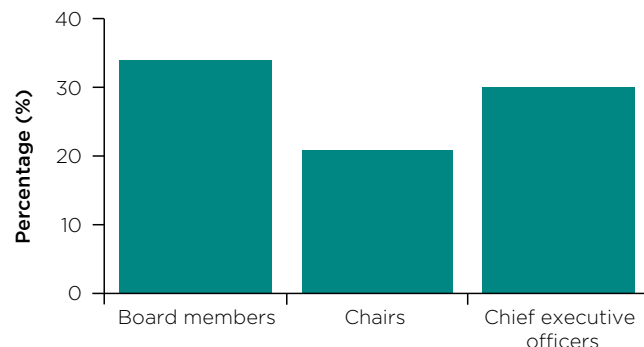
Population: 'Full-time equivalent' for full-time, 'fractional full-time' and actual casual staff members in NSW universities, not including Avondale College of Higher Education.

Data source: Australian Government Department of Education and Training (2017), *Selected Higher Education Statistics: 2016 Staff Data, Appendix 1.4*.

Leadership roles in state sporting organisations

In 2016–17, 34% of sporting organisation board directorships were held by women, a figure that constituted an increase of 4 percentage points since 2013–14. Over the same period, the percentage of women who held the position of chair or president in a state sporting organisation decreased by 2 percentage points, from 23% in 2013–14 to 21% in 2016–17. The percentage of women who held the position of chief executive officer increased from 19% in 2013–14 to 30% in 2016–17, up 11 percentage points. In 2016–17, 6% of the boards of state sporting organisations had no female representation (Figure 17).

Figure 17: Women in leadership positions in state sporting organisations, NSW, 2016–17



Population: NSW-based state sporting organisations during the 2016–17 financial year.

Data source: NSW Office of Sport, unpublished data.

What is the government doing?

Legal profession

The aims of the Law Society of New South Wales Advancement of Women project are to identify and address barriers to women's progression in the legal profession and help women build their leadership skills. In 2016, as part of the project, the Law Society of New South Wales implemented the following initiatives:

- Launching of the Charter for the Advancement of Women in the Legal Profession, the aims of which are to promote and support strategies for retaining women in the legal profession and to promote women's progression to senior executive and management positions
- Expansion of the Women's Mentoring Program, the aim of which is to engage women in the legal profession with experienced law practitioners in order to support and encourage the women and promote their career progression by way of a mentoring relationship
- Establishment of a Diversity and Inclusion Committee in order to promote diversity, equality and inclusion in the legal profession.

Visit www.lawsociety.com.au/ForSolicitors/AdvancementofWomen/index.htm.

In 2016, both the Law Society of New South Wales and the New South Wales Bar Association formally adopted the Law Council of Australia's National Model Gender Equitable Briefing, which policy includes interim and long-term targets and has the ultimate aims of briefing women in at least 30% of all matters and paying them 30% of the value of all brief fees by the year 2020. Visit lawcouncil.asn.au/policy-agenda/advancing-the-profession/equal-opportunities-in-the-law/national-model-gender-equitable-briefing-policy.

Visit lawcouncil.asn.au/policy-agenda/advancing-the-profession/equal-opportunities-in-the-law/national-model-gender-equitable-briefing-policy.

Within the New South Wales Bar Association, the Women Barristers Forum was established in order to promote and support women at the NSW Bar. The Women Barristers Forum holds seminars, organises networking functions, and aids creation of policies and measures the aim of which is to advance women at the Bar. Visit www.nswbar.asn.au/wbf.

Education profession

The NSW Department of Education supports Women in Educational Leadership (WIEL), which is an incorporated body for fostering and nurturing leadership skills among women who are either already an educational leader or aspiring to be one. The members of WIEL support the women by conducting professional development activities, personally and professionally supporting the women by way of WIEL networks and network activities, identifying and raising awareness of issues that are specifically relevant to women and girls, and contributing to succession planning for women in the Department of Education. Visit www.wiel.com.au.

The Universities Australia Executive Women Group (UAEW) was established in 1994 in order to undertake gender equality research, provide insights into the issues and challenges that female executives encounter, host workshops for female executives, and provide opportunities for networking. Between 2016 and 2018, the members of the UAEW Group focussed on unconscious bias and recruitment practices in order to address issues pertinent to women's under-representation in senior executive positions in universities. Visit www.universitiesaustralia.edu.au/uni-participation-quality/Equity-and-Participation/Women-in-universities/Universities-Australia-Executive-Women-Group.

Leadership roles in state sporting organisations

The NSW Government has announced a four-year strategy that will drive powerful change for women and girls in sport, leaving a lasting legacy for the way women's sport is played, led, promoted and consumed.

The \$5 million *Her Sport Her Way* strategy features 29 initiatives under four key pillars that aim to: increase the number of women and girls playing sport; invest in the provision of sport facilities that support women and girls; maximise investment in women's sport across government, corporate sector and media; and support the sector to increase the number of women in leadership positions on and off the field.

The *Her Sport Her Way* grants program will expand and enhance female participation in playing, coaching, leadership and officiating roles, which will shape the future of women's sport in NSW.

THE GENDER PAY GAP

In 2017, women working full-time earned, on average, \$241.90 less per week compared with men.

In 2017:



The **median graduate starting salary** for women was **\$59,500** compared with **\$62,000** for men.



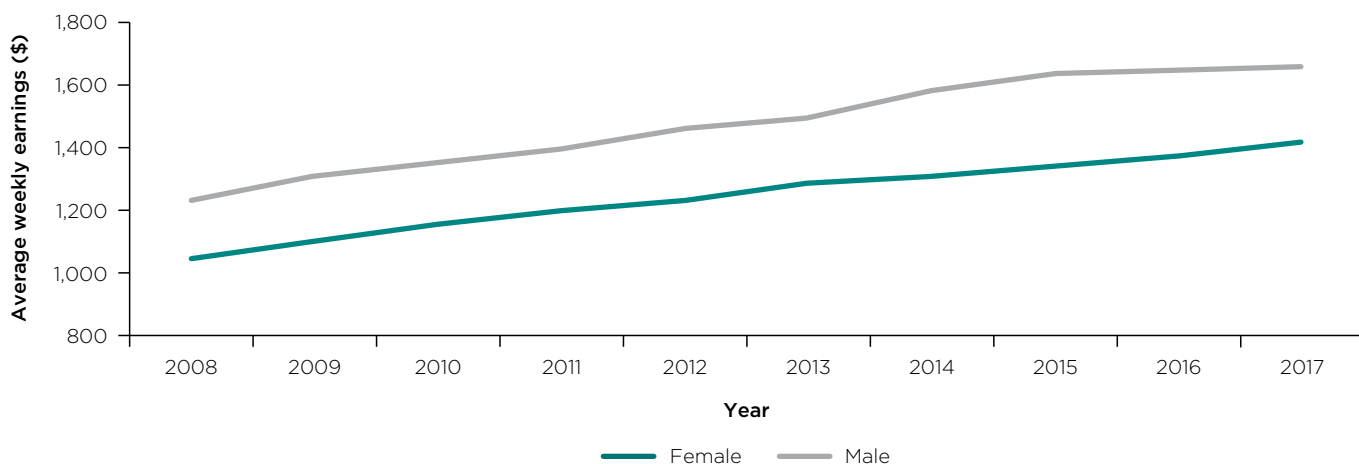
At **0.3%** the **gender pay gap** in the **NSW public sector** is the **lowest it's ever been**.

Average weekly earnings

In 2017, women working full-time ordinary hours in NSW earned 14.6% less than men earned (\$1,420.30 before tax each week, on average, compared with \$1,662.15 for men) (Figure 18). Between 2015 and 2017, the gender gap decreased, having been 18.4% in 2015.

Between 2016 and 2017, the gender pay gap decreased by 1.8 percentage points (Figure 19).

Figure 18: Average weekly full-time adult ordinary-time cash earnings, by sex, NSW, 2008–2017

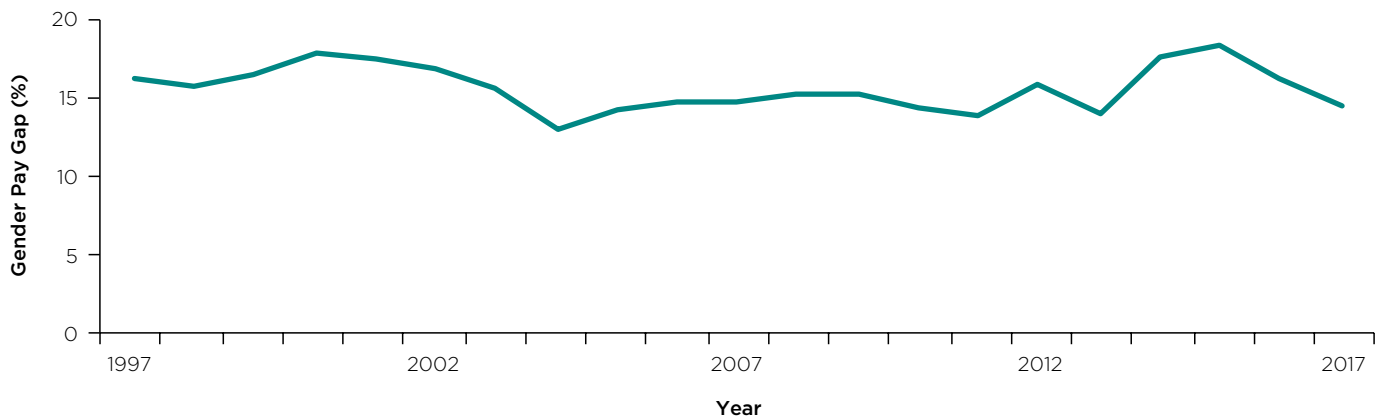


Note: The annual data figures are averages of original biannual estimates.

Population: NSW full-time adult employees 21 or older, and employees younger than 21 who were paid at the full adult rate for their occupation.

Data source: ABS (2018), *Average Weekly Earnings, Australia, Nov 2017*, Cat. No. 6302.0, Table 13A.

Figure 19: The gender pay gap, based on average weekly full-time adult ordinary-time cash earnings, by sex, NSW, 1997–2017



Note: The annual data figures are averages of original biannual estimates.

Population: NSW full-time adult employees 21 or older, and employees younger than 21 who were paid at the full adult rate for their occupation.

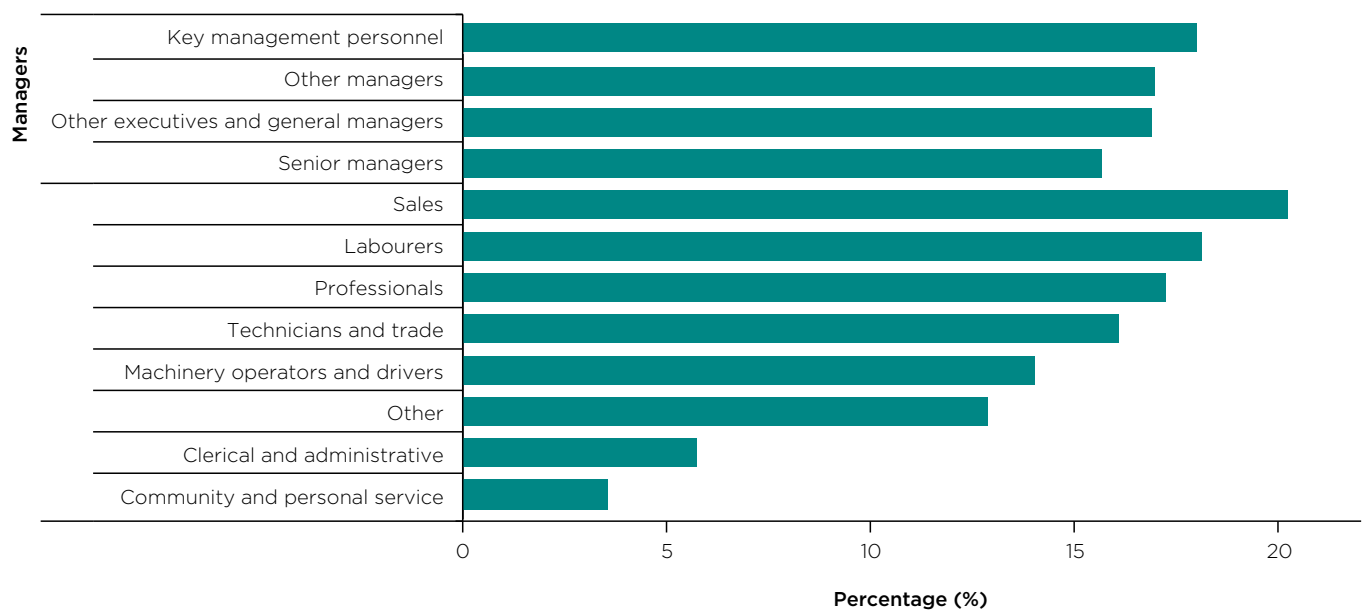
Data source: ABS (2018), *Average Weekly Earnings, Australia, Nov 2017*, Cat. No. 6302.0, Table 13A.

The gender pay gap, by occupation

The Workplace Gender Equality Agency (WGEA) is an Australian Government statutory agency that's responsible for promoting and improving gender equality at Australian workplaces. From non-public sector employers who have 100 or more employees, the WGEA collects data about their employees' conditions and pay, and the gender pay gap across various occupations is revealed in the data.

According to the NSW data for 2016–17, the gender pay gap for non-managerial occupations was largest for sales workers (20.2%) and smallest for community and personal-service workers (3.6%). Among managers, the gender pay gap was largest for key management personnel (18.0%) and smallest for senior managers (15.6%) (Figure 20).

Figure 20: Gender pay gap, by occupation, NSW, 2016–17



Note: Base annual remuneration.

Population: Employees in non-public sector organisations that have at least 100 employees for any six months or more of a reporting period and that have a head office in NSW.

Data source: WGEA (2018), unpublished data.

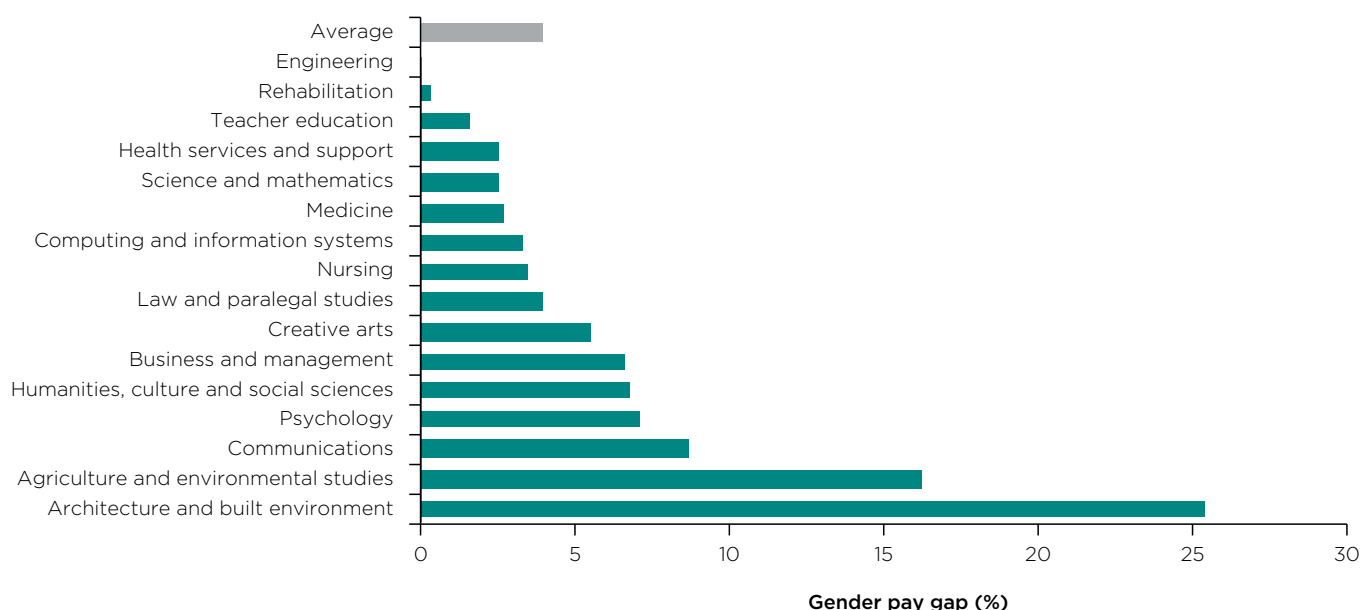
The graduate salary gap

In 2017, the median graduate starting salary for women was \$59,500 compared with \$62,000 for men. The gender gap varied depending on the graduate field, although the average across all fields was 4.0% (Figure 21). No gender pay gap was evident for women and men who had completed an engineering degree, whereby both reported a median starting salary of \$65,000. The gender pay gap was largest for women in the architecture and built environment study area, in which the gender pay gap was 25.4% in favour of men.

Public-sector annual earnings

In the public sector, women's median annual earnings are marginally lower than men's. In 2017, the median salary of women working in a non-casual position in the public sector was \$83,689, compared to \$83,941 for men. Between 2010 and 2017, the gender pay gap decreased from 1.8% to 0.3% – the lowest gap ever recorded (Figure 22).

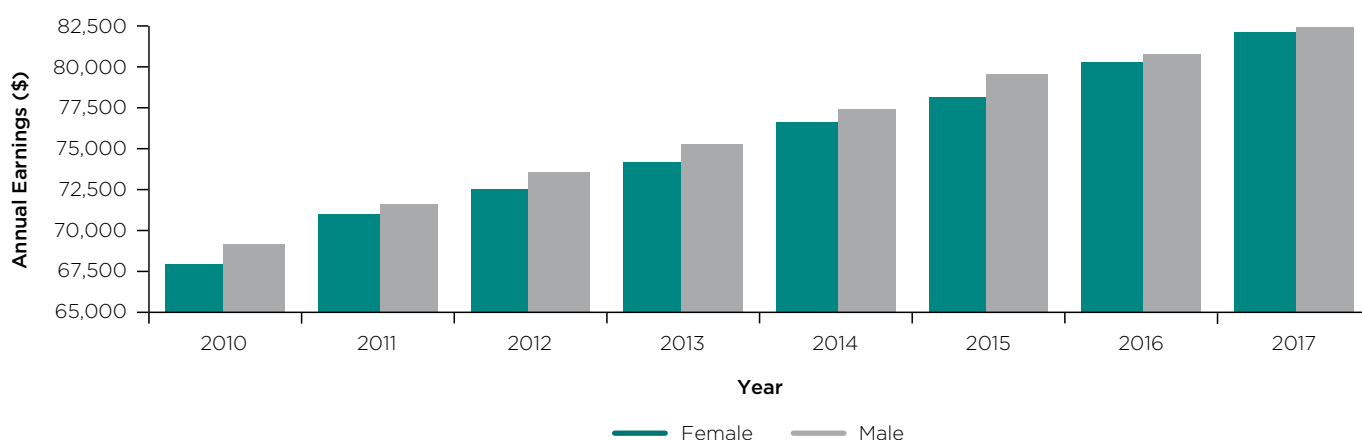
Figure 21: The gender pay gap in median starting salaries of domestic bachelor graduates, NSW, 2017



Population: NSW bachelor-degree graduates who were working in their first full-time job.

Data source: Quality Indicators for Learning and Teaching (2018), *Graduate Outcomes Survey 2017*, unpublished data, <https://www.qilt.edu.au/about-this-site/graduate-employment>.

Figure 22: Public-sector median annual earnings, by sex, NSW, 2010–2017



Population: NSW public-sector employees, not including temporary and contract staff members.

Data source: NSW Public Service Commission, *Workforce Profile Report 2017*, Figure 7.3.

What is the government doing?

The Workplace Gender Equality Agency (WGEA) is an Australian Government statutory agency that was established under the *Workplace Gender Equality Act 2012* (Cth) in order to advise and assist employers in promoting and improving gender equality at the workplace, including introducing equal remuneration for women and men. The WGEA has developed a number of toolkits for helping employers identify and analyse the various types of organisational gender pay gaps and develop a pay-equity strategy. Visit www.wgea.gov.au.

Under the Investing in Women Funding Program, Women NSW provides funding for NSW organisations to develop and implement projects for supporting women's economic empowerment and leadership across the strategic directions of education and learning, work and financial security, and leadership. Visit www.women.nsw.gov.au/women_and_work/investing_in_women_funding_program.

In November 2017, the Australian Sex Discrimination Commissioner released her priorities for advancing gender equality. The Commissioner's three focus areas are violence against women and girls, women's economic security, and empowerment and diversity in leadership. Workplaces, education and sport will be the key settings in which gender equality will be pursued. Visit www.humanrights.gov.au/our-work/sex-discrimination/publications/unleashing-power-gender-equality-2017.

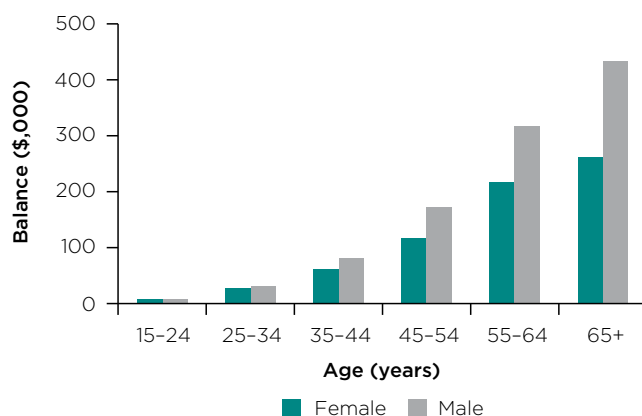
FINANCIAL SECURITY

In 2014, compared with men, women in all age groups had a smaller average superannuation balance.

Superannuation balance

In NSW, among people who have a positive superannuation balance, women in all age groups have a smaller average superannuation balance compared with men. The gap increases with each age group and reaches a high point of \$174,285 among people 65 or older (Figure 23).

Figure 23: Average superannuation balance by sex and age, NSW, 2014



Population: All NSW people who had a positive superannuation balance.

Data source: Melbourne Institute of Applied Economic and Social Research (2016), *HILDA Survey, unpublished data, Release 15.0*, weighted data.

What is the government doing?

In 2016, the Australian Government enacted the *Treasury Laws Amendment (Fair and Sustainable Superannuation) Act 2016* (Cth) in order to implement the government's superannuation-reform package as announced in the 2016–17 Budget. The legislation contains a range of measures for improving the superannuation system's fairness, sustainability, flexibility and integrity, including the following provisions for helping women build their superannuation savings:

- **Catch-up concessional contributions:**
Under this measure, unused concessional cap amounts can be carried forward so that people who have an interrupted work arrangement, a variable income and a low superannuation balance can make 'catch-up' superannuation contributions. The provision will specifically benefit people – most of whom are women – who take time out of work or work part time
- **Low-income superannuation tax offset:**
Eligible low-income earners – who are disproportionately women – will receive the low-income superannuation tax offset, in order to help increase their superannuation savings by way of effectively refunding the tax they've paid on their concessional contributions

In May 2018, the Australian Government announced more actions to both protect the superannuation balance of the almost two million women who have a low and inactive account because of undue erosion, thereby enabling women to make the most of their hard-earned superannuation savings, by:

- capping specific fees at 3% for accounts that have a balance of less than \$6,000 (a low balance)
- banning exit fees
- offering insurance only on an opt-in basis in relation to young members, inactive accounts and low-balance accounts
- empowering the Australian Taxation Office to reunite people's lost accounts and low and inactive accounts with their active accounts whenever possible.

Visit ministers.pmc.gov.au/odwyer/2018/womens-budget-2018-19-snapshot.





Health and wellbeing



HEALTHY LIFESTYLES

In 2017, a majority of women (54.8%) reported undertaking a sufficient level of physical activity.

In 2017:



60% of NSW women who were between **45 and 74 or older** were **overweight or obese**.



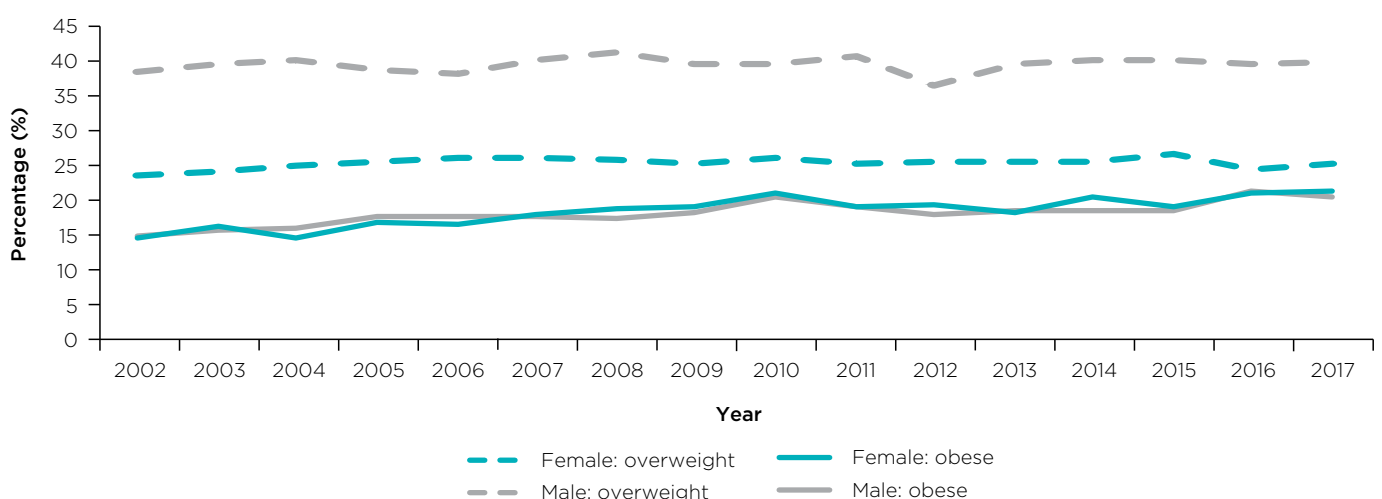
Women living in an **outer-regional area**, a **remote area** or a **very remote area** of **NSW** had a **higher prevalence** of being **overweight or obese**.

Overweight and obesity

The percentage of NSW's adult⁹ population who are classified as either overweight or obese has been gradually increasing since 2002 (Figure 24). In 2017, the percentage of overweight or obese women was 46.6%, up from 38.3% in 2002. Between 2002 and 2017, the percentage of women who were classified as overweight or obese has remained consistently lower

compared with the percentage of men. According to a closer examination of the figures, the significant increase since 2002 was due to increased obesity, up from 14.6% to 21.4%. Between 2002 and 2017, the percentage of women who were classified as overweight remained stable.

Figure 24: Overweight or obesity in people 16 or older, by sex, 2002–2017, NSW



Population: NSW population 16 years and older.

Data source: HealthStats NSW, Ministry of Health.

⁹ For the purposes of this report, people who were 16 or older were defined as adults, as per the classification the NSW Ministry of Health used in HealthStats NSW.

In 2017 differences between the percentages of women who were classified as overweight or obese were evident, based on where the women lived. Compared with the percentage of women who lived in a major city (44.4%), the percentage of women who lived in an outer-regional or remote part of NSW who were overweight or obese was considerably higher (58.1%).

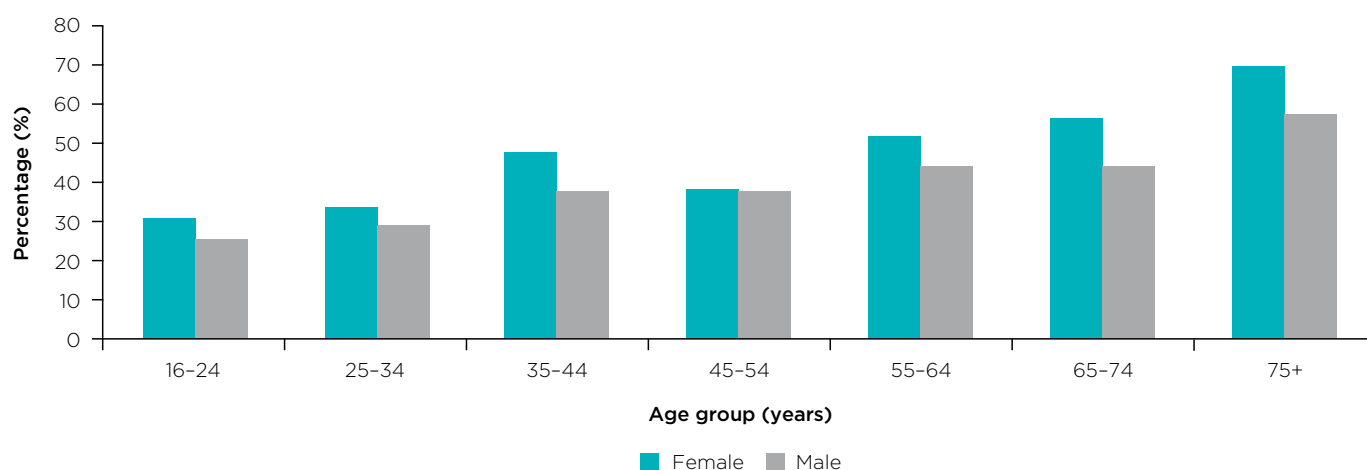
Physical activity

Australia's Physical Activity and Sedentary Behaviour Guidelines for Adults 2014 includes the recommendation that adults engage in physical activity on most, and preferably all, days of the week. The authors of the report defined sufficient physical activity for adults between 18 and 64 as undertaking moderate intensity physical activity for at least 150 minutes per week over five separate occasions.

In 2017, a majority of women (54.8%) reported undertaking a sufficient level of physical activity. This is higher than 2002 when 43.8% of women reported undertaking sufficient level of physical activity. The proportion of women with an insufficient level of physical activity (45.2%) was around 7% higher than men (37.9%). For both women and men, insufficient levels of physical activity increased overall with age (Figure 25).

Insufficient levels of physical activity were highest in the most disadvantaged Socio-economic quintile over time. In 2017, the levels were 49.0% for women and 44.4% for men.¹⁰ Higher levels of insufficient physical activity were also evident for both women (49.6%) and men (43.4%) from non-English speaking countries.

Figure 25: Insufficient physical activity undertaken by persons aged 16 years and over, by age and sex, 2017, NSW



Population: NSW population aged 16 years and over.

Data source: HealthStats NSW, Ministry of Health.

¹⁰ In most years between 2008 and 2017, insufficient levels of physical activity in women were highest among the most disadvantaged fifth socio-economic quintile—except for 2008 and 2017. In 2017, the levels of insufficient physical activity in women were slightly higher for those in the third and fourth socio-economic quintiles (51.2% and 49.5% respectively) than those in the fifth socio-economic quintile (49.0%). Similarly, in most years between 2008 and 2017, insufficient levels of physical activity in men were highest among the most disadvantaged fifth socio-economic quintile—except for 2013, 2014 and 2017. In 2017, the levels of insufficient physical activity in men were highest for those in the fourth socio-economic quintile (45.1%).

What is being done?

The NSW government has a comprehensive plan to address overweight and obesity. The *Healthy Eating Active Living Strategy* helps address the issue by:

- providing statewide community programs
- providing advice through routine health service delivery
- providing education and information to the public
- implementing strategies to improve food and physical activity environments (e.g. kilojoule menu labelling in quick serve restaurants).

Visit www.health.nsw.gov.au/heal/Pages/default.aspx.

Adults are supported to achieve and maintain a healthy weight through various preventive health programs in NSW including:

- The Get Healthy Information and Coaching Service® is a free, confidential telephone-based health coaching service which supports participants to reach personalised lifestyle goals relating to healthy eating, increasing physical activity, alcohol reduction, and achieving and maintaining a healthy weight. Visit www.gethealthynsw.com.au.
- In 2016, the Get Healthy Information and Coaching Service® was enhanced to include Get Healthy in Pregnancy to support pregnant women achieve a healthy gestational weight gain. Get Healthy in Pregnancy is available in all 73 public maternity units across NSW. Visit www.gethealthynsw.com.au/program/get-healthy-in-pregnancy.

- Get Healthy at Work aims to improve the health of working adults and support workplaces to address modifiable risk factors for chronic disease. Confidential 15 minute Brief Health Checks are offered to individuals and workplaces are supported to develop, implement and evaluate workplace health programs addressing healthy eating, physical activity, active travel, smoking, alcohol and/or healthy weight. Visit www.gethealthyatwork.com.au.
- The NSW Aboriginal Knockout Health Challenge aims to engage Aboriginal communities to improve nutrition, increase physical activity and reduce overweight and obesity. Visit www.nswknockouthealthchallenge.com.au.

RISKY BEHAVIOURS

The percentage of women who were smoking decreased steadily from 20.2% in 2002 to 12.3% in 2017.

In 2017:



13.9% of young NSW women between **16** and **24** were **smoking**, compared to **19.4%** of young men.



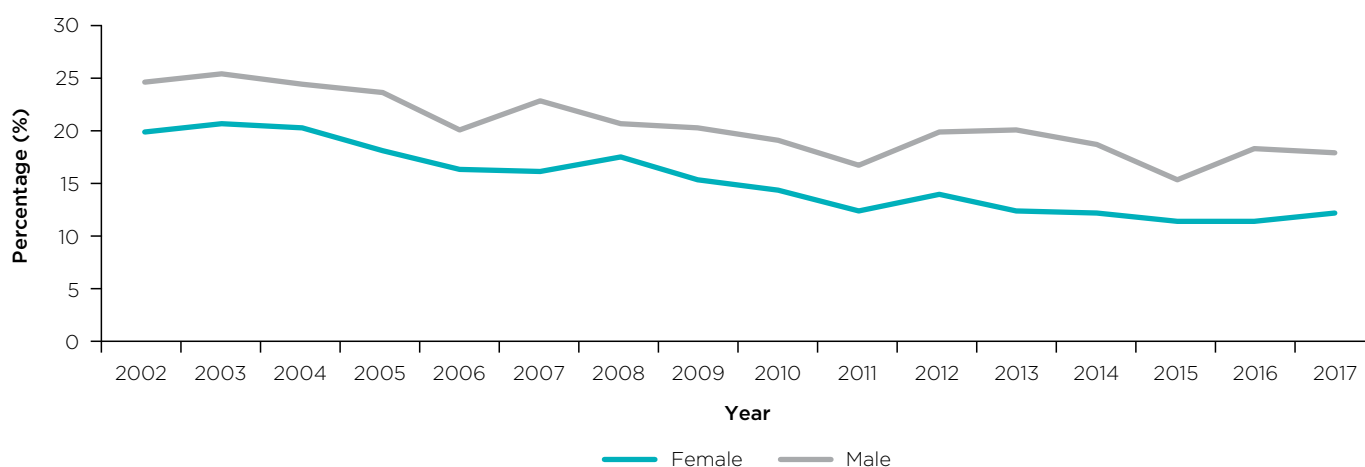
21.8% of NSW women **16** or **older** were **drinking** at a **level** whereby the **risk** to their **health** was **long term**, compared with **40.8%** of men.

Smoking

Between 2002 and 2017, the percentage of NSW people who were smoking decreased steadily (for women, down from 20.2% in 2002 to 12.3% in 2017, and for men, down from 25.0% in 2002 to 18.1% in 2017) (Figure 26). In 2017, the highest percentage of women who were smoking were between 55 and 64 (16.9%).

Most of the women who were smoking (16.6%) were living in NSW's most socio-economically disadvantaged areas, and the fewest (9.3%) were living in the least socio-economically disadvantaged areas. In 2017, the least number of smokers were women from a non-English speaking country (8.0%), compared with Australian-born women (13.6%) and women from an English-speaking country other than Australia (15.0%).

Figure 26: Smokers who were 16 or older, by age and sex, 2002–2017, NSW



Population: NSW population aged 16 years and over.

Data Source: HealthStats NSW, Ministry of Health.

Smoking among young women

The percentage of young NSW women who were aged between 16 and 24 and were smoking decreased from 28.1% in 2002 to 13.9% in 2017. The percentage of young NSW men who were aged between 16 and 24 and were smoking decreased less, from 25.6% in 2002 to 19.4% in 2017.

The NSW Government has been conducting the New South Wales School Students Health Behaviours survey every three years since 1984. The most recently available figures are from the 2017 survey. In 2017, the percentage of female NSW secondary school students who were between 12 and 17 and were smoking was 5.7%, a decrease from 16.3% in 2002. The 5.7% figure is lower than the 7.0% figure for male NSW secondary school students who were smoking in 2017. This gender difference is notable, because in the years before 2011, compared with males who were of secondary school age and were smoking, a consistently higher percentage of their female peers were smoking.

Smoking during pregnancy

According to the figures for 2016, the percentage of women who were smoking during pregnancy had decreased significantly between 2001 and 2016: down from 17.1% in 2001 to 8.3% in 2016. The percentage of women who were smoking during pregnancy increased according to their geographical remoteness, whereby pregnant women who were living in a remote or very remote area (25.6%) were more than four times more likely to smoke compared with women who were living in a major city (6.1%). However, between 2001 and 2016, the percentage of women who were smoking during pregnancy declined in all geographic areas. Higher percentages of women in socio-economically disadvantaged groups were smoking during pregnancy, and 12.2% of women in the most socio-economically disadvantaged group and 12.7% of women in the second most socio-economically disadvantaged group were smoking in pregnancy, compared with 1.6% of women in the least socio-economically disadvantaged group.

In 2016, 41.3% of Aboriginal NSW women were smoking during pregnancy, compared with 6.9% of non-Aboriginal NSW women. Between 2002 and 2016, the percentage of NSW women who were smoking during pregnancy decreased for both Aboriginal and non-Aboriginal NSW women (down from 58.0% and 15.3% respectively). The percentage of Aboriginal NSW women who were smoking during pregnancy increased according to their geographical remoteness, whereby more than half (52.9%) of all the Aboriginal women who were living in a remote or very remote area were smoking during pregnancy (compared with 37.2% of Aboriginal women who were living in a major city).



Risky drinking

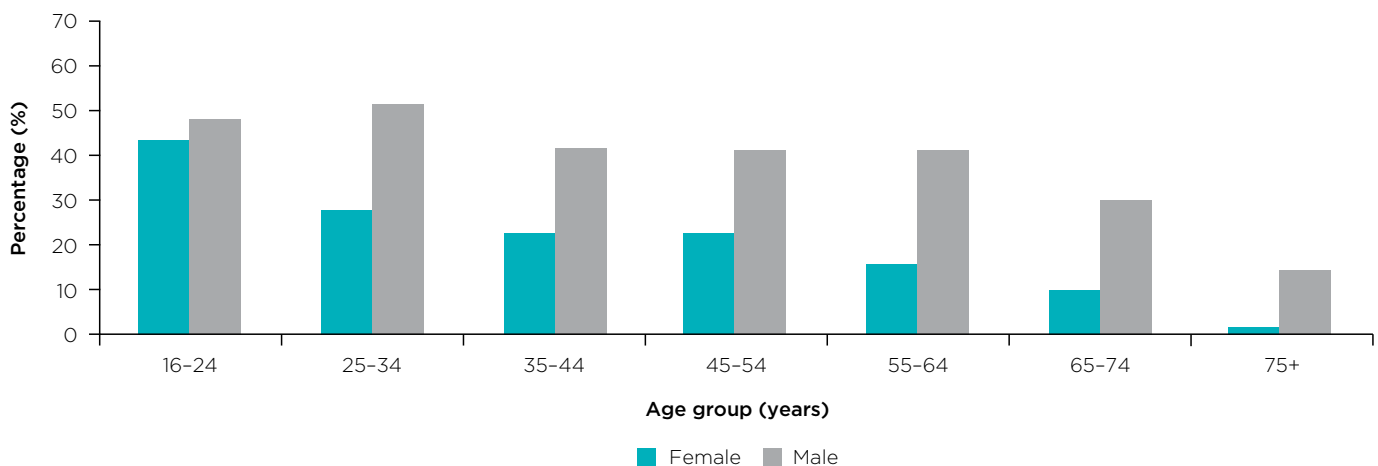
Drinking at a level that entails a long-term risk of harm is defined as consuming more than two standard alcoholic drinks in a day. In 2017, a lower percentage of NSW women than NSW men who were 16 or older were drinking at that level (21.8% of women compared with 40.8% of men). Alcohol consumption at a level whereby their long-term health was at risk, was highest among women who were aged between 16 and 24, and decreased considerably as the women got older (Figure 27).

In 2017, a higher percentage of NSW women who were living in an inner regional area (23.1% of women) were drinking at a level whereby they were placing their long-term health at risk, compared with NSW women who were living in a major city (21.7% of women) or in an outer regional area, a remote area or a very remote area (18.6% of women).

Sexual health

Chlamydia is the most common notifiable sexually transmissible infection. Although many people who are infected have no symptoms, they can transmit the infection. Chlamydia can lead to pelvic inflammatory disease, infertility and other complications which mainly affect women. As chlamydia often entails no symptoms, the number of notifications is dependent on the number of people who are screened for chlamydia. In NSW in 2016, women's chlamydia-notification rate was 336 females per 100,000 females. Men's rate was very similar, at 339 males per 100,000 males. Between 2011 and 2015, women's annual notification rate remained stable, following a large increase in women's notifications between 2007 (214 females per 100,000 females) and 2011 (339 females per 100,000 females). Between 2012 and 2016, the number of NSW women with chlamydia and who, within 12 months, were admitted to hospital suffering pelvic inflammatory disease varied over time, ranging from 188 admissions to 225 admissions.

Figure 27: Alcohol consumption at a level that entailed long-term risk to health in people 16 or older, by age and sex, 2017, NSW



Population: NSW people 16 years and older.

Data source: HealthStats NSW, Ministry of Health.

What is the government doing?

Smoking

Addressing smoking during pregnancy is one of NSW Health's strategic priorities. In the 2018–19 financial year, key performance indicators in relation to smoking cessation among pregnant women are being included in all local health districts' service agreements.

The *NSW Tobacco Strategy 2012–2017* includes focus areas for reducing tobacco-caused harm in our community, in order to:

- reduce smoking in populations that have a high smoking rate (including Aboriginal communities) as well as in disadvantaged groups and among women who are smoking in pregnancy
- enhance programs for helping smokers quit
- implement measures for protecting people from harmful second-hand smoke in outdoor areas.

Visit www.health.nsw.gov.au/tobacco/Pages/nsw-tobacco-strategy.aspx.

NSW Health is developing a new tobacco strategy in order to reflect the government's ongoing commitment to controlling tobacco. The focus of the new tobacco strategy will be on preventing people from taking up smoking, protect them from second-hand smoke, motivate and support smokers to quit and remain non-smokers, and enforce regulations for controlling tobacco. Addressing smoking during pregnancy will continue to be a high priority in the new strategy.

State-wide cessation initiatives for smoking during pregnancy have health benefits for both the mother and the baby. NSW Health is progressively strengthening system supports, for example by providing accessible training for antenatal service providers by way of online learning complemented by face-to-face training. Another initiative is offering of 'carbon-monoxide breath' baby monitors (an evidence-based tool for assessing the mother's smoking status) to antenatal services as an incentive for sending their staff members to the face-to-face training. Also, general practitioners can access a smoking-in-pregnancy webinar from the Royal Australian College of General Practitioners (RACGP) website.

NSW Health operates the Quit for New Life program, a smoking-cessation initiative for pregnant Aboriginal women in 43 Aboriginal Maternal and Infant Health Services and 14 public hospital-based maternity clinics within local health districts. Women who attend Quit for New Life receive culturally appropriate cessation advice, a referral to NSW Quitline, free nicotine-replacement therapy (for women and their cohabitants) and extended follow-up support. The program's overall aim is to build cessation care into routine clinical practice for all clients in order to ensure sustainability beyond the funded period.

Between 2013 and 2018, more than 5,000 Aboriginal clients accessed Quit for New Life in their attempt to quit smoking. The clients included 2,544 pregnant women, 952 postnatal women and 1,667 cohabitants. In conducting the program, the 13 participating local health districts made significant steps towards embedding best-practice cessation care in Aboriginal Maternal and Infant Health Services, Building Strong Foundation services and selected hospital clinics. Each local health district has a plan in place for sustaining their progress in relation to these practice changes.

NSW Health is continuing to invest in smoking cessation via the NSW Quitline 13 7848 (13 QUIT), which is a confidential, state-wide service in which all smokers receive information and advice by phone to help themselves quit. The service includes an Aboriginal Quitline whereby Aboriginal callers receive tailored advice from a female or male Aboriginal advisor. NSW people can also access multilingual services, and people who prefer receiving advice online can access the information on the I Can Quit website: www.icanquit.com.au.

The aim of the *NSW Cancer Plan* is to establish a coordinated and collaborative approach to controlling cancer. One of the key focus areas is reduction of the incidence of cancer by way of measures that include reduction of tobacco-product use. The plan includes activities for preventing and reducing smoking and for supporting smokers to quit. Visit www.cancerinstitute.org.au/cancer-plan.

One target group in the Cancer Institute NSW Tobacco Control Social Marketing Campaign is women who are between 35 and 54. This targeted approach is part of the 'Quit Stalling' tobacco-control campaign. The aims of the campaign are to highlight smoking cessation-related health improvements related to smoking cessation and encourage smokers to attempt quitting. A digital-marketing tobacco-control campaign in which the target group was pregnant smokers smoke, was 'in market' during April and May 2018. The aim of the campaign was to raise awareness of tobacco-related harm and motivate women to quit during their pregnancy.

Alcohol and other drugs

The NSW Government funds the following programs for reducing the harm associated with alcohol and other drugs in the community:

- The 2016 NSW Drug Package, an additional \$75 million over four years, and supporting more young people, getting more people into treatment and helping more families. Of the \$75 million funding, we're providing:
 - \$15 million to eight local health districts in order to expand 'substance use in pregnancy' services and parenting services and help an additional 1,000 pregnant women by providing specialist medical and nursing support during the woman's pregnancy and post-delivery, for up to two years
 - \$8 million to non-government organisation services located in Orange, Malabar and Wyong in order to increase residential rehabilitation and ongoing care for women who have dependent children so they can be the best parents they can be, whereby 1,000 people will receive help over four years
- The Get Healthy Information and Coaching Service's alcohol-reduction program, in which we motivate and support people to make healthy choices in relation to reducing their alcohol intake-Contact 1300 806 258
- The Get Healthy in Pregnancy tailored program, in which we educate and help women to abstain from alcohol during their

pregnancy-Contact 1300 806 258

- Stay Strong and Healthy: It's Worth It, in which we raise awareness among Aboriginal women and their partners of the risks of Foetal Alcohol Spectrum Disorders (FASDs) and provide them with access to early-intervention services, treatment services and programs
- The Alcohol and Drug Information Service (ADIS), which is a 24-hour telephone service for information, support and referral. Please phone the Sydney metropolitan service on (02) 9361 8000 or the regional and rural NSW service on 1800 422 599
- The Your Room website, on which we provide accurate and credible information about alcohol and other drugs and direct visitors to partner organisations' programs and services. Visit www.yourroom.com.au.
- Your Service Hub, which is a new online directory for helping people find nearby services in relation to alcohol and other drugs. This tool also contains links to services for people who are affected by someone else's substance use. Your Service Hub is on the Your Room website
- Community Drug Action Teams (CDATs), the members of which deliver education, information and skills building in local communities.

Sexually transmitted diseases

The aim of the *NSW Sexually Transmissible Infections Strategy 2016-2020* is to reduce the burden of disease caused by chlamydia infection. By implementing the strategy, we also seek to maintain high coverage of the human papillomavirus (HPV) vaccine and deliver education in order to strengthen comprehensive screening for sexually transmissible infection as part of routine care in general practice, primary care and public health services. Visit www1.health.nsw.gov.au/pds/Pages/doc.aspx?dn=IB2016_005.

Health professionals and members of the general public can access the NSW Sexual Health Infolink, which contains state-wide sexual health information, support and referral. Contact 1800 451 624 or visit www.shil.nsw.gov.au.

MATERNITY

In 2016, the average age of NSW women who gave birth for the first time was 29.3.

In 2016:



A total of **97,306** women gave birth.



1 in 6
35+

Of all the **women** who had their **first child**, approximately **one in six** was **35 or older**.



Fewer teenagers gave birth with the **number decreasing** in **2016** to **2,114** from the **2011** figure of **3,099**.¹¹

In 2016, 97,306 NSW women gave birth. That year, the average age of the NSW women who gave birth for the first time increased from the 2012 age of 28.7 to 29.3. Between 2012 and 2016, the percentage of first-time mothers who were 35 or older increased from 15.3% to 16.0%.

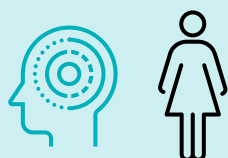
Between 2012 and 2016, the percentage of teenagers who gave birth decreased from 3.2% to 2.2%, and the number of mothers who were 35 or older remained stable.

¹¹ In this context 'teenager' is defined as someone who was younger than 20.

PSYCHOLOGICAL HEALTH

In 2017, more than one in four NSW women aged between 16 and 24 years reported experiencing a high or very high level of psychological distress.

In 2017:



17.3% of women who were 16 or older reported experiencing a high or very high level of psychological distress.¹²



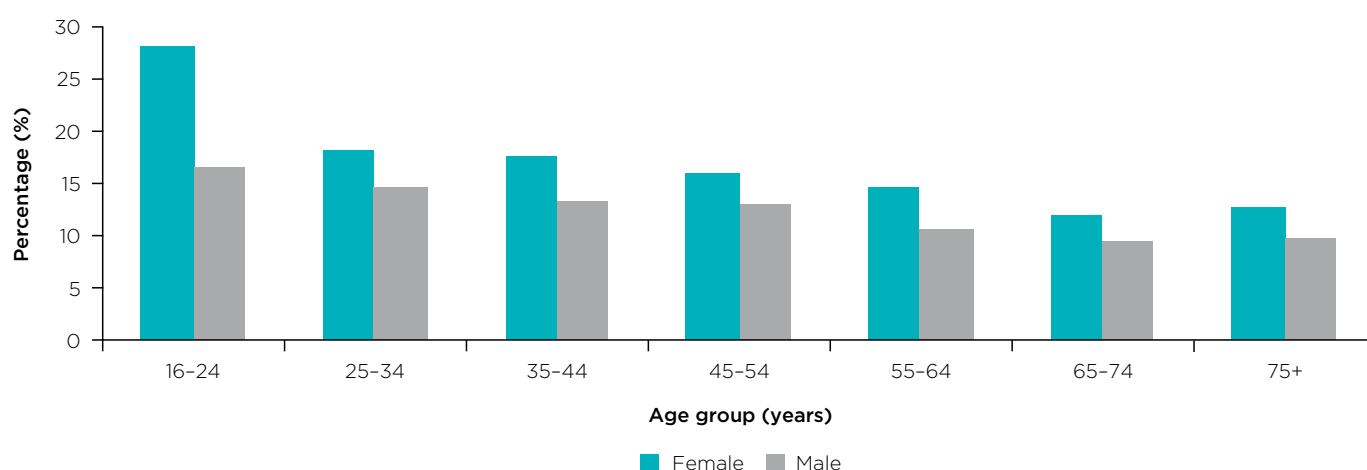
The **highest percentage of people** who reported experiencing a high or very high level of psychological distress were **women living in inner regional areas.**

Psychological distress

In 2017, 17.3% of NSW women reported experiencing a high or very high level of psychological distress. A higher percentage of women than men reported experiencing a high or very high level of psychological distress. The findings were consistent across all age groups. Figure 28 is a representation of the proportional differences in women's reported level of psychological distress over their lifespan, whereby the

number of women reporting a high or very high level of psychological distress decreased overall as they got older. More than a quarter (28.2%) of the youngest group of women, who were aged between 16 and 24, reported experiencing a high or very high level of psychological distress, compared with 12.7% in the case of women who were aged 75 or older.

Figure 28: A high or very high level of psychological distress in people 16 or older, by age and sex, 2017, NSW



Population: NSW population 16 years and older.

Data source: HealthStats NSW, Ministry of Health.

¹² The figures are based on self-reported data collected as part of the annual NSW Population Health Survey. The NSW Population Health Survey commenced in 1997 and comprises interviews with a random sample of NSW residents in relation to their health behaviour and health-risk factors. Visit www.health.nsw.gov.au/epidemiology/Pages/nsw-population-health-survey.aspx

INTENTIONAL SELF-HARM: HOSPITALISATIONS AND SUICIDES

In 2016–17, 6,849 females were hospitalised for intentional self-harm, and one-third of them were aged between 15 and 24.



In recent years, in relation to **intentional self-harm**, the rate of **hospitalisation of females of all ages** remained **stable**.



Proportionally more females who were **living** in a **regional or remote area** were **hospitalised** for **intentional self-harm**.



In 2016, although the rate of **suicide** among **women** was **lower** than it was among **men**, the **rate increased slightly** between 2005 and 2016.

Hospitalisations for intentional self-harm

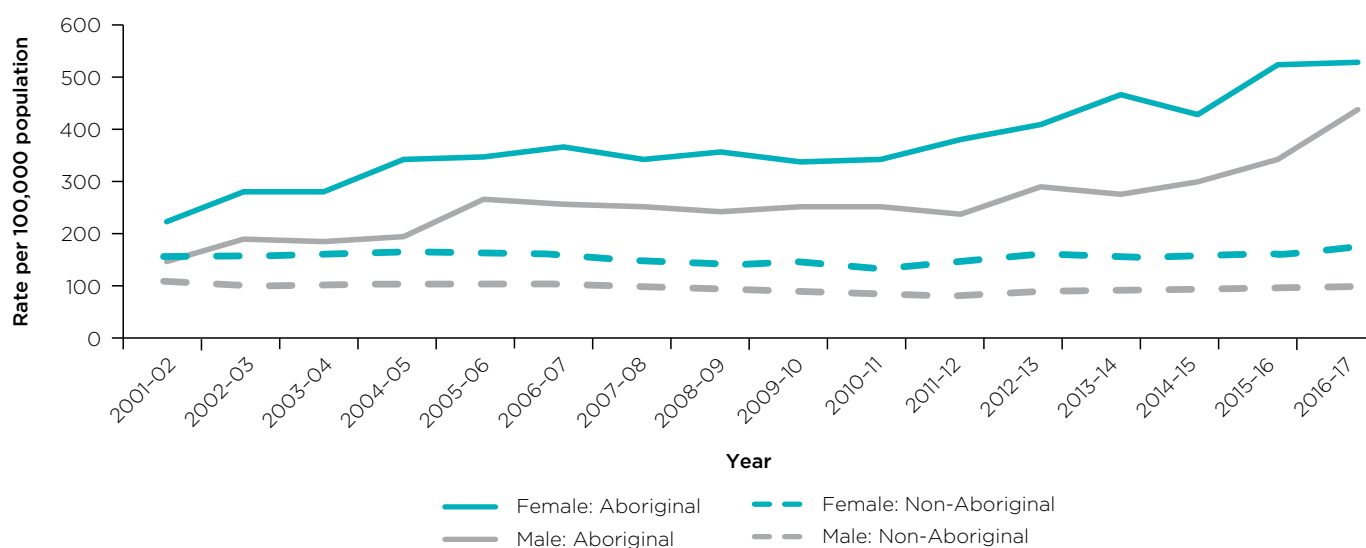
Intentional self-harm is measured by way of the number of people who are admitted to hospital after intentionally poisoning or injuring themselves or attempting suicide. The measure doesn't include people who self-harmed but were discharged after being treated in a hospital's emergency department.

In 2016–17, 6,849 NSW females were hospitalised for intentional self-harm (at a rate of 187.9 per 100,000), and 37.6% of them were aged between 15 and 24. In comparison, 4,190 males were hospitalised for intentional self-harm (at a rate of 111.7 per 100,000), and 24.0% of them were aged between 15 and 24 years. Between 2001–02 and 2016–17, although the rate of hospitalisation as a result of intentional self-harm among females of all ages remained relatively stable, in recent years the rate increased among women who were between 15 and 24. A greater number of Aboriginal NSW females were hospitalised as a result of intentional self-harm (531.2 per 100,000), a number that was three times higher than the number of non-Aboriginal NSW females (177.1 per 100,000) (Figure 29). The greatest risk was among young Aboriginal

NSW women who were aged between 15 and 24, for whom the rate was 181.4 per 100,000. In recent years, the increase in hospitalisation for intentional self-harm among young NSW women generally also occurred among young Aboriginal NSW women, whereby between 2011–12 and 2016–17, among 15–24 year olds, the number increased by 83.8%, from 642.7 to 1,181.4 per 100,000 women.

Regional differences in the rate of hospitalisations for self-harm were evident among NSW women. Women who were living in an inner regional area were hospitalised at a rate of 271.2 per 100,000, compared to women who were living in an outer regional area, a remote area or a very remote area, who were hospitalised at a rate of 234.8 per 100,000, and women who were living in a major city, who were hospitalised at a rate of 166.0 per 100,000. Young NSW women who were aged between 15 and 24 and living in an outer regional area, a remote area or a very remote area were hospitalised at the highest rate, of 795.6 per 100,000.

Figure 29: Hospitalisations of people of all ages as a result of intentional self-harm, by Aboriginality and sex, between 2001-02 and 2016-17, NSW



Population: NSW people.

Data source: HealthStats NSW, Ministry of Health.

Suicide

In 2016, for NSW people who were aged 15 or older, 76.4% of all suicides were among men, whose rate was 3.2 times greater than women's (19.8 per 100,000 and 6.1 per 100,000, respectively).

Between 2005 and 2017, the rate of suicide increased slightly among both women and men. In 2016, among women, the highest rate of suicides was among women who were between 35 and 44 (7.7 per 100,000).

What is the government doing?

NSW mental-health reform, 2014–2024

In response to the Mental Health Commission of NSW's strategic plan Living Well, the NSW Government is undertaking a 10-year whole-of-government enhancement of mental-health care. The key areas for reform are:

- strengthening prevention and early intervention
- placing more emphasis on community-based care
- developing a more responsive system
- working together to deliver person-centred care
- building a better system.

NSW Suicide Prevention Strategy

The Strategic Framework for Suicide Prevention in NSW 2018–2023 was launched by NSW Premier Gladys Berejiklian, with the Minister for Mental Health, Tanya Davies on 17 October 2018.

The Framework will guide activities in NSW until 2023 and marks the beginning of the journey towards zero suicides in NSW.

The Framework has been developed by the NSW Mental Health Commission and the NSW Ministry of Health in collaboration with people with lived experience of a suicide attempt or suicide bereavement, government agencies, mental health organisations and experts in suicide prevention. More than 1,800 people provided written submissions, participated in meetings, completed an online survey and joined community forums to contribute to the Framework's development.

To support the Strategic Framework for Suicide Prevention, in 2019–20 eight new initiatives will begin to be rolled out with full implementation by 2020–21. The budget commitment is nearly \$90 million (\$87.085 million) over three years:

- \$10.2 million Zero Suicides in Care – strengthening practices within the mental health system to eliminate suicide attempts by people in care
- \$9 million Aftercare services – improve follow up care for people after a suicide attempt
- \$25.1 million Alternatives to Emergency Department presentations – deliver new and more immediate support to people with suicidal ideation
- \$1.95 million Improved collection and distribution of suicide data – strengthen quality, linkage and integration of suicide-related data in NSW
- \$8.175 million Resilience building within local communities – engage communities to participate in suicide prevention, with particular focus on Aboriginal communities.
- \$4.56 million New postvention services for people bereaved by suicide
- \$6.75 million Enhance the Rural Adversity Mental Health Program
- \$21.35 million Assertive community mental health outreach teams – increase the amount of intensive, complex care to people with severe mental illness.

For more information visit: www.health.nsw.gov.au/mentalhealth/Pages/suicide-prevention-strategic-framework.aspx.

2018-19

In 2018-19, the NSW Government is investing a record \$2.1 billion in the following mental-health services:

- \$100 million annually over four years for strengthening early-intervention and specialist 'community mental health' teams, enhancing psychosocial supports and transitioning long-stay patients into the community
- \$39.4 million for delivering an additional 1,400 mental-health admissions in addition to the 37,500 admissions we deliver at present
- \$42 million for additional community-based mental-health services and supports
- \$2 million for the ongoing projects categorised under the Suicide Prevention Fund
- \$3 million in continued support for Lifeline's crisis telephone service on a 24/7 basis (phone 13 11 14) and mental-health training and supervision for Lifeline's telephone crisis workforce
- More than \$1 million for delivering training in mental-health awareness and suicide prevention for NSW Health non mental health clinicians and non clinical staff members
- More than \$40 million for delivering specialist 'clinical mental health' services in the community as part of the 10-year Living Well reform
- More than \$3.5 million for strengthening system responses for Aboriginal people, people from culturally and linguistically diverse backgrounds and people who have complex needs, including people who have an intellectual disability. By way of this funding, we are also continuing the state-wide rollout of the Project Air Strategy in order to support people who have a personality disorder and have an increased risk of suiciding.

On 17 October 2018, the NSW Government released a Strategic Framework for Suicide Prevention in NSW. This Framework sets out the fundamental principles of suicide prevention, assisting communities to coordinate the essential elements in a way that suits their own local needs and conditions.



Anyone who is in immediate danger should phone
Triple Zero (000).

Anyone who is experiencing a personal crisis or thinking
about self-harming or suiciding should phone
Lifeline on 13 11 14.

For mental-health information, support and help, please phone the
24-hour Mental Health Line on 1800 011 511
or **beyondblue on 1300 22 4636.**

CANCER AND CANCER SCREENING

In 2014, 27.8% of new cancers in women were breast cancers.



During 2010-2014, the **most common cause** of **cancer death** among **women** was **lung cancer**.



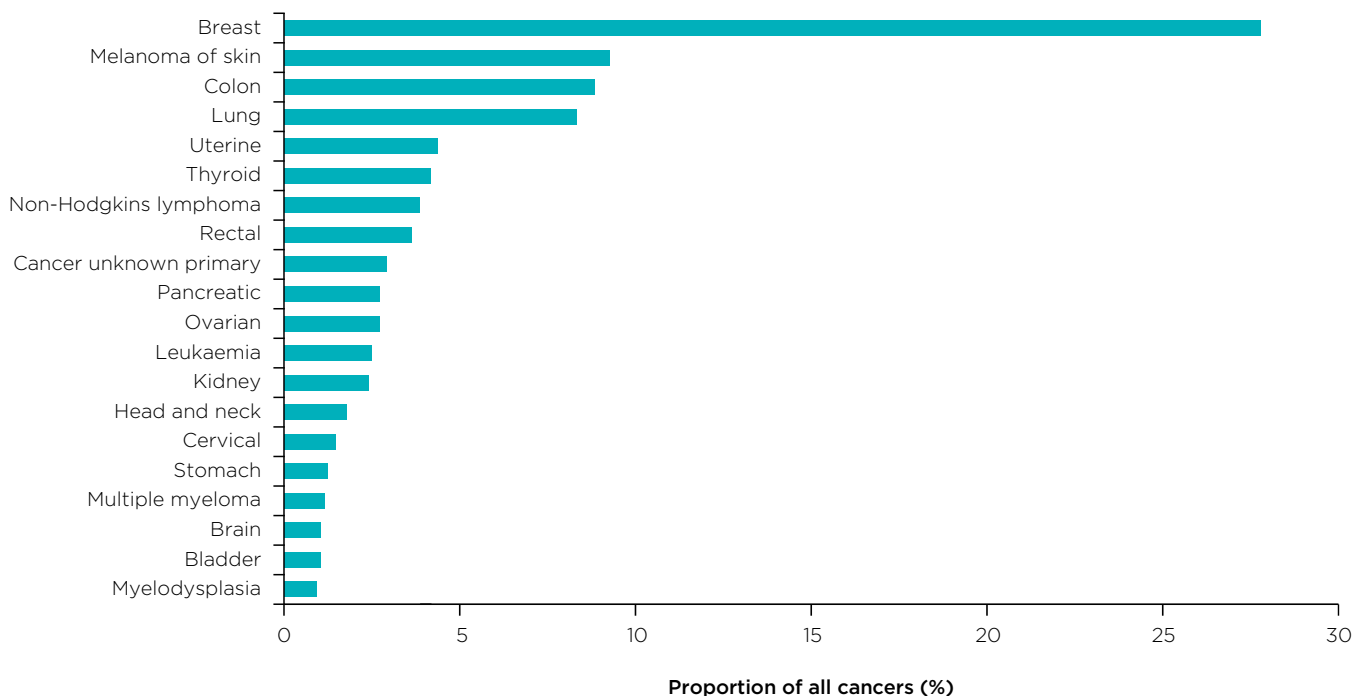
The percentage of **women** from **culturally** and **linguistically diverse backgrounds** who **participated** in **breast-screening** services **increased** from **40.5%** in 2012-13 to **46.6%** in 2016-17.

New cancer diagnoses

In 2014, 19,341 new cases of cancer were diagnosed among NSW women. Between 2010 and 2014, the rate of cancer diagnoses among women increased from 412.3 to 430.0 per 100,000 women. During the five-year

period, the most commonly diagnosed cancer among women was breast cancer, followed by 'melanoma of skin' and colon cancer (Figure 30).

Figure 30: The 20 most common cancers among women, 2010-2014, NSW



Population: NSW females.

Data source: Cancer Institute NSW, *Cancer Statistics NSW*, published 17 April 2018. Available at the Cancer Institute NSW, at www.cancerinstitute.org.au/data-research/access-our-data/cancer-statistics-nsw#.

Deaths as a result of cancer

In 2014, 6,373 NSW women died as a result of cancer, a figure that represented 24.6% of all deaths among women. The death rate from cancer has been decreasing over time, and between 2000 and 2014, it decreased from 143.9 per 100,000 women to 128.7 per 100,000 women (Figure 31). Over the five-year period 2010–2014, the most common cause of cancer death among women was lung cancer, followed by cancer of the breast and cancer of the colon.

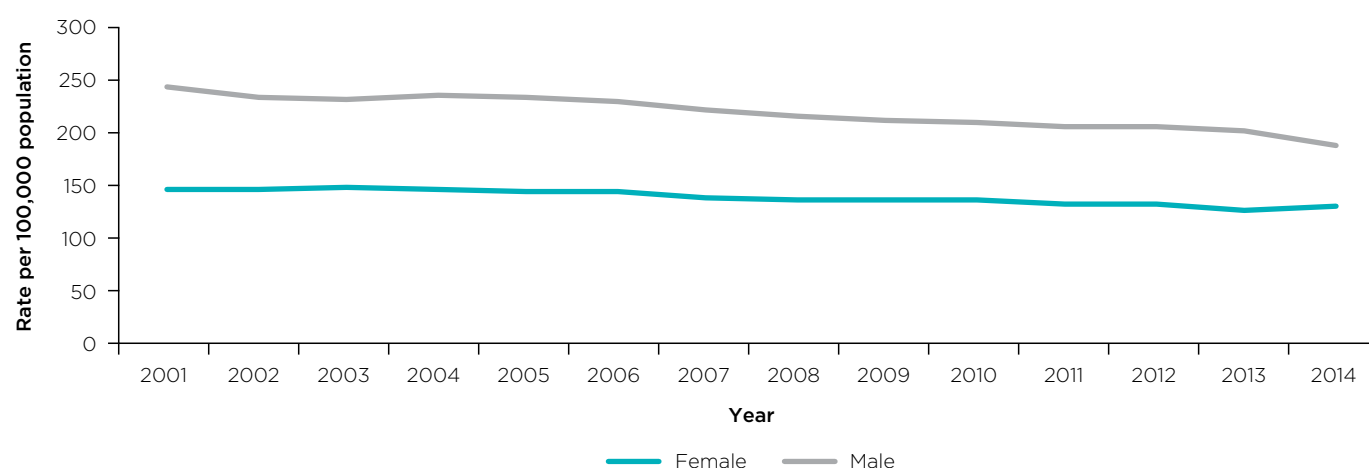
Screening for breast cancer and cervical cancer

BreastScreen NSW, which is part of the national BreastScreen Australia program, provides free biennial mammography screening to asymptomatic women aged 50 to 74 years. Mammographic screening has been demonstrated to be the most effective screening test to detect early-stage breast cancer, reducing mortality and morbidity attributable to breast cancer at a population level. In the two-year period 2016–2017, over half (53.1%) of women aged 50–74 years in NSW participated in breast cancer screening.¹³

Women residing in major cities (51.0%) or remote and very remote areas (48.7%) had proportionally lower participation than women in inner regional (58.1%) and outer regional (58.5%) areas. The proportion of women from culturally and linguistically diverse backgrounds participating in breast screening services increased from 40.5% in 2012–2013 to 46.6% in 2016–2017 [data source: BreastScreen NSW Information System].

The Cervical Screening Program is reducing the incidence and mortality related to cervical cancer in NSW. Since the national screening program began in 1991 the rate of cervical cancer has nearly halved.¹⁴ In the two-year period ending December 2016, 55.7% of women in the target age group of 20–69 years had participated in screening. This was comparable to the screening for Australian women (56.0%) and has remained stable in recent years [data source: Australian Institute of Health and Welfare's analysis of state and territory cervical cytology register data].

Figure 31: Age- standardised mortality rate by cancer, by sex, 2001–2014, NSW



Population: NSW people.

Data source: Cancer Institute NSW, *Cancer Statistics NSW*, published 17 April 2018. Available at the Cancer Institute NSW, at www.cancerinstitute.org.au/data-research/access-our-data/cancer-statistics-nsw#.

¹³ From July 2013, BreastScreen Australia changed its target age group from 50–69 years to 50–74 years.

¹⁴ From 1 December 2017, the National Cervical Screening Program recommends a five-yearly cervical screening test in place of the two-yearly pap test, and the target age group is women aged 25–74 years instead of women aged 18–69 years.

What is being done?

BreastScreen NSW is part of the national BreastScreen Australia program, which aims to help with the early detection of breast cancer by state and federally funded mammography, in order to reduce mortality. Media campaigns are used to encourage women 50–74 years of age to have a screening mammogram every two years. BreastScreen NSW has continued to work on a range of activities to increase participation. They include:

- state-wide mass marketing and public relations campaigns, including paid advertising and the delivery of community engagement events using ambassadors
- grants to support community-led initiatives that improve participation in priority populations
- increased engagement with Primary Health Networks, general practitioners and other health professionals
- engagement strategies for:
 - Aboriginal communities
 - culturally and linguistically diverse communities
- service initiatives such as increasing the number of screening and assessment sites across the state and increased capacity within existing locations.

Visit www.breastscreen.nsw.gov.au.

Based on significant advances in technology, the cervical screening program changed in December 2017. The Cervical Screening Test¹⁵ for Human papillomavirus (HPV) replaced the Pap test as the primary screening test, the age range changed from 18–69 to 25–74 years, and the routine screening interval changed from two to five years.

Since the introduction of the national population-based cervical screening program in 1991, incidence and mortality from cervical cancer in Australia has halved.¹⁶ The recent changes to cervical screening are expected to further reduce cervical cancer in Australia by around 30%.¹⁷

The NSW Cervical Screening Program is coordinated by the Cancer Institute NSW. The overall aim of the NSW Cervical Screening Program is to increase the participation of women in regular cervical screening. Social marketing activities are used to encourage women to screen for cervical cancer and the precursor conditions which may lead to cancer. Visit www.cancerinstitute.org.au/cervical.

The Human papillomavirus (HPV) causes more than 99% of cervical cancers.¹⁸ A National HPV Vaccination Program began in 2007 for females, and was extended to include males in 2013. The current national program is that all boys and girls 12 years and older are offered vaccination. From July 2017, the Australian Government extended HPV catch-up vaccination to all Australians 10–19 years of age. A nine-valent vaccine was introduced to the vaccination program in 2018, providing protection against the types of HPV which cause about 90% of cervical cancers. There is also a catch up program for new refugees. Information on the program can be accessed through NSW Health website www.health.nsw.gov.au/immunisation/Pages/gp_catchup.aspx.

¹⁵ The Cervical Screening test is more accurate at detecting Human papillomavirus (HPV).

¹⁶ Australian Institute of Health and Welfare (2016), *Cervical screening in Australia 2013–14*. Canberra: AIHW: s.n., Cancer series no.97 Cat. No. CAN95.

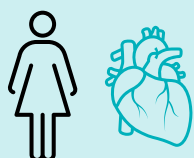
¹⁷ Cancer Council Australia Cervical Screening Guidelines Working Party (2016), *National Cervical Screening Program: Guidelines for the management of screen-detected chlamydia in specific population and investigation of abnormal vaginal discharge*, Sydney: Cancer Council Australia.

¹⁸ World Health Organisation. Human Papillomavirus (HPV) Factsheet. WHO. [Online] 3 September 2010. [https://www.who.int/news-room/factsheets/detail/human-papillomavirus-\(hpv\)-and-cervical-cancer](https://www.who.int/news-room/factsheets/detail/human-papillomavirus-(hpv)-and-cervical-cancer).

CORONARY HEART DISEASE

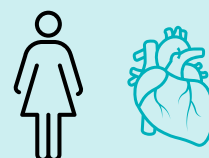
The rate of coronary heart disease deaths among females reduced by 38.1% between 2007 and 2016.

In 2016:



10.6%

Coronary heart disease was responsible for 10.6% of deaths among females.



3x

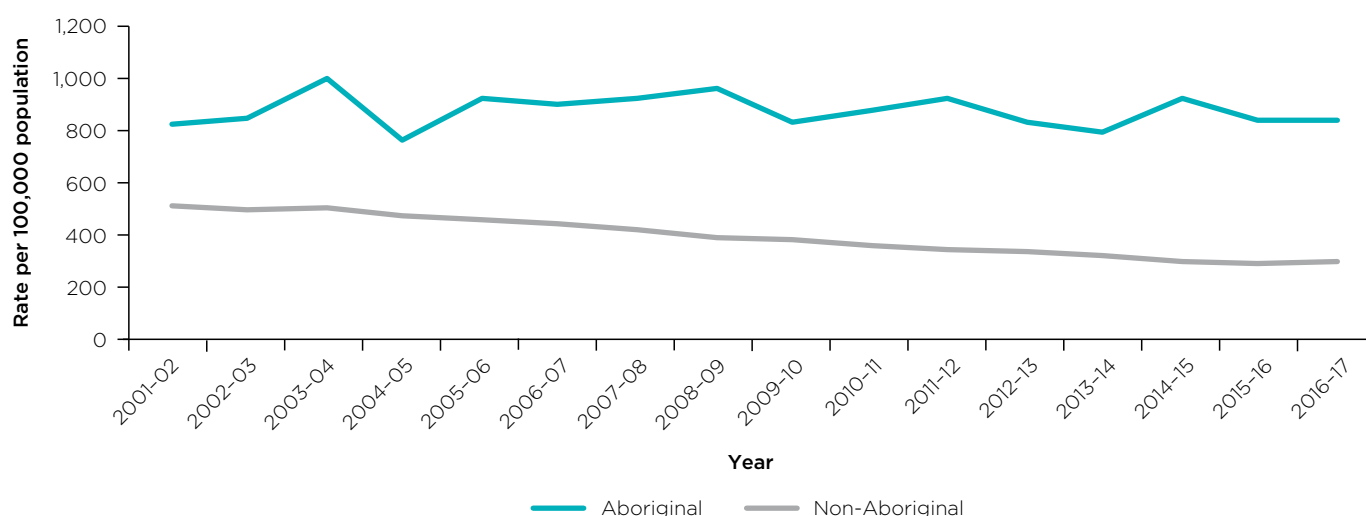
Hospitalisation for coronary heart disease among Aboriginal females was nearly three times that of non-Aboriginal females.

Coronary heart disease is the usual underlying cause of a heart attack. Coronary heart disease happens when the arteries to the heart become narrowed by fatty plaque, which reduces the blood flow to the heart muscle. In 2016, coronary heart disease was responsible for 10.6% of deaths among females.

In 2016-17 there were 15,629 hospital admissions among females for coronary heart disease. The overall rate of coronary heart disease hospitalisations fell from 522.4 to 312.9 per 100,000 females between

2001-02 and 2016-17. This decrease is evident across all socio-economic groups. Coronary heart disease hospitalisations are however more common among women who are socially disadvantaged. Aboriginal females have also not shared in this improvement. Aboriginal females have a substantially higher rate of coronary heart disease hospitalisations compared to non-Aboriginal females, and this has remained fairly stable since 2001-02 (Figure 32). In 2016-17 there were 546 hospital admissions among Aboriginal females for coronary heart disease.

Figure 32: Age-standardised rate of coronary heart disease hospitalisations among females by Aboriginality, NSW 2001-02 to 2016-17



Population: NSW population.

Data source: HealthStats NSW, Ministry of Health.

Deaths among females due to coronary heart disease had a similar pattern to hospitalisations. In 2016, there were 2,789 deaths among females due to coronary heart disease. Between 2007 and 2016, there was a decline in the overall rate of deaths among females due to coronary heart disease by more than 38.1% from 71.4 to 44.2 per 100,000 females.

While coronary heart disease deaths are more common among females who are socially disadvantaged, this decrease has occurred across all socio-economic groups. The number of deaths among Aboriginal females was low at 30–45 per year, and this number has not changed over the last decade.



LEADING CAUSES OF DEATH

In 2015, the leading cause of death for women was cancer.

In 2015:



For **women** aged between 25 and 44 years, the **leading** cause of **death** was **injury** and **poisoning**.



Aboriginal women had **higher** death rates from **all causes** than **non-Aboriginal women**.

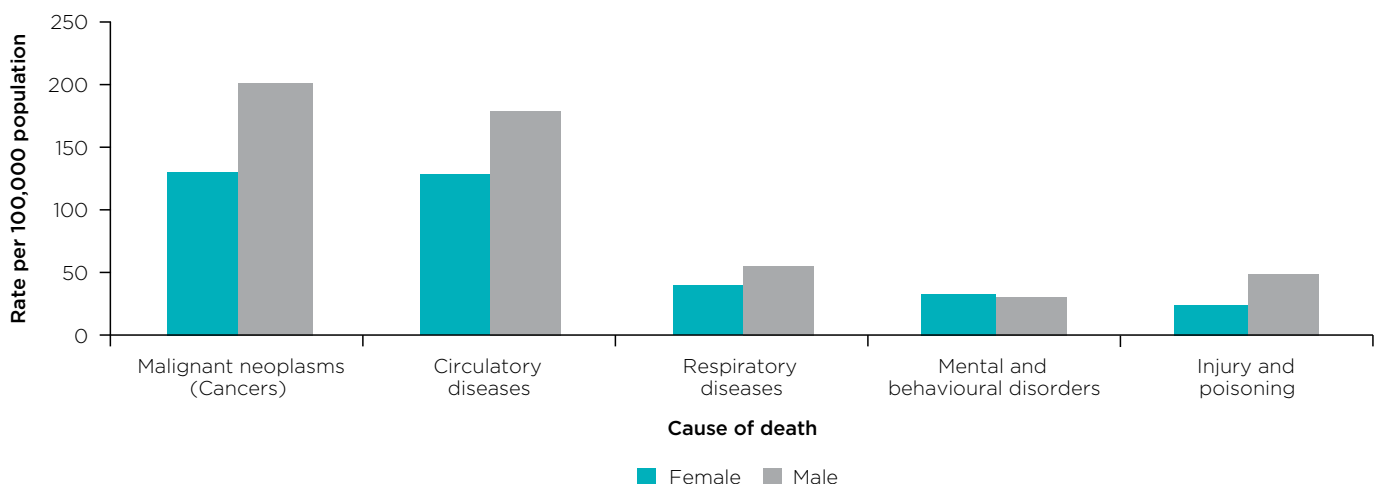


Deaths from **cardiovascular disease** have **significantly declined**.

In 2015, the two leading causes of death for all women and men in NSW were cancers (131.6 per 100,000 for women), followed by circulatory diseases (129.5 per 100,000 for women) (Figure 33). Aboriginal women have higher death rates, from cancers, circulatory and respiratory diseases, mental and behavioural disorders and injury and poisoning, than non-Aboriginal women.

For women aged 25–44 years, the leading cause of death was injury and poisoning (17.8 per 100,000). Cancers were the leading cause of death for women aged between 45 and 74 years. For women aged 75 years and over, the leading cause of death was circulatory diseases (1,904 per 100,000), followed by cancers (1,088.2 per 100,000). The rate of deaths of women from circulatory disease have declined dramatically from 247.4 per 100,000 in 1999 to 129.5 per 100,000 in 2015 reflecting better prevention, rehabilitation and medical improvements.

Figure 33: Leading cause of death by sex, all ages, 2015, NSW



Population: NSW population.

Data source: HealthStats NSW, Ministry of Health. ABS (2017) Causes of Death, Australia, 2016, cat. No. 3303.0, <http://www.abs.gov.au/ausstats/abs@nsf/cat/3303.0>

DOMESTIC ASSAULT

In 2017, females accounted for the majority of victims of domestic and family violence, and most domestic assault perpetrators were males.

In 2017:



Females were the **victim** in **68.3%** of all **domestic assaults** reported to police, and **males** were the **perpetrators** in **79.4%** of the assaults.



4.6x

Aboriginal females were **victims** of **domestic violence assault** at a **rate 4.6 times** that of **non-Aboriginal females**.



Females residing in **remote** or **very remote areas** recorded **higher rates** of **domestic assault victimisation** than **females** residing in **major cities**.



Nearly one-third of **females** who were **repeat victims** of **domestic assault** in the last two years lived in the **most socio-economically disadvantaged areas** of **NSW**.¹⁹

In Australia, while a greater percentage of males (42%) than females (37%) report experiencing violence since the age of 15, the majority of victims of domestic and family violence are female.²⁰ Approximately one in four females (23.0% or 2.2 million females) have experienced violence from an intimate partner, compared with one in 13 males (7.8% or 703,700 males).²¹

Domestic and family violence is under-reported. Of those females who have experienced current partner violence (275,000) or previous partner violence (1,372,900) in Australia, police were only contacted for 17.4% and 35.4% females (respectively).²²

¹⁹ Refers to victims of domestic violence-related assault who have previously been assaulted in a domestic context within the last two years.

²⁰ The term 'domestic and family violence' here refers to national statistics from the ABS Personal Safety Survey, 2016 reporting those who have experienced violence by a current or previous partner, boyfriend/girlfriend or date, father or mother, son or daughter, brother or sister, or other relative or in-law.

²¹ The term 'intimate partner' is used to describe a current partner (living with), previous partner (lived with), boyfriend/girlfriend/date and ex-boyfriend/girlfriend (did not live with).

²² Contacting the police includes where the police were contacted by the respondent or by someone else.

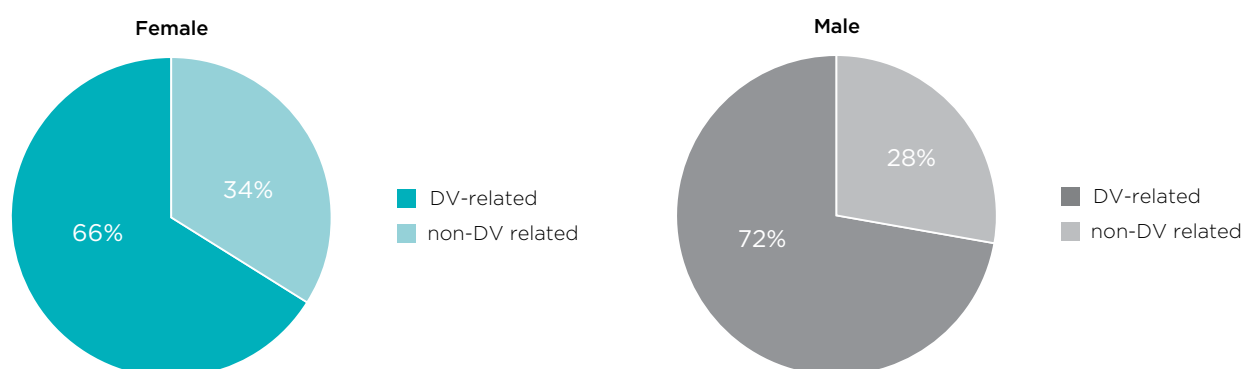
Demographic profile

In NSW in 2017, there was a total of 60,371 incidents of assault reported to police.²³ Females were the victim in 47.9% (31,490) of the reported incidents. However, the majority (66.3%) of the reported assaults against females were perpetrated by someone with whom they were currently, or had previously been, in a domestic relationship.

In 2017, reports of domestic assault were recorded in relation to 20,879 females, compared to 9,669 males (Figure 34).²⁴ The rate of DV-assault victimisation for females (526.5 per 100,000) was 2.1 times higher than for males (248.2 per 100,000).

The highest rate of reported DV-related assault was for females aged between 20–29 years, at 1,077.4 per 100,000. This rate is 2.9 times that of males in the same age group (at a rate of 368.0 per 100,000) (Figure 35).

Figure 34: Proportion of victims of DV-related and non-DV related assault by sex, NSW, 2017

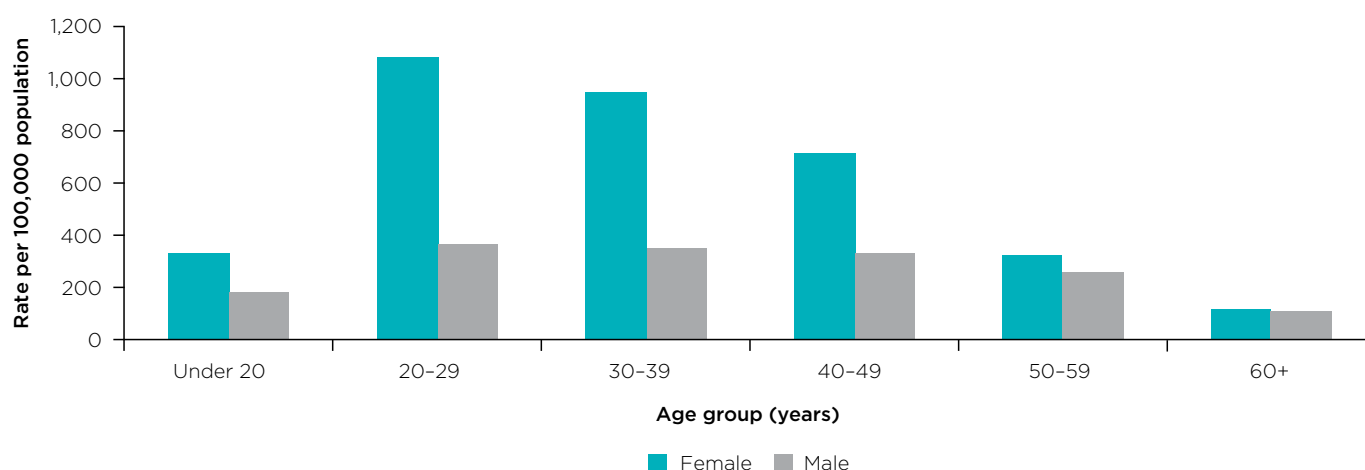


Note: The gender of 106 individuals were 'unknown'; they are excluded from this figure.

Population: NSW victims of DV-related and non-DV related assault.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2017*, Table: Age and gender of victims of selected offences recorded by NSW.

Figure 35: Victims of reported DV-related assault by age and sex, NSW, 2017



Note: The age of 139 individuals were 'unknown', these are excluded from this figure.

Population: NSW population.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2000 to 2017*, unpublished data (ref: 18-16094, Table 1) and ABS (2017) *Australian Demographic Statistics, Jun 2017*, Cat. No. 3101.0.

²³ Refers to victims of DV-related and non-DV related assaults. Excludes the offence of 'assault police'.

²⁴ These are not counts of unique individuals. Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.

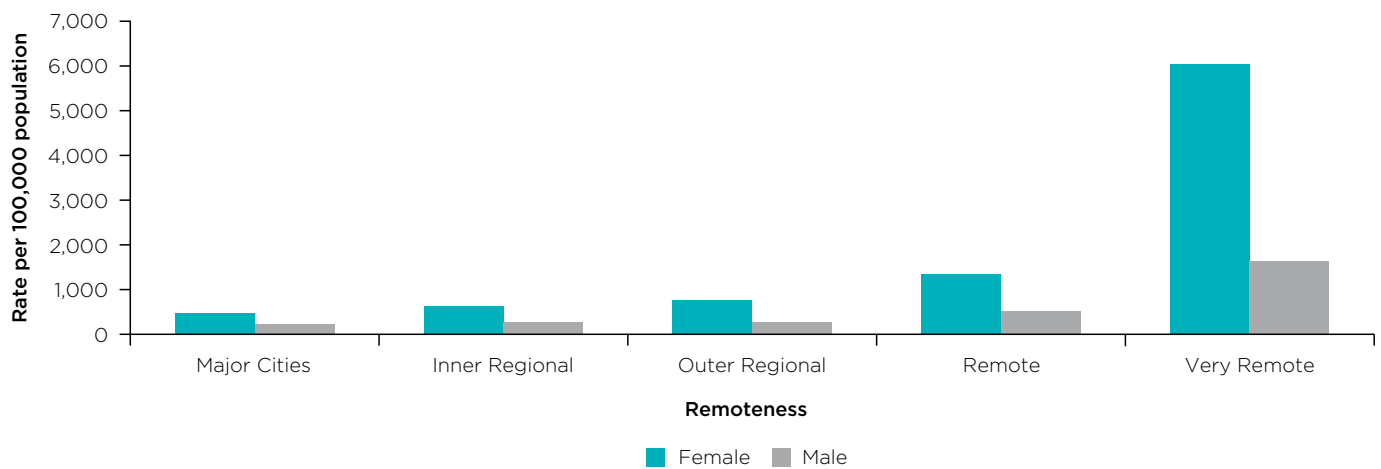
Aboriginal females were the victims of reported DV-related assault at a rate 4.6 times greater than non-Aboriginal females (2010.8 per 100,000 for Aboriginal females, compared to 435.1 per 100,000 for non-Aboriginal females).

While the number of reported DV-related assaults against females was highest in major cities (13,797) and regional areas (6,342), the rate of reported domestic violence was highest for females living in remote and very remote areas of NSW.²⁵ Females living in major cities reported victimisation at a rate

of 487.1 per 100,000. For females living in remote areas the victimisation rate was almost three times the rate at 1,372.0 per 100,000 and for females living in very remote areas, 12.4 times the rate, at 6,039.0 per 100,000 (Figure 36).

Almost one in four people who reported experiencing DV-related assault resided in the most socio-economically disadvantaged areas, compared with almost one in nine victims residing in the least socio-economically disadvantaged areas.²⁶

Figure 36: DV-related assault by victim's residential remoteness area and sex, NSW, 2017



Notes: Remoteness area classified as 'unknown' has been excluded from this analysis. Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.

Population: NSW population.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2017*, unpublished data (ref: 18-16094, Table 1) and ABS (2017) *Census of Population and Housing, 2016*, TableBuilder.

²⁵ Relative to the estimated population distribution in NSW: 74.6% reside in major cities; 24.8% reside in regional area; 0.4% reside in remote areas; and 0.1% reside in very remote areas.

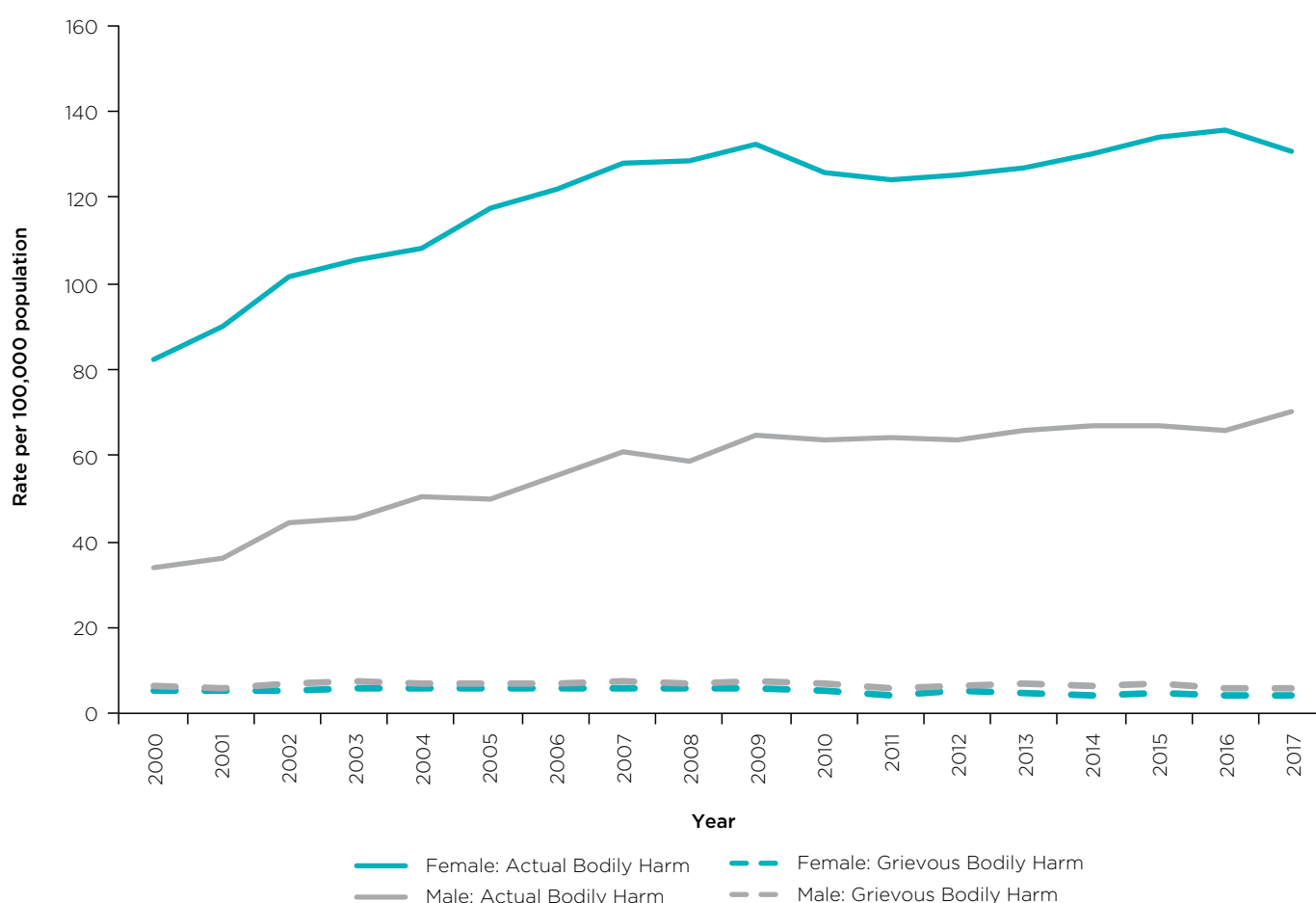
²⁶ 20% of the NSW population reside in each socio-economic quintile.

Seriousness of physical harm

Personal violence offences are differentiated according to the degree of harm inflicted upon the victim and the intention of the offender. For example, where an assault has occurred, police may charge the alleged perpetrator with an offence that reflects the level of physical harm caused to the victim. On this basis, DV-related assaults may be classified as common assault, assault occasioning actual bodily harm, or assault that results in wounding or grievous bodily harm. Since 2000, the combined rate for reported DV-related actual bodily harm and grievous bodily harm incidents has increased by an average of 2.6% per year for females and 3.8% for males, compared to an average decrease of 0.4% per year for females and an increase of 1.6% for males for DV-related common assault. In 2017, the combined rate of DV-related actual bodily harm and grievous bodily harm was 1.8 times higher for females than for males.

In 2017, almost twice as many females than males experienced DV-related actual bodily harm (130.8 per 100,000 for female victims (Figure 37), compared to 70.6 per 100,000 for male victims), whereas males were almost 1.4 times more likely than females to be victims of DV-related grievous bodily harm. The number of DV assault incidents involving grievous bodily harm was significantly lower (404) than the number of incidents occasioning actual bodily harm (7,942).

Figure 37: Number of victims of DV-related actual bodily harm and grievous bodily harm, NSW, 2000–2017



Note: Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.

Population: NSW population.

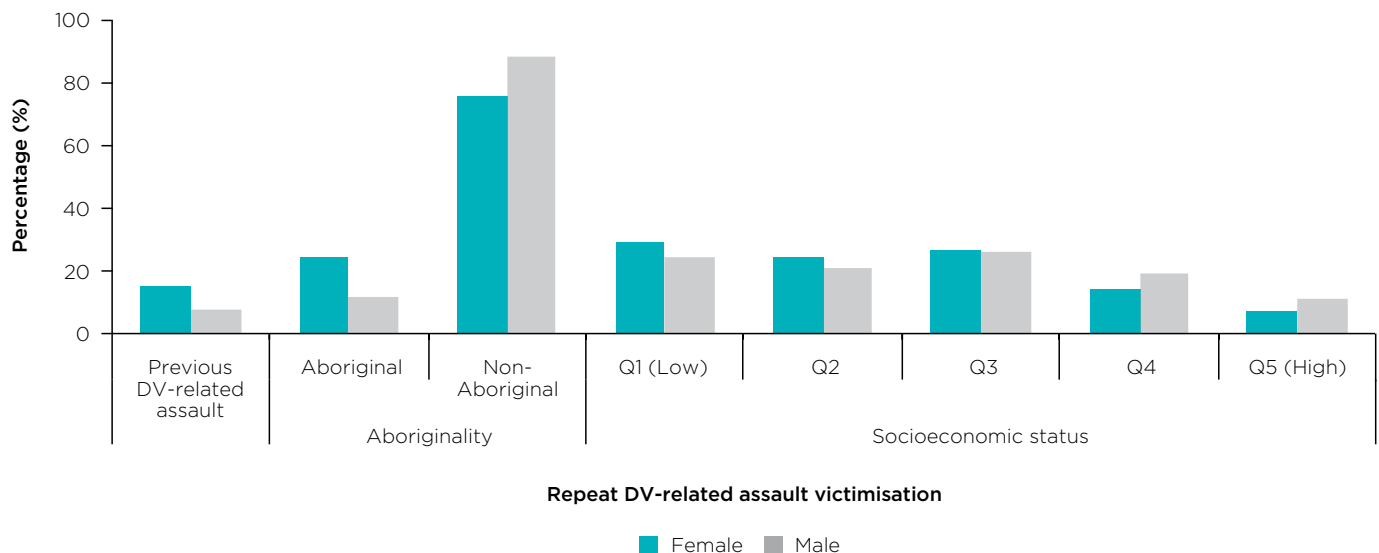
Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2000 to 2017*, unpublished data (ref: 18-16094, Table 4) and ABS (2017) *Australian Demographic Statistics, Jun 2017*, Cat. No. 3101.0.

Repeat victimisation

In 2017, NSW police received reports of DV-related assault in relation to 25,942 individuals. Of these, 12.2% (3,161) were reported by persons who were the victim of a prior DV-related assault within the previous two years, and 33.3% (8,639) by persons who were the victim of a prior DV-related assault since 1995. Proportionally more females than males were repeat victims of DV-related assault. This was particularly evident for Aboriginal females. Of the 2,540 females who had been a repeat victim of a previous DV-related assault within the last two years, information about their Aboriginal status was missing in 16.9% (430) of cases. Of the remaining 83.1% (2,110), 24.3% (513) were Aboriginal and 75.7% (1,597) were not Aboriginal. Only 2.9% of the total female population in NSW is Aboriginal (Figure 38).

Nearly one-third (28.5%) of female DV-related assault victims who were repeat victims of DV-related assault within a two-year period resided in the most socio-economically disadvantaged areas, compared with 6.8% of females who resided in the least socio-economically disadvantaged areas (Figure 38).²⁷

Figure 38: Repeat victims of DV-related assault in the previous two years, NSW, 2017



Note: The category 'socio-economic status' makes comparisons based on socio-economic Indexes for Areas (SEIFA) quintiles, denoted by Q1-Q5 above. When analysing Aboriginality and socio-economic status, Aboriginality and SEIFA quintile classified as unknown have been excluded from the respective analyses.

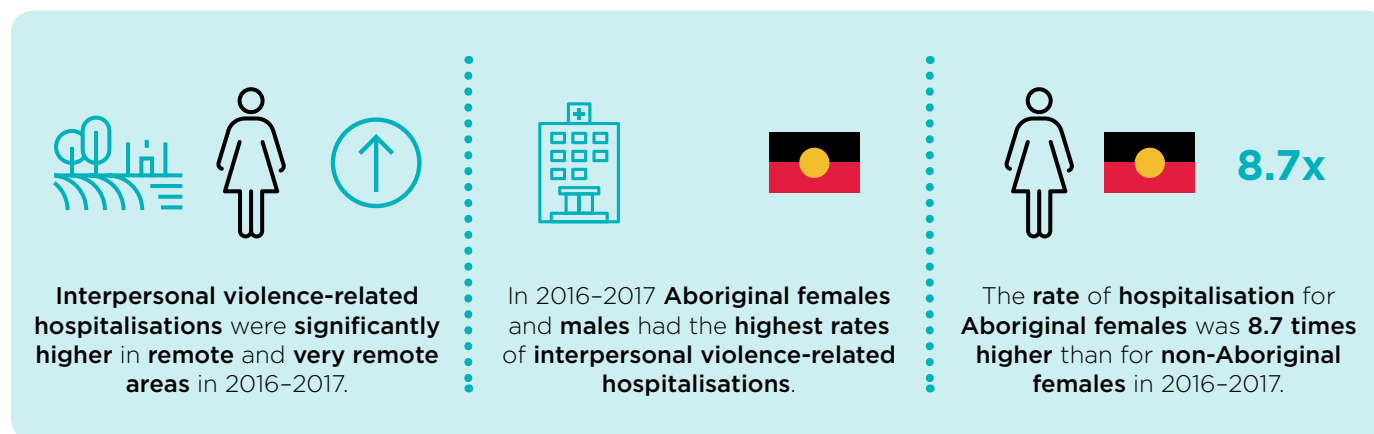
Population: Distinct victims of domestic violence-related assault recorded by the NSW Police Force in 2017.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2008 to 2017* unpublished data (ref: 18-16094, Table 6).

²⁷ This comparison is based on socio-economic Indexes for Areas (SEIFA) quintiles. Female repeat victims whose socio-economic status was classified as unknown (1.2% of total number of distinct victims) have been excluded from this analysis.

INTERPERSONAL VIOLENCE-RELATED HOSPITALISATIONS

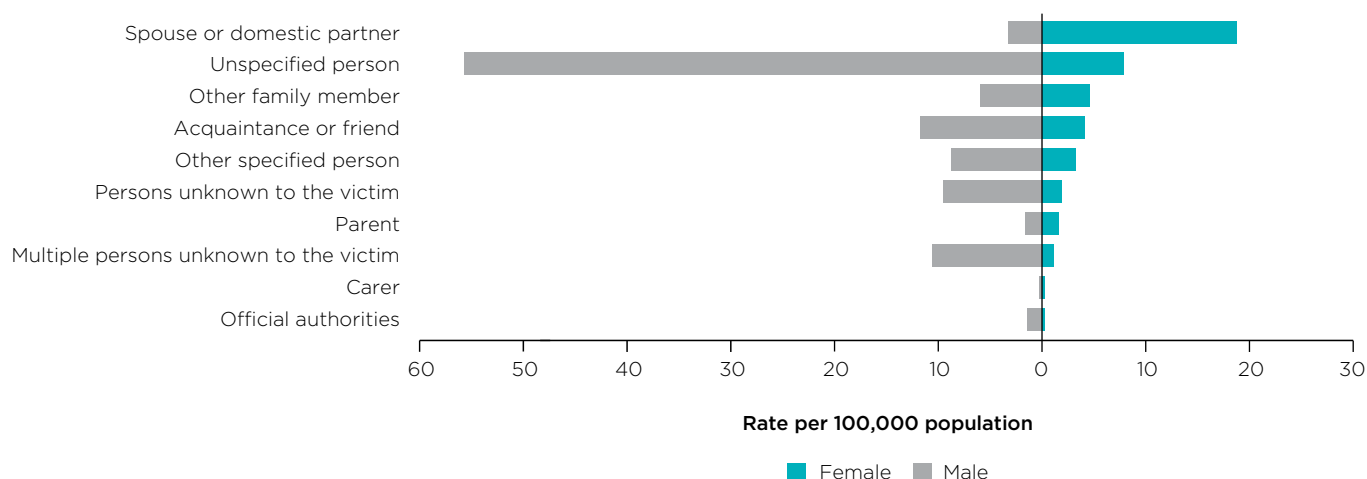
In 2016–17 females were 5.7 times more likely to be hospitalised due to violence by their spouse or domestic partner than males.



In 2016–17, females had a significantly higher rate of interpersonal violence-related hospitalisation caused by their spouse or domestic partner than men (18.7 per 100,000 for females and 3.3 per 100,000 for males) (Figure 39). In contrast to this, the rate at which females were hospitalised for interpersonal violence

caused by an unspecified person was significantly lower than males, at 7.9 and 55.7 per 100,000 population respectively. The gender disparate findings are consistent with crime and victimisation statistics reported in the following sections.

Figure 39: Interpersonal violence-related hospitalisations for men and women, by perpetrator type, all ages, NSW 2016–17



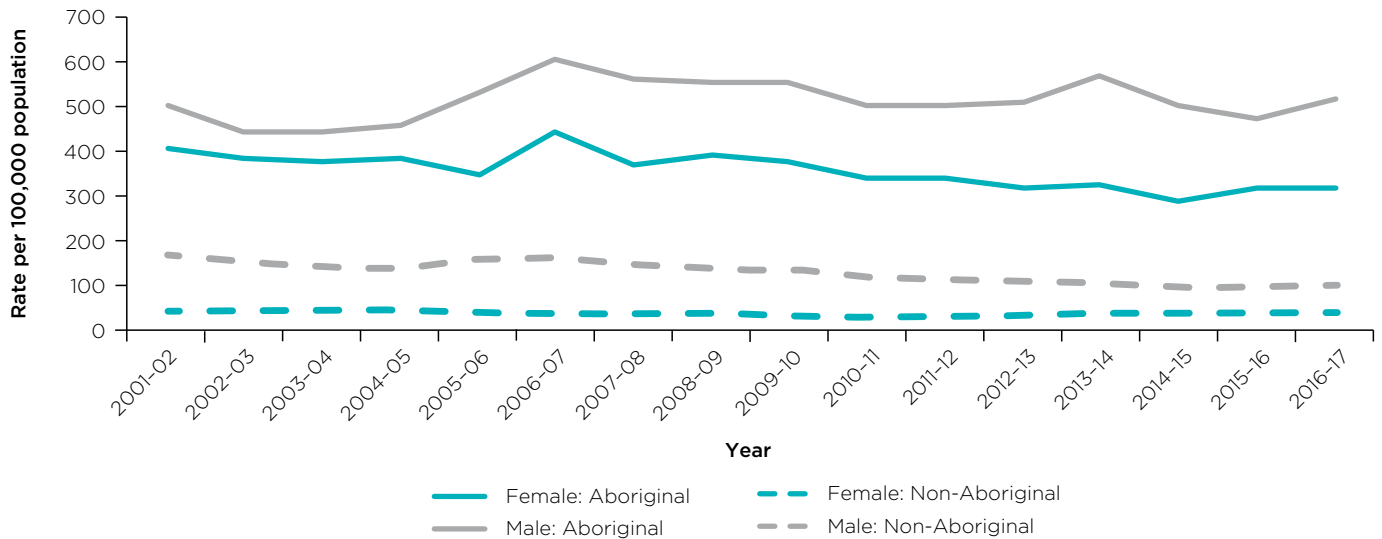
Population: NSW population.

Data source: HealthStats NSW, Ministry of Health.

The rate of hospitalisation for interpersonal violence was significantly higher in remote and very remote regions, than in major cities and other areas, for both women (243.9 per 100,000 population) and men (228.1 per 100,000 population). Aboriginal men and women had significantly higher rates of interpersonal violence-

related hospitalisations in 2016-17, than non-Aboriginal men and women. The rates for Aboriginal men have remained relatively stable since 2001-02, while the rates for Aboriginal women have declined by an annual average of 1.5% (Figure 40).

Figure 40: Interpersonal violence-related hospitalisations by Aboriginality, all ages, NSW 2016-17



Population: NSW population.

Data source: HealthStats NSW, Ministry of Health.

What is being done?

The *NSW Domestic and Family Violence Blueprint for Reform 2016-2021: Safer Lives for Women, Men and Children* sets out the directions and actions to reform the domestic violence system in NSW.

The Blueprint provides the framework for building an effective system that addresses the causes and responds to the symptoms of domestic and family violence. It includes strategies to prevent domestic and family violence, intervene early with individual and communities at risk, support victims, hold perpetrators to account, and improve the quality of services and the system as a whole.

The *Blueprint Annual Report Card-Year One* was released on 26 September 2017. The Report Card outlines the significant achievements made in the first year of the implementation of the Blueprint, including:

- a commitment to funding seven new and innovative projects addressing domestic and family violence through the first round of the NSW Domestic and Family Violence Innovation Fund
- expanding *Tackling Violence* to nine new communities
- expanding *Safer Pathway* to 21 new sites to provide increased safety supports to victims of domestic and family violence
- establishing three Police High Risk Offender Teams to target recidivist offenders and investigate domestic and family violence incidents.

Visit www.women.nsw.gov.au/violence_prevention/blueprint.

The NSW Domestic Violence Disclosure Scheme (DVDS) allows a person who may be at risk (or a concerned third party, such as a friend or relative) to apply for information on whether their current or former partner has a history of domestic violence or any other relevant offences.

The DVDS has the potential to improve the safety of people in domestic relationships with partners who have a history of domestic violence. The NSW DVDS pilot was launched in four NSW Police Local Area Commands: Oxley, Shoalhaven, Sutherland, and St George between 2016 and 2018. The NSW Government

is currently considering the findings of an evaluation of the DVDS pilot and will use those findings to identify how the DVDS could be adapted to be available more broadly across NSW. The DVDS is continuing to run in the pilot areas until June 2019. Visit <https://www.facs.nsw.gov.au/domestic-violence>.

In 2016, the NSW Government announced a \$20 million Domestic and Family Violence Innovation Fund. Round 1 of the Innovation Fund was finalised in June 2017 and Round 2 in August 2018. The Innovation Fund Round 2 will provide over \$12 million in funding for new and innovative projects in the following areas:

- prevention
- early intervention
- crisis responses to domestic and family violence.

Visit www.women.nsw.gov.au/violence_prevention/innovation-fund.

The NSW Health Domestic Violence Routine Screening program was developed under the *NSW Health Domestic Violence – Identifying and Responding* policy. The program involves the routine screening for domestic violence in antenatal health, early childhood health, mental health, and alcohol and other drug services. NSW Health has moved toward continual data collection and quarterly reporting through electronic systems. Data will be available when the reporting systems are fully operationalised. Visit www.health.nsw.gov.au/kidsfamilies/protection/Pages/DVRS.aspx to view previous snapshot reporting.

Corrective Services NSW and Victims Services work in partnership to deliver key initiatives to assist women in custody who have experienced trauma due to being a victim of violent crime. The Approved Counselling Service (managed and administered by Victims Services) is being rolled out in all correctional centres across NSW that have a female population. The counselling service is available for women who have histories of experiencing violence, including domestic violence and sexual abuse in childhood, adolescence and adulthood. Victims Services Approved Counsellors can address this trauma with women while they are in custody. Upon release, these women can continue to access the Approved Counselling Service in the community.

PERPETRATORS OF DOMESTIC ASSAULT

The rate of offenders for reported domestic assault proceeded against by police has increased over the last 10 years.

In 2017:



In most domestic assaults, the perpetrator was male (79.4%).

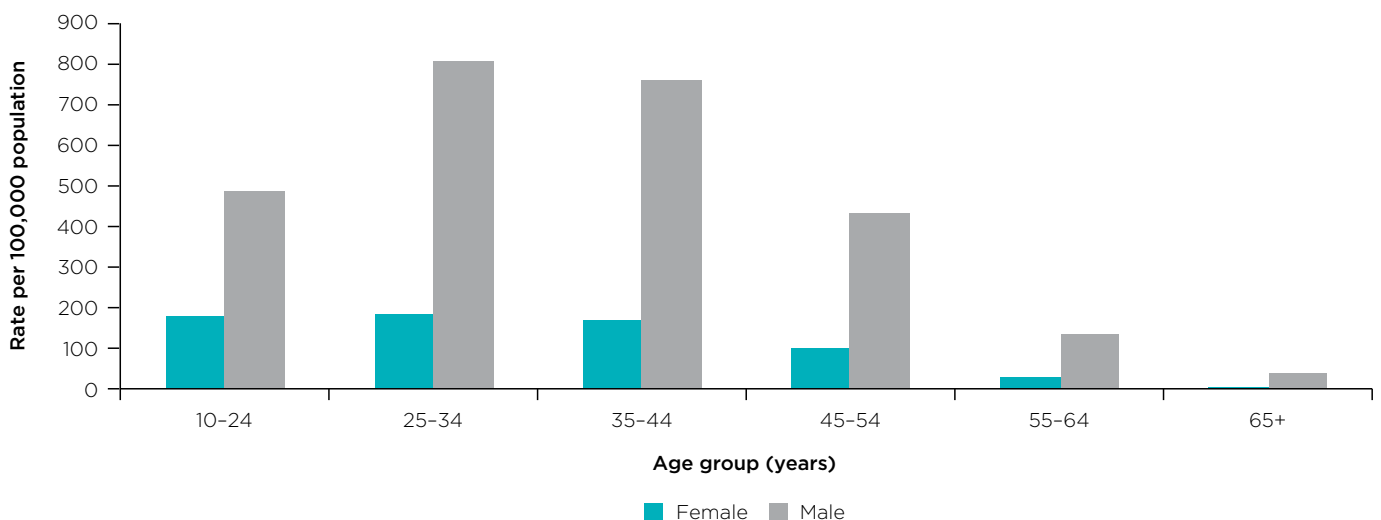


Nearly one in eight domestic assault perpetrators (12.7%) were repeat offenders who had committed one or more domestic assaults in the last two years.

In NSW in 2017, there were 19,343 reported incidents of DV-related assault in which a person of interest (POI) was proceeded against by police, at a rate of 281.9 per 100,000. The majority of these incidents (15,364) involved male POIs.

Of all age groups in 2017, the highest rate of male POIs who were proceeded against for DV-related assault were aged 25–34 years (808.8 per 100,000), followed by males aged 35–44 years (763.7 per 100,000) (Figure 41).

Figure 41: Persons of interest proceeded against by NSW police for DV-related assault by age and sex, NSW, 2017



Note: Age classified as missing/unknown has been excluded from this analysis. Where an individual has been proceeded against by police in multiple criminal incidents throughout the year, they are counted as a POI multiple times. The data does not include POI under the age of 18 years, and age unknown.

Population: NSW population aged 10 years and above.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2008 to 2017*, unpublished data (ref: 18-16094, Table 4) and ABS (2017) *Australian Demographic Statistics*, June 2017, Cat. No. 3101.0.

Relationship between victims and offenders

In NSW in 2017, for female victims of DV-related assault, the offenders most commonly proceeded against were a:

- current or ex spouse/partner: 39.5% (of these, 71.4% were male)
- boy/girlfriend: 26.1% (of these, 71.0% were male)

For male victims of DV-related assault, the offenders most commonly proceeded against were a:

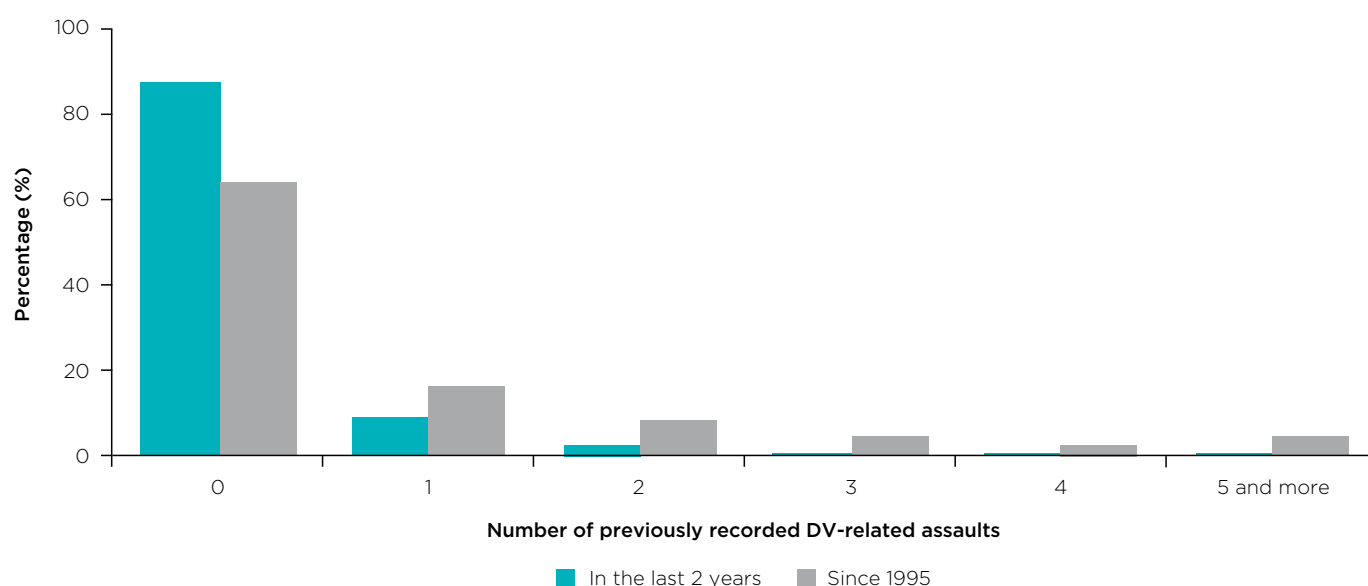
- current or ex spouse/partner: 22.0% (of these, 47.6% were female)
- boy/girlfriend: 14.4% (of these, 43.9% were female)
- other family member: 13.9% (of these, 47.4% were male)
- parent or guardian: 11.7% (of these, 44.0% were male).²⁸

Repeat offending

Of the 15,391 distinct offenders proceeded against by police for DV-related assault in 2017, 12.7% had been charged with a previous DV-related assault offence one (9.3% of offenders) or more (3.3% of offenders) times in the previous two years. Looking over a longer timeframe, more than one-third of the persons proceeded against for committing a DV-related assault offence (35.9%) in 2017 had been proceeded against for committing a previous DV-related assault since 1995, more than half of these repeat offenders (55.6%) had been proceeded against on more than one occasion since 1995 (Figure 42).

Over the last 10 years, the proportion of offenders who had been proceeded against for a prior DV-related assault in the previous two years decreased (from 13.7% to 12.7%).

Figure 42: DV-related assault alleged offenders, by number of previously recorded DV-related assault incidents in the previous two years and since 1995, NSW, 2017



Population: NSW alleged offenders who were proceeded against by police for DV-related assault.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2008 to 2017*, unpublished data (ref: 18-16094, Table 9).

²⁸ The variable, 'person of interest's relationship to victim' is subject to high recording error and should be treated with caution.

What is being done?

The NSW Premier's Priorities include:

- Reducing the proportion of domestic violence perpetrators reoffending by 25% by 2021 (based on the 2019 cohort of perpetrators).

A range of perpetrator-focussed activities have been established to meet this priority, including:

- enhancing the supervision of offenders managed by Community Corrections through the use of the Practice Guide for Intervention (PGI)
- increasing offender access to behaviour change programs such as the EQUIPS Domestic Abuse Program to treat and help prevent future abusive behaviour
- strengthening sentencing laws so that more domestic violence offenders are referred to Community Corrections for assessment and then supervised at a level appropriate to their risk
- strengthening police capacity to identify and target serious repeat offenders as part of the Statewide roll-out of NSW Police Force Suspect Target Management Plans and Specialist High Risk Offender Teams for recurring domestic violence offenders
- intervening earlier with new behaviour change programs for people on bail or remand, and
- new strategies to ensure people comply with Apprehended Domestic Violence Orders.

Visit www.nsw.gov.au/improving-nsw/premiers-priorities/reducing-domestic-violence-reoffending/.

Corrective Services Sex and Violent Offender Therapeutic Programs offer a range of assessment and treatment services for sexual and violent offenders both in custody and under supervision in the community.

Visit www.correctiveservices.justice.nsw.gov.au/Pages/CorrectiveServices/programs/sex-and-violent-offender-therapeutic-programs/sex-and-violent-offender-therapeutic-programs.aspx.

From 28 February 2019, tenants trapped in violent relationships will be protected by the NSW Government's new renting reforms.

Currently, tenants need to provide 14 days' notice to break a fixed term lease if a co-tenant or occupant is prohibited from accessing the property by a final Apprehended Violence Order. While victims are not liable to compensate the landlord for the early termination under the current laws, they may still be liable for other costs.

Under the changes, victims can immediately end their tenancy where there is evidence of domestic violence, including a declaration from a medical practitioner or a Domestic Violence Order.

Agents and landlords will be prohibited from listing victims on a tenancy database if they terminated a lease due to domestic violence.

Visit www.fairtrading.nsw.gov.au/news-and-updates/news/new-residential-tenancy-laws.

STALKING AND INTIMIDATION

Females account for the majority of victims of stalking and intimidation in a domestic violence context.

In 2017:



Females were the **victim** of **reported domestic violence-related stalking or intimidation incidents** at **three times** the **rate** of **males**.



The **20-29 age group** had the **highest rates** of **reported stalking and intimidation incidents**.

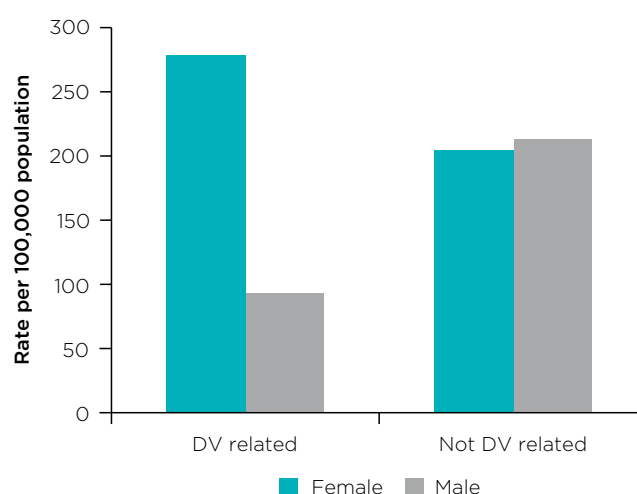
Stalking and intimidation involve conduct such as following, watching, making, or attempting to make, unwanted contact with, or approaches to, another person with the intent to cause them to fear physical or mental harm. In NSW in 2017, 31,939 victims reported incidents of stalking or intimidation to police, of which 46.5% (14,845) were DV-related. The majority of female victims reporting stalking or intimidation were DV-related (57.6%), almost double that for incidents involving male victims (30.5%).

In 2017, females were the victim of a reported DV-related stalking or intimidation incident at 3.0 times the rate of males, comprising 75.1% of victims (281.2 female victims per 100,000 population compared to 94.4 male victims per 100,000 population) (Figure 43). Aboriginal females were the reported victim of a DV-related stalking or intimidation incident at 3.4 times the rate of non-Aboriginal females, and Aboriginal males were the reported victim at 1.8 times the rate of non-Aboriginal males.

The majority of both female and male victims of DV-related stalking and intimidation were aged 20 to 29.

The NSW Government recently clarified the definition of stalking and intimidation to account for DV/online abuse. More information is available at <https://www.justice.nsw.gov.au/Pages/media-news/media-releases/2018/tougher-laws-combat-online-abuse.aspx>

Figure 43: Victims of domestic and non-domestic stalking or intimidation by sex, NSW, 2017



Note: Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.

Population: NSW population.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2017*, unpublished data (ref: 18-16094, Table 11) and ABS (2017) *Australian Demographic Statistics*, June 2017, Cat. No. 3101.0.

DOMESTIC VIOLENCE-RELATED HOMICIDE

In NSW in 2017, 89.5% of female homicide victims were killed by someone with whom they were in a domestic relationship.



Between July 2010 and June 2014, there were **152 intimate partner homicides** in Australia that followed an **identifiable history of domestic violence**; **53 of these homicides (34.9%)** occurred in NSW.

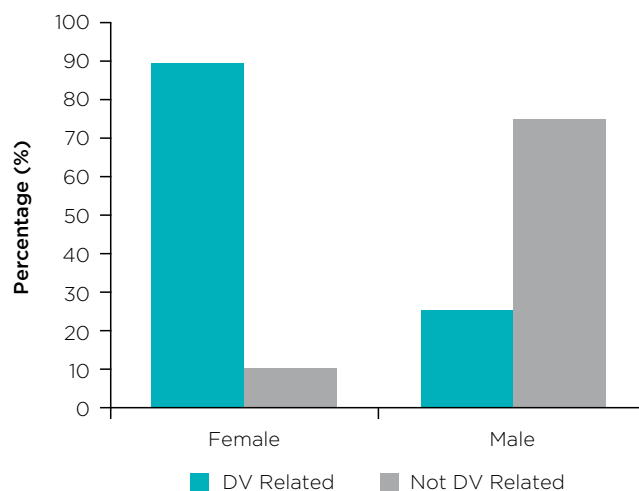


Between July 2010 and June 2014, **121 out of 152 intimate partner homicides (79.6%)** in Australia involved a **male killing** their **current or former partner**.

In NSW in 2017, there were 59 victims of murder and manslaughter recorded by NSW Police. Of these, 27 (45.8%) were domestic violence related. Over half of all DV-related homicide victims were female (17 out of 27, or 63.0%). Significantly fewer females than males are the victim of non-DV related homicides (Figure 44).

According to the *Australian Domestic and Family Violence Death Review Network Data Report 2018* (DFVDRN Data Report), for the four-year period between 1 July 2010 and 30 June 2014 there were 152 intimate partner homicides in Australia that followed an identifiable history of domestic violence; 53 of these homicides (34.9%) occurred in NSW. 121 out of 152 of the intimate partner homicides (79.6%) involved a male killing their current or former female intimate partner, and 112 of those 121 males (92.6%) had been the primary abuser against that female before her death.²⁹ Two children were killed in addition to their mother in a homicide perpetrated by the mother's male intimate partner. Of the 152 homicide events examined in the DFVDRN Data Report, there were at least 107 children under the age of 18 years whose parent or parents were murdered.

Figure 44: Victims of domestic and non-domestic homicides by sex, NSW, 2017



Population: NSW victims of homicide.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2017*, unpublished data (ref: 18-16668).

²⁹ A 'primary domestic violence victim' is a person who primarily had domestic violence used against them (was victimised) during the relationship with an abuser, or after that relationship had ended. The term designates that they had experienced, but did not initiate, domestic violence.

What is being done?

Established in 2010, the Domestic Violence Death Review Team (DVDRT) undertakes comprehensive analyses of deaths including homicides, suicides and fatal accidents that occur in a domestic violence context to identify trends and patterns, highlight limitations or weaknesses in service delivery, and make recommendations aimed at preventing or reducing the likelihood of such deaths. Visit www.coroners.justice.nsw.gov.au/Pages/Publications/dv_annual_reports.aspx.

In November 2018, the NSW Government passed new laws to strengthen the state's ADVO regime, including by extending the default duration of orders from 12 months to two years. The reforms also: introduced indefinite ADVOs in severe cases where other interventions have failed; empower police to vary ADVO conditions to respond to serious and immediate risks; and mandate that ADVOs remain in place for two years after an adult domestic violence offender is released from prison, unless the court determines otherwise. In the same package of reforms, the Government passed a new offence of strangulation specifically formulated to address domestic violence incidents. Strangulation is a red flag for future domestic violence abuse and homicide. The new offence will enable perpetrators to be prosecuted earlier, preventing subsequent attacks. Visit <http://www.crimeprevention.nsw.gov.au/domesticviolence/Documents/protecting-victims-of-domestic-violence.pdf>.

In November 2018, the NSW Government asked the NSW Sentencing Council to review sentencing for murder and manslaughter offences under the *Crimes Act 1900* (NSW), including those involving domestic and family violence. The Sentencing Council is currently accepting preliminary submissions, the deadline for which is Friday 8 March 2019. A consultation paper dealing with issues identified by the terms of reference and preliminary submissions is due to be released in the first half of 2019. Visit <http://www.sentencingcouncil.justice.nsw.gov.au/Pages/Homicide.aspx>.

The Domestic Violence Review Team has released its biennial report for 2015–17. The report highlights the need to view domestic violence holistically as a broader pattern of behaviour, rather than looking at incidents in isolation of one another. The Domestic Violence Death Review Team made 36 recommendations that reflect the need for sustained and co-ordinated action to address domestic violence, as well as combatting harmful social norms and attitudes that enable domestic violence. The NSW Government response will focus on operational, policy and legislative reforms that bring about systemic change to continue to improve victim outcomes and perpetrator accountability. These reforms include a particular focus on improving the safety, engagement and court experience of Aboriginal victims of domestic and family violence, as well as that of victims from other particularly vulnerable groups.

SAFETY FROM SEXUAL VIOLENCE

Females are more likely to be a victim of sexual assault than males.

In 2017:



<18 yrs

Girls aged under 18 years had the highest rate of sexual assault, followed by women aged 18-19 years.



3.6x

The rate of recorded sexual assault for Aboriginal females was 3.6 times greater than for non-Aboriginal females.

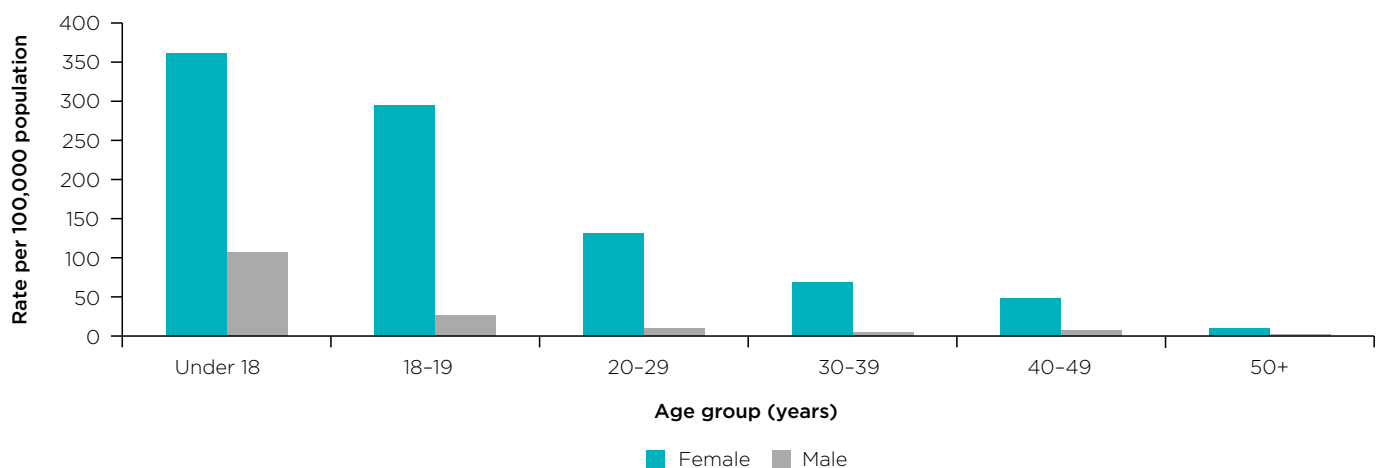
Sexual assault

In Australia, approximately one in six women (16.9% or 1.6 million) have experienced sexual assault, compared to one in 23 men (4.3% or 384,800) since the age of 15.

In NSW in 2017, 5,969 victims reported incidents of sexual assault to police. Females were the victim of sexual assault at 4.3 times the rate of males, making up 81.2% (4,844) of recorded sexual assault victims in

NSW in this period. Females aged under 18 years had the highest rate of reported sexual assault, followed by females aged between 18-19 years (Figure 45). Of the victims where the age is recorded, females aged under 18 years accounted for 63.4% of reported female sexual assault victims, while males aged under 18 years made up 85.5% of reported male sexual assault victims.

Figure 45: Victims of sexual assault, by age and sex, NSW, 2017



Note: Age classified as missing/unknown has been excluded from this analysis. Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.

Population: NSW population.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2017*, unpublished data (ref: 18-16094, Table 13) and ABS (2017) *Australian Demographic Statistics*, June 2017, Cat. No. 3101.0.

The rate of reported sexual assault for Aboriginal females was 3.6 times greater than for non-Aboriginal females in NSW in 2017. Sexual assault can overlap with, and occur within, a domestic and family violence context. In 2017, of the 3,909 females who had reported an incident to the police and the relationship to the offender was known and recorded, 43.9% of female sexual assault victims were sexually assaulted by someone with whom they are, or were, in a domestic relationship. Of the 944 males who reported an incident to police and the relationship to the offender was known and recorded, 36.2% of male victims, were sexually assaulted by someone with whom they are, or were, in a domestic relationship.³⁰

³⁰ A domestic relationship includes an alleged offender who is the victim's current or ex spouse/partner, current or ex boy/girlfriend, parent/guardian, sibling, child, other family member or carer.

What is being done?

Women NSW, in partnership with other NSW Government agencies and the non-government sector, has introduced the *NSW Sexual Assault Strategy 2018–2021*. The Strategy is a comprehensive framework to improve the prevention and response to sexual assault. Focus areas of the Strategy are prevention and early intervention, education, supporting victims and survivors, holding perpetrators accountable and reshaping the service system. Visit www.women.nsw.gov.au/violence_prevention/nsw-sexual-assault-strategy.

In 2017, the *Crimes Act 1900* (NSW) was amended to make it an offence to intentionally record, distribute, or threaten to record or distribute, an intimate image of a person without their consent. These offences criminalise behaviour that may be known colloquially as ‘revenge porn’. Perpetrators face a maximum sentence of three years jail and an \$11,000 fine. Visit www.justice.nsw.gov.au/Pages/media-news/media-releases/2017/intimate-image-abuse-now-a-crime.aspx.

In May 2018, the NSW Attorney General and the Minister for the Prevention of Domestic Violence and Sexual Assault asked the NSW Law Reform Commission to review and report on consent and knowledge of consent in relation to sexual assault offences, as dealt with in section 61HA of the *Crimes Act 1900* (NSW). The review is considering sexual assault research and expert opinion, as well as community views, and developments in law, policy and practice in Australia and internationally. Visit www.lawreform.justice.nsw.gov.au/Pages/lrc/lrc_current_projects/Consent/Consent.aspx.

NSW Government Response to Royal Commission into Institutional Responses to Child Sexual Abuse

The Royal Commission handed down its final report in December 2017. The final report contained 409 recommendations across a wide range of policy areas. The NSW Government accepted the overwhelming majority of recommendations made by the Royal Commission and is now focusing on working with government and non-government organisations to ensure action is taken to keep children safe. The NSW Government has accepted Child Safe Standards, strengthened protections for mandatory reporters and committed to reporting annually to the NSW Parliament.

NSW was the first state to pass legislation for the National Redress Scheme. The Redress Scheme commenced on 1 July 2018 and seeks to acknowledge the life-long impact of institutional child sexual abuse by providing eligible survivors with:

- a redress payment of up to \$150,000
- access to counselling services
- a direct, personal response from the responsible institution.

The Redress Scheme will provide an alternative to pursuing a claim through civil litigation.

The NSW Government also announced reforms to civil litigation law to make it easier for survivors to sue institutions responsible for child abuse.

Visit www.nsw.gov.au/improving-nsw/projects-and-initiatives/the-nsw-government-response-to-the-royal-commissions-final-report/.

**Australian Human Rights Commission,
*Change the Course: National Report on
Sexual Assault and Sexual Harassment at
Australian Universities***

In August 2017, the Australian Human Rights Commission released research into sexual assault and sexual harassment at Australian universities. The report makes nine recommendations to universities and university colleges aimed at improving high-level commitments to prevention, response procedures and support, and ongoing monitoring and evaluation. Eight of these recommendations concerned on-campus procedures and one related to residential colleges.

The NSW Government supports the implementation of these recommendations.

Visit [**www.humanrights.gov.au/our-work/sex-discrimination/publications/change-course-national-report-sexual-assault-and-sexual**](http://www.humanrights.gov.au/our-work/sex-discrimination/publications/change-course-national-report-sexual-assault-and-sexual).

In June 2018, the Australian Human Rights Commission announced a national inquiry into sexual harassment in the workplace. The inquiry will consider the prevalence and nature of workplace sexual harassment as well as its drivers. It will analyse economic impacts of sexual harassment and make recommendations on addressing the issue. Visit [**www.humanrights.gov.au/our-work/sex-discrimination/projects/national-inquiry-sexual-harassment-australian-workplaces**](http://www.humanrights.gov.au/our-work/sex-discrimination/projects/national-inquiry-sexual-harassment-australian-workplaces).

Victims Services currently administers the *Child Sexual Offence Evidence Pilot*. The Pilot introduced special measures that aim to reduce the stress and trauma of child complainants and witnesses giving evidence in sexual offence proceedings. The special measures include the use of witness intermediaries and pre-recorded evidence. To date, the Pilot has assisted in facilitating communication during police interviews and the giving of evidence at pre-recorded hearings for a total of 1,387 female and 467 male child witnesses and complainants. The three year Pilot commenced on 31 March 2016 in Newcastle District Court and Sydney District Court (Downing Centre). A process evaluation, completed in 2017, found that the Pilot is being implemented well and that stakeholders support the effectiveness of witness intermediaries in assisting children to provide their best evidence. An outcome evaluation of the Pilot is due to be completed in 2018.

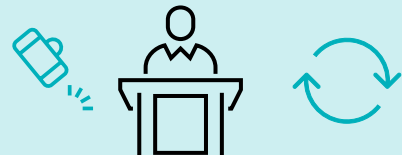
ENGAGEMENT WITH THE CRIMINAL JUSTICE SYSTEM

In 2017, females accounted for the majority of persons being protected by an Apprehended Domestic Violence Order.

In 2017:



The rate of **females** being **protected** by an **Apprehended Domestic Violence Order** was **2.3 times** the rate of **males**.



Nearly **one in three** alleged offenders who **breached** an **Apprehended Domestic Violence Order** **breached** the **order** on **more than one occasion**.

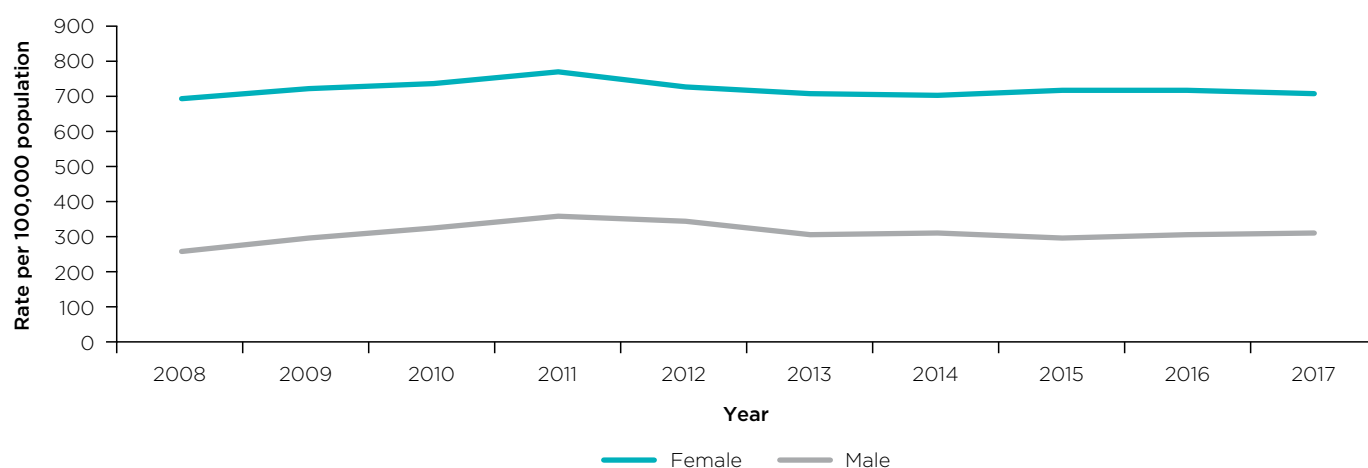
Apprehended Domestic Violence Orders

ADVOs granted

Apprehended Domestic Violence Orders (ADVOs) are court orders aimed at protecting people who have experienced, or are fearful of experiencing, domestic violence. ADVOs include conditions such as prohibiting an alleged offender from harassing, threatening, or being violent towards a specific person or people with

whom they are or were in a domestic relationship. It is an offence to knowingly contravene a prohibition or restriction specified in an ADVO. In NSW in 2017, there were 40,286 persons protected by ADVOs, 69.5% of whom were female (Figure 46).³¹

³¹ This is not a count of unique individuals. Where an individual was protected by multiple ADVOs throughout the year, they are counted as a person protected by an ADVO multiple times. There was 0.1% of victims (n=45) where the victim gender was not identified.

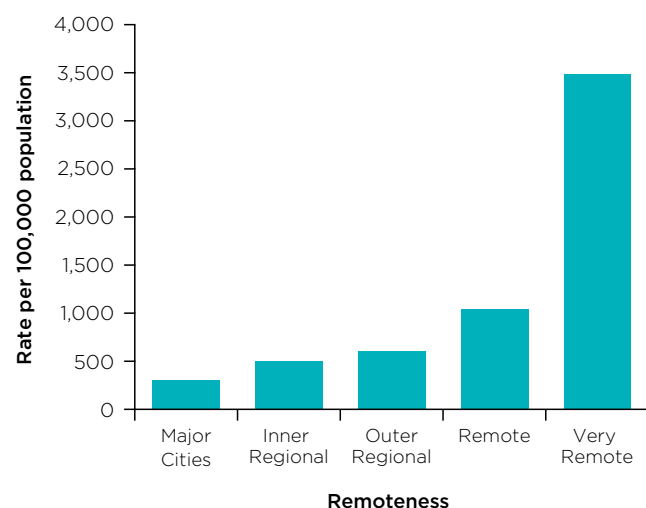
Figure 46: Persons protected by an Apprehended Domestic Violence Order (ADVO), NSW, 2008–2017

Note: Where an individual was protected by multiple ADVOs throughout the year, they are counted as a person protected by an ADVO multiple times.

Population: NSW population.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics 2008 to 2017*, unpublished data (ref: 18-16094, Table 15) and ABS (2017) *Australian Demographic Statistics*, June 2017, Cat. No. 3101.0.

In NSW, the highest rates of persons of interest (POIs) with an ADVO granted against them per 100,000 population in 2017 were in remote and very remote areas (Figure 47).

Figure 47: Rate of person of interest by remoteness, NSW, 2017

Note: ARIA Remoteness Area classified as missing/unknown has been excluded from this analysis. This data is not based on a count of unique individuals. Where an individual had multiple ADVOs granted against them throughout the year, they are counted as a POI multiple times.

Population: NSW population.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics 2008 to 2017*, unpublished data (ref: 18-16094, Table 17) and ABS (2017) *Census of Population and Housing*, 2016, TableBuilder.

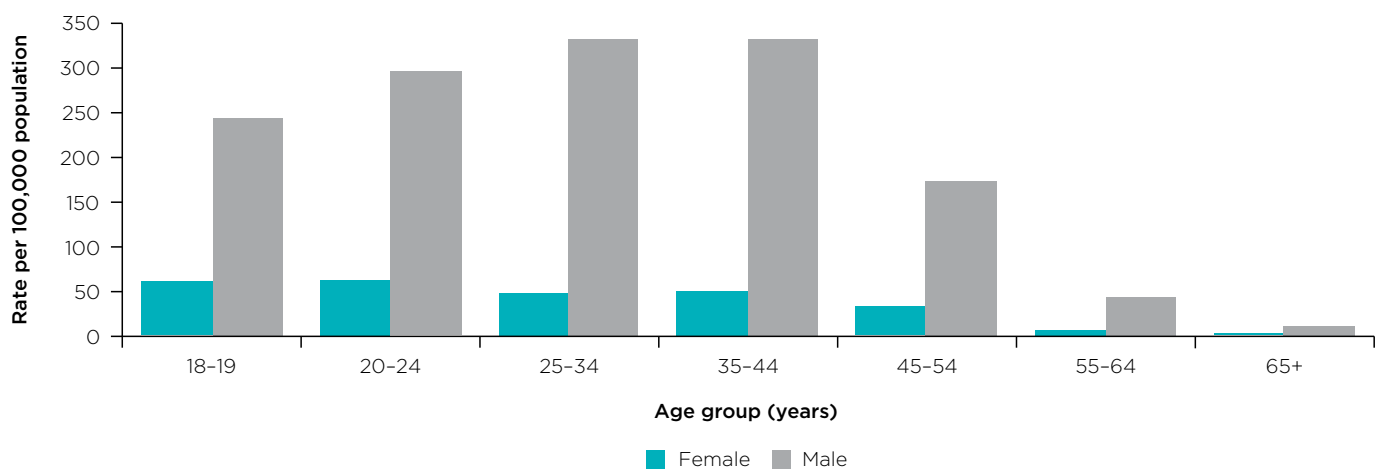
Breach of ADVOs

In NSW in 2017, there were 29,407 persons of interest (POIs) that had an ADVO granted against them. The majority of persons of interest that have an ADVO granted against them do not breach their order. However, of these, 7,195 were proceeded against by police for breach of an ADVO one or more times. Over two-thirds of the POIs (70.6%) breached the ADVO once and nearly one in three (29.4%) POIs breached an ADVO two or more times. Of those who breached the ADVO more than once, 39.4% did so on three or more occasions.

Males aged 35 to 44 years (332.2 per 100,000 population) and 25 to 34 years (331.9 per 100,000 population) had the highest rate of ADVO breaches. (Figure 48).³²

The majority of victims of ADVO breaches were female (81.6%). Of the victims of ADVO breaches whose Aboriginality status was recorded, 16.8% of females who were the victim of an ADVO breach were Aboriginal as were 8.1% of male victims.³³

Figure 48: ADVO breach by person of interest's (POI) age, NSW, 2017



Note: Age classified as missing/unknown has been excluded from this analysis. The data do not include POI under the age of 18 years

Population: NSW population aged 18 years and above.

Data source: BOCSAR (2018), *NSW Recorded Crime Statistics, 2017*, unpublished data (ref: 18-16094, Table 19) and ABS (2017) *Australian Demographic Statistics*, June 2017, Cat. No. 3101.0.

³² These are not counts of unique individuals. Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.

³³ This data need to be treated with caution as the number of persons whose Aboriginality was classified as unknown was very high (n=8,491).

What is being done?

Suspect Target management Plans (STMPs)

This Program was implemented by the NSW Police Force for serious repeat domestic violence offenders. A target plan is developed for each repeat offender identified and a team monitors their behaviour and compliance with ADVOs. To complement this strategy, Domestic Violence High Risk Offender Teams have been established to target recidivist offenders and investigate complex domestic and family violence incidents. This initiative aligns with the Blueprint focus area of Holding Perpetrators Accountable.

Review of the *Crimes (Domestic and Personal Violence) Act 2007 (NSW)*

A review of the *Crimes (Domestic and Personal Violence) Act 2007 (NSW)* in 2016 resulted in numerous legislative amendments to the Act, including:

- Inclusion of additional offences that, when committed in the context of a domestic relationship, are defined as 'domestic violence offences', which broadens the circumstances where the protection of an ADVO is available
- Extension of the definition of 'domestic relationship' to include where two people have each had a domestic relationship with the same person, which expands the category of people that can seek the protection of an ADVO
- Where an application is made to vary or revoke a police-initiated Apprehended Violence Order (AVO), the court must decline to hear the application unless it is made by a police officer or the application has been served by the Commissioner of Police. It aims to prevent defendants coercing the victims into consenting to inappropriate applications for variation or revocation of an ADVO.

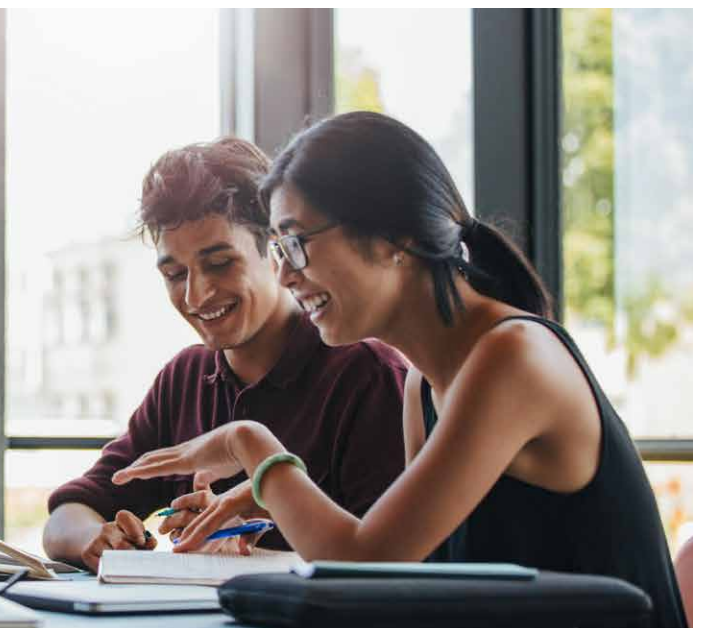
The NSW Department of Premier and Cabinet's Behavioural Insights Unit and the NSW Department of Justice are working to determine effective approaches to increase defendant engagement in the court process, reducing breaches of ADVOs and reoffending more generally. Resulting measures have included the introduction in December 2016 of Plain English AVO. This involved replacing former ADVO with a simplified, personalised ADVO form with behavioural messages. Visit bi.dpc.nsw.gov.au/projects/reducing-domestic-violence/.

On 25 November 2017, the National Domestic Violence Order Scheme was introduced by the Australian Attorney General. All ADVOs issued in an Australian state or territory from that date are automatically recognised and enforceable across Australia. The National Domestic Violence Order Scheme aims to better protect victims and their families by ensuring that police in each jurisdiction can enforce the conditions of an ADVO regardless of where it was issued. Existing state and territory laws protecting victims and affected family members from domestic violence have not changed. Visit www.ag.gov.au/ndvos.

The NSW Government's response to the Royal Commission into Institutional Responses to Child Sexual Abuse has included the introduction of extensive criminal law reforms to ensure survivors can find justice and perpetrators of abuse are held to account. These include:

- Legislating a maximum life sentence for a strengthened offence of persistent child sexual abuse
- Introducing new offences for failure to report and failure to protect against child abuse
- Requiring courts not to take into account an offender's good character when sentencing for historical offences where their reputation facilitated the offending
- Requiring courts sentencing for historical child sexual assault offences to apply current sentencing standards and to reflect present understanding about the lifelong trauma sexual abuse can cause
- Introducing a new offence of grooming an adult to access a child and strengthening the current grooming offence to include providing a child with gifts or money.

Visit www.justice.nsw.gov.au/Pages/media-news/media-releases/2018/historic-new-laws-on-child-sex-abuse.aspx.



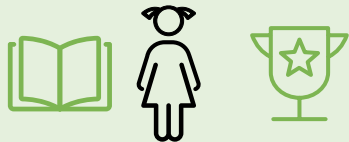


Participation and empowerment



PRIMARY AND SECONDARY EDUCATION

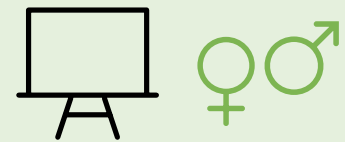
Fewer girls than boys complete Science, Technology, Engineering and Maths (STEM) courses in Year 12.



In 2017, **girls** had **higher mean scores** than **boys** in **NAPLAN reading tests** in all tested school years.



More girls than **boys** completed **Year 12** in 2016.



In 2017, there was **substantial bias** in the **VET Industry Curriculum Frameworks** undertaken by **boys** and **girls** in Years 11 and 12.

NAPLAN (Year 3, 5, 7 and 9)

National Assessment Program - Literacy and Numeracy (NAPLAN) tests are conducted throughout Australia every year. Students complete the test four times throughout their schooling - in Years 3, 5, 7 and 9 - in the domains of numeracy, reading, writing and language conventions (spelling, grammar and punctuation). This analysis focuses on numeracy and reading.

Numeracy

Since 2008, and in all tested school years, boys in NSW have achieved marginally higher mean scores in numeracy than girls. In 2017, there was a mean difference of 6.0 in Year 3; 7.6 in Year 5; 3.8 in Year 7; and 6.9 in Year 9 (Figure 49). There were also more boys than girls at or above the national minimum standard in each of the tested years: 1.4% more in Year 3, 1.5% more in Year 5, 0.7% more in Year 7 and 1.1% more in Year 9.

Across all tested school years, a similar proportion of boys and girls were 'at or above' the national minimum standard for numeracy. However, between 2008 and 2017, there was a statistically significant increase in the proportion of girls at or above the national minimum standard in Year 5 (increased from 94.2% to 96.4%) and Year 9 (increased from 94.6% to 96.9%). Throughout the same period, however, there was a greater proportion of boys than girls in the top achievement bands in all year groups.

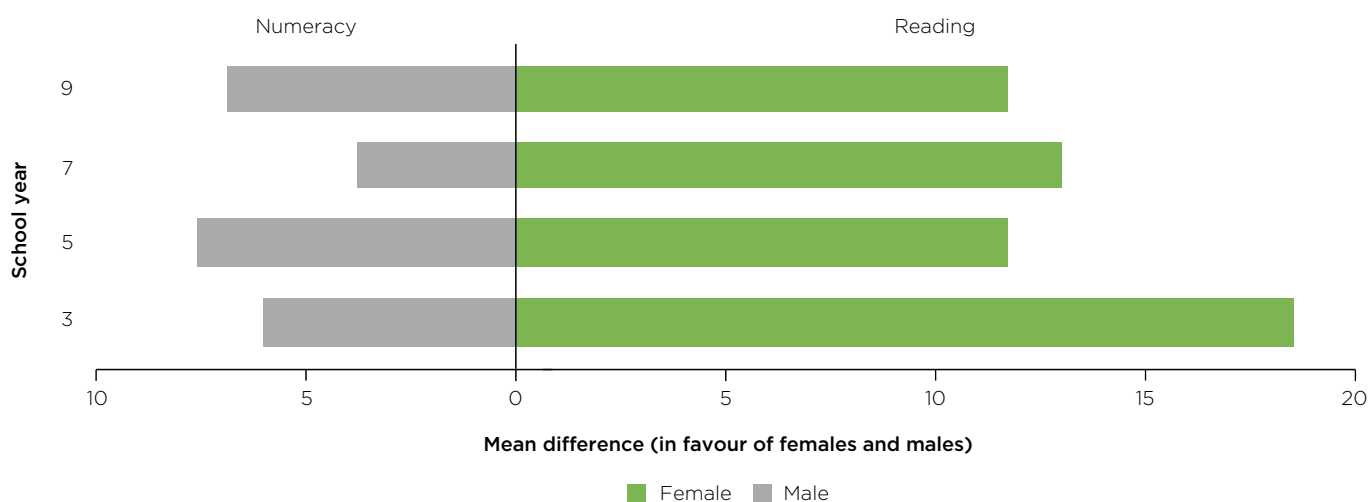
Reading

Since 2008, girls have out performed boys in reading in all tested school years. In 2017, the widest gender gap was observed for Year 3 students (a mean difference of 18.5) (Figure 49). A greater proportion of girls than boys achieve results at or above the national minimum standard (2.7% more in Year 3; 3.5% more in Year 5; 3.4% more in Year 7 and 3.5% more in Year 9).

Increasing the proportion of NSW students in the top two NAPLAN bands for reading and numeracy is a key priority for the NSW Government, and innovative reforms have been implemented across the state to improve the quality of teaching in schools and improve outcomes for children.³⁴

³⁴ NSW Government, *Premiers' Priorities*, www.nsw.gov.au/premiers-priorities/improving-education-results.

Figure 49: Gender gap in mean NAPLAN numeracy and reading results by school year, 2017



Population: NSW government and non-government school students in Years 3, 5, 7 and 9.

Data source: Australian Curriculum, Assessment and Reporting Authority (2017).

What is being done?

The NSW Premier's priorities include improving education results. The current goal is to increase the proportion of NSW students in the top two NAPLAN bands by 8% by 2019. The NSW Government has implemented a range of evidence-based reforms and student-focussed funding to achieve this goal.

2017 NAPLAN results show that the improving education results target has been met two years early with more than 167,000 students (an average of 35.5%) achieving a top band result in reading and/or numeracy. This is 8,300 more students than in 2016.

Visit www.nsw.gov.au/improving-nsw/premiers-priorities/improving-education-results/.

A State Priority for NSW is to improve Aboriginal education outcomes. The current goal is to increase the proportion of Aboriginal and Torres Strait Islander students in the top two NAPLAN bands for reading and numeracy by 30% by 2019.

Currently, these students are under-represented in the top two NAPLAN bands. The Government has introduced reforms to help ensure more Aboriginal and Torres Strait Islander students perform better at school.

These reforms include the Connected Communities program which builds partnerships between the school, the community and government agencies to improve indigenous education outcomes, and needs-based school funding, which provides additional resources for Aboriginal and Torres Strait Islander students to ensure they have the support they need. Visit www.nsw.gov.au/improving-nsw/premiers-priorities/.

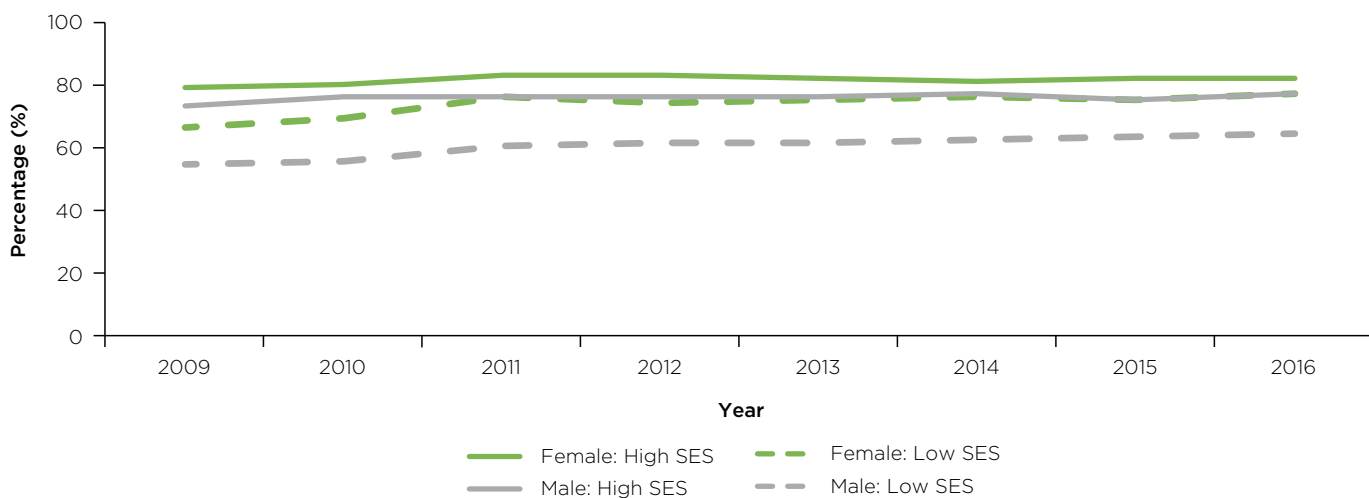
High School Completion

High school completion provides the foundation that underpins further education and employment. It is a measure of achievement in itself, as earnings and employment outcomes are significantly better for people who have completed Year 12 or its equivalent.

In 2016, more girls than boys completed Year 12 (78.0% compared to 69.0%). This gender gap has remained

largely unchanged over the last five years. The higher proportion of high school completions for girls is consistent across all geographic regions in NSW and evident in all socio-economic groups (Figure 50). This gender gap is wider among students living in inner regional (13.0%) and outer regional (15.0%) areas than it is among those living in major cities (7.0%) and remote and very remote areas (4.0%).

Figure 50: Secondary school completion rate to Year 12 by socio-economic status (SES) and sex, 2009–2016



Note: Low SES is defined here as the average of the three lowest deciles and high SES is the average of the three highest deciles. The ABS Postal Area Index of Relative socio-economic Disadvantage has been used to calculate SES on the basis of student home address.

Population: The students awarded the HSC as a proportion of the potential Year 12 population of NSW students.

Data Source: Australian Curriculum, Assessment and Reporting Authority (2018), *Year 12 certification rates*, www.acara.edu.au/reporting/national-report-on-schooling-in-australia-data-portal/year-12-certification-rates, data accessed 2 May 2018.

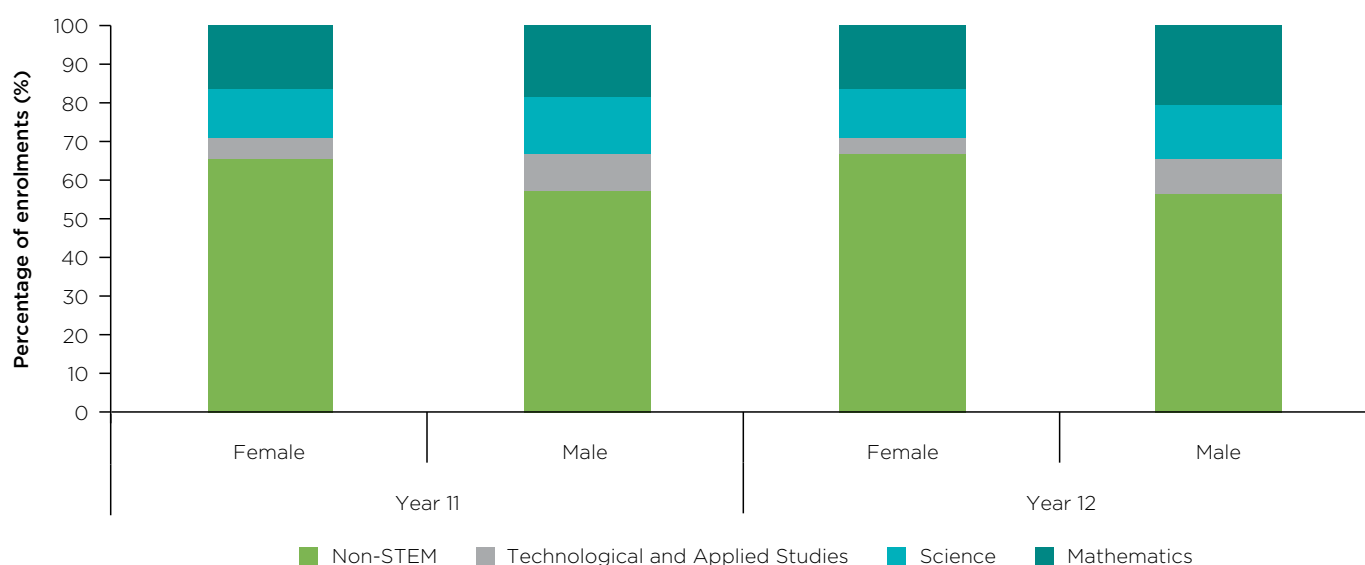
Year 12 courses

HSC STEM course completions

The NSW Education Standards Authority (NESA) prescribes the NSW school curriculum. In Years 7–10, students undertake mandatory studies in eight key learning areas: English, Mathematics, Science, Technology and Applied Studies, Human Society and Its Environment, Languages, Creative Arts, and Personal Development, Health and Physical Education.

Schools across NSW are encouraging students to study Science, Technology, Engineering and Maths (STEM) because these areas of study are seen as critical in supporting innovation and productivity. More boys than girls are enrolled in STEM courses, and the gender gap widens slightly as students progress through senior secondary school (Figure 51).

Figure 51: Enrolments in STEM and non-STEM courses in Years 11 and 12 by sex, 2017



Note: Excludes VET enrolments. Flexible progression allows students to undertake Preliminary and/or HSC courses over a five-year period in order to fulfil the requirements of the Higher School Certificate (HSC) award. Because of this flexibility, students are not necessarily in Year 11 when they complete a Preliminary course or Year 12 when they complete an HSC course.

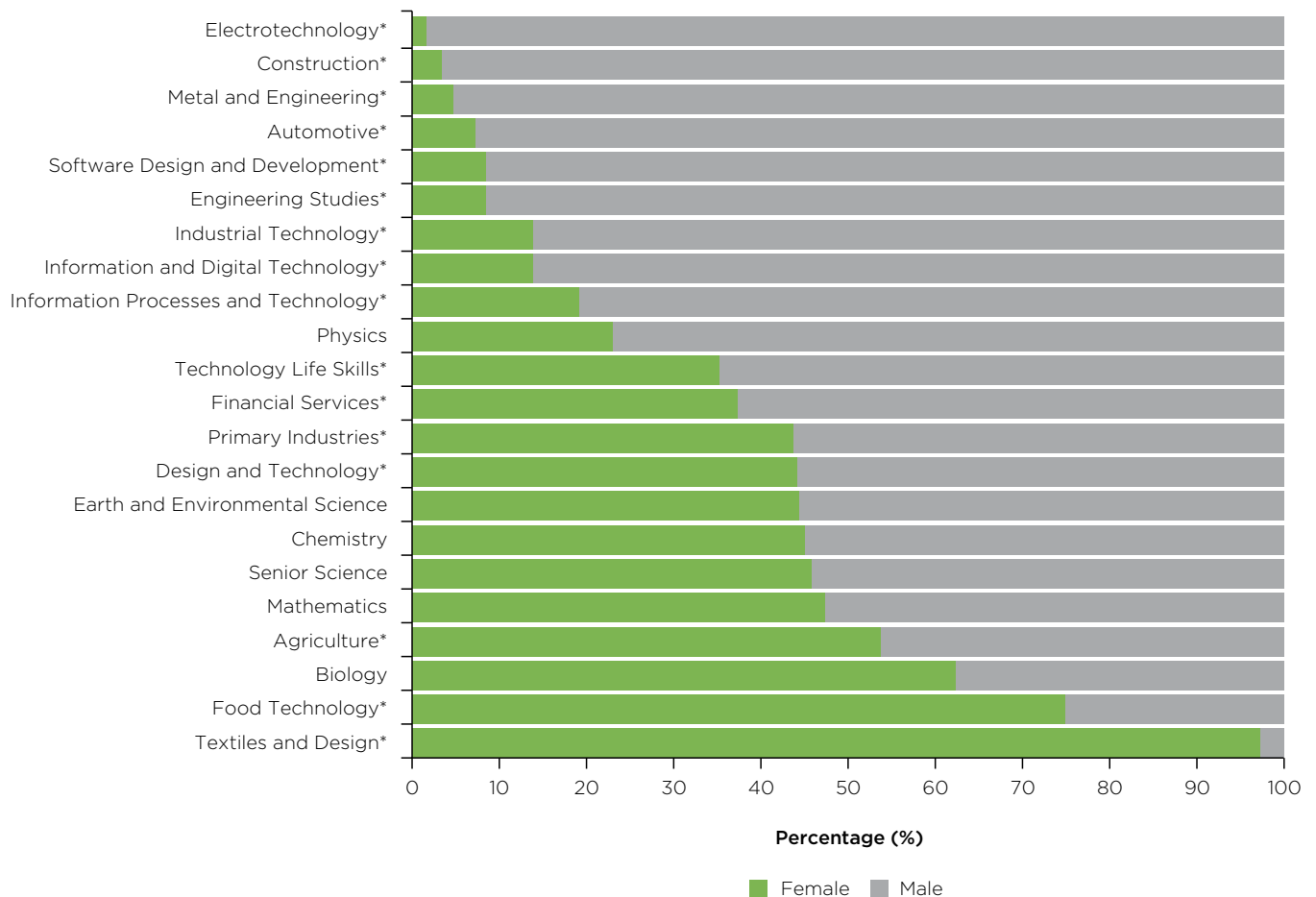
Population: Students completing Preliminary HSC courses.

Data source: NESA (2018), *HSC Course Completions*, unpublished data.

In 2017, 32.9% of girls' and 43.0% of boys' HSC course completions were in STEM. This difference has changed little in recent years.

In 2017, Textiles and design, Food technology, Biology and Agriculture were the only HSC STEM subjects completed by a larger proportion of girls than boys. In the remaining 19 STEM subjects, girls made up less than half of all student completions (Figure 52).

Figure 52: HSC completions in STEM subjects by sex, 2017



Note: *Denotes Technological and Applied Studies subjects.

Population: HSC students who completed Board Developed STEM courses in 2017.

Data source: NESAI (2018), HSC Course Completions, unpublished data.

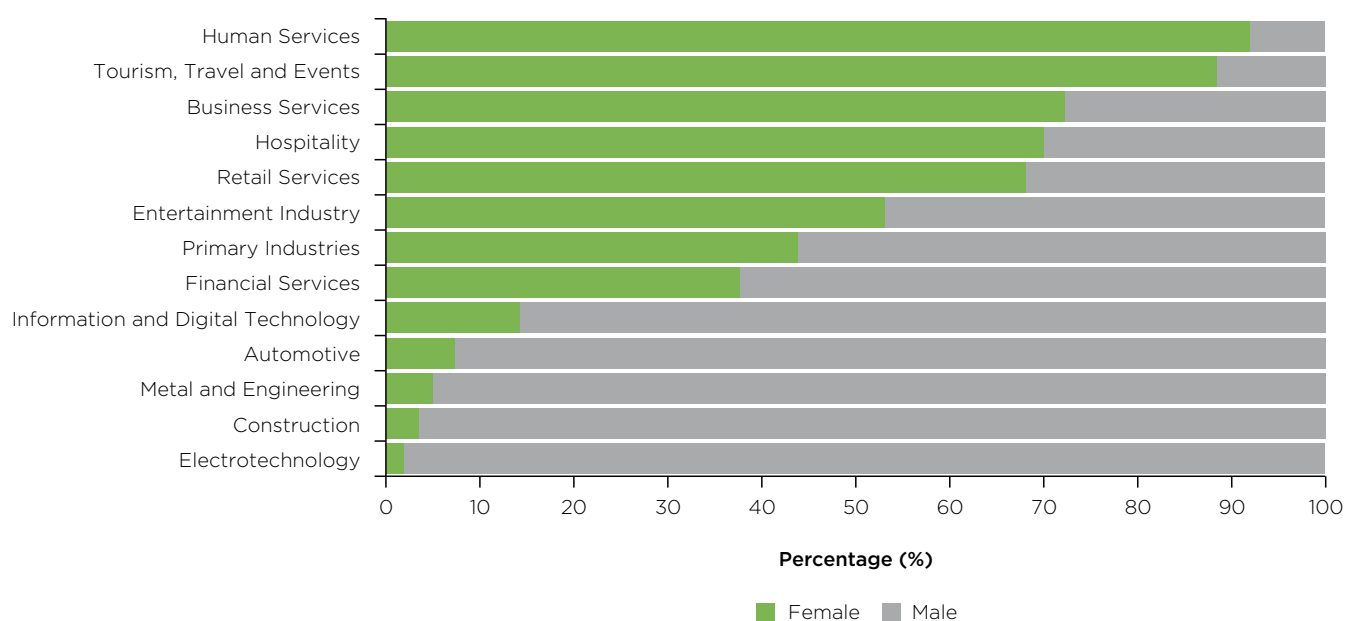
VET course completion in Year 11 and 12

Vocational Education and Training (VET) courses allow students to study and achieve nationally recognised vocational qualifications as part of their Higher School Certificate (HSC). All VET courses are either developed or endorsed by the NSW Education Standards Authority (NESA) and are delivered through a student's school, TAFE NSW or other Registered Training Organisations. The VET available to senior secondary students³⁵ is typically at Australian Qualifications Framework (AQF) levels II and III.

There are about 100 VET courses available for senior secondary study. This includes 13 NESA developed Industry Curriculum Frameworks (ICFs)³⁶ covering major areas of work and employment. The ICFs include an HSC examination so a student's results can contribute to their Australian Tertiary Admission Rank (ATAR). In 2017, 5.7% of girls' and 7.1% of boys' Year 11 course completions were in VET, while 6.0% of girls' and 6.6% of boys' Year 12 course completions were in VET.

There is substantial gender segregation within the VET ICFs undertaken by boys and girls in Years 11 and 12. In 2017, girls made up the majority of Year 12 students completing Human services (91.9%), Tourism, travel and events (88.4%), Business services (72.2%) Hospitality (69.7%), and Retail services (67.8%), while boys made up the majority of Year 12 students completing Electrotechnology (98.3%), Construction (96.7%), Metal and engineering (95.2%), Automotive (92.7%), Information and digital technology (86.0%) and Financial services (62.6%). The only frameworks not affected by gender segregation were Primary industries (43.9% girls) and Entertainment industry (53.1% girls), (Figure 53).

Figure 53: HSC VET Industry Curriculum Frameworks, by sex, 2017



Note: Flexible progression allows students to undertake Preliminary and/or HSC courses over a 5-year period in order to fulfil the requirements of the Higher School Certificate (HSC) award. Because of this flexibility, students are not necessarily in Year 11 when they complete a Preliminary course or Year 12 when they complete an HSC course.

Population: Students completing Preliminary and HSC courses.

Data source: NESA (2018), VET delivered to Secondary Students, unpublished data.

³⁵ Information about VET in the HSC is available on the NESA website: <http://educationstandards.nsw.edu.au/wps/portal/nesa/11-12/stage-6-learning-areas/vet>

³⁶ The Industry Curriculum Frameworks are: Automotive; Business services; Construction; Electrotechnology; Entertainment industry; Financial services; Hospitality; Human services; Information and digital technology; Metal and engineering; Primary industries; Retail services; and Tourism, travel and events.

What is being done?

The *National STEM School Education Strategy 2016–2026* outlines five areas for action to increase the uptake of STEM subjects. National reports will chart STEM participation, including a focus on girls. The strategy supports programs such as digIT, a six-month program that combines two residential camps and a mentoring program for Year 8 and 9 students with an interest in information and communications technology (ICT). Central to these camps is the development of algorithmic thinking and coding skills. The program is particularly targeted towards students who are under-represented in ICT or STEM subjects in years 8 and 9, disadvantaged, Indigenous, and/or living in rural or remote areas. The digIT program is committed to a 50/50 gender ratio of participants as part of their contract with the Department of Education.

Visit www.amt.edu.au/information/for-students/digit/.

The NSW Department of Education is taking the following steps to ensure the delivery of quality STEM education for all students:

- raising expectations and enhancing the quality of student learning in STEM
- fostering quality teaching and leadership in STEM
- implementing innovative ways of delivering STEM education.

Actively engaging students in authentic and challenging STEM learning experiences and creating learning environments that foster innovation and creativity are fundamental to the success of STEM education in schools. Integrating STEM learning allows teachers to place a greater focus on the general capabilities of syllabuses such as: critical and creative thinking; ICT capability; and personal and social capability.

Visit <https://education.nsw.gov.au/teaching-and-learning/curriculum/learning-for-the-future/stem>.

As a part of the NSW Government's commitment to STEM, up to 320 public school teachers will have the opportunity to undertake further training as specialists in mathematics and science. Approved teachers can get financial assistance while they study to become a science or mathematics teacher and be guaranteed a permanent position in a NSW public school. Up to 80 Science and Mathematics Scholarships are available for study commencing in 2018.

POST-SCHOOL COMPLETION

The gap between women's and men's apprenticeship and traineeship completions has decreased since 1998.



In 2017, **Aboriginal women** accounted for **6.4%** of all **women's apprenticeship** and **traineeship completions**.



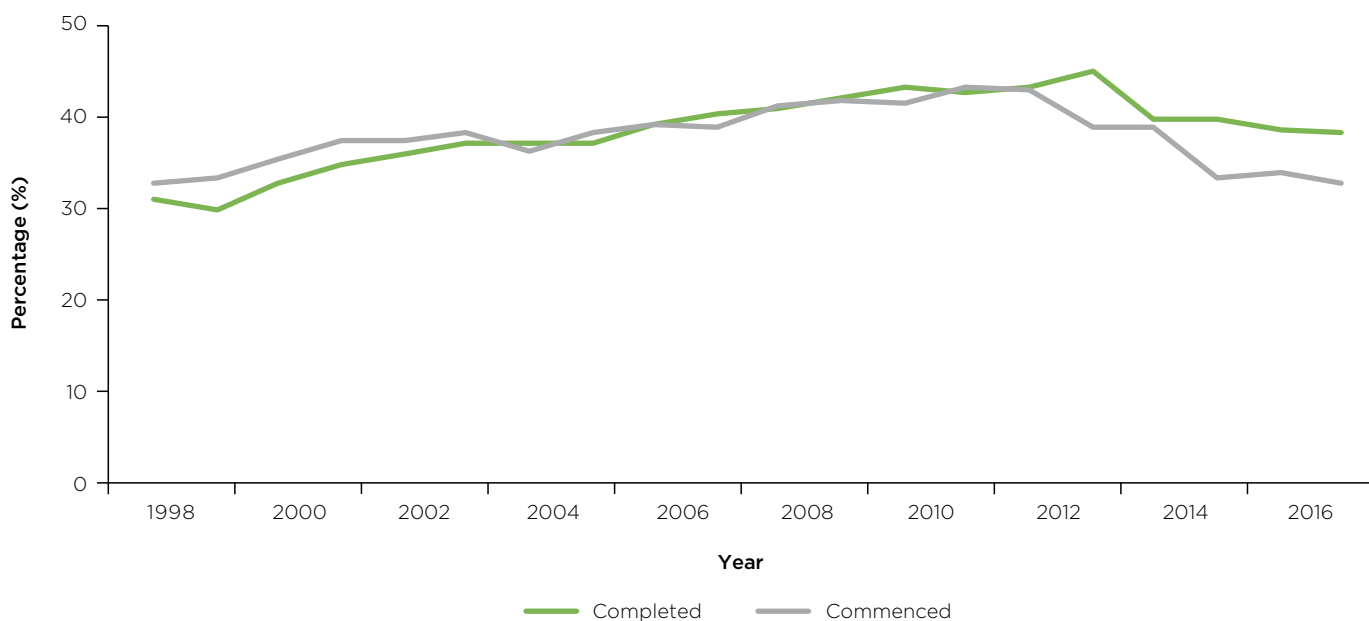
Between 2008 and 2017, there has been an **increase** in the share of **women** who **completed** an **apprenticeship** or **traineeship** in a **professional occupation**.

Apprenticeship and traineeship completions

Apprenticeships and traineeships are distinctive among VET courses as 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 gap between women's and men's apprenticeship and traineeship completions has decreased significantly over 20 years since 1998. In 1998, there was more than double the number of men completing an apprenticeship or traineeship compared to women. In 2017, the gap has decreased with 1.5 times more men than women completing an apprenticeship or traineeship.

In NSW in 2017, women made up 34.1% of all apprenticeship and traineeship commencements and 39.7% of all completions. The proportion of women commencing apprenticeships and traineeships decreased from 44.6% in 2012. The proportion of women completing also decreased from 45.0% over the same period (Figure 54).

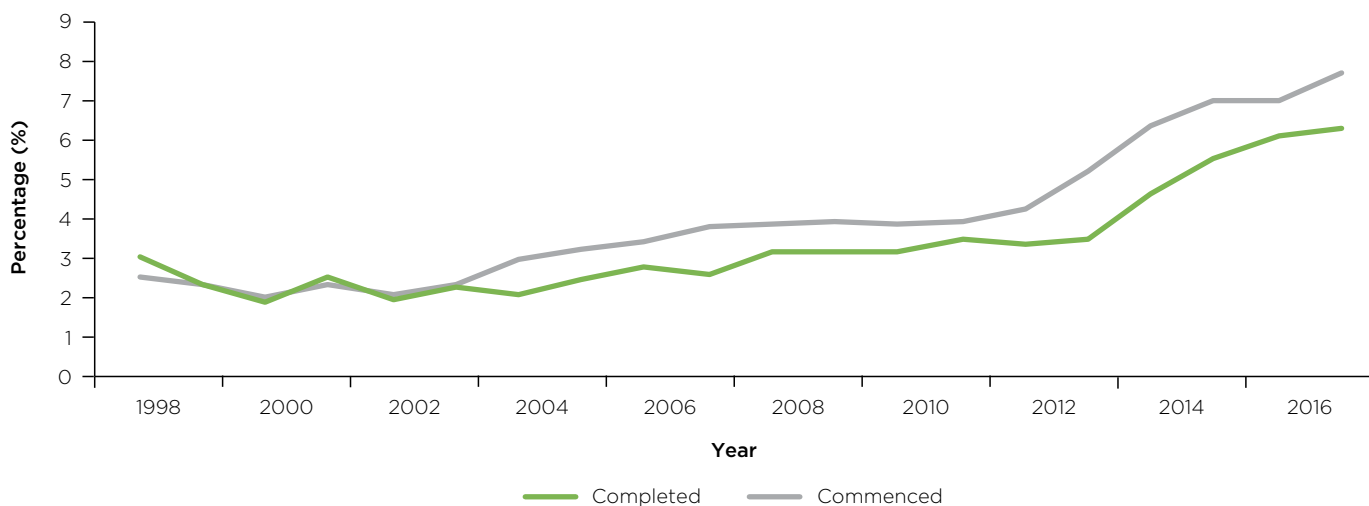
Figure 54: Women's share of apprenticeship and traineeship commencements and completions, NSW 1998–2017

Population: NSW residents who commenced and completed an apprenticeship or traineeship between 1995 and 2017

Data source: National Centre for Vocational Education Research (NCVER), *Apprentices and Trainees Collection (2018)*, data accessed 11 June 2018.

In 2017, Aboriginal women accounted for 6.4% of all women's apprenticeship and traineeship completions, a strong representation relative to their portion of the NSW population (Figure 55).

Women born overseas accounted for 14.1% of all women's completions (Figure 55).

Figure 55: Aboriginal apprenticeship and traineeship commencements and completions, 1998–2017

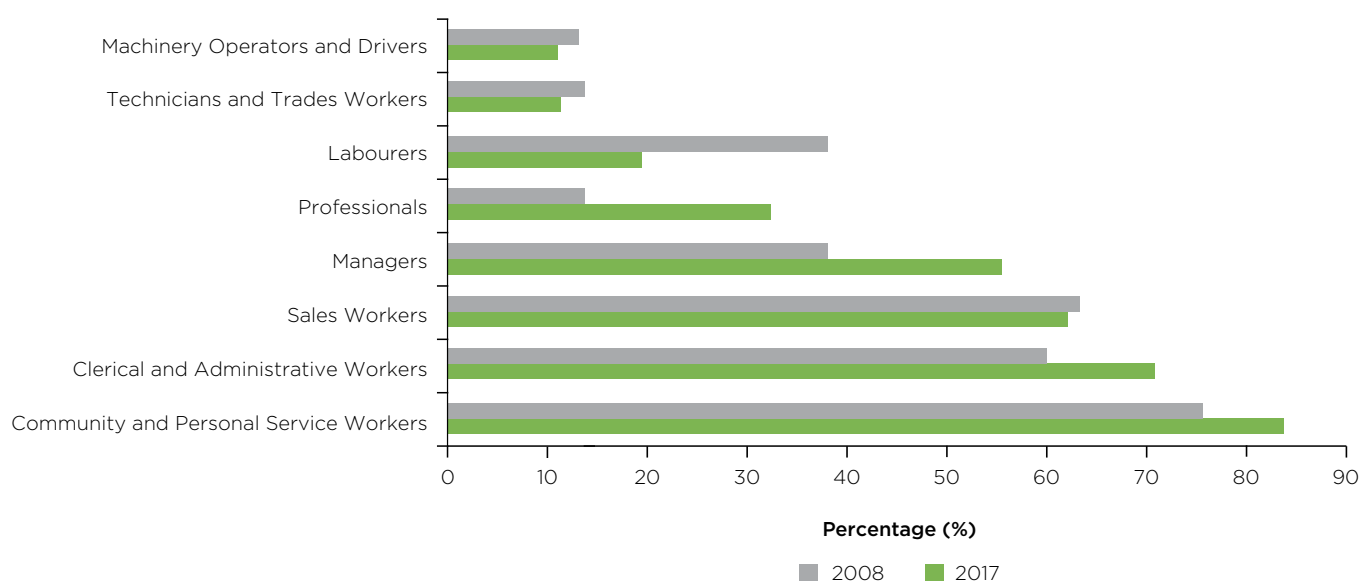
Population: NSW residents who commenced and completed an apprenticeship or traineeship between 1997 and 2017.

Data source: NCVER (2018), *Apprentices and Trainees Collection*, data accessed 11 June 2018.

Women account for a larger proportion of completions in three out of eight apprenticeship and traineeship major occupation groups: Community and personal service workers; Clerical and administrative workers; and Sales workers. Women's representation is lowest in the Machinery operators and Trades workers group.

Differences in the type of apprenticeship and traineeship completions are evident for women over time. Figure 56 shows a considerable decrease in the proportional representation of women completing an apprenticeship in the Labourers occupation group from 38.1% in 2008 to 19.4% in 2017. Over the same period, there was a considerable increase in the proportional representation of women in the Professionals (from 13.7% in 2008 to 32.3% in 2017) and Managers (from 38.2% in 2008 to 55.6% in 2017) occupation groups.

Figure 56: Women's share of apprenticeship and traineeship completions by major occupation group, 2008 and 2017



Population: NSW residents who commenced and completed an apprenticeship or traineeship in 2008 and 2017.

Data source: NCVER (2018), Apprentices and Trainees Collection, data accessed 11 June 2018.

What is being done?

A NSW State Priority is to increase the proportion of people completing apprenticeships and traineeships to 65% by 2019. Visit www.nsw.gov.au/improving-nsw/premiers-priorities/.

The NSW Government's *Smart and Skilled* program offers multiple provisions to help people in NSW get the skills they need to find a job and advance their careers. Relevant opportunities to benefit girls and women include:

- fee-exemptions for Aboriginal students and students with a disability
- fee-free scholarships for young people who are eligible for a concession fee, young people who are or have been in Out of home care, people who are experiencing or have experienced domestic and family violence and their dependants
- the *Jobs of Tomorrow* program is offering 25,000 (\$1,000) scholarships for students training in STEM-related VET courses between 2016 and 2019
- fee-caps for traineeships on the *NSW Skills List*
- fee-free training for some categories of asylum seekers and refugees.

Visit smartandskilled.nsw.gov.au/.

From 1 July 2018 the NSW Government is funding student fees for 100,000 apprenticeships so they are fee free over the next four years.

The Infrastructure Skills Legacy Program (ISLP) is taking advantage of the NSW Government's record \$83.7 billion infrastructure investment to increase the number of skilled workers in the construction industry. A target for the ISLP is doubling the number of women in trade's related work on NSW Government funded construction projects. ISLP targets are now mandatory under the NSW Government's Action Plan – a 10 point commitment to the construction sector released by the NSW Government in June 2018.

The *NSW Training Awards* for a woman in a non-traditional trade or vocation annually recognises a female apprentice, trainee or vocational student who has undertaken training in a non-traditional trade or vocation. Visit www.training.nsw.gov.au/training_awards/index.html.

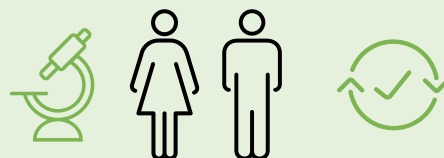
The NSW Government offers a scholarship program to assist apprentices in need of additional financial support. In 2018, 75 Bert Evans Apprentice Scholarships will be awarded, valued at \$5,000 per year for three years. There are several categories of the award including 'female apprentices in a non-traditional trade for women'. Visit www.training.nsw.gov.au/apprenticeships_traineeships/students/bert_evans_scholarships.html.

HIGHER EDUCATION

More women than men complete undergraduate and postgraduate degrees.



In 2016, **Aboriginal women** accounted for **1.4%** of all **women's undergraduate completions** and for **1.2%** of all **women's postgraduate completions**.



In 2016, a **similar proportion** of **women** and **men** completed **postgraduate studies** in **STEM courses**.

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. Almost all higher education in Australia is offered by universities.

Undergraduate degrees

Completions

There are more women completing an undergraduate degree than men. In 2016, 59.9% of undergraduate completions were by women, compared to 40.1% of men. Aboriginal women accounted for 1.4% of all women's undergraduate completions.

STEM course completions

Despite being proportionally over-represented in undergraduate completions, there is significant gender disparity in relation to the areas of higher education being undertaken by women and men. Figure 57 shows subject completion by sex, in NSW for 2016. Evident from the figure is that the proportion of women completing undergraduate studies in STEM subjects is considerably lower than it is for men, other than in health (including nursing) which comprises 72.1% women. Natural and physical science (52.6% women) and Agriculture, Environmental and related studies (46.7% women) were gender neutral, while Architecture and building (35.1% women), Engineering and related technologies (16.1% women) and Information technology (13.1% women) were heavily male-dominated courses in 2016.

Postgraduate degrees

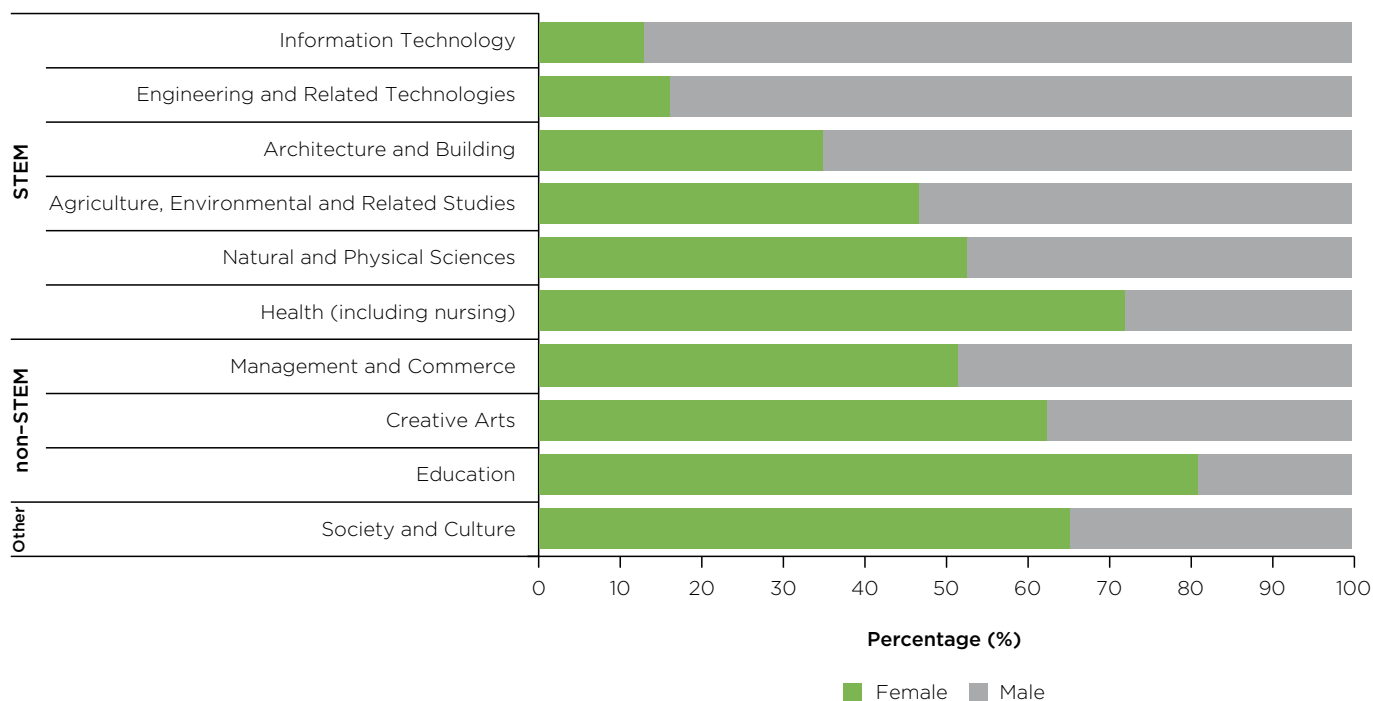
Completions

In recent years, the numbers of women and men completing postgraduate degrees have also steadily increased. As is the case with undergraduate completions, proportionally more women than men are completing post-graduate degrees. In 2016 women's share of postgraduate completions was 59.3%. Aboriginal women accounted for 1.2% of all women's postgraduate completions.

STEM course completions

In 2016, there was an increase in the number of women that completed STEM-related postgraduate degrees. In the same period however, proportionally fewer women (27.3%) than men (31.0%) completed a STEM-related postgraduate degree.

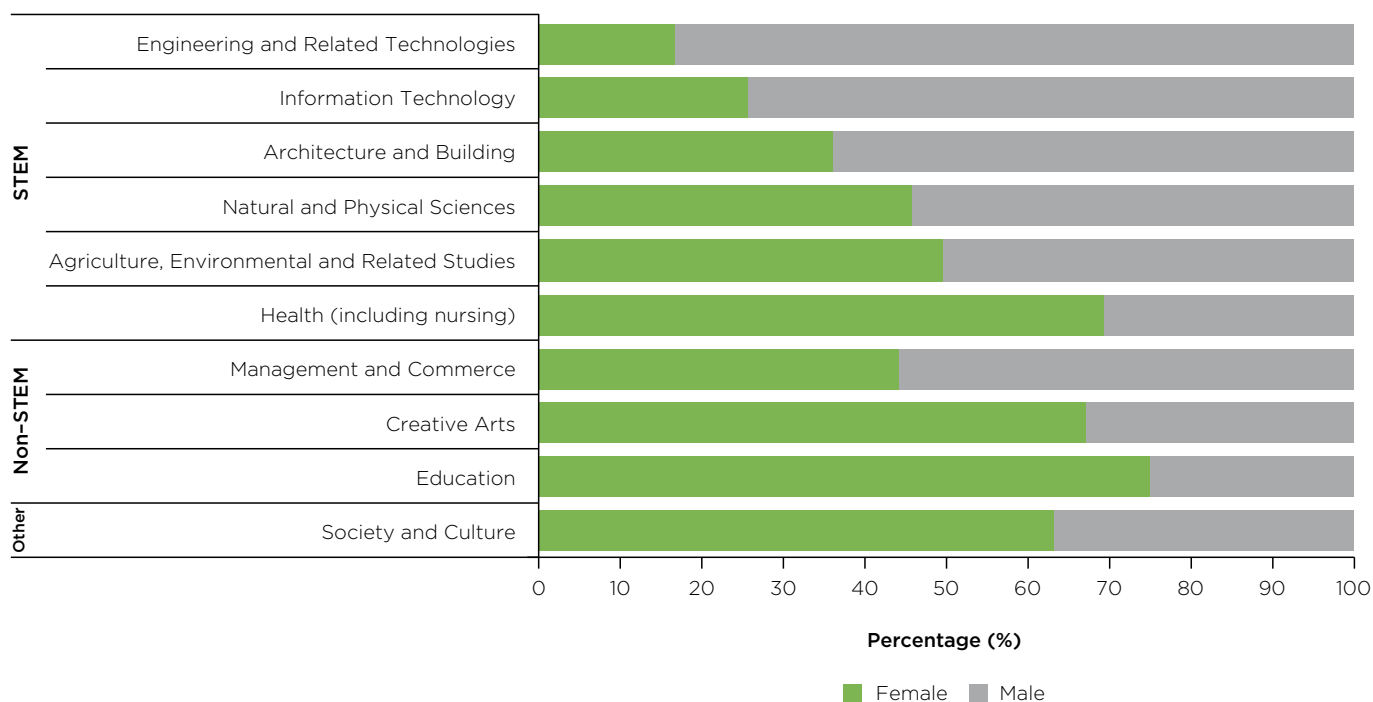
In 2016, women represented the majority of postgraduate completions in the health STEM field (69.2%). Women represented just under half of all postgraduate completions in Agriculture, Environmental and related studies (49.7%) and Natural and physical sciences (45.8%). Post graduate studies in Engineering and related technologies (16.8% women), Information technology (25.5% women) and Architecture and building (36.1% women) were all dominated by male completions (Figure 58).

Figure 57: Undergraduate completions by course, NSW, 2016

Note: 'Other' refers to a field of study that includes both STEM and non-STEM courses.

Population: Students whose permanent home address is NSW and who completed an undergraduate course in 2016.

Data source: Department of Education and Training, *Higher Education Statistics*, unpublished data.

Figure 58: Postgraduate completions by course, NSW, 2016

Note: 'Other' refers to a field of study that includes both STEM and Non-STEM courses.

Population: Students whose permanent home address is NSW and who completed a postgraduate course in 2016.

Data source: Department of Education and Training, *Higher Education Statistics*, unpublished data.

What is being done?

The Australian Government has committed \$13 million over five years, under its National Innovation and Science Agenda, to encourage more women to pursue STEM research, careers and entrepreneurship. This includes:

- funding the expansion of the Science in Australia Gender Equity (SAGE) project to include more Australian science and research organisations
- establishing a new industry-specific group of 'Male Champions of Change' to lead and influence change in women's representation in STEM
- partnering with the private sector, community groups and educational organisations to encourage interest in STEM and entrepreneurship among women and girls, and to celebrate female role models in STEM through the Women in STEM and Entrepreneurship Programme.

All three projects are currently underway. Visit www.innovation.gov.au/page/opportunities-women-stem.

In May 2018, the Australian Government announced further work in this area including the appointment of a *Women in Science Ambassador* who will help promote STEM to girls in schools and a STEM Choices resources kit to help girls understand the benefits and opportunities that studying in a STEM field can bring. A 10-year Plan for Women in Science will provide a long-term strategy for improving women's representation in STEM careers and education. Visit <https://www.pmc.gov.au/resource-centre/office-women/2018-19-budget-womens-economic-capability-leadership>.

WORK BALANCE AND DISCRIMINATION IN EMPLOYMENT

The majority of working mothers (67.1%) in NSW in 2017 used flexible working arrangements to care for children.



The proportion of **men** accessing **flexible working arrangements to care for children** has **increased** since 2002 by an **annual average of 4.4%**.



In 2015, **women** made up the **majority** of the **primary carers** in NSW.



Women made the **majority** of **employment-related sexual harassment complaints** in NSW.

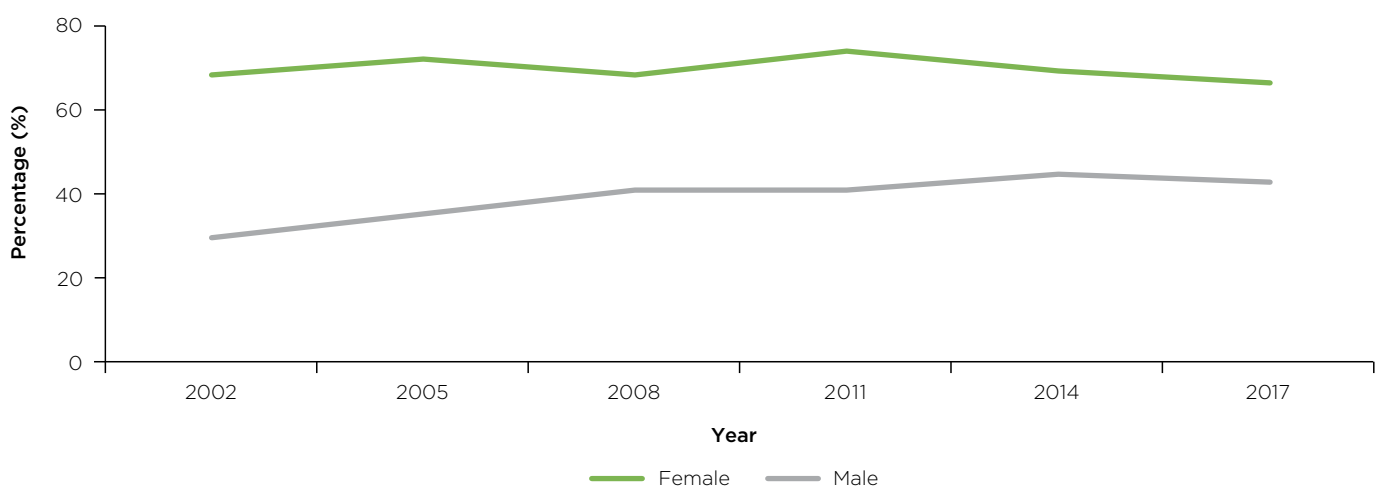
Flexible work arrangements

The ability to balance work and care can be critical to supporting women's workforce participation as well as individual and family wellbeing. In families with young children (aged 0–12 years) and at least one employed parent, the majority of working mothers (67.1%) in NSW in 2017 used flexible work arrangements to care for their children. In contrast, the proportion of men using flexible work arrangement to care for their children was 42.5%. While the figure for men is significantly lower than that for women, there has been a significant increase in the proportion of men who

are accessing flexible work arrangements for childcare related reasons, increasing by an annual average of 4.4% since 2002 (29.4%).

The figures reported for 2017, for both women and men, show a decline in the proportion of parents accessing flexible work arrangements for childcare purposes since the 2014 survey period—down 2.4 percentage points for women from 69.5% and down 2.0 percentage points for men from 44.5% (Figure 59).

Figure 59: Use of flexible work arrangements to care for children, by sex of employed parent, NSW, 2002–2017



Population: NSW families with children aged 0–12 years and at least one employed parent.

Data source: ABS (2018), *Childhood Education and Care, Australia, June 2017* (and previous years), Cat. No. 4402.0.

Carer responsibilities

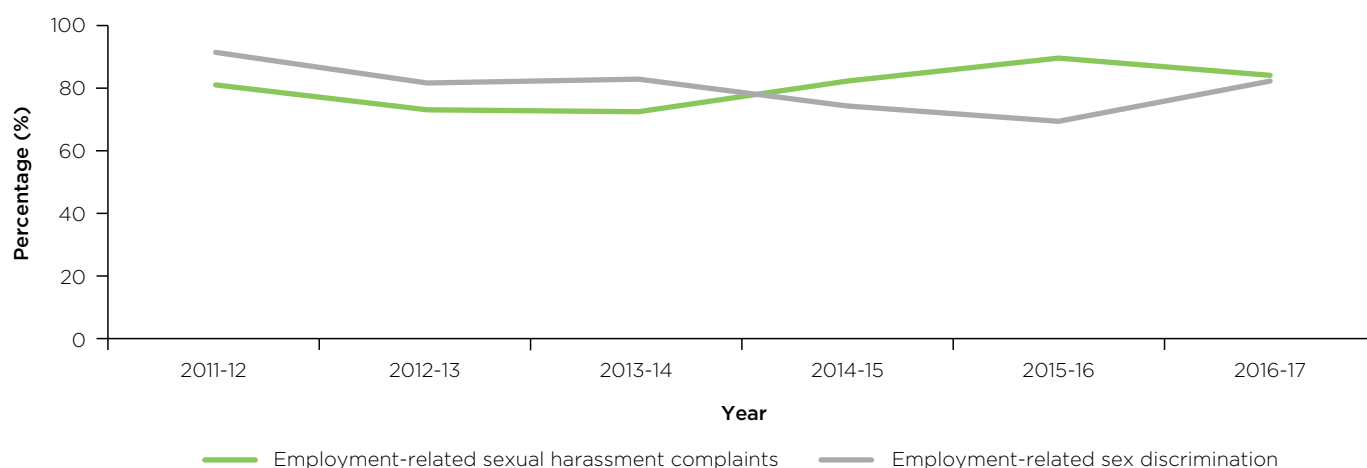
In NSW in 2015, women made up over two-thirds (68.5%) of the estimated 278,700 people who were primary carers. These women were equally distributed as carers of partners, parents and/or children.

Discrimination in employment

In 2016–2017, of a total of 492 employment-related complaints made to the Anti-Discrimination Board (ADB) of NSW, 61.4% (302) were lodged by women. Women made 84.7% of all the employment-related sexual harassment complaints and 82.7% of all employment-related sex discrimination (including pregnancy discrimination) complaints made in 2016–17 in NSW to the ADB. (Figure 60).

In 2016–17, of the complaints received by the Australian Human Rights Commission from people residing in NSW, women made a majority of complaints alleging sex discrimination (79.2%) and sexual harassment (80.8%) in employment.

Figure 60: Employment-related sex discrimination and sexual harassment complaints made by women to the Anti-Discrimination Board of NSW, 2011–12 to 2016–17



Note: As one complainant may allege multiple grounds of discrimination, numbers provided are not a count of unique complaints. Sex discrimination complaints include complaints made on the grounds of pregnancy.

Population: Persons in NSW who made a complaint to the NSW Anti-Discrimination Board on behalf of themselves or a third party.

Data source: NSW Anti-Discrimination Board, unpublished data.

What is being done?

Justice Legislation Amendment Bill

In 2018, the NSW Government passed the *Justice Legislation Amendment Bill 2018*, which removes the relevant sub-sections from the *Anti-Discrimination Act 1977*, that allowed employers to fire or refuse to hire women who knew they were pregnant when applying for a job.

Flexible work arrangements

In the workplace: Flexible work arrangements

In 2016, the NSW Government publicly committed to making all roles flexible in the NSW government sector on the basis of 'if not, why not' by 2019. The NSW Public Service Commission (PSC) released a flexible working strategic framework *Making Flexibility Count* (the Framework) in December 2017, to guide the implementation of this policy commitment across the NSW government sector.

This Framework takes a principles-based approach designed to promote flexible working, build a culture of trust, drive outcomes and share best practice and technology. The approach supports new modern ways of working and robust business models to improve service delivery.

The PSC is now leading sector-wide initiatives to drive change, and Department Secretaries and Agency Heads are responsible for rolling out 'if not, why not' as it applies to their unique operating context.

The PSC and the sector will work collaboratively to ensure initiatives are coordinated, targeted and supported. Visit www.psc.nsw.gov.au/workplace-culture-diversity/diversity-and-inclusion/flexibility.

Launched by the Australian Human Rights Commission in 2015, the Supporting Working Parents website contains a number of resources for employers and employees to promote understanding of their rights and obligations in relation to pregnancy, parental leave and return to work. Visit supportingworkingparents.humanrights.gov.au/.

Extension of paid and unpaid parental leave

In March 2018 public service parental leave provisions were extended to provide parental leave for public service employees becoming parents through altruistic surrogacy or permanent Out of home care arrangements. This decision provides leave entitlements for employees in altruistic surrogacy arrangements similar to those available to employees who adopt a child (12 months' leave of which 14 weeks is paid and the remainder is unpaid) and for those employees providing permanent Out of home care an entitlement to take 12 months' unpaid parental leave. The new parental leave entitlements reflect the changing nature of parenting. Visit www.industrialrelations.nsw.gov.au/biz_res/oirwww/pdfs/Determination1.pdf.

Sex discrimination in employment

The ADB of NSW is a statutory body that promotes anti-discrimination, equal opportunity principles and policies in NSW, administers the anti-discrimination laws and handles complaints under the *Anti-Discrimination Act 1997* (NSW). The ADB may grant exemptions relating to employment and recruitment programs that favour a particular group of people in situations where that would otherwise be unlawful under the Act, including exemptions for programs which support women and girls to enter traditionally male-dominated professions and promote gender equity in the workplace. Visit www.antidiscrimination.justice.nsw.gov.au.

The Australian Human Rights Commission is an independent third party which investigates complaints about discrimination and breaches of human rights. Visit www.humanrights.gov.au/our-work/sex-discrimination.

The *Sex Discrimination Act 1984* (Cth) protects people against discrimination in many areas of public life including employment. The Act makes it unlawful to discriminate against a person on the basis of gender identity, intersex status, sexual orientation, marital or relationship status, family responsibilities and pregnancy or potential pregnancy or breastfeeding. It also prohibits sexual harassment in many areas of public life including all work-related activity. In addition, the Act allows special measures, or 'positive discrimination', that improve equality of opportunity for people based on their sex.

Acronyms and abbreviations

ABS	Australian Bureau of Statistics
AC	Companion of the Order of Australia: in the Australian honours system, the Companion of the Order of Australia is awarded for eminent achievement and merit of the highest degree in service to Australia or humanity at large.
ADB	Anti-Discrimination Board of NSW: a statutory body that promotes anti-discrimination, equal opportunity principles and policies in NSW, administers the anti-discrimination laws, and handles complaints under the <i>Anti-Discrimination Act 1997</i> (NSW).
ADIS	Alcohol and Drug Information Service
ADVO	Apprehended Domestic Violence Orders
AICD	Australian Institute of Company Directors: a national organisation that provides leadership on director issues and promotes excellence in governance to achieve a positive impact for the economy and society.
ANZSCO	Australian and New Zealand Standard Classification of Occupations: a system developed to collect, publish and analyse occupation statistics across government agencies, and is being introduced by the department as the new standard to capture occupation information in all visa, settlement and citizenship programs. ABS cat. 1220.0
ANZSIC	Australian and New Zealand Standard Industrial Classification: an industrial classification that provides a standard framework under which business units carrying out similar productive activities can be grouped together, for use in both Australia and New Zealand for the production and analysis of industry statistics. ABS cat. 1292.0
ARIA	Accessibility/Remoteness Index for Australia
AQF	Australian Qualifications Framework
ASGS	Australian Statistical Geographical Standard
ASX	Australian Securities Exchange: one of the world's leading financial market exchanges, offering a full suite of services, including listings, trading, clearing and settlement, across a comprehensive range of asset classes.
ATAR	Australian Tertiary Admission Rank
AVO	Apprehended Violence Order
CALD	Culturally And Linguistically Diverse
CEC	Clinical Excellence Commission
CDATs	Community Drug Action Teams
CEE	Centre for Epidemiology and Evidence (NSW Health)
CEO	Chief Executive Officer: the most senior corporate officer, executive, leader or administrator in charge of managing an organisation.
CWEO	NSW Council for Women's Economic Opportunity

DV	Domestic Violence
DVDS	Domestic Violence Disclosure Scheme
EOWA	Equal Opportunity for Women in the Workplace Agency: Australian government agency
FASD	Foetal Alcohol Spectrum Disorders
G20	Group of Twenty (G20): the premier international forum for cooperation on global economic governance. The members of the G20 are Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Republic of Korea, Mexico, Russia, Saudi Arabia, South Africa, Turkey, United Kingdom, United States, and the European Union.
HILDA	Household, Income and Labour Dynamics in Australia Survey: an Australian household-based panel study which began in 2001.
HPV	Human Papillomavirus
ICPCC	Integrated Care for People with Chronic Conditions
ICT	Information and Communications Technology
LBVC	Leading Better Value Care
LGA	Local Government Areas
NCSR	National Cancer Screening Register
NESA	NSW Education Standards Authority
NHMRC	National Health and Medical Research Council
NSW	New South Wales
NSWPF	New South Wales Police Force: police organisation funded by the NSW Government.
OTEN	Open Training and Education Network
POI	Person of Interest
PSC	Public Service Commission: the <i>Government Sector Employment Act 2013</i> establishes the role of the Public Service Commissioner in order to develop a modern high-performing government sector.
QC	Queen's Counsel: the highest level of professional recognition that a barrister can reach. Interchangeable with Senior Counsel.
RACGP	Royal Australian College of General Practitioners
SAGE	Science in Australia Gender Equity: a national program promoting gender equity and gender diversity in science, technology, engineering, mathematics and medicine.
SALT	Supporting and Linking Tradeswomen: a support network for tradeswomen, apprentices and women considering a career in a trade.
SC	Senior Counsel: the highest level of professional recognition that a barrister can reach. Interchangeable with Queen's Counsel.
SEIFA	socio-economic Indexes for Areas: Ranks areas in Australia according to relative socio-economic advantage and disadvantage

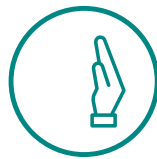
SO/SES	Senior Officer and Senior Executive Service: Public Service senior executives are employed under the <i>Government Sector Employment Act 2013</i> as a focussed and capable senior executive to lead the public service.
STEM	Science, Technology, Engineering and Mathematics: these four disciplines - the 'Pillars of STEM' - are recognised as areas of study essential to ensuring Australia's competitive future. NESA aims to enhance engagement in STEM by developing practical, hands-on teaching and learning programs and resources that allow students to integrate their knowledge from the pillar subjects.
TAFE	Technical and Further Education: Australia's largest provider of vocational education and training.
UAEW	Universities Australia Executive Women Group: a group formed by Australian universities to support improving gender equity in the higher education workforce.
VET	Vocational Education and Training
WFEA	Women for Election Australia: a not-for-profit, non-partisan organisation providing political campaign-training programs in Australia.
WGEA	Workplace Gender Equality Agency: Australian Government statutory agency created by the <i>Workplace Gender Equality Act 2012</i> .
WIEL	Women in Education Leadership: an incorporated body associated with and supported by the NSW Department of Education that fosters and nurtures leadership skills among women in, and aspiring to, educational leadership.
WON	NSW Women Entrepreneurs Online Network: a digital platform developed collaboratively between government and industry to provide information, resource and knowledge for women in business in NSW.

Important caveats and data limitations

Data used in this report are from a variety of sources, including administrative data collections and surveys. Where available, disparities have been reported across demographic groups such as age, Aboriginality, socio-economic status and remoteness. A description of each indicator and further information and links to relevant data sources are available in the Explanatory Notes (available at www.women.nsw.gov.au).

To make an enquiry or access datasets, please email: womennsw@facs.nsw.gov.au.

Explanatory Notes



Economic opportunity and advancement

Topic	Indicator	Measure	Explanatory Notes	Data Source
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 (2018), <i>Labour Force, Australia</i> , May 2018, Cat. No. 6202.0, Table 4. Labour force participation by age groups from Australian Bureau of Statistics, Labour Force, Australia, May 2018, Cat. No. 6202.0, Data cube GMI Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0
	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 (2018), <i>Labour Force Australia</i> , May 2018, Cat. No. 6202.0, Table 4. Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0
	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 (2018), <i>Labour Force Australia</i> , May 2018, Cat. No. 6202.0, Table 4. Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0

Part-time employment to population ratio	Proportion of civilian population aged 15 years and over in employment of less than 35 hours per week	Please see Part-time employment for explanatory notes.	Australian Bureau of Statistics (2018), <i>Labour Force Australia</i> , May 2018, Cat. No. 6202.0, Table 4. Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0
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 (2018), <i>Labour Force Australia</i> , May 2018, Cat. No. 6202.0, Table 4. Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0
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 (2018), <i>Labour Force Australia</i> , May 2018, Cat. No. 6202.0, Table 23. Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0
Casual employment	Proportion of employed persons aged 15 years and over in jobs without paid leave entitlements	The Characteristics of Employment survey is conducted in August throughout Australia and is designed to provide statistics on weekly earnings of employees which shows: the distribution of weekly earnings of all wage and salary earners classified by full-time/part-time workers; and employment characteristics which presents data on trade union membership, fixed-term contracts, independent contractors, working arrangements, and employment found through a labour hire firm or employment agency, all of which can be cross classified by other employment characteristics such as hours worked, industry, occupation and sector of job as well as personal characteristics.	Australian Bureau of Statistics (2018), <i>Microdata: Characteristics of Employment, Australia</i> , 2017, Cat. No. 6333.0.00.001, data accessed via TableBuilder. Visit www.abs.gov.au/ausstats/abs@.nsf/Lookup/6333.0.00.001 Main+Features12017

Topic	Indicator	Measure	Explanatory Notes	Data Source
Workforce segregation	Occupational segregation	Proportion of employed people in major occupational groups, by sex	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 integration or segregation visible depends on the level of disaggregation selected—within each averages of the preceding four quarters based on the ABS's original series estimates.	Australian Bureau of Statistics (2018), <i>Labour Force, Australia, Detailed, Quarterly</i> , Feb 2018, Cat. No. 6291.0.55.003, Data Cube EQ8. Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003
	Industry segregation	Proportion of employed people in major industry divisions, by sex	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 integration or segregation 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 (2018), <i>Labour Force Australia, Detailed, Quarterly</i> , Feb 2018, Cat. No. 6291.0.55.003, Data Cube RQ1. Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003
Electoral representation and leadership	NSW Local Government councillors	Proportion of elected representatives to NSW Local Government, by sex	As at 18 June 2018, there are 128 local councils in NSW. This variable uses data from all councillors currently elected in 127 NSW local councils (data from Central Darling Shire Council was not included in the analysis).	NSW Office of Local Government (2018) unpublished data (ref. A589641) Visit www.olg.nsw.gov.au
	NSW Legislative Assembly members	Proportion of NSW Legislative Assembly seats, by sex	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, All Members. Accessed May 2018. Visit www.parliament.nsw.gov.au/members/pages/all-members.aspx?house=LA
	NSW Legislative Council members	Proportion of NSW Legislative Council seats, by sex	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, All Members. Accessed May 2018. Visit www.parliament.nsw.gov.au/members/pages/all-members.aspx?house=LA

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, Senators and Members. Accessed June 2018. Visit www.aph.gov.au . Available at www.aph.gov.au/Senators_and_Members/Members
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, Senators and Members. Accessed June 2018. Visit www.aph.gov.au . Available at www.aph.gov.au/Senators_and_Members/Senators
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. These figures are estimates only. The data is based on information reported to DPC by clusters and includes appointments that are current as at 31 December 2017.	NSW Department of Premier and Cabinet (2018), <i>NSW Government Board and Committee Members</i> , June 2018. Unpublished data.
Senior leadership roles in the NSW public sector	Proportion of NSW public sector senior leadership positions held by women	Senior leaders are defined as the non-casual headcount of staff with a salary equal to or higher than Senior Officer Grade 1 (\$153,195 for 2017), excluding roles of a specialist or technical nature with no leadership or managerial responsibilities (e.g. medical professionals without managerial responsibility) or roles with a statutory/institutional character (e.g. judges and magistrates).	NSW Public Service Commission (2018) <i>State of the Public Sector 2018</i> and NSW Public Service Commission (2018) <i>Workforce Profile Report 2018</i> .
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 related 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 (2018), <i>ASX 500 NSW-based company board directorships data</i> , as at 30 April 2018. Unpublished data.

Topic	Indicator	Measure	Explanatory Notes	Data Source
Senior roles in the legal profession, education and sports	Business owners	Proportion of NSW-based business owners in NSW	An incorporated business is a separate legal entity which can perform all the functions of a body corporate; can sue and be sued; has perpetual succession and can acquire, hold and sell property.	Australian Bureau of Statistics 2016 Census (2018), <i>TableBuilder</i> . Findings based on ABS TableBuilder accessed May 2018.
	NSW solicitors	Proportion of solicitors who hold a current NSW practising certificate who are women	Data related 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 (2018), <i>Practicing Solicitors Statistics</i> March 2018, unpublished data.
		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 (2018), <i>Practicing Solicitors Statistics</i> March 2018, unpublished data.
	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 (2017), <i>Annual Report 2016–17</i> . Visit www.nswbar.asn.au/the-bar-association/annual-reports
	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 (2018), <i>AJJA Judicial Gender Statistics—Judges and Magistrates (% of Women)</i> March 2018. Accessed 15 May 2018. Visit https://aija.org.au/research/judicial-gender-statistics/
		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 (2018), <i>AJJA Judicial Gender Statistics—Judges and Magistrates (% of Women)</i> March 2018. Accessed 15 May 2018. Visit aija.org.au/research/judicial-gender-statistics/

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 and business managers as well as other school leadership roles.	NSW Department of Education (2018), <i>Workforce Profile</i> , as at June 2017. 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 (2018), <i>Workforce Profile</i> as at June 2017. Unpublished data.
Teaching staff of NSW Government primary & secondary schools	Proportion of NSW Government secondary school classroom teaching staff who are women	Teaching staff in NSW Government schools include teachers, executives and principals.	NSW Department of Education (2018), <i>Workforce Profile</i> as at June 2017. Unpublished data.
Executives of NSW Government secondary schools	Proportion of NSW Government secondary school executive staff who are women	NSW Government school executives include deputy principals, school directors and business managers as well as other school leadership roles.	NSW Department of Education (2018), <i>Workforce Profile</i> as at June 2017. 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 (2018), <i>Workforce Profile</i> as at June 2017. Unpublished data.

Topic	Indicator	Measure	Explanatory Notes	Data Source
	Teachers of TAFE NSW	Proportion of teachers of TAFE NSW 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 Technical and Further Education Commission Act 1990 (NSW) to provide technical and further education services. From 2006-2017 TAFE NSW had a network of 10 Institutes: four in the Sydney metropolitan area and six in regional areas of NSW. It also offered distance education through the Open Training and Education Network (OTEN). From 1 March 2017, TAFE NSW operates as a single entity with a network of Regions offering campus-based delivery as well as flexible, online learning through TAFE Digital.	TAFE NSW (2018), <i>Workforce Profile</i> as at June 2017. Unpublished data
	Directors and managers of TAFE NSW	Proportion of directors and managers of TAFE NSW who are women	TAFE NSW directors and managers are executive, educational and operational leaders within TAFE NSW and have supervisory responsibility for administrative and/or educational programs and staff.	TAFE NSW (2018), <i>Workforce Profile</i> as at June 2017. Unpublished data
	Academics in NSW universities	Proportion of academics in NSW universities who are women	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)'. 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.	Australian Government Department of Education and Training (2017), <i>Selected Higher Education Statistics</i> - 2017 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, 2016 (and previous years). Visit www.education.gov.au/staff-data
	Academics above senior lecturer level in NSW universities	Proportion of academics above senior lecturer level in NSW universities who are women	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.	Australian Government Department of Education and Training (2017), <i>Selected Higher Education Statistics</i> - 2017 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, 2016 (and previous years). Visit www.education.gov.au/staff-data

		<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>NSW Office of Sport (2018) Unpublished data obtained April 2018.</p>
	<p>Leadership roles in State sporting organisations</p>	<p>Proportion of leadership roles in state sporting organisations who are women</p>	<p>State Sporting Organisations are the NSW counterparts of National Sporting Organisations. They are community organisations that receive funding from governments 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.</p>		
<p>Gender pay gap</p>	<p>Average weekly earnings</p>	<p>Average weekly ordinary time earnings for full-time adult employees</p>	<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>	<p>Australian Bureau of Statistics (2018), <i>Average Weekly Earnings, Australia</i>, Nov 2017, Cat. No. 6302.0, Table 13A</p> <p>Visit www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0</p>	

Topic	Indicator	Measure	Explanatory Notes	Data Source
	Annual earnings by occupation	Average full-time base remuneration for non-public sector employers with 100 or more employees, NSW	<p>WGEA receives data annually from non-public sector employers with 100 or more employees in Australia. All employees are included apart from independent contractors.</p> <p>If the number of employees falls below 100, organisations are included in the reporting until employee numbers fall below 80 for six months or more of the particular reporting period.</p> <p>All employees are included for organisations with a head office in NSW, even if they are employed interstate.</p> <p>There were 1,804 organisations included in the 2016-17 reporting period, comprising 576,413 employees. Remuneration is provided for full-time employees only, excluding CEOs or managers with a reporting level above the CEO.</p>	Workplace Gender Equality Agency (2018) base and total remuneration by occupation, unpublished data obtained June 2018.
	The graduate salary gap	Median starting salaries for young graduates, people aged under 25 years	<p>The Graduate Outcomes Survey is a national survey of recent higher education graduates being conducted for the Australian Government Department of Education and Training by the Social Research Centre. The survey has two main data collection periods in the months of May and November, with a small supplementary round in February to support trimester institutions.</p> <p>The Graduate Destinations Survey was run prior to the Graduate Outcome Survey (between 1972 and 2015) and was administered by Graduate Careers Australia.</p> <p>The graduate salary gap is the difference between women's and men's earnings, expressed as a percentage of men's earnings.</p>	<p>Quality Indicators for Learning and Teaching (2018) Graduate Outcome Survey 2017. Unpublished data obtained May 2018.</p> <p>Visit www.qilt.edu.au/about-this-site/graduate-employment</p>
	Public sector 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 (2018), <i>Workforce Profile Report 2017</i>, Figure 7.3.</p> <p>Visit www.psc.nsw.gov.au/reports-data/workforce-profile</p>



Health and wellbeing

Topic	Indicator	Measure	Explanatory Notes	Data Source
Healthy behaviours	Overweight and obesity	Proportion of persons who are obese or overweight based on self-reported body weight and height, people aged 16 years and over	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. BMI is calculated from self-reported height and weight for adults and children. While there is ample evidence that self-reported height and weight is not as exact as measured height and weight trends, over time it provides a valid measure of changes in overweight and obesity in the population.	Centre of Epidemiology and Evidence (2018), <i>Health Statistics New South Wales: Overweight or obesity in adults</i> . Sydney: NSW Ministry of Health. Accessed 01/06/2018. Visit www.healthstats.nsw.gov.au For the prevalence of overweight and obesity for women in NSW aged 45-74 years: NSW Health (2018) unpublished data. Obtained 06/08/2018.
	Physical activity level	Proportion of persons undertaking an adequate level of physical activity, people aged 16 years and over	For adults aged 18-64 years guidelines recommend a combination of moderate and vigorous activities on most or all days of the week, as well as strength training on at least 2 days and minimising sedentary behaviour especially prolonged sitting. For adults aged 18-64 years, adequate physical activity is defined as undertaking physical activity for a total of at least 300 minutes per week over five separate occasions.	Centre of Epidemiology and Evidence (2018), <i>Health Statistics New South Wales: Physical activity in adults</i> . Sydney: NSW Ministry of Health. Accessed 01/06/2018. Visit www.healthstats.nsw.gov.au
	Breast cancer screening	Breast cancer screening rate, women aged 50-74 years (per 100 eligible women)	Uses data from the biennial screening rate for eligible women for breast cancer. Therefore the 2016-2017 period covers 1 January 2016 to 31 December 2017, not the 2016-17 financial year as with other indicators. The BreastScreen NSW program aims to screen (through mammography), on a two-yearly basis, 50 to 74-year-old women for breast cancer.	Cancer Institute NSW (2018), <i>Breast screening, target age group 50-74 years</i> . Accessed 04/06/2018. Visit www.cancerinstitute.org.au/cancer-statistics-nsw#/analysis/breastscreening/

Topic	Indicator	Measure	Explanatory Notes	Data Source
Risky behaviours	Cervical cancer screening	Cervical cancer screening rate by regular screening of eligible women	<p>The National Cervical Screening Program changed in December 2017 from biennial Pap test screening to a new Cervical Screening Test every five years. The National Cancer Screening Register (NCSR) was established in December 2017 to support the renewed program. Cervical cancer screening for the biennial program uses data held by jurisdictional registers. Due to transition to the renewed program and the NCSR, the cervical screening data held in the jurisdictional registers between July and November 2017 are considered as incomplete, hence inappropriate for reporting. Therefore the latest biennial screening rate for the biennial program covers 1 July 2015 to 30 June 2017.</p>	<p>AIHW Cervical Screening in Australia in 2018 (the most recent participation data published in 2018 for the period 2015–2016)</p> <p>AIHW Cervical Screening in Australia in 2019 (will cover participation data from 1 July 2015 to 30 June 2017).</p>
	Cancer screening	Cancer incidence, the number of new cases of cancer diagnosed in NSW 2014 population	Annual NSW cancer incidence and mortality data set, 2014 (sourced from the NSW Cancer Registry)	Cancer Institute NSW (2018), <i>Cancer Statistics NSW</i> . Accessed 04/06/2018 Visit www.cancerinstitute.org.au/cancer-statistics-nsw#/analysis/incidence/
	Smoking	Proportion of persons who smoke tobacco on a daily or occasional basis, people aged 16 years and over	Data cover current smoking. A 'current smoker' is a person who reports smoking on a daily or occasional basis.	Centre of Epidemiology and Evidence (2018), <i>Current smoking in adults</i> . Sydney: NSW Ministry of Health. Accessed 01/06/2018. Visit www.healthstats.nsw.gov.au
	Smoking in pregnancy	Proportion of all mothers who gave birth (stillbirth or live birth) who smoked at all during pregnancy	Any smoking in pregnancy is included.	Centre of Epidemiology and Evidence (2018), <i>Smoking in pregnancy 2016</i> . Sydney: NSW Ministry of Health. Accessed 03/05/2018. Visit www.healthstats.nsw.gov.au



Risky drinking

Proportion of persons consuming alcohol at levels posing a lifetime risk to health, people aged 16 years and over

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 Adult Population 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'.

Centre of Epidemiology and Evidence (2018), *Alcohol drinking in adults*. 2017. Sydney: NSW Ministry of Health. Accessed 01/06/2018.
Visit www.healthstats.nsw.gov.au

Sexually transmissible infections

Notification rate per 100,000 population for chlamydia and gonorrhoea for all notifications in NSW

Chlamydia is a sexually transmissible infection caused by the bacterium *Chlamydia trachomatis*. Many people who are infected do not have symptoms of infection but can still transmit the bacterium. Chlamydia can lead to infertility and other complications if not treated. The higher rate of infection in women may be due to health seeking and testing practices.

Gonorrhoea is a sexually transmissible infection caused by *Neisseria gonorrhoea* bacteria. Often there are no symptoms and people pass the infection on to others without knowing it. Gonorrhoea requires treatment with antibiotics, and if left untreated can cause serious health problems including infections of the skin, joints and the covering of the brain (meningitis). Untreated gonorrhoea in women can lead to pelvic inflammatory disease and this can cause infertility. Using condoms correctly can significantly reduce the risk of transmission of gonorrhoea and other sexually transmissible infections.

NSW Ministry of Health (2018). *NSW Sexually Transmissible Diseases Strategy 2016-2020*. Sydney: NSW Ministry of Health.
Visit www1.health.nsw.gov.au/pds/ActivePDSDocuments/1B2016_005.pdf

Age of women giving birth in NSW

The median age of first-time mothers and of all mothers; proportion of births by teenage mothers and mothers aged over 35 years

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

Centre of Epidemiology and Evidence (2018), *Maternal age* 2016. Sydney: NSW Ministry of Health. Accessed 06/06/2018.
Visit www.healthstats.nsw.gov.au



Topic	Indicator	Measure	Explanatory Notes	Data Source
Psychological health	Psychological distress	Proportion of persons reporting high or very high levels of psychological distress, people aged 16 years and over	This indicator is based on people reporting high or very high psychological distress in the last four weeks through the use of a Kessler 10 Plus Psychological Distress Scale. The Kessler 10 Plus questionnaire is used to assess anxiety, depression, agitation and psychological fatigue, and the effect of the distress.	Centre of Epidemiology and Evidence (2018), <i>High or very high psychological distress in adults 2015</i> . Sydney: NSW Ministry of Health. Accessed 04/06/2018. Visit www.healthstats.nsw.gov.au
	Intentional self-harm hospitalisations	Rate of hospitalisation for intentional self-harm (per 100,000 population)	Intentional self-harm hospitalisations includes people of all ages and people aged 15 to 24 years who have experienced a hospital episode for an attempted suicide or an intentional self-inflicted injury or poisoning. This includes cases where intentional self-harm is the main reason for the hospital episode.	Centre of Epidemiology and Evidence (2018), <i>Intentional self-harm hospitalisations 2001-02 to 2016-17</i> . Sydney: NSW Ministry of Health. Accessed 04/06/2018. Visit www.healthstats.nsw.gov.au
	Suicide	Suicide rate (per 100,000 population)	Suicide includes any intentional self-harm with a fatal result in NSW residents.	Centre of Epidemiology and Evidence (2018), <i>Suicide 2015</i> . Sydney: NSW Ministry of Health. Accessed 04/06/2018. Visit www.healthstats.nsw.gov.au
Leading causes of death	Leading causes of death	Death rate (per 100,000 population) for NSW residents for specific causes of death	Deaths are classified using the ICD-10 classification. Causes of death as reported on death certificates. Cause 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.	Centre of Epidemiology and Evidence (2018), <i>Deaths by category of cause, sex, all ages, NSW 2015</i> . NSW Ministry of Health. Accessed 06/06/2018. Visit www.healthstats.nsw.gov.au
Safety and Justice	Reporting of domestic and family violence incidents to NSW police	Proportion of domestic and family violence victims who had reported their most recent incident to NSW police (sample size: 300)	A study by the NSW Bureau of Crime Statistics and Research examined the proportion of domestic violence victims who sought help from domestic violence services but chose not to report the violence to police, and the reasons and factors associated with non-reporting. Telephone interviews were conducted with 300 victims aged 18 years and over who were attending or had recently attended (less than five years ago) domestic violence services about their most recent domestic violence incident, and if they did not report their most recent incident to police, reasons for non-reporting. Of the 300 victims interviewed, 277 victims were female and 23 victims were male.	Birdsey, E. and Snowball, L. (2013), <i>Reporting Violence to Police: A survey of victims attending domestic violence services</i> , Bureau Brief, Issue Paper No. 91, NSW Bureau of Crime Statistics and Research. Visit www.bocsar.nsw.gov.au/Documents/BB/bb91.pdf



Location of domestic violence-related assault	<p>Ratio to NSW rate, and rate (per 100,000), of domestic violence-related assault incidents recorded by NSW police</p>	<p>A criminal incident is an activity detected by or reported to NSW police which involved the same offender(s) and the same victim(s), occurred at the one location during an uninterrupted period of time, and falls into one offence category and one incident type.</p> <p>Data on domestic violence-related assault incidents relate to assault incidents that have been flagged by NSW police as 'domestic violence related'. NSW police define domestic violence-related assault in line with the <i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW). Under section 11 of this Act, a domestic violence offence 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 or other intimate personal relationships, people who live or have lived in the same household, carers, parents or step-parents, children or step-children, siblings, and other relatives (including kin) (<i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW), s. 5). In this report, domestic violence-related assault includes 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).</p> <p>The ratio to NSW rate for domestic violence-related assault is a comparison of a NSW regional rate for domestic violence-related assault recorded by NSW police per 100,000 population with the NSW rate for recorded domestic violence-related assault per 100,000 population.</p>	<p>Ratio to NSW rate from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i>.</p> <p>Visit www.bocsar.nsw.gov.au/Pages/bocsar_crime_stats/bocsar_latest_quarterly_and_annual_reports.aspx</p> <p>Rate from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Crime Tool, 2018</i> (online).</p> <p>Visit www.crimetool.bocsar.nsw.gov.au/bocsar/</p> <p>Definitions from NSW Bureau of Crime Statistics and Research (2018), <i>Definitions and explanations</i>.</p> <p>Visit www.bocsar.nsw.gov.au/Pages/bocsar_crime_stats/bocsar_glossary.aspx#</p>
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Topic	Indicator	Measure	Explanatory Notes	Data Source
	Assault incidents in which the police recorded a victim	Number of incidents of assault in which NSW police recorded a victim	<p>Assault is 'the direct (and immediate/confrontational) infliction of force, injury or violence upon a person or persons or the direct (and immediate/confrontational) threat of force, injury or violence where there is an apprehension that the threat could be enacted' (Australian Bureau of Statistics 2011, p. 29). Includes the police incident categories of common assault, actual bodily harm, grievous bodily harm (including malicious wounding), shoot with intent other than to murder, assault police officer and spike drink/food.</p> <p>Victims include a person who has come to the attention of NSW police either because they reported a crime against them or the crime was otherwise detected. This data does not include victims that have not come to the attention of police. A single incident may include one or more victims. This indicator does not give a count of unique individuals. Where an individual has experienced multiple criminal incidents throughout the year, they will appear as a victim multiple times.</p>	<p>Offence definition from Australian Bureau of Statistics (2011), <i>Australian and New Zealand Standard Offence Classification</i> (ANZSOC), 3rd edition, Cat. No. 1234.0.</p> <p>Available at www.abs.gov.au/ausstats/abs@.nsf/mf/1234.0</p> <p>See also NSW Bureau of Crime Statistics and Research (2018), <i>Definitions and explanations</i>.</p> <p>Visit http://www.bocsar.nsw.gov.au/Pages/bocsar_crime_stats/bocsar_glossary.aspx</p>
	Assault incidents in which the victim was domestically assaulted	Proportion of incidents of assault in which a female victim was assaulted by someone with whom she was or is in a domestic relationship/ domestically assaulted	See above for information on assault incidents in which the police recorded a victim. Assault victims who were assaulted by someone with whom they are or were in a domestic relationship were those who were recorded as victims in an assault incident that has been flagged by NSW police as 'domestic violence related'.	<p>NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i>. Unpublished data, Table 7, (ref: 18-16094), obtained March 2018.</p>

Victims of domestic violence-related assault

Number and rate (per 100,000) of distinct domestic violence-related assault victims recorded by NSW police

Data on domestic violence-related assault victims relate to victims in assault incidents that have been flagged by NSW police as 'domestic violence related'. NSW police define domestic violence-related assault in line with the *Crimes (Domestic and Personal Violence) Act 2007* (NSW). Under this Act, a domestic violence offence 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 or other intimate personal relationships, people who live or have lived in the same household, carers, parents or step-parents, children or step-children, siblings, and other relatives (including kin). Domestic violence-related assaults reported in this report 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).

Victims include people who have come to the attention of NSW police either because they reported a crime against them or the crime was otherwise detected. For this indicator, the number of distinct victims of domestic violence-related assault is a count of unique individuals. The same victim is counted once in each calendar year, and incidents for each victim are counted only once if all the incidents have the same date.

In calculating rates and proportions, the victim numbers which are used are not a count of unique individuals. Where an individual has experienced multiple criminal incidents throughout the year, they will appear as a victim multiple times.

This indicator was reported by sex, age, Aboriginality, and remoteness and index of socio-economic disadvantage (socio-economic Indexes for Areas (SEIFA) quintile) of the victim's area of residence. See [pp. 18-20](#) for explanations of demographic subgroup analyses used in this report.

For the purposes of reporting domestic violence-related assault victims' SEIFA quintiles, the same victim is counted once in each calendar year, and incidents for each victim are counted only once if all the incidents have the same date.

See [pp. 18-19](#) for an explanation of rate calculations use in this report.

Victim numbers from NSW Bureau of Crime Statistics and Research (2018), *NSW Recorded Crime Statistics, 2017*. Unpublished data, Table 6, (ref: 18-16094), obtained March 2018.

Victims' SEIFA quintiles from NSW Bureau of Crime Statistics and Research (2018), *NSW Recorded Crime Statistics, 2017*. Unpublished data (ref: 18-16094), obtained March 2018.

Topic	Indicator	Measure	Explanatory Notes	Data Source
	Victims of domestic violence-related common assault	Rate (per 100,000) and number of victims of domestic violence-related common assault recorded by NSW police	See previous page for information on domestic violence-related assault. Common assault is an act by which a person causes another to apprehend immediate and unlawful violence, but does not result in actual bodily harm (see explanation of 'actual bodily harm' below). Common assault may or may not involve actual infliction of force (<i>Crimes Act 1900</i> (NSW), s. 61; <i>R v Phillips</i> (1971) 45 ALJR 467).	Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i> . Unpublished data, Table 4, (ref: 18-16094), obtained March 2018.
	Victims of domestic violence-related assault resulting in grievous or actual bodily harm	Rate (per 100,000) and number of victims of domestic violence-related assault resulting in actual or grievous bodily harm recorded by NSW police	See above for information on domestic violence-related assault. Grievous bodily harm means 'really serious bodily injury' (<i>DPP v Smith</i> [1961] AC 290 at 334; <i>Haoui v The Queen</i> [2008] NSWCCA 209 at [129]). It includes any permanent or serious disfiguring of the victim, including the destruction of the foetus of a pregnant woman (<i>Crimes Act 1900</i> (NSW), s. 4). Actual bodily harm is less serious than grievous bodily harm; the phrase 'bodily harm' includes 'any hurt or injury calculated to interfere with the health or comfort of the victim' (<i>R v Lardner</i> (Unreported), NSW Court of Criminal Appeal, 10 September 1998).	Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics 2000 to 2015</i> . Unpublished data, Table 4, (ref: 18-16094), obtained March 2018.
	Repeat victims of domestic violence-related assault	Number and proportion of domestic violence-related assault victims recorded by NSW police who were recorded as victims in another domestic violence-related assault incident in the previous 24 months, or where indicated, since 1995	Repeat victims are domestic violence-related assault victims who have been a victim in a previously recorded domestic violence-related assault occurring within the last two years, or where indicated, since 1995. For the purposes of reporting on repeat assaults, counts of unique individuals were used. The same victim is counted once in each calendar year, and incidents for each victim are counted only once if all the incidents have the same date. The variable, 'person of interest's relationship to victim', is subject to high recording error and should be treated with caution. This indicator was reported by sex, Aboriginality, and the remoteness and index of socio-economic disadvantage (SEIFA quintile) of the victim's area of residence.	Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2000 to 2017</i> . Unpublished data, Table 6, (ref: 18-16094), obtained March 2018. Victims' SEIFA quintiles from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i> . Unpublished data (ref: 18-16094), obtained March 2018.

Hospitalisations by cause: Interpersonal violence hospitalisations	Hospitalisation rate (per 100,000 population) for leading causes	All NSW public hospitals, public psychiatric hospitals, public multi-purpose services, private hospitals and private day procedure centres for patients admitted for care. Each hospital episode is described by a principal diagnosis and additional diagnoses. The count for hospitalisations used was based on the principal diagnosis (unless specified otherwise). Age-adjusted rates are reported.	Centre of Epidemiology and Evidence (2018), <i>Interpersonal violence hospitalisations 2016-17</i> . Sydney: NSW Ministry of Health. Accessed 04/06/2018. Visit www.healthstats.nsw.gov.au
Domestic violence-related assault incidents in which a person of interest was proceeded against by police	Number of incidents of domestic violence-related assault in which a person of interest was proceeded against by NSW police	A person of interest who was proceeded against by police is an alleged offender who had a legal action commenced against them by the NSW Police Force. Legal actions can include: referral to court, caution, youth justice conference, criminal infringement notice, other infringement notice, and/or cannabis or other drug caution.	NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2008-2017</i> . Unpublished data, Table 8, (ref: 18-16094), obtained March 2018.
Perpetrators of domestic assault	Offending rate (per 100,000) of perpetrators of domestic violence-related assault recorded by NSW police	In this report, perpetrators/offenders are alleged offenders (persons of interest) who had a legal action commenced against them by the NSW police. For offending rates calculations, perpetrators are not a count of unique alleged offenders who were proceeded against by police. Where an individual is involved in multiple criminal incidents throughout the year, they are counted as a perpetrator multiple times. In addition, no information about alleged offenders will be recorded for criminal incidents in which there is no known suspect.	Perpetrator numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2008 to 2017</i> . Unpublished data, Table 9, (ref: 18-16094), obtained March 2018. Information about relationship between victims and offenders from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2008-2017</i> . Unpublished data (ref: 18-16094), obtained March 2018.

Topic	Indicator	Measure	Explanatory Notes	Data Source
	Repeat offenders of domestic violence-related assault	Number and proportion of persons of interest proceeded against by police for domestic violence-related assault who were recorded by NSW Police as the person of interest (POI) in another domestic violence-related assault incident in the previous 24 months, or where indicated, since 1995	<p>See previous page for information on perpetrators/offenders of domestic assault.</p> <p>Repeat offenders are POIs in domestic violence-related assault incidents who have been the POI in a previously recorded domestic violence-related assault occurring within the last two years, or where indicated, since 1995. For the purposes of reporting on repeat offending, counts of unique individual were used. The same POI is counted once in each calendar year, and incidents for each POI are counted only once if all the incidents have the same date.</p> <p>This indicator is not gender-specific.</p>	NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2008-2017</i> . Unpublished data, Table 9, (ref: 18-16094), obtained March 2018.
	Domestic violence-related incidents of stalking or intimidation in which police recorded a victim	Number of incidents of stalking or intimidation in which NSW police recorded a victim, and proportion of incidents of stalking or intimidation in which NSW police recorded a victim that were domestic violence-related	<p>Stalking or intimidation involves making, or attempting to make, unwanted contacts or approaches to another person with the intention of causing the other person to fear physical or mental harm (see <i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW), ss. 7, 8, 13). Stalking includes: following someone, watching, frequenting or approaching a person's residence, business/work, or any place that a person frequents for the purposes of any social or leisure activity (<i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW), s. 8). Intimidation includes: harassment and molestation; approach made to a person that causes them to fear for their safety; or conduct that causes another to have a reasonable apprehension of injury, or of violence or damage to any person or property (<i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW), s. 7).</p>	NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i> . Unpublished data, Table 11, (ref: 18-16094), obtained March 2018.





Incidents of domestic violence-related stalking or intimidation relate to stalking or intimidation incidents that were flagged by NSW police as domestic violence-related. 'Non-domestic violence related' incidents are the remainder of incidents which were not flagged. NSW police define 'domestic violence-related' in line with the *Crimes (Domestic and Personal Violence) Act 2007* (NSW). Under section 11 of this Act, a domestic violence offence 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 or other intimate personal relationships, people who live or have lived in the same household, carers, parents or step-parents, children or step-children, siblings, and other relatives (including kin) (*Crimes (Domestic and Personal Violence) Act 2007* (NSW), s. 5).

Victims of domestic violence-related stalking or intimidation

Number, rate (per 100,000) and proportion of victims of domestic violence-related stalking or intimidation

See above for information about stalking or intimidation.

Victims include victims who have come to the attention of NSW police either because they reported a crime against them or the crime was otherwise detected. This data does not include victims that have not come to the attention of police. A single incident may include one or more victims. This indicator does not give a count of unique individuals. Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.

The variable, 'person of interest's relationship to victim', is subject to high recording error and should be treated with caution. In this report, the proportions used in relation to this variable exclude categories that are not a 'domestic relationship' as defined by the *Crimes (Domestic and Personal Violence) Act 2007* (NSW).

Victim numbers from NSW Bureau of Crime Statistics and Research (2018), *NSW Recorded Crime Statistics, 2006 to 2015*. Unpublished data, Table 11, (ref: 18-16094), obtained March 2018.

Information about relationship between victims and offenders from NSW Bureau of Crime Statistics and Research (2018), *NSW Recorded Crime Statistics, 2015*. Unpublished data (ref: 18-16094), obtained March 2018.



Topic	Indicator	Measure	Explanatory Notes	Data Source
	Victims of domestic violence-related homicide	Number and proportion of domestic violence-related homicide (murder and manslaughter) victims recorded by NSW police	<p>Homicide for the purpose of this report includes murder and manslaughter, but not attempted murder or conspiracy/accessory to murder. Murder is to unlawfully kill another person when there is: intent to kill; intent to cause grievous bodily harm, knowing that death or grievous bodily harm would be probable (reckless indifference to life); and/or no intent to kill in the course of committing a crime (felony murder) (Australian Bureau of Statistics 2011, p. 25). Manslaughter is 'the unlawful killing of another person while deprived of the power of self-control by provocation, or under circumstances amounting to diminished responsibility or without intent to kill, as a result of a careless, reckless, negligent, unlawful or dangerous act (other than dangerous driving)' (Australian Bureau of Statistics 2011, p. 27). Police counts of manslaughter are very low as the distinction between murder and manslaughter is generally determined in court.</p> <p>Data on domestic violence-related homicide incidents relate to murder and manslaughter that have been flagged by NSW police as 'domestic violence related'. NSW police define 'domestic violence-related' in line with the <i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW). Under section 11 of this Act, a domestic violence offence 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 or other intimate personal relationships, people who live or have lived in the same household, carers, parents or step-parents, children or step-children, siblings, and other relatives (including kin) (<i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW), s. 5).</p> <p>Data on victims of domestic violence-related homicide relate to distinct victims of murder or manslaughter that have been flagged by NSW police as 'domestic violence-related'.</p>	Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics</i> , 2017. Unpublished data (ref: 18-16668), obtained August 2018.
Safety from sexual violence	Sexual assault incidents in which police recorded a victim	Number of sexual assault incidents in which NSW police recorded a victim	Sexual assault includes the police incident categories of sexual assault, aggravated sexual assault, and assault with intent to have sexual intercourse. Sexual assault specifically includes 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 (<i>Crimes Act 1900</i> (NSW), s. 61I).	NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics</i> , 2017. Unpublished data, Tables 13 & 14, (ref: 18-16094), obtained March 2018.

<p>Victims of sexual assault</p>	<p>Number, proportion and rate (per 100,000) of victims of sexual assault incidents recorded by NSW police</p>	<p>See above for information about sexual assault.</p> <p>Victims include victims who have come to the attention of NSW police either because they reported a crime against them or the crime was otherwise detected. These data do not include victims that have not come to the attention of police. A single incident may include one or more victims. This indicator does not give a count of unique individuals. Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.</p>	<p>Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i>. Unpublished data, Table 13, (ref: 18-16094), obtained March 2018.</p>
<p>Victims of sexual assault who were sexually assaulted by someone with whom they are or were in a domestic relationship</p>	<p>Proportion of victims of sexual assault incidents who were sexually assaulted by someone with whom they are or were in a domestic relationship</p>	<p>A domestic relationship exists where an alleged offender is the victim's current or ex-spouse/partner, current or ex-girl or boyfriend, carer, parent/guardian, sibling, child (including step/foster child), other family member, or someone who lives or has lived in the same household.</p> <p>Victims include victims who have come to the attention of NSW police either because they reported a crime against them or the crime was otherwise detected. These data do not include victims that have not come to the attention of police. A single incident may include one or more victims. This indicator does not give a count of unique individuals. Where an individual has experienced multiple criminal incidents throughout the year, they are counted as a victim multiple times.</p>	<p>NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i>. Unpublished data, Table 14, (ref: 18-16094), obtained March 2018.</p>

Topic	Indicator	Measure	Explanatory Notes	Data Source
Safety from other personal violence	Victims of non-domestic violence related stalking or intimidation	Number and rate (per 100,000) of victims of non-domestic violence related stalking or intimidation	See above for information about stalking or intimidation.	Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics</i> , 2006 to 2015. Unpublished data, Table 11, (ref: 18-16094), obtained March 2018.
	Victims of non-domestic homicide	Rate (per 100,000) of victims of homicide (murder and manslaughter) recorded by NSW police	See above for information about homicide.	Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics</i> , 2017. Unpublished data (ref: 18-16668), obtained August 2018. Offence definitions from Australian Bureau of Statistics (2011), <i>Australian and New Zealand Standard Offence Classification</i> (ANZSOC), 3rd edition, Cat. No. 1234.0. Available at www.abs.gov.au/ausstats/abs@.nsf/mf/1234.0
	Persons protected by Apprehended Domestic Violence Orders (ADVOs)	Number, proportion and rate (per 100,000) of persons who were protected by ADVOs in NSW	An ADVO is a legal order made to protect people from violence, intimidation, harassment and stalking (<i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW), ss. 9-10, 35-36). An ADVO applies when a domestic relationship exists between the person in need of protection and the abuser, such as spouse or separated spouse, current or former de facto partner, family member, carer or person living in the same household (<i>Crimes (Domestic and Personal Violence) Act 2007</i> (NSW), ss. 5, 15). This indicator does not give a count of unique individuals. Where a person was protected by multiple ADVOs throughout the year, they are counted as a person being protected by an ADVO multiple times.	Protected person numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics</i> , 2008-2017. Unpublished data, Table 15, (ref: 18-16094), obtained March 2018.

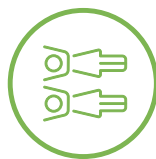
<p>Rate of persons of interest (POIs) with an Apprehended Domestic Violence Order (ADVO) granted against them</p>	<p>Rate of POIs (per 100,000) with an ADVO granted against them in NSW, by POI's area of residence</p>	<p>See above for information on ADVOs. This indicator was reported by the POI's Local Government Area of residence.</p> <p>Since no child under the age of 10 years can be found guilty of an offence (<i>Criminal Proceedings</i>) Act 1987 (NSW, s 5), only people aged 10 years and above were included in the population data used to calculate the rates for this indicator. Total population rates for people aged 10 years and above were calculated using population data from Australian Bureau of Statistics (2018), <i>Regional Population Growth, Australia, 2016-17</i>, Cat. No. 3218.0.</p>	<p>POI numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2008-2017</i>. Unpublished data, Table 17, (ref: 18-16094), obtained March 2018.</p> <p>Rates based on Australian Bureau of Statistics (2018), <i>Regional Population Growth, Australia, 2016-17</i>, Cat. No. 3218.0.</p> <p>Available at www.abs.gov.au/ausstats/abs@.nsf/mf/3218.0</p>
<p>Persons of interest (POIs) who breached an Apprehended Domestic Violence Order (ADVO)</p>	<p>Number and rate (per 100,000) of POIs who were proceeded against by NSW police for a breach of an ADVO</p>	<p>Breach of an ADVO refers to an act or omission breaching the conditions of an ADVO (Australian Bureau of Statistics 2011, p. 96). For the purpose of reporting single and multiple ADVO breaches, this indicator is a count of unique individual POIs who had a legal action commenced against them by NSW police for one or more ADVO breaches. In cases of multiple ADVO breaches, these may involve breaches of the same ADVO or different ADVOs (involving the same or different victims, or covering different time periods). This indicator is not gender-specific.</p>	<p>POI numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2006 to 2015</i>. Unpublished data, Table 19, (ref: 18-16094), obtained March 2018.</p> <p>Offence definition from Australian Bureau of Statistics (2011), <i>Australian and New Zealand Standard Offence Classification (ANZSOC)</i>, 3rd edition, Cat. No. 1234.0.</p> <p>Available at www.abs.gov.au/ausstats/abs@.nsf/mf/1234.0</p>
<p>Victims who experienced a breach of an Apprehended Domestic Violence Order (ADVO)</p>	<p>Number, proportion and rate (per 100,000) of persons protected by an ADVO who experienced a breach of an ADVO</p>	<p>See above for information on breach of an ADVO.</p> <p>This indicator was reported by victims' sex, Aboriginality and remoteness.</p>	<p>Victim numbers from NSW Bureau of Crime Statistics and Research (2018), <i>NSW Recorded Crime Statistics, 2017</i>. Unpublished data, Table 18, (ref: 18-16094), obtained March 2018.</p> <p>Visit www.bocsar.nsw.gov.au/</p>

Topic	Indicator	Measure	Explanatory Notes	Data Source
Population and demographic subgroups	Rate	Rate per 100,000 population	<p>Unless otherwise indicated, rates were calculated using June population data from Australian Bureau of Statistics (2016), <i>Australian Demographic Statistics, Dec 2015</i>, Cat. No. 3101.0. In analysing subgroups by sex, age group or Aboriginality, a rate for that specific subgroup was used.</p> <p>In this report, data have been reported across demographic groups, including age and Aboriginality. The latest available NSW population estimates by age are June 2015 estimates, and Aboriginal population estimates and projections are only available for June each year. Accordingly, except for the section 'A profile of women in NSW', June population data for NSW has been used throughout the report to ensure consistency.</p> <p>Since no child under the age of 10 years can be found guilty of an offence (<i>Children (Criminal Proceedings) Act 1987</i> (NSW), s 5), only people aged 10 years and above were included in the population data used to calculate rates relating to persons of interest/perpetrators in criminal incidents.</p> <p>When calculating the rate of persons of interest with an Apprehended Domestic Violence Order granted against them, total population rates for people aged 10 years and over were calculated using population data from Australian Bureau of Statistics (2018), <i>Regional Population Growth, Australia, 2016-17</i>, Cat. No. 3218.0.</p>	<p>Australian Bureau of Statistics (2018), <i>Australian Demographic Statistics, Jun 2017</i>, Cat. No. 3101.0.</p> <p>Available at www.abs.gov.au/ausstats/abs@.nsf/mf/3101.0</p> <p>Australian Bureau of Statistics (2018), <i>Regional Population Growth, Australia, 2016-17</i>, Cat. No. 3218.0.</p> <p>Available at www.abs.gov.au/ausstats/abs@.nsf/mf/3218.0</p>
	Sex	Proportions, and rates per 100,000 population, for females and males	<p>See above for information on rate per 100,000 population. The population estimates for each sex was used to calculate rates.</p> <p>Females include women and girls, males include men and boys.</p> <p>For data items where gender was recorded as unknown, the data items were included when calculating proportions where relevant (e.g. the number of female victims out of the total number of victims), but excluded when calculating rates by sex (as no population estimate is available for people whose gender is classified as unknown).</p>	<p>Australian Bureau of Statistics (2018), <i>Regional Population Growth, Australia, 2016-17</i>, Cat. No. 3218.0.</p> <p>Available at www.abs.gov.au/ausstats/abs@.nsf/mf/3218.0</p>

Age	Rate per 100,000 population by age group and sex	See above for information on rate per 100,000 population. For particular age groups of each sex, the age-specific NSW population estimates for each sex were used to calculate rates. For data items where age is recorded as unknown, the data items were excluded only when analysing age groups.	Australian Bureau of Statistics (2018), <i>Australian Demographic Statistics, Jun 2017</i> , Cat. No. 3101.0. Available at www.abs.gov.au/ausstats/abs@.nsf/mf/3101.0
Aboriginality	Rate per 100,000 population by Aboriginality	<p>Rates for the NSW Aboriginal population were calculated using Australian Bureau of Statistics TableBuilder. TableBuilder is an online self-help tool designed for users who have knowledge of Census concepts and some experience using Census data. In this report, the 2016 Census was used.</p> <p>In this report, the term 'non-Aboriginal' includes people whose Aboriginality was recorded as unknown. NSW non-Aboriginal population estimates were derived by subtracting NSW Aboriginal and Torres Strait Islander backcast estimates and projections from the total NSW estimated resident population for a given year drawn from Australian Bureau of Statistics (2016), <i>Indigenous Status</i>, TableBuilder. Findings based on use of ABS TableBuilder data.</p> <p>Police statistics may underestimate Aboriginal victimisation as this group may be less likely to report crimes against them to authorities.</p>	<p>Australian Bureau of Statistics (2018), <i>Indigenous Status</i>, TableBuilder. Findings based on use of ABS TableBuilder data.</p> <p>Visit www.abs.gov.au/websitedbs/censushome.nsf/home/tablebuilder</p>

Topic	Indicator	Measure	Explanatory Notes	Data Source
	Socio-economic status	socio-economic Indexes for Areas (SEIFA) quintiles	<p>socio-economic Indexes for Areas (SEIFA) ranks geographic areas in Australia according to relative socio-economic advantage and disadvantage. 20% of the NSW population reside in each socio-economic quintile.</p> <p>For data items where the SEIFA ranking is recorded as unknown, the data items were excluded only when analysing socio-economic status.</p>	<p>Australian Bureau of Statistics (2018), <i>socio-economic Indexes for Areas</i>. Available at www.abs.gov.au/ausstats/abs@.nsf/mf/2033.0.55.001</p>
	Remoteness	Accessibility/Remoteness Index of Australia (ARIA) plus remoteness areas	<p>Remoteness areas are based on the Accessibility/Remoteness Index of Australia Plus (ARIA plus). This is a remoteness index value developed by the National Key Centre for Social Applications of Geographical Information Systems (GISCA) based on road distances to major service centres. The service centre categories are based on population size. The level of service provision is assumed to be greater for regions with larger population sizes. ARIA scores are based on over 20,000 such localities throughout Australia.</p> <p>Remoteness areas are classified as <i>Major cities</i>, <i>Inner regional</i> or <i>Outer regional</i> (these two are referred to as <i>Regional</i> when taken together); <i>Remote</i> and <i>Very remote</i> (Remote when the last two are taken together).</p> <p>For data items where remoteness is recorded as unknown, the data items were excluded only when analysing remoteness.</p>	<p>Australian Bureau of Statistics (2018), <i>Census of Population and Housing, 2016</i>, TableBuilder</p> <p>Visit www.abs.gov.au/census</p>





Participation and empowerment

Topic	Indicator	Measure	Explanatory Notes	Data Source
Primary and secondary education	NAPLAN (Year 3, 5, 7 and 9)	Gender gap in NAPLAN numeracy and reading test results	<p>National Assessment Program - Literacy and Numeracy (NAPLAN) tests are conducted in May for all students across Australia in Years 3, 5, 7 and 9. All students in the same school year level are assessed on the same test items in the domains of numeracy, reading, spelling, writing, and grammar and punctuation. NAPLAN results are reported as scaled scores for each test domain. The mean score is the average score reported for students in NSW for each test domain, by gender. The gender gap is the difference in the mean score points between girls and boys in each school year. The National Minimum Standard represents the minimum standards in numeracy or reading for a given year, below which students will have difficulty progressing satisfactorily at school.</p>	<p>Australian Curriculum, Assessment and Reporting Authority (2017), <i>National Assessment Program – Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy</i>: National Report for 2017, ACARA Sydney.</p> <p>Visit www.nap.edu.au/</p>
Years 11 and 12 courses	Secondary school completion	Secondary school completion rate to Year 12 by socio-economic status and sex	<p>Completion rates are estimated by calculating the number of students who meet the requirements of a Senior Secondary Certificate or equivalent 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 (ERP) aged 15 to 19 divided by five.</p> <p>The completion rate is reported by socio-economic status (SES) and remoteness. SES is calculated as: Low SES is the average of the three lowest deciles, and high SES is the average of the three highest deciles. The ABS Index of Relative socio-economic Disadvantage has been used to calculate socio-economic status (SES) on the basis of postcode of students' home addresses.</p> <p>Remoteness geolocation is reported as the Australian Bureau of Statistics Remoteness Area.</p>	<p>Australian Curriculum, Assessment and Reporting Authority (2018), <i>Year 12 certification rates</i>, data accessed May 2018.</p> <p>Visit www.acara.edu.au/reporting/national-report-on-schooling-in-australia-data-portal</p>

Topic	Indicator	Measure	Explanatory Notes	Data Source
Vocational education and training	Vocational Education and Training (VET) delivered to Secondary Students	Proportion of school students who enrolled in a VET course during Years 11 and 12	This indicator reports the proportion of student enrolments in board developed and board endorsed VET courses. The proportion of students enrolled in a VET course is calculated as the number of female or male students who enrolled in a VET course as a proportion of the total female or male course enrolments in that school Year. The proportion is calculated using the actual (unweighted) student course enrolment numbers. VET courses are dual credited and contribute towards a student's total pattern of study for the HSC, and students are issued with an Australian Qualifications Framework (AQF) credential.	NSW Education Standards Authority (NESA) unpublished data, obtained May 2018. Visit www.educationstandards.nsw.edu.au
	High School Certificate (HSC) STEM course completions	Proportion of student HSC completions in board developed STEM courses (NSW government and non-government schools)	In NSW, there are three STEM learning areas: Mathematics, Technological and Applied Studies, and Science. Within these learning areas, there are 22 separate Board Developed HSC courses.	NSW Education Standards Authority (NESA) unpublished data obtained May 2018. Visit educationstandards.nsw.edu.au
	VET training and participation	Proportion of NSW population aged 15-64 years who participated in a government-funded vocational education and training course	Reports on the proportion of NSW women and men who participated in government-funded vocational education and training (VET) in NSW. The proportion of women's enrolments who were Aboriginal or women born overseas were also reported.	National Centre for Vocational Education Research (NCVER) (2016), <i>Students 2006-2016</i> . Visit www.ncver.edu.au/research-and-statistics/collection/students-and-courses-collection
Vocational education and training	Apprenticeships and traineeships	Proportion of persons completing an apprenticeship or traineeship in NSW, who are women	Apprentices are trained in a skilled trade (such as electrical, plumbing or automotive) and are typically 3-4 years in duration. Upon completion, apprentices become a qualified tradesperson. Trainees are trained in vocational areas (such as office administration or tourism) and are typically 1-2 years in duration. Upon successful completion, a trainee will receive qualification in their chosen vocational area. The proportion of women's enrolments are also reported by the clients Aboriginality and remoteness.	National Centre for Vocational Education Research (NCVER) (2018), <i>Apprentices and Trainees</i> , 2017. Visit www.ncver.edu.au/research-and-statistics/collection/apprentices-and-trainees-collection

Higher Education	<p>Technical and trade occupation apprentices and trainees are people whose apprenticeship or traineeship is a Major Group 3 (Technician and Trades Workers) in the <i>Australian and New Zealand Standard Classification of Occupation</i>. There are eight apprenticeship and traineeship major occupation groups: Managers, Professionals, Technicians and trades workers, Community and personal service workers, Clerical and administrative workers, Sales workers, Machinery operators and drivers, and Labourers.</p>			<p>Department of Education and Training (2018), <i>Higher Education Statistics Collection (Student Collection)</i>, 2016, Australian Government. Unpublished data obtained May 2018. Ref. RF118-171 Visit www.education.gov.au/higher-education-statistics</p>
	Undergraduate completions	Proportion of students who completed an undergraduate degree in NSW, who were women	<p>This indicator reports on domestic students who completed an undergraduate degree in an Australian University or other approved higher education institution, who in 2014 gave NSW as their permanent place of residence. Undergraduate qualifications comprise of associate and Bachelor's degrees, as well as some advanced diplomas and diplomas.</p>	<p>Department of Education and Training (2018), <i>Higher Education Statistics Collection (Student Collection)</i>, 2016, Australian Government. Unpublished data obtained May 2018. Ref. RF118-171 Visit www.education.gov.au/higher-education-statistics</p>
	Undergraduate STEM courses	Proportion of students who completed an undergraduate degree in NSW in a STEM-related field	<p>Undergraduate STEM-related fields include: Information Technology, Natural and Physical Sciences, Engineering and Related Technologies, Architecture and Building, Agriculture, Environmental and Related Studies and Health. Society and Culture is classified in the 'Other' category as it includes both STEM and non-STEM courses. Where students undertake double degrees, these are counted as two enrolments.</p>	<p>Department of Education and Training (2018), <i>Higher Education Statistics Collection (Student Collection)</i>, 2016, Australian Government. Unpublished data obtained May 2018. Ref. RF118-171 Visit www.education.gov.au/higher-education-statistics</p>
	Postgraduate completions	Proportion of students who completed a postgraduate degree in NSW, who were women	<p>This indicator reports on domestic students completing a postgraduate degree in an Australian University or other approved higher education institution who in 2014 gave NSW as their permanent place of residence. Postgraduate qualifications comprise of Graduate Certificate, Graduate Diploma, Master and Doctoral Degrees by research and coursework.</p>	<p>Department of Education and Training (2018), <i>Higher Education Statistics Collection (Student Collection)</i>, 2016, Australian Government. Unpublished data obtained May 2018. (Ref. RF118-171) Visit www.education.gov.au/higher-education-statistics</p>
	Postgraduate STEM courses	Proportion of NSW postgraduate students who completed a course in a STEM-related field	<p>Please see above for information about STEM courses.</p>	<p>Visit www.education.gov.au/higher-education-statistics</p>

Topic	Indicator	Measure	Explanatory Notes	Data Source
	Flexible work arrangements	Use of flexible work arrangements to care for children	<p>Data for this indicator are drawn from the ABS's Childhood Education and Care survey, which was conducted in June 2017 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, job sharing 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 (2018), <i>Childhood Education and Care, Australia, June 2017</i> (and previous years), Cat. No. 4402.0</p> <p>Visit www.abs.gov.au/ausstats/abs@.nsf/mf/4402.0</p>
	Carer responsibilities	Proportion of people with primary carer responsibilities who are women	<p>The data for this indicator are from the 2015 Survey of Disability, Ageing and Carers conducted throughout Australia.</p> <p>People identified as primary carers were asked to complete a self-enumeration form, due to the personal nature of the questions.</p>	<p>Australian Bureau of Statistics (2016) <i>Disability, Ageing and Carers, Australia, 2015</i>, Cat. No. 4430.0</p> <p>Visit www.abs.gov.au/ausstats/abs@.nsf/mf/4430.0</p>
	Discrimination in employment	Proportion of employment related discrimination complaints in NSW that were made by women to the Anti-Discrimination Board of NSW (ADB)	<p>The ADB is a NSW statutory authority that promotes anti-discrimination and equal opportunity principles and policies in NSW. It administers the anti-discrimination laws, and investigates and conciliates complaints lodged under the Anti-Discrimination Act 1977 (NSW). In calculating proportions, the complainant gender recorded as 'other' was included in the total number of complainants. Gender recorded as 'other' may refer to a representative complaint, a couple, a person who identifies as neither male nor female, or an unknown complainant.</p>	<p>Anti-Discrimination Board of NSW (2018), <i>complaints data, 2016-17 and previous years</i>. Unpublished data, obtained May 2018.</p> <p>Visit www.antidiscrimination.justice.nsw.gov.au</p>
		Proportion of employment related sex discrimination complaints in NSW that were made by women to the Australian Human Rights Commission (AHRC)	<p>The AHRC is a national statutory body set up to promote and protect human rights in Australia. It has a range of functions, including to investigate and conciliate complaints lodged under the Sex Discrimination Act 1984 (Cth) and other federal human rights and anti-discrimination legislation.</p>	<p>Australian Human Rights Commission (2018), <i>complaints data 2016-17</i>, Unpublished data, obtained July 2018</p> <p>Visit www.humanrights.gov.au</p>

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