



Women in NSW 2015:

Annual report on women's progress towards equality in NSW



Minister's foreword

I am pleased to present you with this year's edition of the *Women in NSW* report. Over the last four years, the report has built a detailed evidence base about how the lives of women and men differ in New South Wales.

This year, the *Women in NSW* report takes on a fresh look. Alongside streamlined analysis and a special focus on eight priority spotlight topics, *Women in NSW 2015* is accompanied by a new *Report Card*. The report card offers readers easy access to summary data on all of the gender indicators in our data set.

Women in NSW 2015 provides an authoritative statement of how New South Wales women are faring and identifies where there is still work to be done to address inequality. On a positive note, the report shows that women's representation in the New South Wales Parliament increased following the April 2015 election and is now at its highest ever level of 30.1 per cent. Women's participation in the workforce is also at an all time high, and parents are sharing care more.

A number of findings in this year's report are worrying. Young women continue to be far more likely than young men to be hospitalised for intentional self-harm. In education, while women outnumber men in school completion and in postgraduate and undergraduate study, girls and women remain underrepresented in science, technology, engineering and

mathematics (STEM) areas of study. This limits their opportunities to develop skills we know are essential for success in the future economy. Women's economic independence continues to be a major issue, with the gender pay gap increasing over the last 18 months and women's unemployment rate growing much faster than men's.

Women's safety issues continue to justify the intense focus of the NSW Government, with women being victimised at unacceptable rates. I am proud to stand by my Government's significant reforms and achievements in this area, but there is still considerable work for us all to do.

Good policy is about asking the right questions and looking at the evidence needed to answer them. I hope that this report and the new format are a useful input for policy and action. As with previous reports, I welcome your comment and reflection and your suggestions about how we can continue to improve the *Women in NSW* reports.

A blue ink signature of Pru Goward, written in a cursive style.

Pru Goward
Minister for Women

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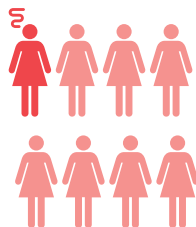
Executive summary



Health and wellbeing



Young women are **2.8 times more likely** than young men to be **hospitalised for self-harm**



Around **1 in 8** women and **1 in 5** men **smoke cigarettes**



11.1% of women report high levels of **psychological distress** compared to **8.5%** of men



Women are **half as likely** as men to engage in **risky drinking**



Around **half** of all women **exercise enough**



The proportion of **teenage mothers** is **declining**



Education and learning



STEM subjects make up **one-third** of **girls HSC subjects**, compared to half of boys subjects



2 out of 5 people commencing and completing **apprenticeships and traineeships** are women



3 out of 5 undergraduate and postgraduate students in NSW are women



Only **15.5%** of undergraduate **Information Technology and Engineering** students are women



Aboriginal women are well represented in vocational education and training, but remain **less likely** than other women to **attend university**



Women are **6 times less likely** than men to **undertake technical and trade training**



The **starting salary** for graduate women is **\$4,000pa less** for women than men



Work and financial security



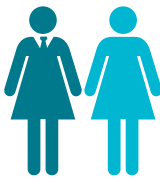
Women's participation in the paid workforce is at its **highest point** since 1978 but remains **12 percentage points lower** than men's



Women spend **12.5 hours per week** more than men on unpaid **household work**



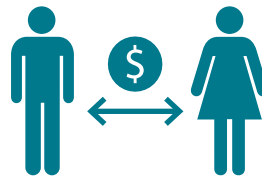
Unemployment for NSW women is **1.1 percentage points higher** than for men



1 in 2 women work part-time compared to 1 in 6 men



On average, women working full-time **earn \$320 less** than men per week



The **gap** between what women and men earn is **increasing in NSW** and is now 19.3%



The proportion of women in the workforce who **want more hours of work** is **growing**



Leadership



1 in 4 seats in the **NSW Parliament** is held by a woman



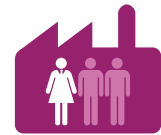
Women's **share** of NSW government board positions is **39 per cent**



Around **one-third** of NSW **government sector senior leadership roles** are held by women



Women hold **1 in 5 directorships** in NSW-based ASX 200 companies



Business owners in NSW are more than **twice as likely to be men** as women



Safety and justice



Females are **twice as likely** as males to be victims of **domestic violence-related assault**



4 in 5 victims of sexual assault **are women**



Female homicide victims are more likely than males to be **killed by someone with whom they are in a domestic relationship**



The **imprisonment rate for women** is **14 times lower** than for men



Sex discrimination in employment is **5.5 times more likely** for women than men

The *Women in NSW* report tracks women's progress towards equality in NSW. This latest annual update, *Women in NSW 2015*, provides members of the public, community, government and business sectors with ready access to data on a range of social and economic outcomes for women.

This report is intended to raise awareness of how the lives of NSW women and men differ, and provide a high quality evidence base for strong decision-making, and policy and program development to bridge gender gaps in NSW.

The regular provision of up-to-date data and reporting on gender indicators is an important means of ensuring the Government's continuing commitment to women, open data, accountability and transparency.

Measuring and tracking women's status

In this report, gender indicators are used to measure gender equality and evaluate change in women's life experiences over time. Currently, approximately 90 gender indicators are used, grouped across five areas that are central to women's livelihoods:

- health and wellbeing
- education and learning
- work and financial security
- leadership
- safety and justice.

The gender indicators used in the *Women in NSW* report have been developed in consultation with stakeholders and are designed to address government and community needs, align with national and global gender measures, and meet recognised international selection criteria (see the Appendix for selection criteria). Indicators are regularly reviewed and may be added or removed over time depending on feedback from stakeholders and the availability of regularly collected high quality data.

Data are collected and presented from multiple sources to report on the indicators, including published and unpublished government administrative data, large-scale survey data and specialist survey data. Data sources are provided in the explanatory notes and the reference list. Comments on how the indicator data have changed over time are provided throughout the report. However, please note that trend analysis and statistical significance tests have not been performed, unless stated.

Scope and structure of the report

Women in NSW 2015 takes on a new, more reader friendly format, which includes this shorter annual report, the accompanying *Report Card* and supplementary *explanatory notes*.

Women in NSW 2015 provides a demographic profile of NSW women and separate chapters for each of the five key areas listed above, which include:

- key facts and statistics important to understanding the status of women in NSW
- a summary of how women are faring, covering important gender gaps and changes over time
- spotlight topics examining selected indicators in greater detail
- examples of strategies being undertaken to address the issues raised.

The profile chapter highlights the diversity of the NSW population and, where possible, the experiences of specific groups of women are addressed in each of the key area chapters. These groups include Aboriginal women, younger and older women, women from culturally and linguistically diverse backgrounds, women with disability and women who live in different locations. Comparisons are also drawn between NSW and Australian populations.

The *NSW Women's Report Card 2015* provides a summary data table of all indicators and outlines current gender gaps and changes in women's and men's status over the previous one and five years.

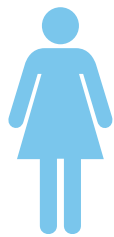
The supplementary explanatory notes provide detailed information on each indicator, the overarching measure and data sources. This is designed to facilitate understanding of the data presented in both the *Women in NSW 2015* report and the accompanying *Report Card*.

While presenting a range of interesting facts and figures, the *Women in NSW 2015* publications do not offer an explanation or discussion of the findings, identify implications or address government achievements or program outcomes. These resources provide general information for students, the community, and public and private sector organisations in developing policies and taking action on women's issues.

We are also developing avenues to make the data we use in this report available to you. Selected underlying data from the report can be sourced from the report team if required at womennsw@moh.health.nsw.gov.au.

We invite you to read *Women in NSW 2015* and welcome your feedback on the report and its findings.

1. A profile of NSW Women



3,786,640
50.4%



3,731,832
49.6%

How many are we?



Major cities
74.6%



Regional
25.1%



Remote
0.4%

Where we live

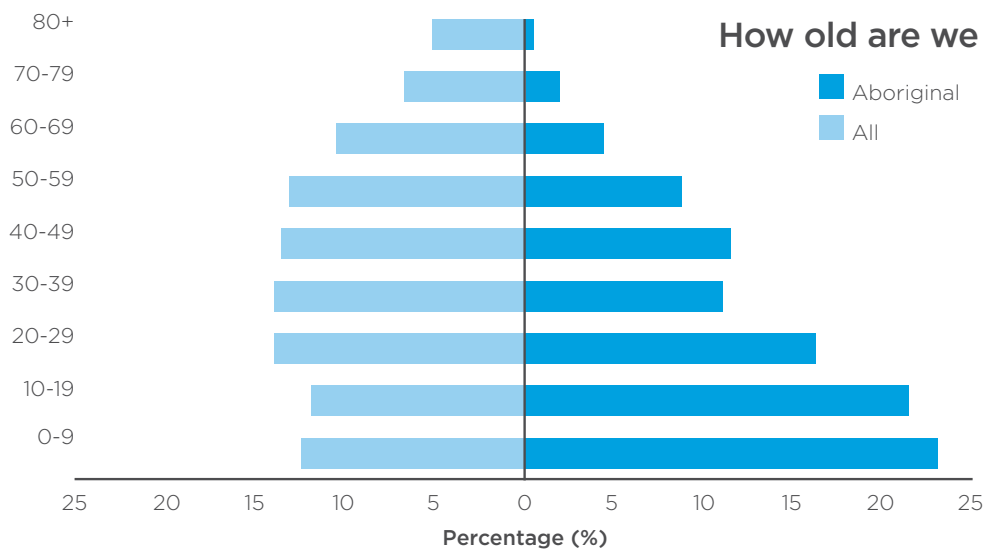
Median age



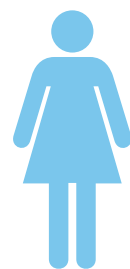
38.8
years



37.0
years



About women



2.9% are Aboriginal



28.5% were born overseas



27.5% speak another language at home



18.5% have a disability



4.6% are primary carers



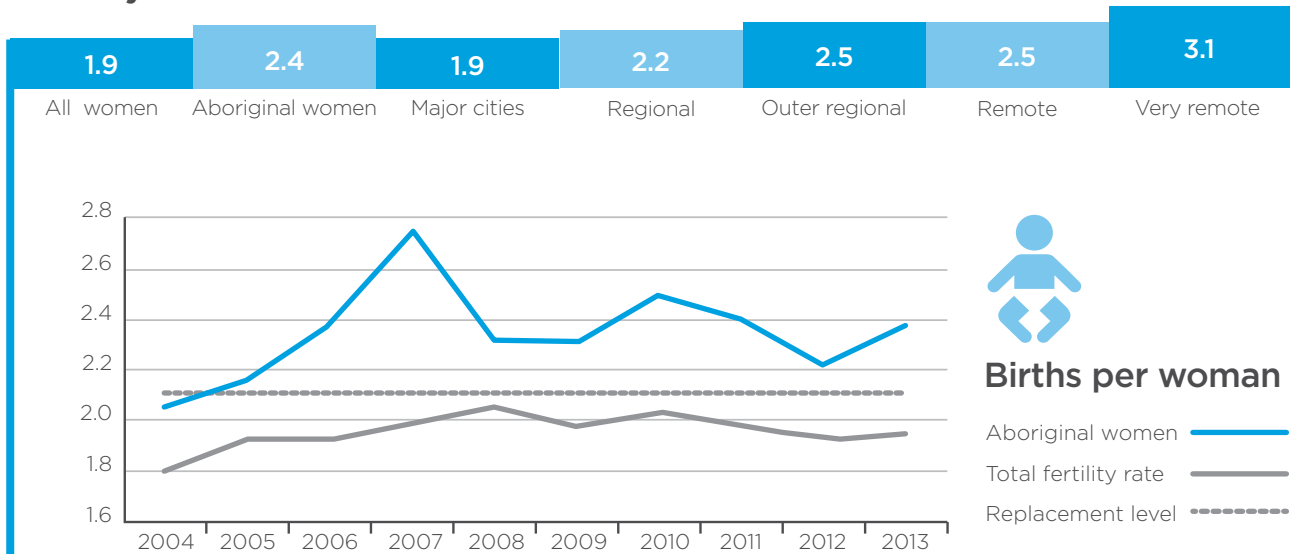
66.9%



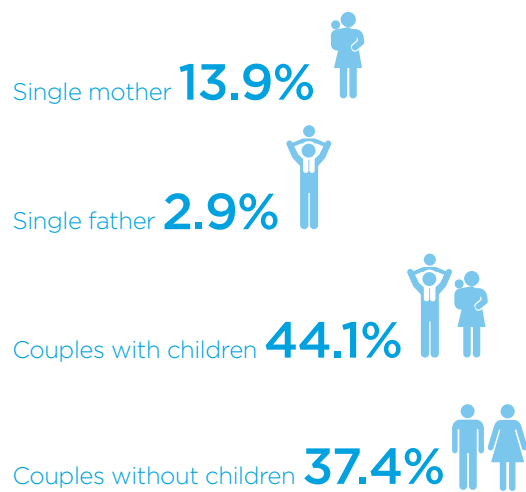
33.1%

People over 65
years living alone

Fertility rate



Our families



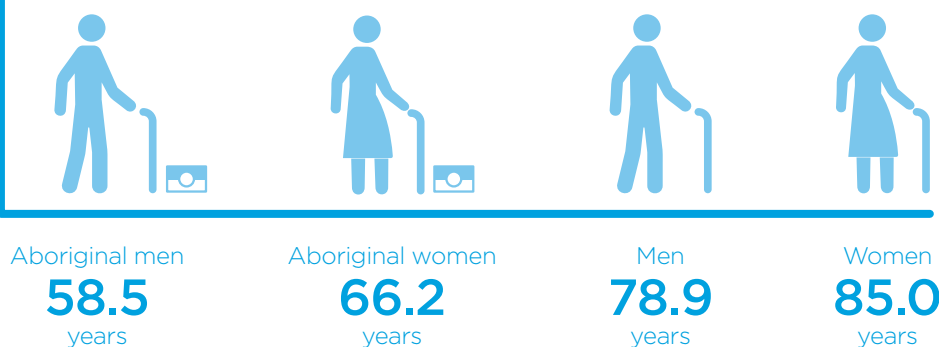
Median age of mothers



Percentage of births



Life expectancy



2. Health and wellbeing

Key findings



Young women are **2.8 times more likely** than young men to be hospitalised for self-harm



Around **1 in 8** women and 1 in 5 men **smoke cigarettes**



11.1% of women report high levels of **psychological distress** compared to 8.5% of men



Women are **half as likely** as men to engage in **risky drinking**



Around **half** of all women **exercise enough**



The proportion of **teenage mothers** is **declining**

How are NSW women faring?

While women experience some favourable health impacts, such as longer life expectancy, less obesity, and lower smoking and drinking rates than men, there are a range of areas where health and wellbeing impact disproportionately on the lives of women in NSW, or where women experience the use of health services differently to men. To achieve their physical, social and economic potential, women need opportunities to be healthy at every stage of their lives.

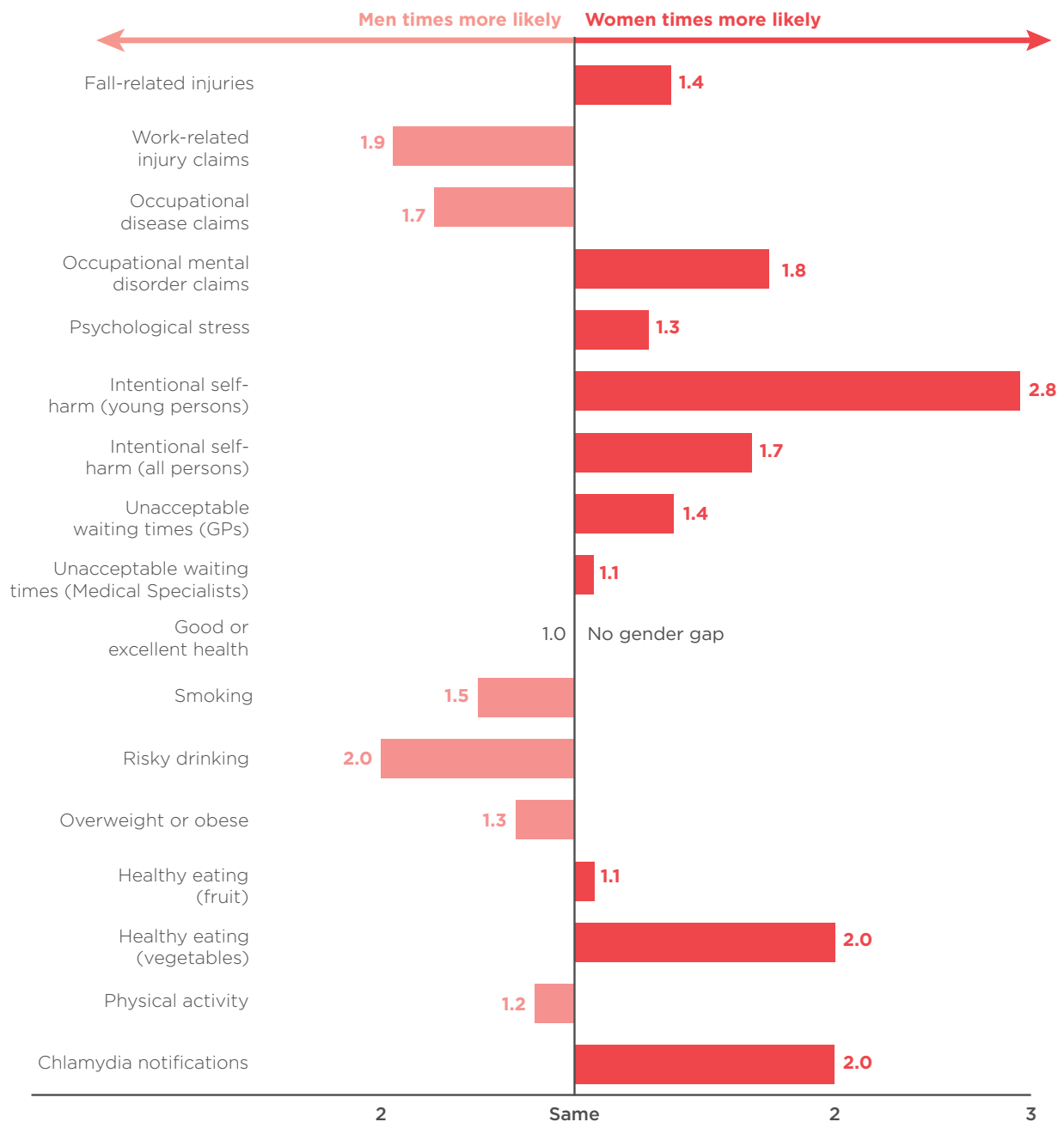
Data compiled for this report show positive changes for women in a number of areas. While women report higher levels of psychological distress than men, levels of psychological

distress are decreasing, as are rates of smoking, and women are more likely to rate their health positively than in previous years. Less encouraging is the continuing upwards trend in hospitalisations for intentional self-harm. Young women's rate of hospitalisation for self-harm is the highest it has been in over 20 years, increasing by 37.8 per cent between 2010-11 and 2013-14. The spotlight on psychological health investigates these data in greater depth.



Figure 1 shows how many times more or less likely women are than men to experience a variety of health and wellbeing gender indicators.

Figure 1. Women's experience of health and wellbeing in comparison to men



Injury and disease

Women continue to live longer than men, with a life expectancy of 84.3 years as opposed to 80.0 years for men. Overall, fewer women (24,532) than men (25,864) died in NSW in 2013. The death rate for women (449.5 per 100,000) was lower than for men (653.8 per 100,000). Based on the assumption that deaths occurring between the ages of 1 and 79 are untimely, NSW women who died in 2013 lost less of their potential lifespan in years (4.3 years on average) than men (7.1 years on average).

Cardiovascular disease continues to be the leading cause of death for women and men in NSW. Age-related differences in causes of death for women and men are investigated in 'Spotlight on causes of death'.

Women aged 65 years and over in NSW are 1.4 times more likely than older men to be hospitalised for a fall-related injury. When it comes to work-related injuries, in NSW in 2012–13, women were less likely than men to make a workers compensation claim for a work-related injury or for an occupational disease. However, women had a higher frequency of mental disorder claims with an incidence rate of 0.86 claims per 1,000 employees compared to 0.54 claims per 1,000 employees for men.

Use of health services

Overall, the vast majority of NSW women and men reported positive perceptions of care by medical or dental professionals in 2013–14. Women, however, were less likely than men to report positive experiences of emergency department doctors and specialists, hospital doctors and specialists and hospital nurses. Only 77.4 per cent of women felt that emergency department doctors and specialists spent enough time with them compared to 84.6 per cent of men, and 84.0 per cent of women felt that hospital doctors and specialists spent enough time with them compared to 91.2 per cent of men (a gender gap of 7.2 percentage points). While men's experiences of these professionals has improved since 2012–13, the proportion of women reporting positive experiences has fallen, leading to a widening of the gender gap.

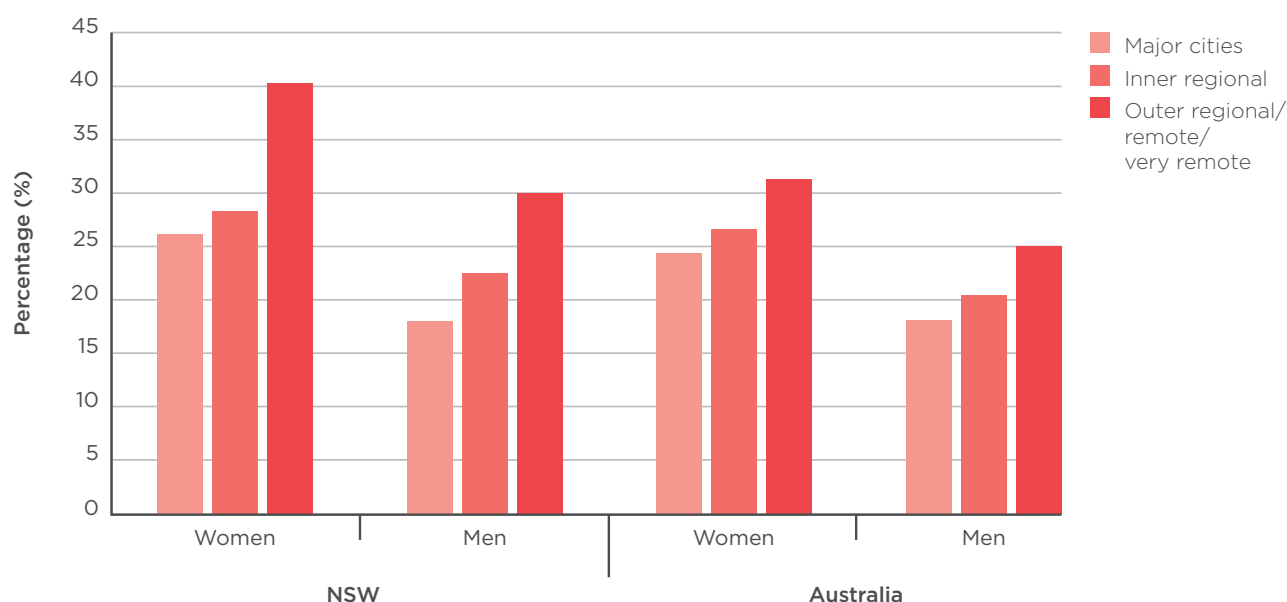
In NSW, a higher proportion of women (27.5 per cent) than men (19.6 per cent) reported that they waited longer than they felt acceptable to get an appointment with a General Practitioner (GP) in 2013–14. Of people in NSW referred to a medical specialist, a higher proportion of women (25.5 per cent) than men (23.8 per cent) also reported that they waited longer than they felt acceptable to obtain their specialist appointment in 2013–14. The gender gap for unacceptable waiting times to see a GP in NSW has widened since 2012–13 from 3.9 percentage points to 7.9 percentage points in 2013–14, but has narrowed for those referred to a medical specialist.

Women in regional and remote areas are more likely than women in major cities to report unacceptable wait times to see GPs and medical specialists. NSW women in outer regional/remote/very remote areas are 9.0 percentage points more likely than Australian women as a whole, who are living in similar areas, to report unacceptable waiting times to see GPs (see Figure 2).

Around 50.7 per cent of women aged 50–69 in NSW participated in breast cancer screening in the two-year period 2013–14. Among the target group for cervical cancer screening (women aged 20–69) 57.0 per cent participated in screening over the two-year period ending December 2014. This is comparable to screening rates for Australian women (53.7 per cent for breast cancer screening and 57.8 per cent for cervical cancer screening, latest available data for 2011–2012). Aboriginal women

have lower rates of participation in breast cancer screening at 36.3 per cent of the eligible population in NSW in 2013–14. Participation rates in breast cancer and cervical cancer screening programs in NSW have remained stable in recent years. Consistent with national figures, breast cancer mortality in NSW is at an historic low, at around 46.4 per 100,000 women aged 50–69 years for the period 2007–2011.

Figure 2. Longer than acceptable waiting times to see a General Practitioner, by remoteness, NSW and Australia, 2013–14



Population: NSW and Australian population.

Data source: ABS (2013–2014) *Patient Experience Survey*, Cat no. 4839.0, unpublished data.

Feeling healthy and healthy behaviour

The proportion of women in NSW rating their health positively has improved, and the gender gap in this area has reduced, with four in five of both women and men feeling good about their health. Women fare better than men in a number of healthy behaviours. Fewer women than men smoke (12.3 per cent compared to 18.9 per cent of men in 2014) and around half as many women as men engage in drinking which poses a lifetime risk to health (risky drinking) (18.1 per cent compared to 37.1 per cent of men in 2014).

Between 2013 and 2014, smoking rates fell for women and men, but rates of risky drinking marginally increased (by less than one per cent for women and men). More women than men eat an adequate amount of fruit (57.4 per cent compared to 50.2 per cent of men in 2014) and vegetables (11.8 per cent compared to 6.0 per cent of men in 2014). Fewer women than men are obese or overweight (46.1 per cent compared to 58.8 per cent of men in 2014). However, the proportion of women who are overweight or obese has unfortunately increased by 2.1 percentage points from 44.0 per cent in 2013. Women are 9.2 percentage points less likely than men to undertake adequate levels of physical activity. In 2014, 50.7 per cent of NSW women and 59.9 per cent of men exercised enough.

Many health risk factors are higher among women in more disadvantaged socio-economic groups. Women in the most disadvantaged quintile are more likely to smoke than those in the more advantaged quintiles. In terms of overweight or obesity, a greater proportion of women in the most disadvantaged quintile are overweight or obese (55.6 per cent) and the smallest proportion of women who are

overweight or obese is in the most advantaged quintile (36.4 per cent). The proportion of women undertaking adequate levels of physical activity also rises with socio-economic status (from 45.6 per cent in the most disadvantaged quintile to 57.4 per cent in the most advantaged).

Women born overseas in non-English speaking countries are much less likely to drink alcohol at levels that pose a lifetime risk to their health than women born in Australia (5.8 per cent compared to 23.1 per cent), are less likely to smoke (6.0 per cent compared to 15.0 per cent for women born in Australia) and are less likely to be overweight or obese (36.6 per cent compared to 50.1 per cent for women born in Australia). Although the difference is small, women from non-English speaking countries are slightly less likely to undertake adequate levels of physical activity (49.8 per cent compared to 50.4 per cent for women born in Australia).

Sexual and maternal health

Chlamydia is the most commonly sexually transmissible infection (STI) in Australia today and is the only STI which women experience at higher rates than men. Chlamydia particularly affects young women and is a major cause of infertility as a result of not being treated early. In 2014, young women were almost twice as likely as young men to have chlamydia notifications in NSW (1,654 per 100,000 compared to 830 per 100,000 for young men).

The median age of NSW first-time mothers, 29.5 years in 2013, has changed little over the past 10 years. Despite this, the share of births by teenage mothers (3.0 per cent in 2013) has been steadily falling, and the share of births by mothers aged 35 years and over (23.4 per cent in 2013) has been increasing. In 2013, 56.8 per cent of women giving birth in NSW had a normal vaginal birth, 31.5 per cent had a caesarean section, and 11.8 per cent had an instrumental birth. The proportion of NSW births that are normal vaginal births has decreased from 62.8 per cent in 2003.

In 2013, antenatal care was sought by 60.0 per cent of pregnant women within the first 14 weeks of pregnancy and 84.0 per cent within the first 20 weeks of pregnancy. Four in five babies (79.8 per cent) were fully breastfed on discharge from hospital in 2013. One in five babies (22.9 per cent) were exclusively breastfed at six months in 2014ⁱ.



Spotlight on psychological health

Almost half of all Australians experience a mental disorder in their lifetime. In this spotlight topic, we look at two indicators that examine the psychological health of NSW women. The first indicator refers to self-reported psychological distress. The second indicator focuses on hospitalisation for intentional self-harm.

Psychological distress

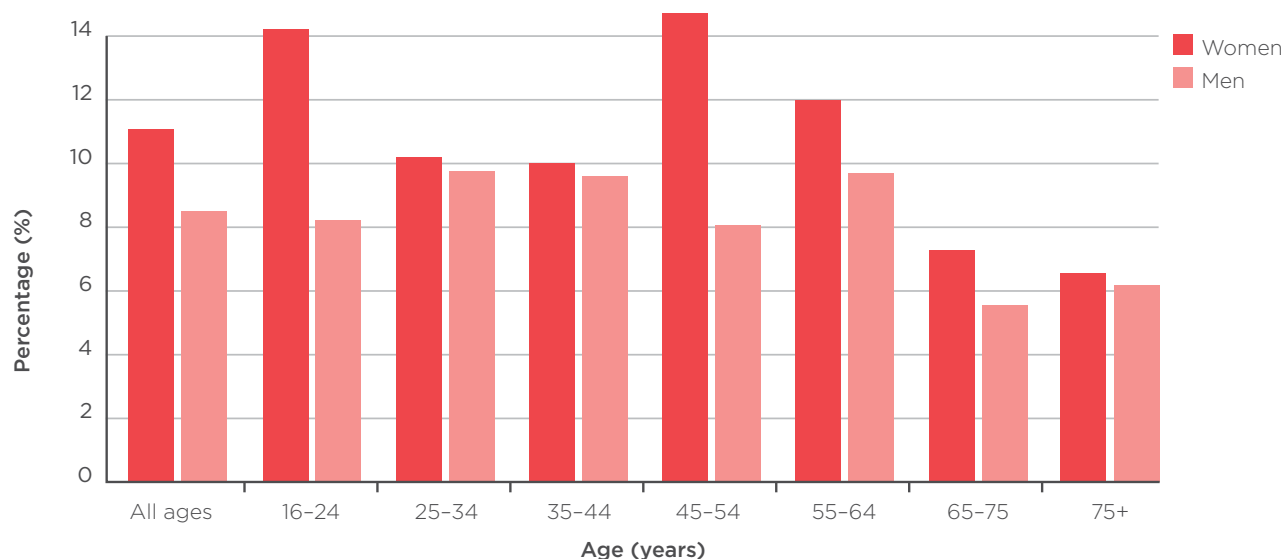
According to the latest available data, NSW women are 1.3 times more likely than men to report high or very high levels of psychological distress. In 2013, 11.1 per cent of women and 8.5 per cent of men reported high or very high levels of psychological distress (a gender gap of 2.6 percentage points). Psychological distress levels are decreasing for both women and men. The proportion of NSW women experiencing high or very high levels of psychological distress has decreased by 1.9 percentage points from 13.0 per cent in 2008.

Women across all age groups in NSW are more likely to report psychological distress than men; however, this is slightly higher amongst young people aged 16 to 24 years and people aged 45 to 54 years (see Figure 3). Young women in NSW were 1.7 times more likely than young men to report high distress levels (14.2 per cent compared to 8.2 per cent of men) in 2013. Women aged 45 to 54 are 1.8 times more likely than men in the same age group to report high distress levels (14.7 per cent compared to 8.1 per cent of men).

Albeit a small difference, in 2013 Australian-born women reported slightly higher levels of psychological distress (11.6 per cent reporting high or very high levels of psychological distress) than women born overseas in non-English speaking countries (10.2 per cent stressed) and English speaking countries (9.2 per cent stressed).

Reports of high or very high levels of psychological distress also increase slightly with disadvantage and remoteness. NSW women in the most disadvantaged group are 1.6 times more likely to report high or very high levels of psychological distress than women in the most advantaged group (14.0 per cent compared to 8.8 per cent). NSW women living in outer regional and remote areas are almost one and a half times more likely to report high or very high levels of psychological distress (14.9 per cent) than NSW women in inner regional areas (11.9 per cent) and major cities (10.7 per cent).

Figure 3. Proportion of women and men reporting high or very high levels of psychological distress, by age, NSW, 2013



Population: People aged 16 years and over.

Data source: CEE (2013) *Health Statistics New South Wales: High or very high psychological distress in adults 2013*. Sydney: NSW Ministry of Health. Accessed 1/6/2015.

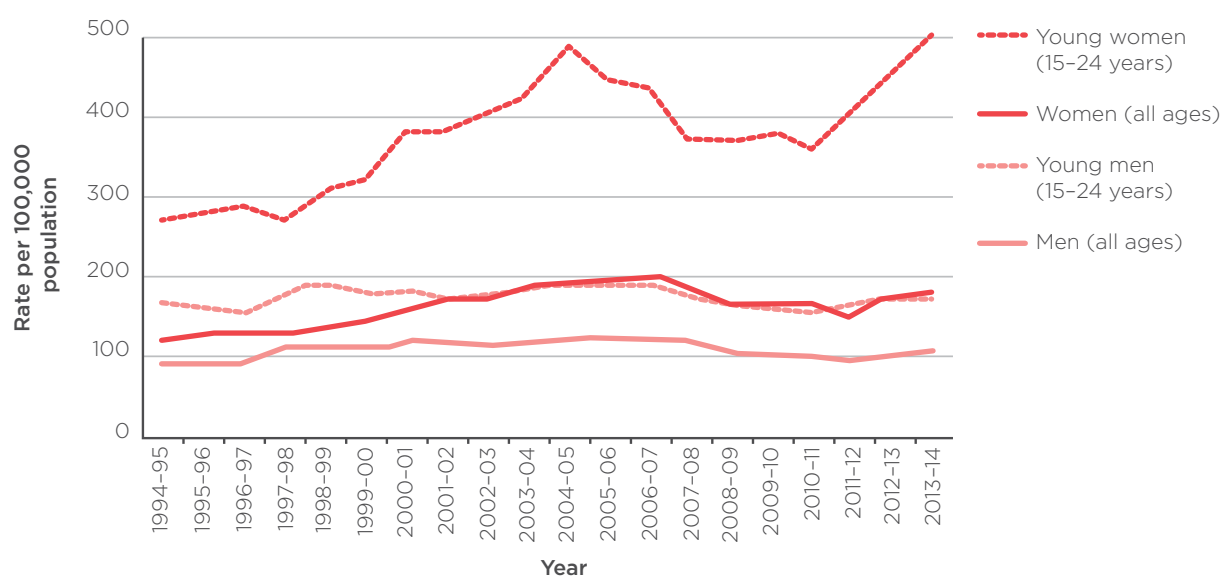
Intentional self-harm

There is a concerning and continuing upwards trend in hospitalisations for intentional self-harm among women in NSW (see Figure 4). Women's rate of hospitalisation for intentional self-harm has increased by 9.7 per cent from 165.4 per 100,000 in 2008–09 to 181.5 per 100,000 population (6,442 hospitalisations) in 2013–14. Women's rate of hospitalisation for self-harm is 1.7 times more than men's rate (105.3 per 100,000 or 3,815 hospitalisations). This is even more pronounced for young people in NSW aged 15 to 24 years. At 502.0 per 100,000, young women's rate of hospitalisation for intentional self-harm is the highest it has been in over 20 years and is 2.8 times that for young men (178.1 per 100,000). Since 2008–09, NSW young women's rate of hospitalisation for intentional self-harm has increased by 35.3 per cent from a rate of 370.9 per 100,000.

Young Aboriginal women in NSW are 2.2 times more likely than young non-Aboriginal women to be hospitalised for intentional self-harm (rate of 1,040.6 compared to 473.3 per 100,000). Compared to young Aboriginal men, young Aboriginal women in NSW are 2.8 times more likely to be hospitalised for intentional self-harm (rate of 1,040.6 compared to 375.5 per 100,000).

Young women living in NSW major cities had a lower rate of hospitalisations for self-harm (450.5 per 100,000 young women) than young women living in inner regional (651.6 per 100,000 young women) and outer regional and remote areas (590.5 per 100,000 young women).

Figure 4. Rate of hospitalisation for self-harm, NSW, 1994–95 to 2013–14



Population: People aged 15 years and over

Data source: CEE (2013) *Health Statistics New South Wales: Intentional self-harm hospitalisations 2013–14*. Sydney: NSW Ministry of Health. Accessed 22/5/2015.

How does NSW compare?

In terms of psychological distress, the Australian Health Survey 2011–12 found that 12.7 per cent of Australian women and 8.8 per cent of Australian men reported high or very high levels of psychological distress (a gender gap of 3.9 percentage points). This is comparable to the 4.0 percentage point gap for NSW women and men found in this survey (12.4 per cent of women and 8.4 per cent of men reporting high psychological distress).

There were no comparable data on intentional self-harm for NSW and Australia as a whole. However, an Australian Institute of Health and Welfare (AIHW) report on suicide and hospitalised self-harm in Australia reported that rates for females hospitalised as a result of intentional self-harm were at least 40 per cent higher than male rates over the period from 1999–2000 to 2011–12, with female cases outnumbering male cases most markedly in the teen years.



Spotlight on causes of death

Mental health concerns outlined in the previous spotlight topic are mirrored when looking at causes of death by age (see Table 1 and Table 2). Intentional self-harm was the leading cause of death for both women and men in NSW in the 15–24, 25–34 and 35–44 year age groups in 2013. While NSW women are more likely to be hospitalised for intentional self-harm than men, NSW women are 2.8 times less likely to die from intentional self-harm (death rate of 4.9 per 100,000 compared to 13.6 per 100,000 for men).

Breast cancer is the second most common cause of death for women in NSW aged 35 to 44 years and becomes the leading cause of death for women in NSW aged 45 to 54 years. Cancers of digestive organs are responsible for the most deaths among women and men in NSW in the 55–64 and 65–74 year age groups.

Ischaemic heart disease and cerebrovascular diseases (including stroke) are the leading causes of death amongst people over 75 in NSW. Ischaemic heart disease and cerebrovascular diseases are the overall leading causes of death for both women and men in NSW in 2013. However, women are less likely than men to die of these diseases. For ischaemic heart disease, NSW women's and men's death rates were 49.7 and 92.8 per 100,000 respectively. For cerebrovascular diseases, NSW women's and men's death rates were 39.4 and 41.6 per 100,000 respectively. Ischaemic heart disease and cerebrovascular diseases accounted for 21.9 per cent of women's deaths in NSW in 2013.

There are considerable gender gaps in the death rates associated with many other diseases. Excluding breast cancer and prostate cancer, which mainly affect one sex, there were large gender gaps in 2013 in NSW for:

- intentional self-harm (suicide), which women were 2.8 times less likely to die from than men
- skin cancer, which women were 2.7 times less likely to die from than men
- cirrhosis and other diseases of the liver, which women were 2.5 times less likely to die from than men.

Notable changes in death rates for women over the last five years of data include:

- NSW women's death rate from ischaemic heart disease has decreased by 32.3 per cent from 73.4 per 100,000 in 2008 to 49.7 per 100,000 in 2013.
- NSW women's death rate from cerebrovascular diseases has decreased by 19.1 per cent from 48.7 per 100,000 in 2008 to 39.4 per 100,000 in 2013.
- NSW women's death rates from both heart failure and diseases of the urinary system have also decreased by around 20 per cent.
- NSW women's death rate increased for dementia and Alzheimer's disease (up by 21.0 per cent) and cirrhosis and other diseases of the liver (up by 20.0 per cent).

**Table 1. Leading causes of death by age for NSW women and men, 2013**

	Women		Men	
Age	Leading cause of death	Age-specific Death Rate	Leading cause of death	Age-specific Death Rate
15-24	Intentional self-harm	5.5	Intentional self-harm	11.7
25-34	Intentional self-harm	5.7	Intentional self-harm	16.3
35-44	Intentional self-harm	7.2	Intentional self-harm	18.4
45-54	Malignant neoplasm of breast	25.8	Ischaemic heart disease	36.2
55-64	Malignant neoplasms of digestive organs	50.0	Malignant neoplasms of digestive organs	102.4
65-74	Malignant neoplasms of digestive organs	122.4	Malignant neoplasms of digestive organs	221.2
75-84	Ischaemic heart disease	329.2	Ischaemic heart disease	648.8
85-94	Ischaemic heart disease	1,746.2	Ischaemic heart disease	2,447.1
95 and over	Ischaemic heart disease	5,046.0	Ischaemic heart disease	5,430.9

Population: NSW population.

Data source: Australian Bureau of Statistics (2013 and previous years) *Causes of Death*, Cat.no.3303.0, www.abs.gov.au.

Table 2. Leading causes of death (across all ages) for NSW women and men, 2013

Causes of death (across all ages) and ICD-10 code	Rate for Women	Rank for Women	Rate for Men	Rank for Men
Ischaemic heart disease (I20-I25)	49.7	1	92.8	1
Cerebrovascular diseases (I60-I69)	39.4	2	41.6	2
Dementia and Alzheimer's disease (F01, F03, G30)	38.0	3	31.2	5
Trachea, bronchus and lung cancer (C33-C34)	23.4	4	41.4	3
Chronic lower respiratory diseases (J40-J47)	22.0	5	31.3	4
Breast cancer (C50)	20.4	6	np	-
Colon, sigmoid, rectum and anus cancer (C18-C21)	12.0	7	17.3	9
Blood and lymph cancer (including leukaemia) (C81-96)	11.8	8	20.4	7
Heart failure (I50-I51)	11.3	9	14.4	10
Diabetes (E10-E14)	10.8	10	18.3	8

Np: not published

Population: NSW population.

Data source: Australian Bureau of Statistics (2013 and previous years) *Causes of Death*, Cat.no.3303.0, www.abs.gov.au.

How does NSW compare?

Differences between women and men's death rates from different diseases were similar nationally to those in NSW.



What is being done to improve women's health and wellbeing in NSW?

- The *NSW Health Framework for Women's Health* (2013) identifies health needs particular to women, promotes delivery of appropriate healthcare and health-promoting services, and supports monitoring the impact of interventions on groups of women at most risk of poor health. See www.health.nsw.gov.au.
- The NSW Government is implementing significant mental health reforms through *Living Well: Strategic Plan for Mental Health NSW 2014–2024*, which aims to shift the focus from crisis-driven responses to prevention and early intervention. See www.nswmentalhealthcommission.com.au.
- The NSW Education Program on Female Genital Mutilation (FGM) aims to prevent the practice of FGM in NSW and to minimise the health and psychological impact of the practice for women, girls and their families affected by, or at risk of, FGM. See www.dhi.health.nsw.gov.au.

Anyone in immediate danger should call Triple Zero (000).

Anyone in personal crisis or thinking about self-harm or suicide should call Lifeline on 13 11 14.

For mental health information, support and help, call the 24 hour Mental Health Line on 1800 011 511.

For other health-related information, call HealthDirect Australia on 1800 022 222.



3. Education and Learning

Key findings



STEM subjects make up **one-third of girls' HSC subjects**, compared to half of boys' subjects



2 out of 5 people commencing and completing **apprenticeships and traineeships** are women



3 out of 5 **undergraduate and postgraduate students** in NSW are women



Only **15.5% of undergraduate Information Technology and Engineering** students are women



Women are **6 times less likely** than men to **undertake technical and trade training**



Aboriginal women are well represented in vocational education and training, but remain **less likely** than other women to **attend university**



The **starting salary** for graduate women is **\$4,000pa less** for women than men

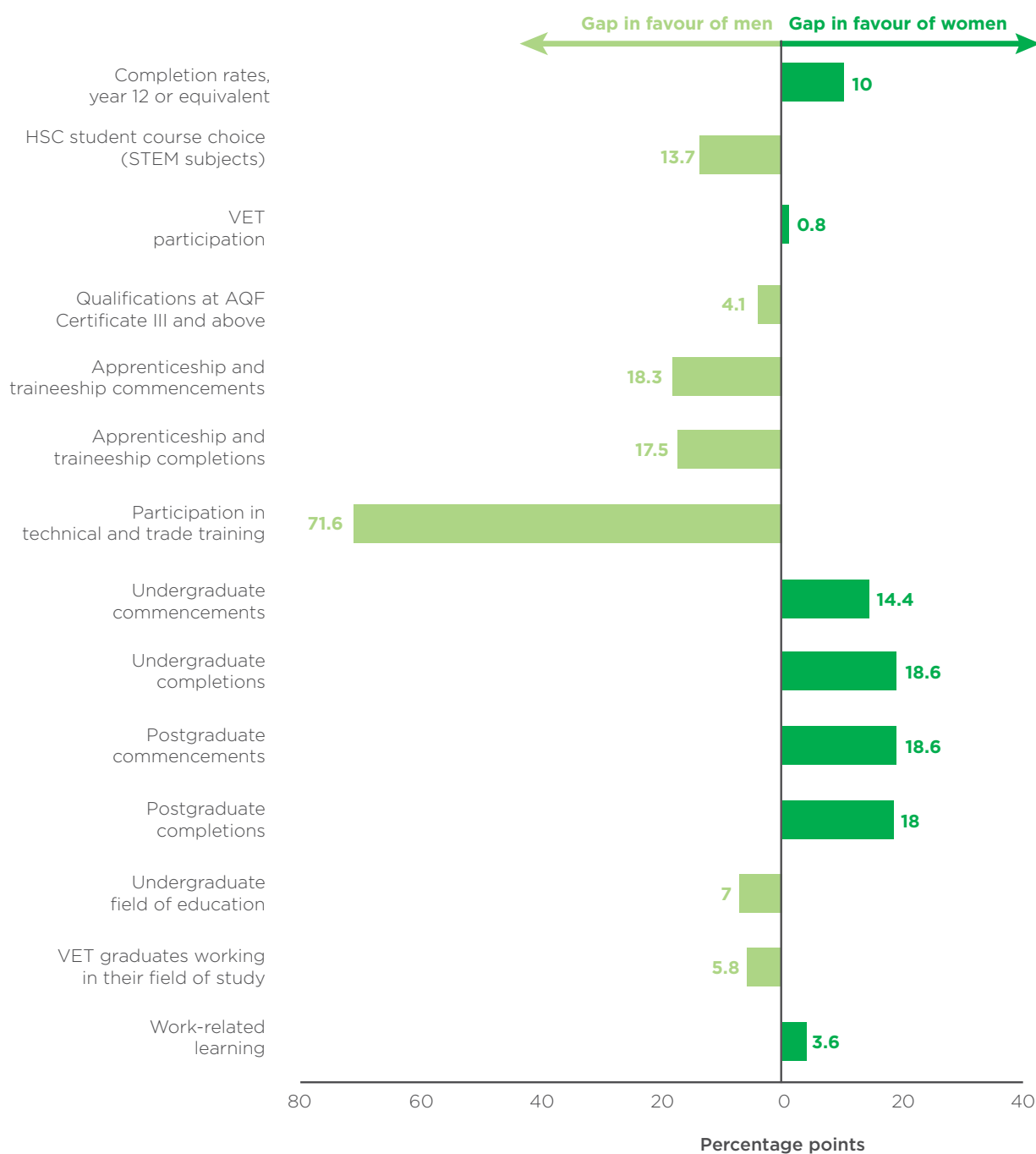
How are NSW women faring?

If women are to enjoy the full range of life opportunities, it is critical that they participate fully in education and learning as they move through their lives and careers.

Women have improved relative to men in a number of areas in NSW. The graduate gender salary gap has narrowed over the last year, and women are undertaking more postgraduate study. However, women's share of apprenticeship and traineeship completions

has fallen, as has the proportion of women with qualifications at Certificate III level or above. There are also remaining challenges in promoting women's participation and achievement in science, technology, engineering and mathematics (STEM) fields of study. These issues are examined in the spotlight topics in this chapter.

An overview of gender gaps in education and learning in NSW is presented in Figure 5.

Figure 5. Gender gaps in education and learning, NSW

AQF: Australian Qualifications Framework
STEM: Science, Technology, Engineering and Mathematics
VET: Vocational Education and Training

Population and source: Multiple sources and populations; please refer to the explanatory notes and references.



High school completion

Girls continue to be more likely to complete high school than boys in NSW. In 2013, 77 per cent of girls and 67 per cent of boys completed year 12. This gender gap of 10 percentage points in girls' favour has remained largely unchanged over the past decade. Girls outperform boys across all socio-economic groups. The gender gap is higher in the lowest socio-economic groupsⁱⁱ (13 percentage points) and lowest in the high socio-economic groups (6.0 percentage points). In 2014, 31.1 per cent of girls' and 44.8 per cent of boys' Higher School Certificate course completions were in STEM subjects.

Vocational education and training and higher education

While girls tend to have better school completion rates than boys, the proportion of women (56.8 per cent) with qualifications at Certificate III or above is around 4.1 percentage points lower than men (60.9 per cent). The proportion of women in NSW who have a qualification at Certificate III or above has fallen slightly over the last two years, having increased considerably since 2005 (up 14.3 percentage points since 2005). In terms of remoteness, women in major cities (57.8 per cent) are more likely to hold qualifications than women in more remote areas (53.0 per cent).

More women (8.8 per cent) than men (8.0 per cent) participated in government-funded vocational education and training (VET) in 2013. Rates have changed very little over the past decade.

Women outnumber men in university study at undergraduate and postgraduate level. Women made up 57.2 per cent of commencing NSW undergraduate students in 2013, whereas men accounted for 42.8 per cent. Women made up 59.0 per cent of new NSW postgraduate students, while men accounted for 41.0 per cent.

In recent years, commencement numbers for women and men at undergraduate and postgraduate levels have been steadily increasing. The gender gap in women's favour for undergraduate commencements (14.4 percentage points in 2013) has narrowed, as men's commencements have risen more quickly than women's (see Figure 6). At postgraduate level, the gender gap in women's favour has grown from 7.1 percentage points in 2004 to 17.9 percentage points in 2013.

Patterns of participation in VET and higher education are different for Aboriginal women than for the broader female population. Relative to their share of the NSW population (2.9 per cent), Aboriginal women are well represented in VET courses and in apprenticeships and traineeships (6.2 per cent of commencements in 2013). However, Aboriginal women are underrepresented in both undergraduate (2.0 per cent of women's undergraduate commencements) and postgraduate (0.3 per cent of women's postgraduate commencements) studies in 2013.

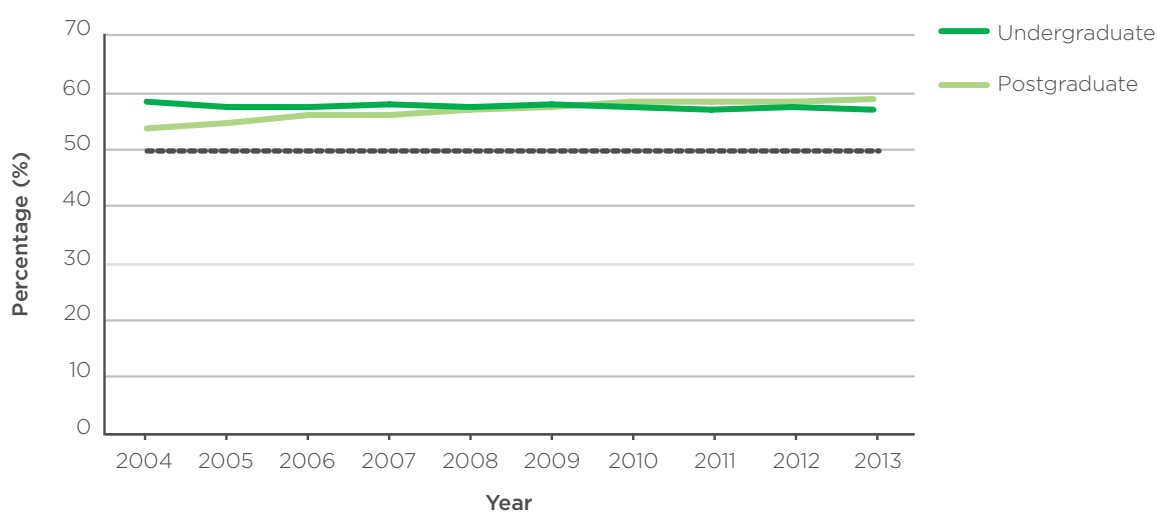
Employment outcomes and lifelong learning

In NSW in 2014, a smaller proportion of women (20.7 per cent) than men (26.0 per cent) who hold VET qualifications were working in the same occupation as their training.

Among graduates, the median starting salary was \$51,000 a year for NSW women aged 25 years or less with a bachelor degree in their first full-time job. This is \$4,000 less than the starting salary of \$55,000 for men in 2014. The graduate gender salary gap in NSW has closed by \$1,000 (20 per cent) since 2013, when it was \$5,000.

More NSW women (34.5 per cent) than men (30.9 per cent) undertook work-related training in 2013. Between 2007 and 2009, men's participation rates were higher than women's, but this has since reversed.

Figure 6. Women's share of undergraduate and postgraduate commencements, NSW, 2004-13



Population: NSW residents who enrolled in a higher education course between 2004 and 2013.

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



Spotlight on apprenticeships and traineeships

Apprenticeships and traineeships are unique VET courses whereby participants are contracted to an employer for a defined period. The resulting qualifications can be considered to be the minimum requirements for an occupation.

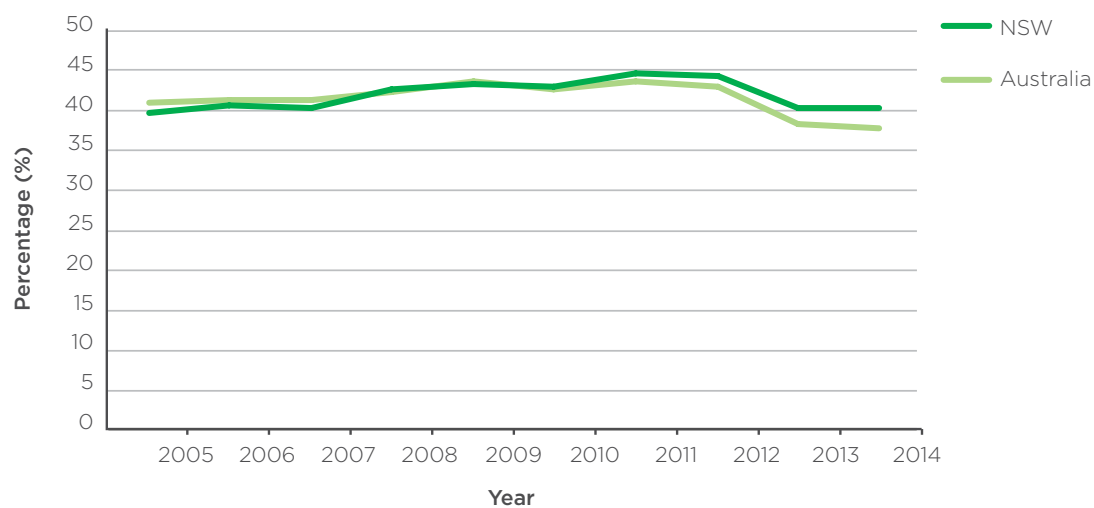
In this spotlight topic, we examine recent data on women and men commencing and completing apprenticeships and traineeships in NSW, including patterns of participation for specific population groups of women.

Commencements and completions

Women have traditionally been less likely than men to undertake apprenticeships and traineeships. A large gender gap remains in the numbers of women and men commencing and completing apprenticeships. Women made up 40.9 per cent of commencements (20,858 women, compared to 30,180 men) and 41.2 per cent of completions (20,105 women, compared to 28,647 men) in NSW in 2014.

Women's and men's commencements have increased from 2010, but since then have fallen considerably. Commencement numbers for women have dropped by 50.3 per cent from 41,241 in 2010, while men's have fallen by 45.8 per cent. Women's share of apprenticeship and traineeship commencements has also declined, from 43.0 per cent in 2010 to 40.9 per cent in 2014. This fall has stabilised over the past year (see Figure 7).

Figure 7. Women's share of apprenticeship and traineeship commencements, NSW and Australia, 2005–14



Population: NSW residents who commenced an apprenticeship or traineeship between 2005 and 2014.
Data source: NCVER, Apprentices and Trainees Collection, unpublished data.



Occupation

Women's share of apprenticeship and traineeship commencements is lower than men's in five of the eight major occupation groups, with women holding a majority in community and personal service workers, clerical and administrative workers and sales workers (see Table 3). Women account for only 12.5 per cent of commencements within the male-dominated technicians and trades workers group.

Table 3. Women's share of apprenticeship and traineeship commencements by major occupation group, NSW, 2014

Occupation group	Women	Men	% Women
1. Managers	193	261	42.5
2. Professionals	54	72	42.8
3. Technicians and trades workers	2,506	17,605	12.5
4. Community and personal service workers	9,092	2,554	78.1
5. Clerical and administrative workers	4,378	2,052	68.1
6. Sales workers	3,285	2,170	60.2
7. Machinery operators and drivers	488	3,167	13.3
8. Labourers	588	2,318	20.2
Total	20,582	30,199	40.5

Population: NSW residents who commenced an apprenticeship or traineeship in 2014.
Data source: NCVER, Apprentices and Trainees Collection, unpublished data.

Participation among different populations of women

Women who live in regional and remote communities are overrepresented when it comes to both commencements and completions of apprenticeships and traineeships. While 25.4 per cent of women in NSW live outside major cities, 35.2 per cent of women's commencements and 29.6 per cent of women's completions are from women who live in regional and remote areas. Similarly, 25.6 per cent of men in NSW live outside of major cities, whereas 35.2 per cent of men's commencements and 38.1 per cent of men's completions are from men who live in regional and remote areas.

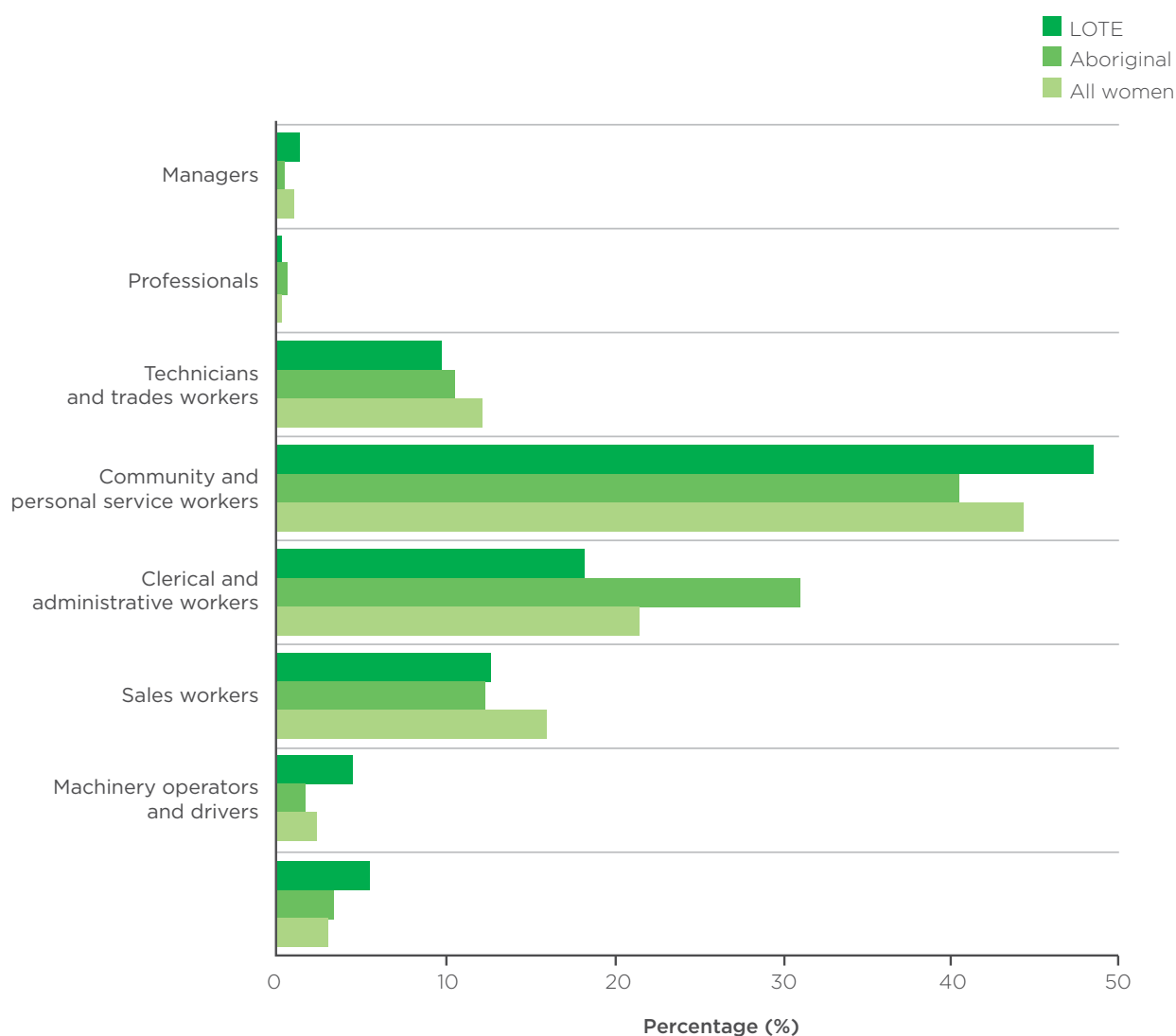
Aboriginal women are more likely than all women and than Aboriginal men to participate in apprenticeships and traineeships. Aboriginal women account for 6.2 per cent of women's apprenticeship and traineeship commencements and 4.7 per cent of completions. In contrast, Aboriginal

men account for 5.7 per cent of men's commencements and 3.7 per cent of men's completions. The majority of Aboriginal women (40.4 per cent) who commenced an apprenticeship or traineeship in 2014 did so within the occupation group community and personal service workers. Only 10.6 per cent of Aboriginal women commenced an apprenticeship or traineeship in 2014 within the technicians and trades workers occupation group.

Women who speak a language other than English at home account for 15.7 per cent of women's apprenticeship and traineeship commencements and 16.6 per cent of completions. In contrast, 14.3 per cent of men's commencements and 12.8 per cent of men's completions are from men who speak a language other than English (LOTE) at home. In 2014, the majority of women, 48.4 per cent, who speak a language other than English at home, commenced an apprenticeship or traineeship within the occupation group community and personal service workers (see Figure 8).



Figure 8. Women's apprenticeship and traineeship commencements, population groups by major occupation group, NSW, 2014



LOTE: Language other than English

Population: NSW residents who commenced an apprenticeship or traineeship in 2014.
Data source: NCVET, Apprentices and Trainees Collection, unpublished data.

How does NSW compare?

Women in NSW have a higher overall share of apprenticeship and traineeship commencements than Australian women (40.9 per cent in NSW compared to 37.9 per cent Australia-wide). NSW trends have

mirrored national patterns in recent years, although between 2013 and 2014, women's share of apprenticeship and traineeship commencements marginally increased in NSW, but remained the same nationally.



Spotlight on science, technology, engineering and mathematics

Equipping the future workforce with STEM skills is critical for economic growth and competitiveness^{iv}. Concerns are emerging that young people, especially women, are not sufficiently acquiring the skills in STEM^v that are needed for this future prosperity. Girls are less likely than boys to study STEM courses at school and university and face stereotypes from a young age that influence their choices throughout their education and careers.

This spotlight topic maps STEM engagement and attainment for girls and boys and for women and men across their education experience. We introduce new data to the report this year on young people's National Assessment Program – Literacy and Numeracy (NAPLAN) results. Subject choice in STEM subjects for Higher School Certificate students is examined, as are undergraduate commencements in STEM courses at university level. Across all these areas gender gaps persist.

Schooling and STEM

NAPLAN tests are conducted annually Australia-wide, testing students' reading, numeracy, spelling, writing, and grammar and punctuation. The tests are done four times throughout a student's schooling at grades three, five, seven and nine. A gender analysis of NSW NAPLAN results from 2008 to 2014, with a focus on numeracy (see Table 4), shows:

- Across all tested grades, girls have higher mean scores than boys in all areas except numeracy.
- Since the test commenced in 2008, girls have consistently had lower mean numeracy scores at all grades than boys (see Table 4). It should, however, be noted that this difference is only marginal.
- Across all tested grades, a similar proportion of boys and girls are at or above the national minimum standard for numeracy.
- In grades five, seven and nine, a greater proportion of boys than girls are in the top two achievement bands for numeracy.
- For year nine students in 2014, 24.7 per cent of girls and 30.7 per cent of boys achieved results that placed them in the top two bands for numeracy.

At high school level, only 31.1 per cent of girls' HSC course completions are in STEM-related courses compared to 44.8 per cent of boys'. Girls' and boys' HSC course completions in STEM fields have changed little in recent years. Girls' completions in STEM fields have reduced slightly from 31.9 per cent of girls' HSC course completions in 2011 to 31.1 per cent in 2014. Boys' STEM completions are largely unchanged at 44.8 per cent of boys' HSC completions in 2014 (compared to 45.0 per cent in 2011).

Figure 9 shows the share of girls and boys across HSC STEM courses. Girls dominate in textiles and design, food technology and biology, but make up less than half the student body in 17 of 21 STEM courses. Technology and engineering courses are among the least popular for girls, with only 5.0 per cent of all girls' course completions being in this area compared to 13.5 per cent of boys'.

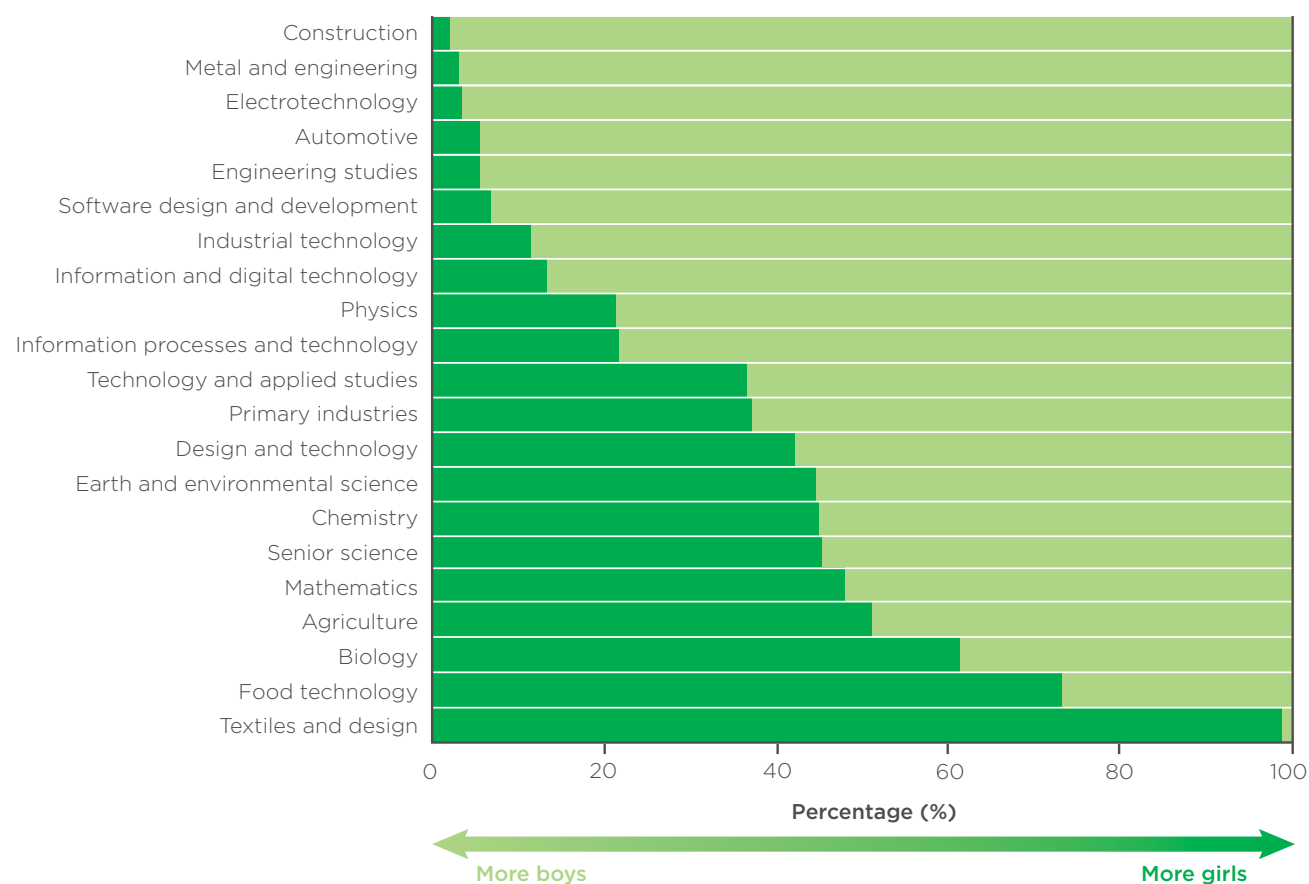
Table 4. NAPLAN numeracy mean results by sex, NSW, 2008–14

Grade	Gender	2008	2009	2010	2011	2012	2013	2014
Year 3	Girls	405	401.8	398.3	401.2	401.3	401.2	404.5
	Boys	412.6	408.6	403.6	409.6	408.4	405.9	410
	Gap	7.6	6.8	5.3	8.4	7.1	4.7	5.5
Year 5	Girls	482	495	492.7	493.4	494.1	486.7	487.9
	Boys	493.4	507.3	504	504.9	501.1	499.2	498.6
	Gap	11.4	12.3	11.3	11.5	7	12.5	10.7
Year 7	Girls	543.6	543.2	544.9	543	537.3	542.1	545.5
	Boys	558.7	554.6	555.2	553.9	549.2	552.6	554.9
	Gap	15.1	11.4	10.3	10.9	11.9	10.5	9.4
Year 9	Girls	587.7	593.3	585.3	582.9	585	585.2	588.2
	Boys	595.1	599.8	597.4	595.7	597	598.2	600.1
	Gap	7.4	6.5	12.1	12.8	12	13	11.9

NAPLAN: National Assessment Program – Literacy and Numeracy

Population: NSW school students in grades three, five, seven and nine.

Data source: National Assessment Program, NAPLAN, unpublished data.

Figure 9. Girls' share of STEM subjects at HSC, NSW, 2014

STEM: Science, Technology, Engineering and Mathematics
HSC: Higher School Certificate

Population: NSW Higher School Certificate students who enrolled in STEM courses in 2014.

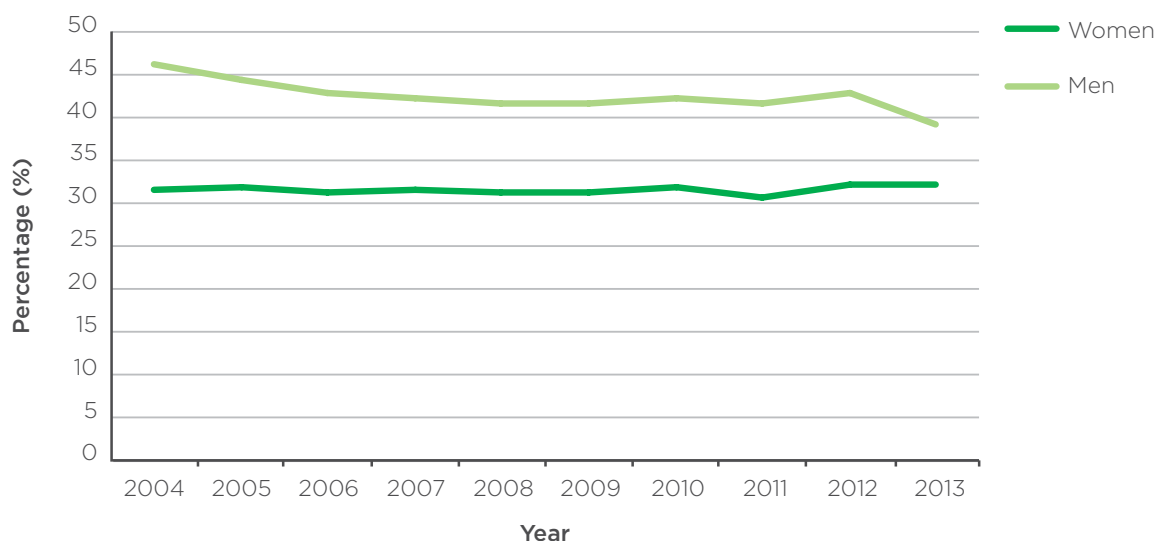
Data source: Board of Studies, Teaching and Educational Standards NSW, unpublished data.

Undergraduate STEM courses

This pattern carries through to fields of study at university level. While more women in NSW commence both undergraduate and postgraduate courses than men, women are less likely than men to commence an undergraduate course in STEM-related fields (when measured as a share of each gender's course commencements).

In 2013, 34.4 per cent of women's undergraduate course commencements (25,039 women) were in a STEM-related field compared to 42.4 per cent of men's commencements (22,554 men). As there were more women than men overall at university level, women still made up the majority (52.6 per cent) of university STEM course commencements in 2013. However, if nursing is removed (8.0 per cent of all women's undergraduate commencements compared to 1.9 per cent of men's commencements), then women's share of remaining STEM course commencements declines to 47.1 per cent (see Figure 10).

Figure 10. Undergraduate STEM course commencements by sex, NSW, 2004-13



Population: NSW residents who enrolled in a higher education course between 2004 and 2013.

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



In 2013, women held a majority of commencements in only one STEM field, health (with 71.4 per cent of commencements). Women had numbers slightly lower than men in natural and physical sciences (49.5 per cent) and agriculture, environmental and related studies (48.6 per cent). The remaining fields are male dominated: architecture and building (34.1 per cent women), engineering and related technologies (15.5 per cent women) and information technology (15.5 per cent women) (see Table 5).

Aboriginal women are less likely than other women to commence a STEM-related undergraduate course. In 2013, only 29.4 per cent of Aboriginal women's commencements were in STEM-related fields compared to 34.3 per cent of all women's undergraduate course commencements. Nursing was the most popular STEM course for Aboriginal women, with one in 10 female Aboriginal students (9.5 per cent) commencing study in nursing.

Table 5. Women's share of undergraduate course commencements by broad field of study, NSW, 2013

Broad field of study	Women	Men	% Women
Natural and physical sciences	4,995	5,089	49.5
Information technology	521	2,834	15.5
Engineering and related technologies	981	5,338	15.5
Architecture and building	942	1,821	34.1
Agriculture, environmental and related studies	780	826	48.6
Health	13,604	5,456	71.4
Nursing	5,861	1,001	85.4
Education	11,797	3,666	76.3
Management and commerce	10,421	11,782	46.9
Society and culture	25,395	15,026	62.8
Behavioural science	3,300	1,262	72.3
Creative arts	6,351	4,349	59.4
Food, hospitality and personal services	0	4	0.0
Mixed field programs	1,571	900	63.6
Non-award courses	1,095	879	55.5
STEM fields	25,123	22,626	52.6
Other	53,330	35,344	60.1
Total	78,453	57,970	57.5

Note: STEM enrolments are enrolments by domestic students in science, technology, engineering and mathematics fields of education. Behavioural science is the only course within society and culture that is classified as STEM.

Population: Domestic NSW students who gave NSW as their permanent state of residence and who enrolled in an undergraduate course in 2013.

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

How does NSW compare?

NSW women have a similar share of male-dominated STEM fields to women nationwide in terms of undergraduate enrolments. In NSW, women accounted for 14.3 per cent of information technology, 14.6 per cent of engineering and related technologies and

33.7 per cent of architecture and building enrolments. In comparison, Australian women accounted for 13.6 per cent of information technology, 13.7 per cent of engineering and related technologies and 36.7 per cent of architecture and building enrolments.



What is being done to address the gender gap in NSW?

- The NSW Government's Girls in Trades and Women in Trades initiatives build partnerships to boost women's participation in trade and technical apprenticeships and traineeships. See www.women.nsw.gov.au.
- The NSW Department of Education and SALT (Supporting and Linking Tradeswomen) through Try-a-Trade hands-on workshops promote non-traditional (male-dominated) trades to girls in rural and remote schools. See www.saltaustralia.net.
- Robogals aims to increase female participation in engineering, science and technology through fun and educational initiatives aimed at girls in primary and secondary school. See www.sydneyprobogals.org.au.

4. Work and financial security

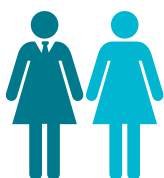
Key findings



Women's participation in the paid workforce is at its **highest point** since 1978 but remains **12 percentage points lower** than men's



Unemployment for NSW women is **1.1 percentage points higher** than for men



1 in 2 women work part-time compared to 1 in 6 men



A growing proportion of women in the NSW workforce **want more hours of work**



Women spend **12.5 hours per week** more than men on unpaid **household work**



More fathers are using **flexible work arrangements**



On average, women working full-time **earn \$320 less** than men per week



The **gap** between what women and men earn is **increasing in NSW** and is now 19.3%

How are NSW women faring?

Work and financial security are interrelated and are critical to women's wellbeing across their life course.

Women's position in the workforce has deteriorated over the last year on a number of indicators. While female labour force participation is at its highest point since 1978, unemployment rates for women have overtaken those for men and are rising. The gender pay gap has increased, and women continue to want more hours of work. The detailed analyses in the spotlights on women's workforce

participation and the gender pay gap examine this further.

On a positive note, gender gaps in unpaid household work and use of flexible working arrangements for caring purposes have reduced in recent years.

Table 6 provides a high level summary of gender gaps for key work and financial security indicators. These gaps have a cumulative effect across women's working lives.

Table 6. Gender gaps for key work and financial security indicators, NSW

Where are the gaps?	Women	Gap	Men
Labour force participation	57.9%	-12.0 ▼	69.9%
Unemployment	6.4%	1.1 ▲	5.3%
Underutilisation	16.9%	4.9 ▲	12.1%
Casual employment	26.6%	6.4 ▲	20.2%
Part-time employment	43.9%	26.4 ▲	17.4%
Unpaid household work	37.5 hours	12.5 hours ▲	25.0 hours
Feeling rushed	57.8%	13.1 ▲	44.7%
Average weekly full-time earnings	\$1,321.80	-\$316.60 ▼	\$1,638.40
Housing stress	55.3%	10.6 ▲	44.7%
Main source of income in retirement (government pensions and allowances)	78.7%	11.1 ▲	67.6%

Population and source: Multiple sources and populations; please refer to the explanatory notes and references.

Workforce engagement

Work and financial security are interrelated and while the long-term trend towards greater workforce participation among NSW women continues, gender gaps remain in key areas. Women's labour force participation rate, at 57.9 per cent in July 2015, is 12.0 percentage points lower than men's. NSW women are more likely than men to be employed on a casual basis (26.6 per cent of women compared to 20.2 per cent of men in 2013) and are much more likely to work part-time, with 43.9 per cent of employed NSW women working part-time, compared to 17.4 per cent of men in July 2015.

Women are more likely than men to engage in unpaid voluntary work. However, the proportion of NSW women (32.5 per cent in 2014) and men (28.2 per cent) participating in voluntary work has decreased in recent years.

Balancing work and care

The ability to balance work and care can be critical to supporting women's workforce participation and individual and family wellbeing. Relevant indicators this year show that:

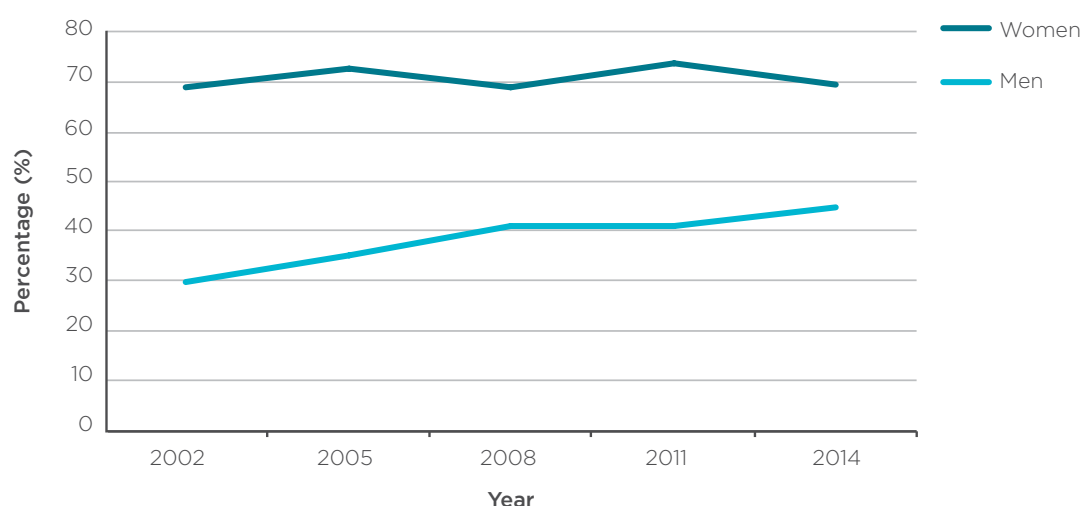
- NSW women spent on average 12.5 hours per week more than men on unpaid household work in 2013. This gender gap is one hour longer than between Australian women and men, where the gap is 11.6 hours. While the NSW gap has slightly increased since the last data in 2012, it has reduced by 3.1 hours over the last five years.
- 21.4 per cent of women of child-rearing age who were working full-time reported working long hours of paid work (45 or more per week) in 2014, compared to 35.9 per cent of men in the same age range.



- 57.8 per cent of women with dependent children who worked full-time felt rushed or pressed for time 'almost always' or 'often', compared to 44.7 per cent of men in 2013 (a gender gap of 13.1 per cent). This proportion has decreased since 2012, as has the gender gap. Nationally, 65.4 per cent of women reported feeling rushed or pressed for time frequently in 2013.
- 40.5 per cent of households with children under 15 years of age thought about using childcare to support paid work in NSW in 2013. A similar proportion, 40.8 per cent, actually did use childcare to support paid work. Overall, the percentage of households considering and using childcare in NSW is slightly lower than for Australia as a whole.
- There is a strong socio-economic dimension to childcare which is particularly evident in NSW. Households with the lowest incomes have the least access to childcare, with 21.6 per cent of households in the lowest income quintile thinking about using childcare and only 11.3 per cent actually using it in 2013.

The majority (68.8 per cent) of mothers in NSW in 2014 used flexible work arrangements to care for their children. While still lower than for women, at 44.5 per cent, the proportion of men accessing flexible work arrangements for caring purposes has been increasing in NSW (see Figure 11).

Figure 11. Flexible work arrangements by sex, NSW, 2002-14



Population: Families with children aged 0-12 years with at least one parent employed.

Data source: ABS (2015), *Childhood Education and Care, Australia*, June 2014, Cat no. 44020DOO06_201406 Table 5.

Over the last 10 years, there has been a 6.0 percentage point increase in the proportion of fathers using work at home arrangements to care for children, and an 8.0 percentage point increase in fathers' use of flexible working hours. Mothers' use of flexible work arrangements appears to have dropped off slightly since the previous data in 2011. Patterns of use in NSW are similar to those for all of Australia, although nationally there is a slightly larger gender gap at 29.4 percentage points (compared to 25.0 percentage points in NSW).

In 2014, flexible working hours (37.4 per cent) and part-time work (36.3 per cent) were the most common arrangements accessed by mothers. Flexible working hours (33 per cent) were those most frequently used by fathers (see Table 7).

Table 7. Use of work arrangements to care for children by sex, NSW, 2014

	Employed female parent %	Employed male parent %
Parent used work arrangements	69.5	44.5
Flexible working hours	37.4	33.0
Part-time work	36.3	4.6
Work at home	18.8	15.4
Shift work	4.0	4.4
Job sharing	3.0	0.0
Any other arrangements	3.5	2.3
Parent did not use work arrangements	30.2	55.1
Total employed parent with one or more children 12 years and under	100.0	100.0

Note: Numbers may not add up to 100 due to rounding.

Population: Families with children aged 0–12 years with at least one parent employed.

Data source: ABS (2015), *Childhood Education and Care, Australia, June 2014*, Cat no. 44020

Workforce segregation, pay and financial security

The industries and occupations that NSW women and men work in are quite different. Women made up the majority of clerical and administrative workers (73.0 per cent), community and personal service workers (68.0 per cent) and sales workers (60.9 per cent) in 2014. In contrast, women made up only 9.3 per cent of machinery operators and drivers, 15.2 per cent of technicians and trades workers and 35.8 per cent of managers in 2014.

This picture has remained largely unchanged over the 10 years to 2015. In the already female-dominated area of community and personal services work, women's share has been increasing, up by 3.2 percentage points over five years (66.3 per cent in 2010 to 69.5 per cent in 2015).

The gender pay gap (the difference in women's and men's earnings), which has widened considerably over the last year, is the focus of the spotlight topic later in this chapter.

In the over 45 age group, women made up 55.3 per cent of single people experiencing rental or mortgage stress in 2013. In retirement, women are more likely than men to rely on government pensions and allowances as their main source of income. In 2011-12 (latest available data), 78.7 per cent of women aged 65 and over who were retired relied on government pensions and allowances, compared to 67.6 per cent of men. These proportions slightly decreased from 81.1 per cent in 2009-10.



Spotlight on women's workforce participation

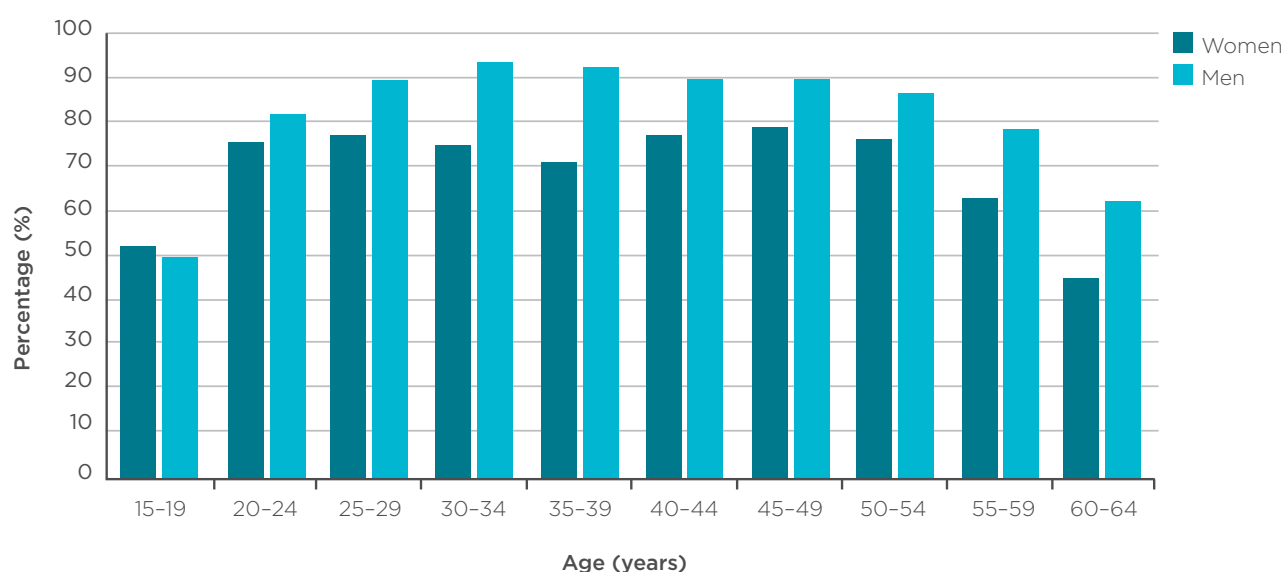
Women's participation in the labour force is important for personal, social and economic reasons. This spotlight topic analyses indicators on labour force participation as well as unemployment and underutilisation (which adds to the unemployed people who want to work more hours). Where possible, participation patterns for specific populations of women are compared, including by age and geographic location.

Labour force participation

There is a long-term trend towards increasing participation in paid work among NSW women, although women's participation still lags behind men's. In July 2015, 57.9 per cent of NSW women were participating in the labour force (that is, they were either employed or looking for work) compared to 69.9 per cent of men (a 12 percentage point gender gap). While women's labour force participation remained the same between July 2014 and February 2015, it has since been rising, and in July 2015 was at its highest recorded level (since 1978). Women's employment rate has also increased over the last year, up 0.8 percentage points from 56.7 per cent in July 2014 to 54.1 per cent in July 2015.

Women have lower labour force participation rates than men across all age groups from 20 to 64. While men's participation rate increases steadily to their mid 40s, women's flattens out during the childbearing years (see Figure 12).

Figure 12. Labour force participation rate by age and sex, NSW, 2015



Population: NSW civilian population aged 15 to 64 years.

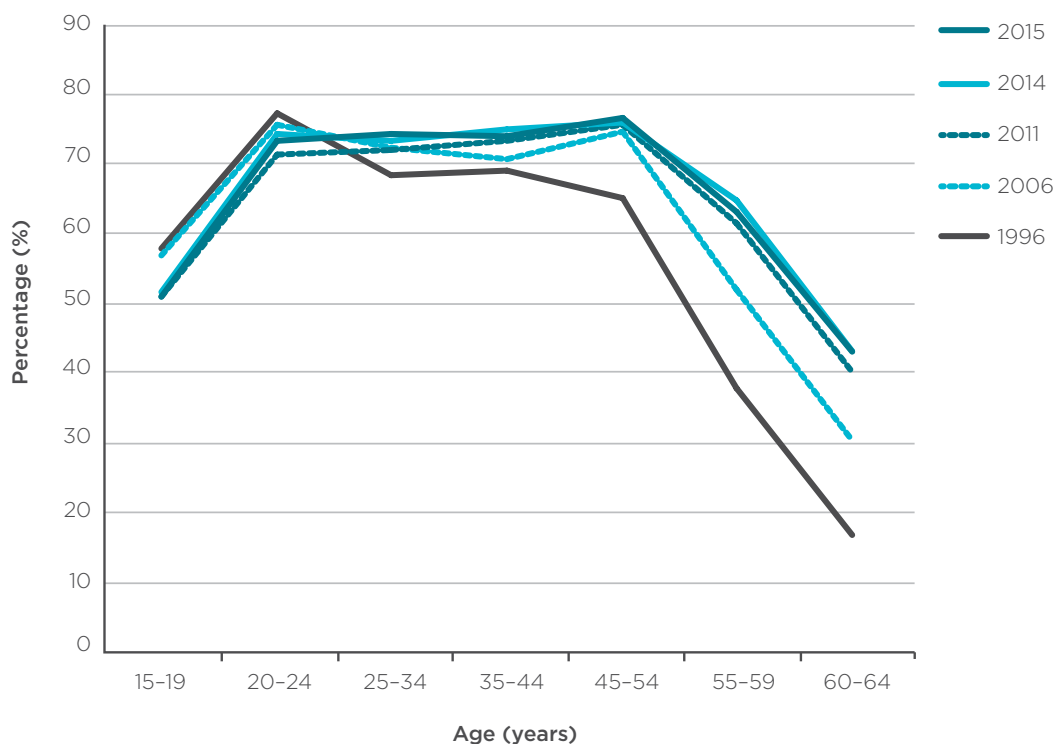
Data source: ABS (2015), *Labour Force, Australia, July 2015*, Cat no. 6202.0.



In previous years, women's labour force participation in NSW exhibited a 'dip' during the childbearing years, sometimes referred to as the 'M' curve, reflecting female exit from the labour market during childbearing years and their later return once children have reached high school (see Figure 13). This pattern has now largely disappeared in NSW, where women's pattern

of participation over the life course is now more similar to men's (an inverted 'U' curve). This mirrors the national trend, although there are important differences across Australian jurisdictions, for example, Western Australia displays a more traditional 'M' curve and the Australian Capital Territory a strong inverted 'U' curve.

Figure 13. Women's labour force participation rates by age, NSW, selected years (2015, 2014, 2010, 2005 and 1995)



Population: NSW civilian female population aged 15 to 65+ years.
Data source: ABS (2015), *Labour Force, Australia*, July 2015, Cat no. 6202.0

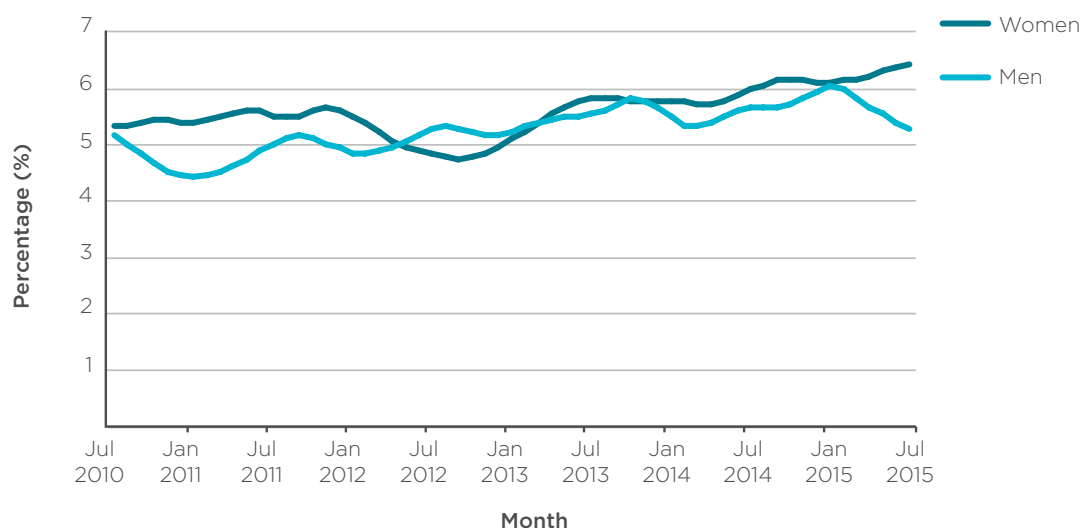
Unemployment and underutilisation

NSW women's unemployment rate of 6.4 per cent was 1.1 percentage points higher than the men's rate of 5.3 per cent in July 2015. Women's unemployment rates have increased over the last year, up from 6.0 per cent in July 2014, while men's unemployment rates have moved in the opposite direction, down from 5.7 per cent in July 2014 to 5.3 per cent (see Figure 14). Unemployment rates for women and men have been more stable nationally, with women's unemployment rate similar to men's and unchanged over the last year.

Adding to higher unemployment rates, more working women than men want to work more hours. This is reflected in the labour force underutilisation rate, which includes the unemployed plus people who want more hours of work. In May 2015, women's labour force underutilisation rate was 16.9 per cent compared to 12.1 per cent for men (a gender gap of 4.8 percentage points).

Women's underutilisation rate is at its highest point since November 1994 (see Figure 15). Women's underutilisation rate has increased by 3.3 percentage points between November 2012 and May 2015. Underutilisation rates for women have also been rising nationally.

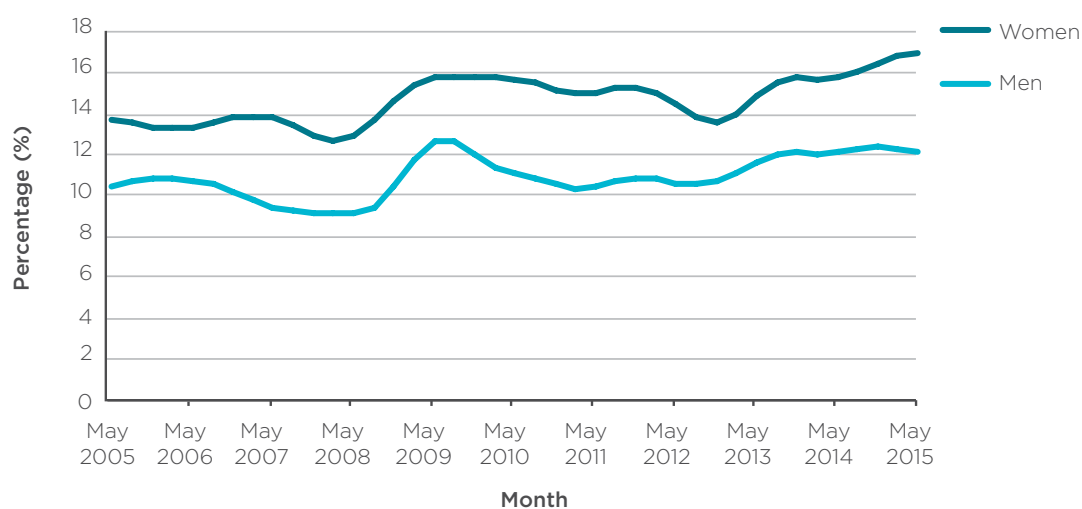
Figure 14. Unemployment rates by sex, NSW, 2010–15



Population: NSW labour force aged 15 years and over.

Data source: ABS (2015), *Labour Force, Australia, July 2015*, Cat no. 6202.0. Table 4, Trend series.

Figure 15. Labour force underutilisation by sex, NSW, 2005–15



Population: NSW labour force aged 15 years and over.

Data source: ABS (2015), *Labour Force, Australia, July 2015*, Cat no. 6202.0. Table 23, Trend series.

Female employment indicators by region

Analysis of women's employment indicators by NSW regions reveals important differences. With some exceptions, outside of Greater Sydney women have lower labour force participation rates and experience higher unemployment (see Table 8).

Eleven out of 15 regions of Greater Sydney had labour force participation rates above 60.0 per cent in 2014–15. This was the case for only one of 13 regions in the rest of NSW, Riverina. Similarly, eight of 13 regions in the rest of NSW had female unemployment rates above 7.0 per cent, while in Greater Sydney only Blacktown reached this level.

Table 8 provides additional information on levels of part-time work for women and the change in each indicator when compared with the previous 12-month average (ie the change between August 2013 and July 2014 and between August 2014 and July 2015).

When looking at the indicators in combination, some areas demonstrate very high levels of labour force participation in combination with high levels of full-time work (ie Eastern Suburbs, City and Inner South and Inner West). Other areas show low levels of participation paired with very high levels of part-time work (ie Richmond–Tweed). Regional patterns are influenced by the age structure, skill and industry mix of the population, as well as local economic factors and the broader range of factors that are thought to affect female labour market supply outlined as follows.

**Table 8. Female employment indicators by region, NSW, 2014-15**

Sydney or NSW region	Labour force participation rate % (annual change)		Unemployment rate % (annual change)		Proportion of women employed part-time % (annual change)	
New South Wales	57.0	(0.1)	6.2	(0.3)	45.3	(0.5)
Greater Sydney	59.1	(-0.3)	5.6	(0)	41.4	(-0.2)
Central Coast	51.3	(-1.4)	5.8	(-0.7)	51.3	(-2)
Sydney – Baulkham Hills and Hawkesbury	60.4	(-8.2)	4.8	(-0.7)	48.3	(-2.9)
Sydney – Blacktown	60.0	(2.9)	7.0	(-1.7)	42.3	(4.8)
Sydney – City and Inner South	66.2	(-0.9)	6.9	(1.1)	28.2	(-2.7)
Sydney – Eastern Suburbs	66.6	(1.1)	3.0	(-0.6)	31.2	(-4.4)
Sydney – Inner South West	53.0	(0.7)	6.9	(2.2)	41.8	(-1.3)
Sydney – Inner West	64.5	(0.8)	4.2	(0.8)	37.4	(4.1)
Sydney – North Sydney and Hornsby	64.0	(0.4)	5.3	(1.8)	47.7	(5.7)
Sydney – Northern Beaches	64.8	(2.1)	3.4	(-0.4)	42.5	(-1.5)
Sydney – Outer South West	63.3	(4.1)	5.8	(0.1)	44.2	(-2.4)
Sydney – Outer West and Blue Mountains	63.5	(0.5)	6.1	(-1.1)	42.9	(-4.3)
Sydney – Parramatta	53.6	(-0.7)	6.6	(-2.4)	39.1	(-1.6)
Sydney – Ryde	62.4	(-0.6)	6.1	(1)	44.1	(3.2)
Sydney – South West	45.5	(-4.3)	6.9	(-1.2)	41.8	(5.3)
Sydney – Sutherland	60.5	(-3)	3.7	(0.7)	43.0	(-5)
Rest of NSW	53.4	(0.9)	7.3	(1)	53.1	(2)
Capital Region	56.4	(2.1)	2.1	(-3.5)	45.0	(-0.8)
NSW – Central West	56.0	(-0.4)	6.5	(-1.1)	51.1	(3.7)
Coffs Harbour – Grafton	55.5	(7.1)	6.7	(0.5)	48.5	(-5.8)
Far West and Orana	57.0	(7.6)	4.5	(0.5)	40.5	(-3.3)
Hunter Valley excluding Newcastle	53.6	(-1.2)	9.8	(2.9)	52.1	(1.1)
Illawarra	52.6	(-2.1)	7.5	(0.9)	57.6	(5.5)
Mid North Coast	49.1	(3.2)	9.4	(2.1)	52.6	(0.5)
Murray	45.9	(1)	10.6	(3.8)	53.1	(-1.6)
New England and North West	53.7	(2.3)	9.0	(3.7)	59.0	(10.9)
Newcastle and Lake Macquarie	56.6	(4.2)	7.4	(2.2)	53.3	(4.2)
Richmond – Tweed	46.6	(-3.2)	8.2	(0.5)	63.9	(5.2)
Riverina	62.2	(-5.5)	5.3	(-1.5)	53.7	(1.9)
Southern Highlands and Shoalhaven	48.5	(-1.3)	8.5	(2.9)	53.5	(-3.4)

Notes: Data presented are based on the average of the four quarters to July 2015. Overall figures for NSW may therefore differ from those quoted elsewhere in this report. The figures in brackets represent the annual percentage point change between the four quarters to July 2014 and the four quarters to July 2015.

Population: NSW civilian population aged 15 years and over.

Data source: ABS (2015), *Labour Force, Australia, Detailed Quarterly Electronic Delivery*, Cat. no. 6202.0.

Factors affecting women's labour force engagement

Examining the causes of changes in labour market patterns is beyond the scope of this report. Women's workforce engagement is affected by a mix of economic and social factors. Some of the classic labour economics explanations for changing levels of female labour force supply include changes in^{vi}: female wage rates, family income from work and other sources such as investments, cost of living (including mortgage repayments, childcare and education costs), labour market conditions and availability of suitable jobs, educational qualifications, family-friendly practices in workplaces, affirmative action policies, and the 'added worker affect', where in depressed labour markets women step in to compensate for their partner's loss of income or job.

Female labour force supply tends to be inhibited by marriage, the presence of young children, and the 'discouraged worker effect' in depressed labour markets.^{vii} Conventionally, women are more likely to withdraw from the labour market rather than become unemployed.^{viii}

How does NSW compare?

NSW falls slightly behind national figures on most labour force indicators. In July 2015, 59.0 per cent of women nationally were participating in the labour force (compared to 57.9 per cent in NSW), and women's national employment rate was 55.3 per cent (compared to 54.1 per cent in NSW). However, nationally, women have higher rates of part-time employment (46.2 per cent) than in NSW (43.9 per cent).

Women's unemployment rates are lower nationally (6.2 per cent) than in NSW (6.4 per cent), and nationally there has not been the same increase in women's unemployment as in NSW over the last year (the NSW increase has particularly been since February 2015).

When it comes to underutilisation, the situation in NSW is the same as for Australian women as a whole, with the underutilisation rate for both at 16.9 per cent and underutilisation rates similarly increasing.



Spotlight on the gender pay gap

The difference between what women and men earn, on average, is referred to as the gender pay gap. Differences in women's and men's pay during their working life can exacerbate the gender gap in retirement savings and impact women's financial security later in life.

A number of indicators in *Women in NSW* measure and track aspects of women's pay. These include measures of average hourly, weekly and annual earnings for full-time employees. A discussion about different ways of measuring the gender pay gap was undertaken in *Women in NSW 2012* (page 79). Comparing like with like is particularly difficult in relation to pay. As we have already shown in this chapter, the NSW labour market is heavily sex-segregated, with women concentrated in certain occupations and industries and almost absent in others. In addition, women are much more likely than men to be working part-time hours and less likely to work long hours or overtime.

Table 9 shows that women in NSW continue to earn less than men, regardless of the type of measure used.

Table 9. Gender pay gaps, selected measures, NSW

Measure	Latest earnings gap		Direction of change over time	Source
	%	\$		
Hourly earnings (full-time non-managerial adults)	10.7%	\$4.30	The NSW gender gap in hourly earnings fell between 2010 and 2012 and increased between 2012 and 2014	ABS (2015), <i>Employee Earnings and Hours, Australia, May 2014</i> , Cat no. 6306.0.
Average weekly ordinary time earnings (full-time adults)	19.3%	\$317	The gender gap has been growing in NSW, up 5.1 percentage points between November 2013 and May 2015.	ABS (2015), <i>Average Weekly Earnings, Australia, May 2015</i> , Cat no. 6302.0.
Average weekly total earnings (full-time adults)	21.5%	\$368	Increasing, up 4.5 percentage points since November 2013.	ABS (2015), <i>Average Weekly Earnings, Australia, May 2015</i> , Cat no. 6302.0.
Median annual total earnings (full-time adults)	13.3%	\$9,133	The median annual earnings of women are consistently lower than the median annual earnings of men, although the size of the gap fluctuates.	Melbourne Institute (2015), <i>HILDA Survey Release 13.0</i> , 2013.
Median annual public sector earnings	2.6%	\$2,062	The median remuneration or salary rate of women in the NSW Public Sector is consistently lower than the median remuneration of men, and the gap between the two is growing each year (up from 1.4% in 2013).	NSW PSC, <i>Workforce Profile</i> , unpublished data, June 2014.

Average weekly earnings

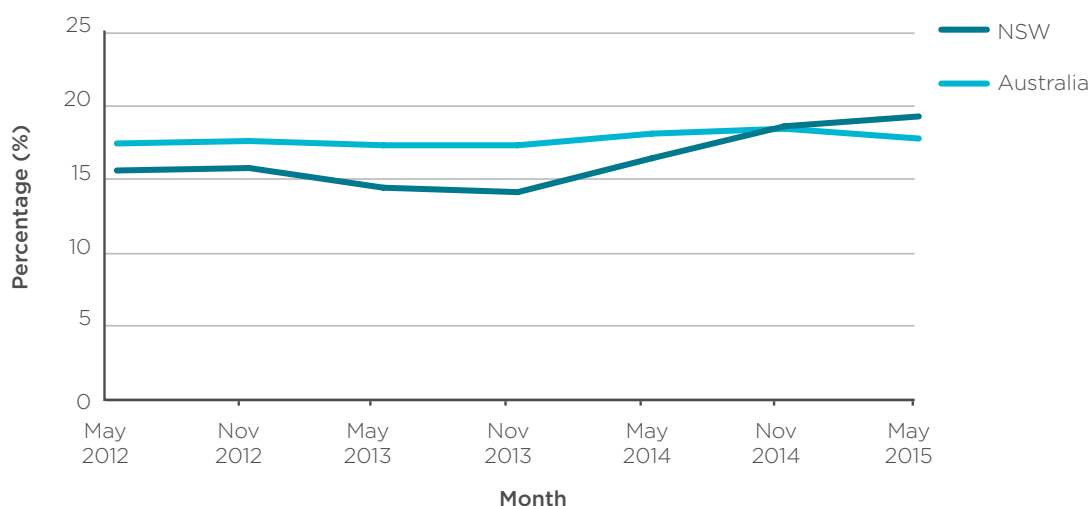
The NSW gender pay gap in average weekly ordinary time earnings (AWOTE) for full-time workers was 19.3 per cent (this measure excludes overtime earnings and earnings of part-time workers) in May 2015. This gap has been increasing in NSW over the last 18 months, up 2.8 percentage points since May 2014, and 5.1 percentage points since November 2013.

The gender pay gap in AWOTE in NSW is now at its highest level ever and has overtaken the Australian gender pay gap of 17.9 per cent in May 2015 (see Figure 16).

When overtime is added in and when part-time workers are included, the gender pay gap widens and has also increased over the last year. The NSW gender pay gap in total earnings for full-time workers (including overtime) was 21.5 per cent in May 2015, up from 18.9 per cent in May 2014. For total earnings (including part-time workers), the gender pay gap grew to 33.0 per cent in May 2015 from 31.8 per cent 12 months earlier.

NSW men's average weekly earnings are increasing at a faster rate than women's. Men's AWOTE (\$1,638.40) increased by \$81.30 between May 2014 and May 2015, while women's AWOTE (\$1,321.80) increased by only \$21.60 over the same time period.

Figure 16. Gender pay gap, average weekly earnings



Population: Full-time ordinary time earnings of adult employees.

Data source: ABS (2015), *Average Weekly Earnings, Australia*, Cat no. 6302.0. Trend series.



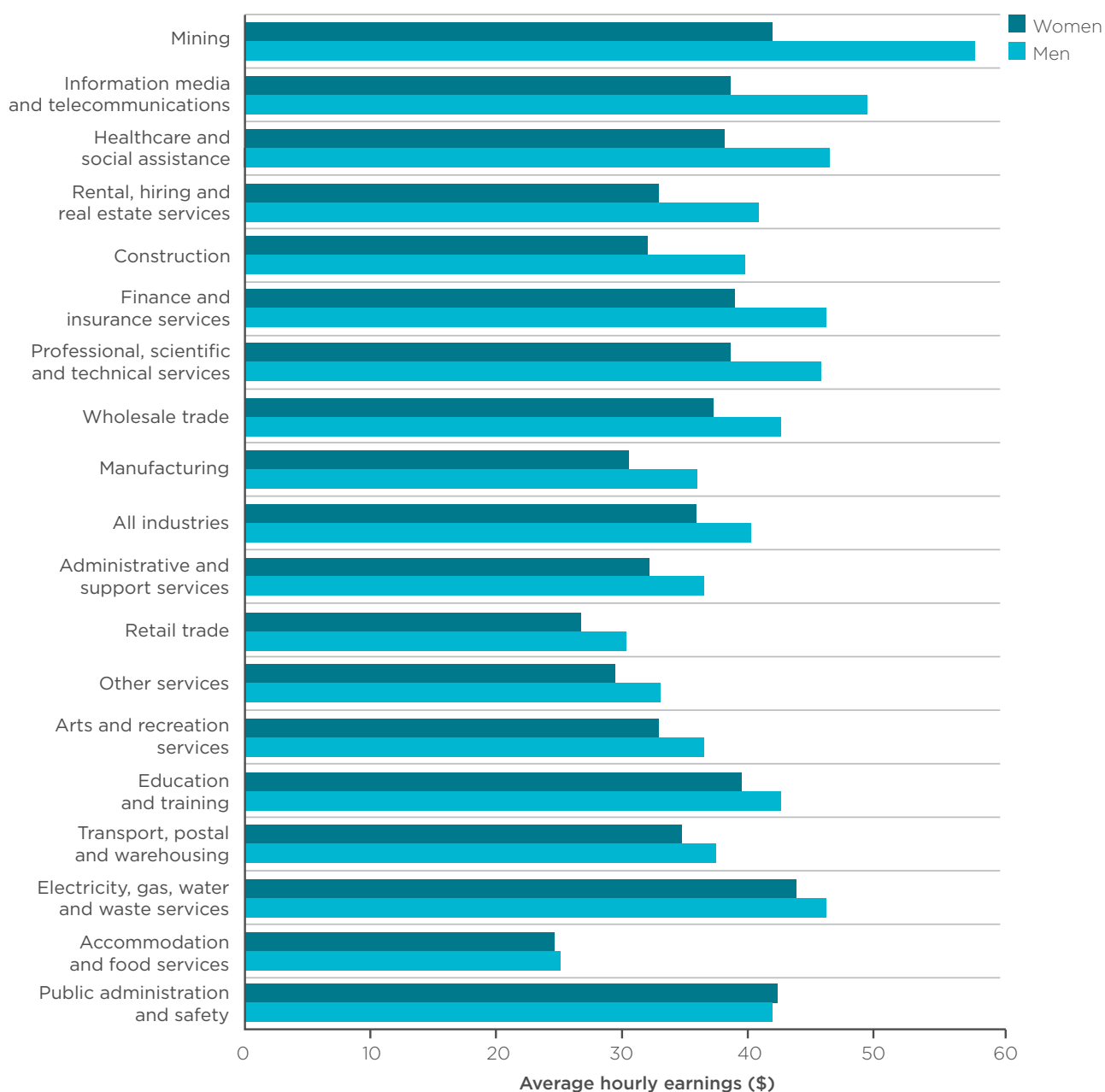
Hourly earnings and pay by industry and occupation

The differences in hourly rates of pay for non-managerial workers traditionally show a smaller gap than weekly and annual average figures. In 2014, the gender pay gap in the hourly cash earnings of full-time non-managerial adults was 10.7 per cent or \$4.30, up from 7.8 per cent or \$2.80 in 2012.

Men's hourly earnings are higher than women's in all industries except in public administration and safety, where the gap is less than one per cent in women's favour (see Figure 17). The largest gender pay gaps exist in mining (28.1 per cent), information media and telecommunications (21.9 per cent), construction (19.6 per cent), rental, hiring and real estate services (19.7 per cent), and healthcare and social assistance (17.9 per cent).

Some of the differences between industries can be accounted for by the gender composition of occupations within those industries. In the mining industry, for example, nationally women make up 59.3 per cent of clerical and administrative workers, an occupational group with relatively low hourly rates of pay (\$42.70 for males and \$37.50 for females in NSW). Meanwhile, women represent only 22.8 per cent of professionals in mining, where the average hourly earnings of male (\$60.10) and female professionals (\$50.50) are far higher.^{ix}

Figure 17. Average hourly full-time non-managerial total cash earnings by industry and sex, NSW, 2014



Population: Full-time non-managerial employees paid at the adult rate.

Data source: ABS (2015), *Employee Earnings and Hours, Australia, May 2014* (and previous years), Cat no. 6306.0, Customised report.



Looking at the hourly pay gaps for all major occupational groupings, the gender gap is highest amongst machinery operators and drivers (28.7 per cent), managers (22.4 per cent), community and personal services workers (21.0 per cent) and professionals (17.0 per cent). The gap is lowest amongst sales workers (7.5 per cent) (see Table 10).

Table 10. Average hourly full-time non-managerial total cash earnings by occupation and sex, NSW, 2014

Major occupation group	Men \$	Women \$	Gap \$	Gender pay gap %
Managers*	53.5	41.5	-12.0	22.4
Professionals	52.4	43.5	-8.9	17.0
Technicians and trades workers	37.2	31.9	-5.3	14.2
Community and personal service workers	37.7	29.8	-7.9	21.0
Clerical and administrative workers	36.3	31.3	-5.0	13.8
Sales workers	31.8	29.4	-2.4	7.5
Machinery operators and drivers	34.8	24.8	-10.0	28.7
Labourers	27.9	24.6	-3.3	11.8
All occupations	40.1	35.8	-4.3	10.7

Population: Full-time non-managerial employees paid at the adult rate.

Data source: ABS (2015), *Employee Earnings and Hours, Australia, May 2014*, Cat no. 6306.0, Customised report.

Socio-economic analysis of men's and women's earnings

There are consistently stark gender differences in the annual median earnings of full-time workers by income decile over time. A greater proportion of women is concentrated in the bottom of the income distribution and a greater proportion of men at the top.

In NSW in 2013, the proportion of women in each of the bottom three earnings deciles was higher than the proportion of men in these deciles (see Figure 18). Combined, the bottom three earnings deciles contained 39.5 per cent of women earners, compared to 27.9 per cent of men. In contrast, only 7.6 per cent of women were in the top two deciles, while men made up 23.2 per cent. Only 3.8 per cent of women were in the top 10 per cent of earners, compared to 11.6 per cent of men.

Figure 18. Share of individuals in each decile of annual earnings, NSW, 2013



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

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

Data source: Melbourne Institute (2015), *HILDA Survey Release 13.0*, 2013, weighted data.



How does NSW compare?

The NSW gender pay gap in AWOTE is now 1.5 percentage points higher than the national gender pay gap. However, the gap in hourly earnings for NSW (10.7 per cent) is slightly smaller than for Australia as a whole (13.5 per cent gap or \$5.40).



What is being done to address the gender gap in NSW?

- The NSW Council for Women's Economic Opportunity provides specialist advice to the NSW Government on opportunities to enhance women's economic development, economic independence and financial security. See www.women.nsw.gov.au.
- The Investing in Women Funding Program supports projects that lead to the economic empowerment of women through training and employment in non-traditional trades. See www.women.nsw.gov.au.
- The Workplace Gender Equality Agency (WGEA) assists the NSW Government and other Australian organisations to identify and analyse the various types of organisational gender pay gaps. WGEA has developed a number of toolkits, including a three-step guide for small business to address pay equity. See www.wgea.gov.au.

5. Leadership

Key findings



Around **1 in 4 seats** in the **NSW Parliament** is held by a woman



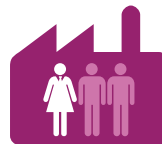
Women's share of NSW government board positions is **39 per cent**



Around **one-third** of NSW **government sector senior leadership roles** are held by women



Women hold **1 in 5 directorships** in NSW-based ASX 200 companies



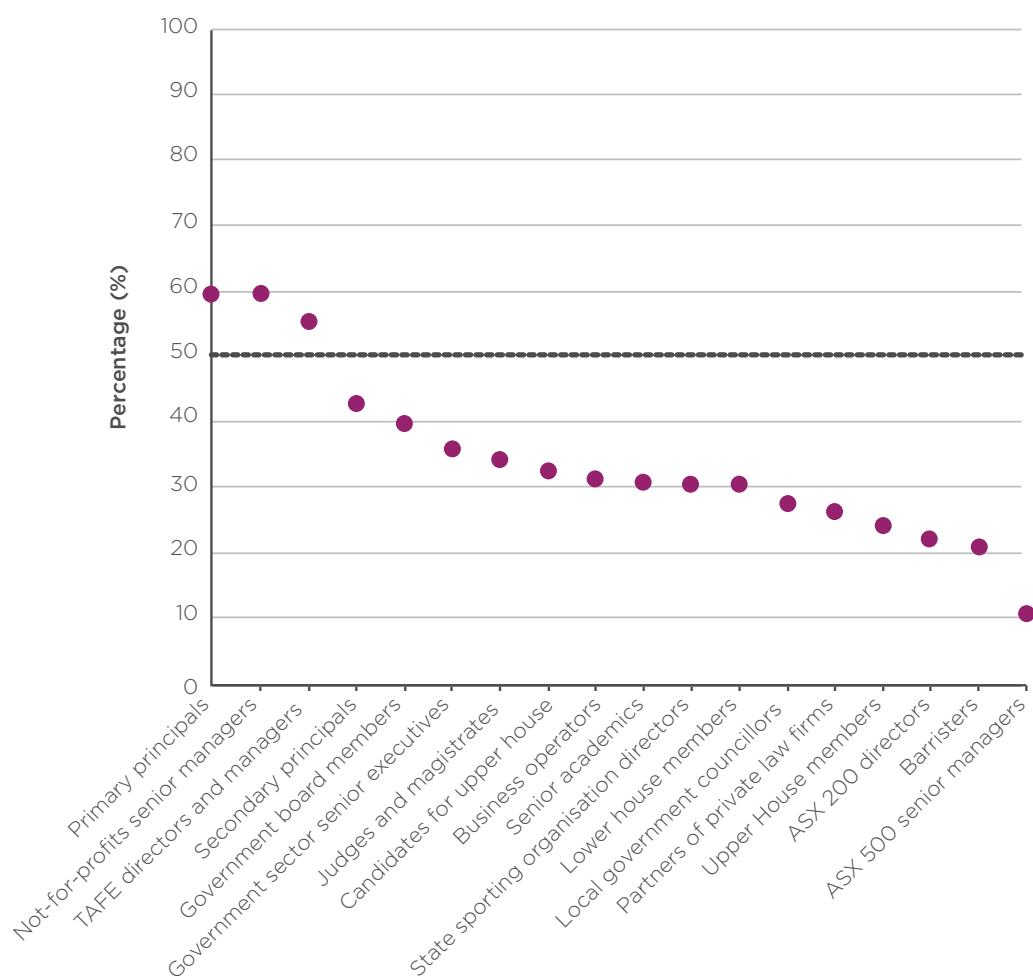
Business owners in NSW are more than **twice as likely to be men** as women

How are NSW women faring?

There is a large and persistent leadership gap between women and men across public life in NSW. This is a concern given that the NSW economy and key institutions are more likely to perform optimally if leadership is merit-based and diverse, and if organisations make full use of the talents of all, regardless of sex. Increasing women's leadership in our society is also important so that more women are in positions where they have the authority to decide and negotiate on issues that affect them.

In most cases, there has been little progress since last year in closing the leadership gender gap. An overview of women's share of leadership positions in selected domains in NSW is presented in Figure 19.

Figure 19. Women leaders in selected domains, NSW



Population and source: Multiple sources and populations; please refer to the explanatory notes and references.

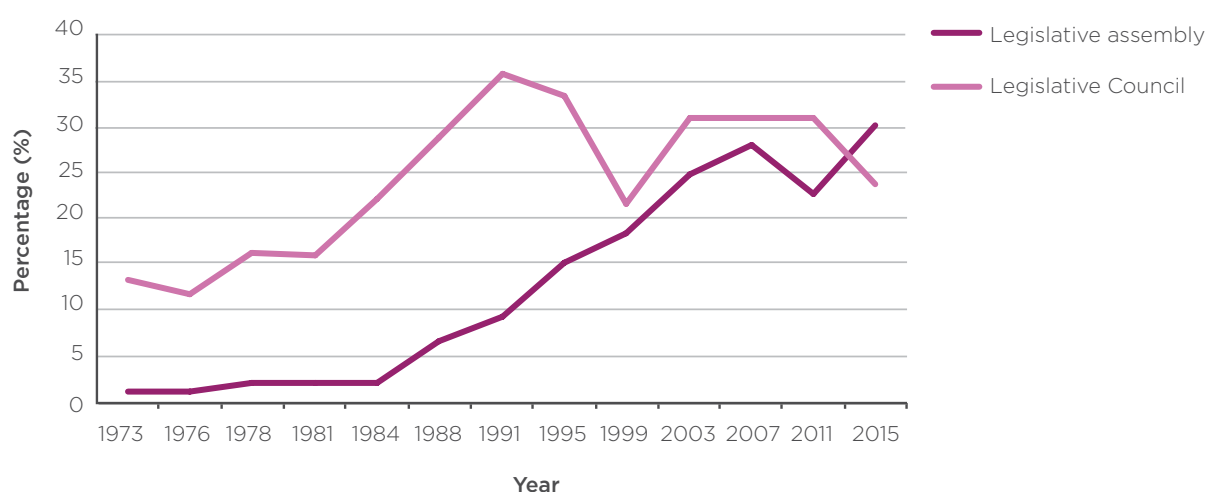
Women in Parliament

The most substantial improvement in women's leadership is in women's share of Legislative Assembly (lower house) seats won at the 2015 NSW election, which rose to its highest level ever at 30.1 per cent. In contrast, women's share of Legislative Council (upper house) seats won at each election has been steadily dropping since 2003. At the 2015 election, women won 23.8 per cent of vacant seats, down from 33.3 per cent of vacant seats in 2003. The proportion of Legislative Council seats held by women (23.8 per cent) is now at its lowest level since 1999 (see Figure 20).

Victoria, South Australia and Queensland have all had elections in the last 12 months and can therefore provide comparison with the NSW Parliament. Compared to NSW, women's representation is higher in the Victorian Parliament (lower house: 36.4 per cent; upper house: 42.5 per cent),^{xi} but lower in the South Australian Parliament (lower house: 27.7 per cent; upper house: 22.7 per cent).^{xii} Women make up 28.1 per cent of members of the Queensland Parliament,^{xiii} which has only one house. In the Australian Parliament, women make up 26.8 per cent of the House of Representatives and 38.5 per cent of the Senate.^{xiv}

Around one-third of candidates for election to both the NSW upper and lower houses in 2015 were women (see Table 1). There was a slight increase in the proportion of women candidates standing for election to the Legislative Assembly in 2015 compared to 2011 (up by 4.4 percentage points).

Figure 20. Women's representation in the NSW Parliament, 1973–2015



Population: Members of the NSW Legislative Assembly and the NSW Legislative Council as at May of the specified election year.
Data source: Parliament of NSW website, *Women Members in the NSW Parliament, 1973–2015*, www.parliament.nsw.gov.au. Accessed August 2015.



Table 11. Women's share of candidates for election to the NSW Parliament, and seats won, 2011 and 2015

	2011		2015	
	Candidates %	Seats won %	Candidates %	Seats won %
Legislative Assembly	29.5	22.6	33.9	30.1
Legislative Council	33.8	23.8	32.0	23.8

Population: Candidates at the 2011 and 2015 NSW elections, and candidates successfully elected to vacant seats.

Data sources: For 2011, NSW Electoral Commission (2011), *Report on the conduct of the NSW state election 2011*, p.13. For 2015, ABC website, *NSW Election 2015, Results*, www.abc.net.au. Accessed August 2015; NSW Electoral Commission website, *State Elections*, www.elections.nsw.gov.au. Accessed August 2015.

Public sector leadership

Women's representation on NSW Government boards and committees increased from 38.3 per cent in December 2013 to 39.1 per cent in December 2014. Women's share of senior leadership roles in the NSW government sector was 35.5 per cent in June 2014, unchanged from 2013.^{xv} See 'Spotlight on senior executives' for more information on this indicator.

Private and community sector leadership

One of the largest leadership gender gaps exists in the private sector, where women held 21.5 per cent of directorships in NSW-based Australian Securities Exchange (ASX) 200 companies as at 1 April 2015. This is an increase of almost 7.0 percentage points since April 2011, when women held 14.9 per cent of directorships. Women are slightly better represented among business owners, where they made up almost one-third (30.6 per cent) of all business owners in NSW in 2013. In the community sector, women held 30.1 per cent of directorships on the boards of State sporting organisations in 2013.

Leadership in the legal and education professions

In 2014, as in previous years, a higher proportion of solicitors who entered the legal profession for the first time were women (58.9 per cent).^{xiv} In spite of this, women's representation in leadership positions in the legal profession remains low, sitting at around one-fifth of NSW barristers (20.4 per cent in June 2014), one-quarter of partners of NSW-based private law firms (25.8 per cent in October 2014) and one-third of NSW judges and magistrates (33.8 per cent in March 2015). Of these, the proportion of women law firm partners has increased the most, up 1.4 percentage points from October 2013 to 2014.

As in previous years, there is a much larger proportion of women leaders in the education profession than in other areas of public life. In June 2014, women made up 59 per cent of principals of NSW government primary schools, 42 per cent of principals of NSW secondary schools, and 55 per cent of NSW TAFE Institute directors and managers. TAFE Institute leaders are the only group examined where women's share of leadership positions is both higher than men's and higher than women's share of all TAFE teaching and management positions (49 per cent).

Although 44.8 per cent of all academics in NSW universities in 2013 were women, less than one-third (30.2 per cent) of academic staff at levels above senior lecturer were women.



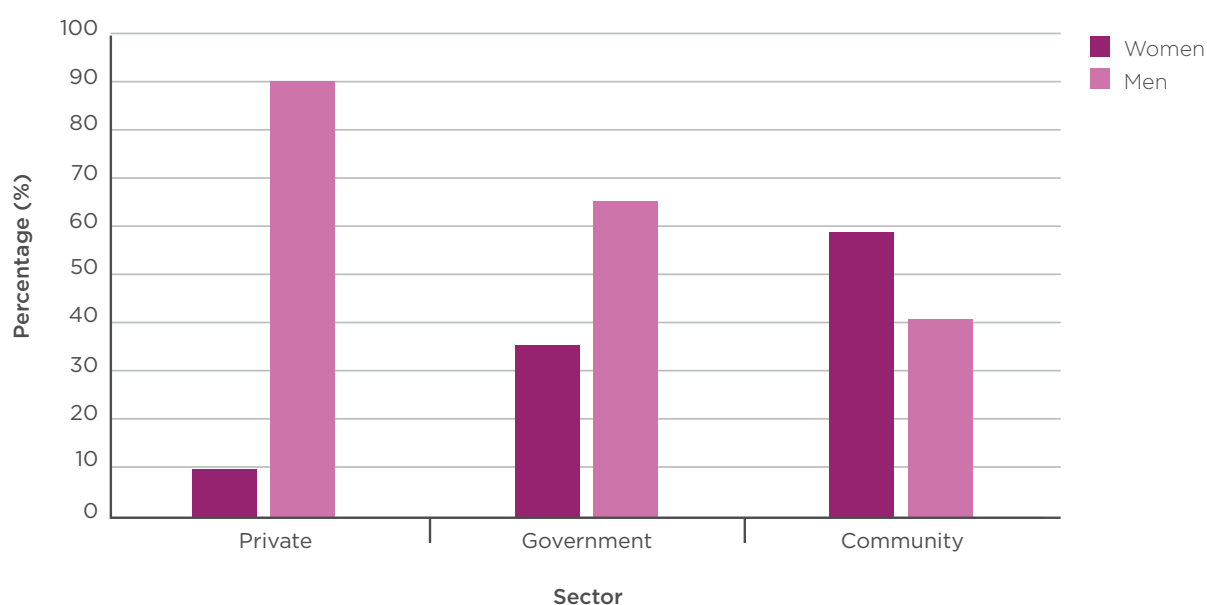
Spotlight on senior executives

Women are significantly underrepresented at senior executive levels in the public and private sectors in NSW, but appear to be doing better in the community sector.

Women's leadership is lowest in the private sector, where women's share of senior management positions in NSW-based ASX 500 companies was only 10.0 per cent in 2012 (latest available data).^{xvii} Women fare better in the community sector, where they accounted for 58.8 per cent of senior management positions in NSW-based community sector organisations that responded to a nationwide survey in late 2011 (see Figure 21).^{xviii}

Women accounted for 35.5 per cent of senior leadership roles in the NSW government sector in June 2014. It is, however, noteworthy that women account for 64.5 per cent of the total government sector workforce.^{xix}

Figure 21. Senior executives in NSW, by gender and sector



Population: Private sector: senior executives in NSW-based ASX 500 companies in 2012. Government sector: senior leadership roles in the NSW government sector as at June 2014. Community sector: executives in not-for-profit organisations operating in NSW that responded to a nationwide survey in late 2011 (n=195).

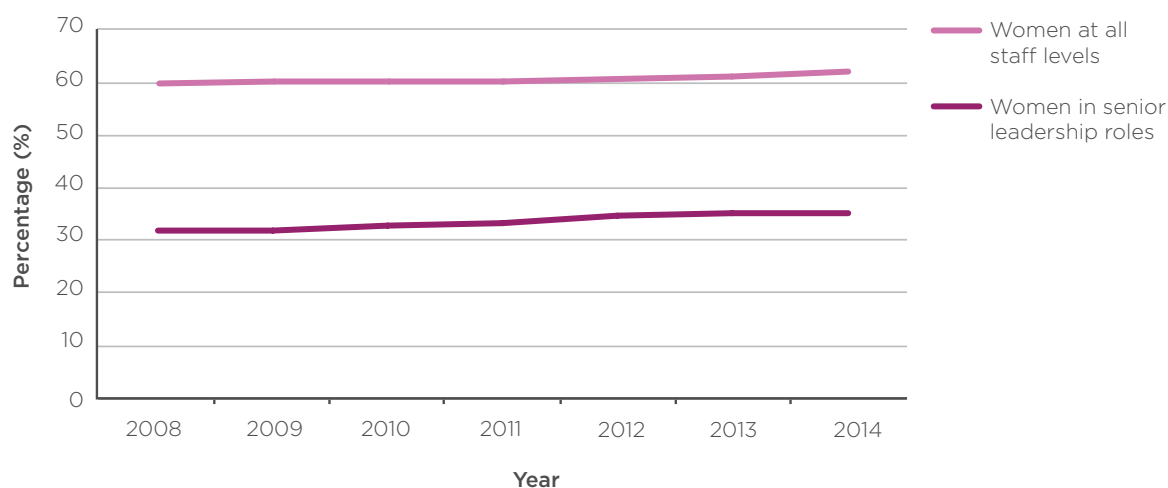
Data sources: Equal Opportunity for Women in the Workplace Agency (2012), *Australian Census of Women in Leadership*; NSW Public Service Commission, *NSW Public Sector Workforce Profile 2014*, unpublished data; YWCA, Women on Boards, ACROSS (2012), *Reflecting Gender Diversity: An analysis of gender diversity in the leadership of the community sector: Inaugural survey results*, unpublished data on NSW-based companies.

Figure 22 shows that the proportion of women in NSW government sector senior leadership roles increased at a very gradual pace between June 2008 (31.8 per cent) and June 2014 (35.5 per cent), up by 3.7 percentage points. However, this is still disproportionately low compared to women's representation in the total government sector workforce.

An analysis of scores in the 2014 capability assessment of 295 NSW public service senior executives showed that women outperformed men on 11 of the 17 capabilities. Men outperformed women in only one category, that of finance (these results were statistically significant). This suggests that capability itself is not a barrier to women's advancement in the NSW public service.^{xx}

Figure 23 shows that the proportion of female employees in the NSW government sector decreases as the grade increases. Women are overrepresented in positions lower than grade 9/10 and underrepresented at grade 11/12 and Senior Officer levels. This gender gap continues to grow through the senior executive ranks.

Figure 22. Women in senior leadership roles and women at all staff levels, NSW public service, 2008–14



Population: Women in senior leadership roles in the NSW government sector (based on remuneration equivalent to Senior Officer level 1 and above) and total non-casual women in the government sector workforce.

Data source: NSW Public Service Commission (2015), *NSW Public Sector Workforce Profile* for 2014 and previous years, unpublished data.



Figure 23. NSW public sector workforce, by gender and grade, 2014

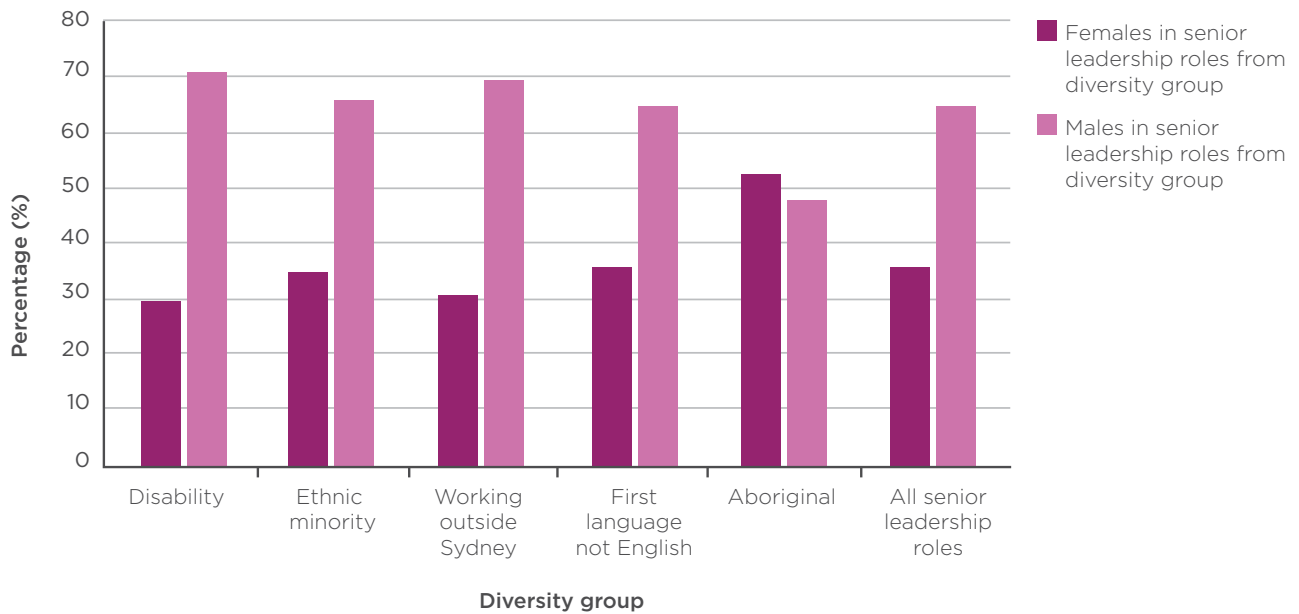


Notes: 'SO' is Senior Officer. 'SES' is Senior Executive Service.

Population: NSW government sector employees.

Data source: NSW PSC, *NSW Public Sector – All Women in Leadership*, unpublished data, 2014

In June 2014, women made up around one-third of senior leaders in the NSW government sector who are from an ethnic minority, or work outside of Sydney, or have a first language other than English. This is around the same proportion of senior leadership roles held by all women in the NSW government sector (35.5 per cent) (see Figure 24). The exceptions occur amongst senior leaders with a disability, where women hold only 29.3 per cent of positions, and Aboriginal senior leadership roles, where women hold more positions than men at 52.3 per cent, although note that the numbers for both these groups are small. Diversity data is not readily available for the private or community sectors in NSW.

Figure 24. NSW public service senior leadership roles (S01 and above) for selected diversity groups, by sex, June 2014

Notes: The total number of NSW government sector senior leadership roles (remuneration equivalent to senior officer level 1 (S01) and above) held by each diversity group as at June 2014 was: People with a disability, 208. People from an ethnic minority, 1,127. People working outside Sydney, 2,520. People whose first language is not English, 1,106. Aboriginal people, 65. All senior leadership roles, 11,278. Population: Government sector employees from selected diversity groups who have a senior leadership role.

Data source: NSW PSC (2015), *NSW Public Sector Workforce Profile 2014*, unpublished data.



How does NSW compare?

The latest national data show that, across all non-government employers with 100 or more employees, women accounted for 31.7 per cent of senior managers, 26.1 per cent of key management personnel^{xxi} and 17.3 per cent of chief executive officers.^{xxii} NSW-specific data are not available.

The latest available private sector data for NSW show that women made up 10.0 per cent of executives in ASX 500 companies in 2012, which is comparable to the national figure of 9.2 per cent. These data also show that there were higher proportions of women senior executives in ASX 500 companies in the Northern Territory, Tasmania and Victoria than in NSW (see Figure 25).^{xxiii}

Figure 25. Women senior executives in ASX 500 companies, by jurisdiction, 2012



Note: Senior executives refers to 'Executive key management personnel' (Executive KMP), who are defined as 'persons having responsibility and authority for planning, directing and controlling the activities of the entity', EOWA (2012) p. 23.

Population: Executive key management personnel (KMP) in ASX 500 companies.

Data source: Equal Opportunity for Women in the Workplace Agency (2012) *2012 Australian Census of Women in Leadership*.

Turning to the NSW public sector, the proportion of women at senior executive level was 27.3 per cent in June 2014. This is a different measure from the proportion of women in senior leadership roles in the NSW government sector (35.5 per cent in 2014), which is calculated on the basis of remuneration equivalent to Senior Officer level or above which currently form part of the senior executive structure. The NSW public service is transitioning to a new, single executive structure by February 2017

which will enable consistent reporting and definition of 'senior executive' from that point onwards. Looking only at senior executives, the proportion of women in senior executive roles^{xxiv} in the NSW public sector (27.3 per cent) is lower than in all other Australian jurisdictions. Figure 26 shows that, by comparison, women made up 40.1 per cent of senior executives in the Australian public service,^{xxv} 38.0 per cent in the Victorian public service^{xxvi} and 33.1 per cent in the Queensland public service.^{xxvii}

Figure 26. Women senior executives in the public sector, by jurisdiction, June 2014



Notes: The latest available data for Tasmania and the Australian Capital Territory are from 2013. Data for all other jurisdictions are from June 2014. As the methodology for counting senior executives differs across jurisdictions, data are not necessarily comparable.

Population: Senior executives employed in the Commonwealth and State and Territory public sectors.

Data sources: Data sourced from selected Australian government and State and Territory government publications.^{xxviii}



What is being done to address the gender gap in NSW?

- Driving public sector diversity is one of the 12 key NSW Premier's State priorities under Making it Happen. This priority aims to double the number of Aboriginal and Torres Strait Islander people in senior leadership roles, and increase the proportion of women in senior leadership roles to 50.0 per cent in the government sector in the next 10 years. See www.nsw.gov.au.
- Advancing Women: Public Sector Response provides the NSW Government response to increasing the participation of women in senior roles in the NSW government sector. See www.psc.nsw.gov.au.
- The NSW Women of the Year Awards are annual awards recognising the outstanding contribution women across NSW make to industry, community and society. See www.women.nsw.gov.au.
- The NSW Government provides funding to the Heads Over Heels program, which works to increase the representation of women entrepreneurs leading high-growth businesses. See www.headsoverheels.com.au.
- The Australian Institute of Company Directors' 30.0 per cent diversity target encourages company boards to have 30.0 per cent of their directors be women by the end of 2018. See www.companydirectors.com.au.
- The ASX Corporate Governance Council's Gender Diversity Principles recommend that companies establish measurable objectives for achieving gender diversity and disclose the proportion of women senior executives and board members. See www.asx.com.au.

6. Safety and justice

Key findings



Females are **twice as likely** as males to be victims of **domestic violence-related assault**



4 in 5 victims of sexual assault **are women**



Female homicide victims are more likely than males to be **killed by someone with whom they are in a domestic relationship**



The **imprisonment rate for women** is **14 times lower** than for men



Sex discrimination in employment is **5.5 times more likely** for women than men

How are NSW women faring?

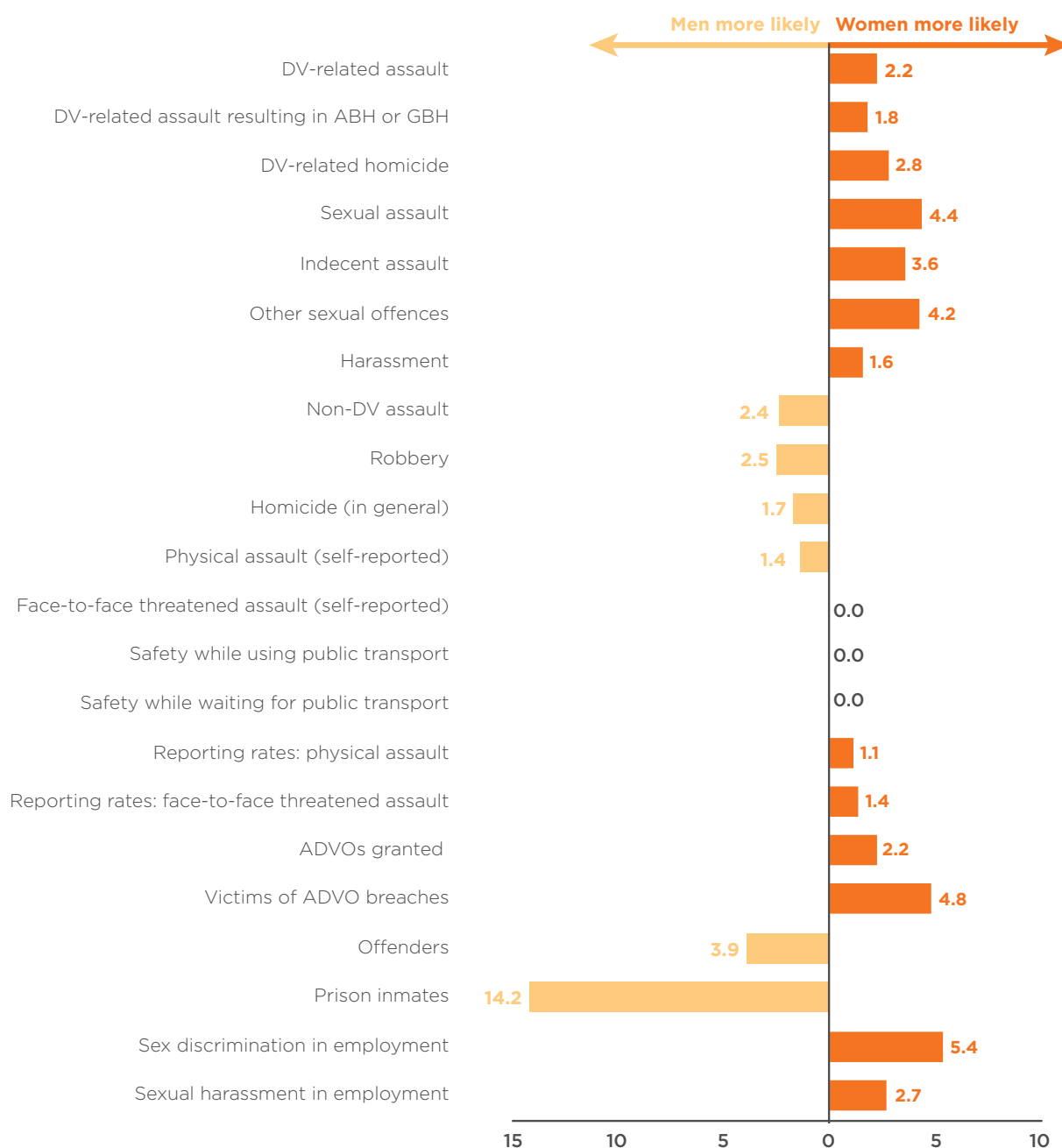
Women need to feel safe in their homes, communities and workplaces and be able to access justice responses that support their safety and wellbeing.

Examination of safety and justice data this year shows that women continue to have heightened risks in a range of areas. Women (including girls) are more likely than men (including boys) to experience domestic and family violence and sexual assault, be victims of domestic homicide, and face discrimination and sexual harassment in workplaces. Aboriginal women are particularly vulnerable, with victimisation rates in areas such as domestic violence (DV)-related assault much higher than for the whole female population.

In some areas, women are tracking better than men. Women continue to have lower rates of offending and imprisonment, and are less likely than men to be victims of physical assault and homicide overall. Encouragingly, victimisation rates for physical assault (DV-related and non-domestic) identified through surveys are continuing to decline for both women and men.

The spotlight topic on domestic and family violence investigates NSW crime data on DV-related assaults in greater depth and introduces a number of new indicators on the seriousness of harm, repeat-victimisation and repeat offending, and breaches of Apprehended Domestic Violence Orders (ADVOs).

Figure 27 shows how many times more or less likely women are than men to experience a variety of safety and justice gender indicators.

Figure 27. Women's experience of justice and safety in comparison to men

ABH: Actual Bodily Harm

GBH: Grievous Bodily Harm

DV: Domestic Violence

ADVO: Apprehended Domestic Violence Order

Population and source: Multiple sources and populations, please refer to the explanatory notes and references.

Domestic and family violence

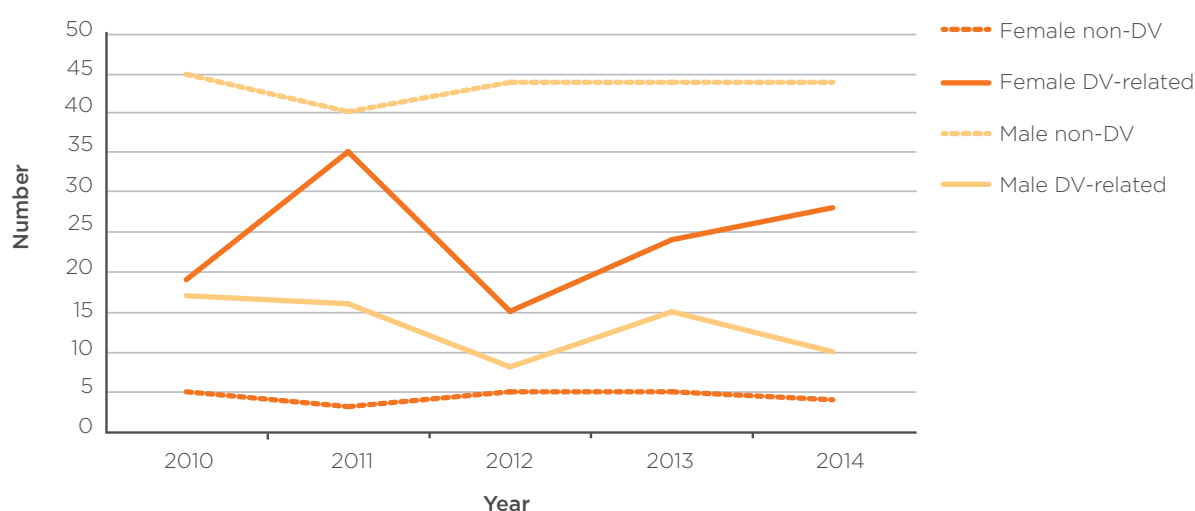
The majority of violence against women and girls occurs in their homes, at the hands of men they know. Rates of DV-related assault are twice as high for female victims as for males. The overall recorded rate of DV-related assault incidents was up by an average of 2.1 per cent per year over the five years between January 2010 and December 2014. See 'Spotlight on domestic and family violence' for further analysis.

While most homicide victims are males (62.8 per cent in 2014), the reverse is true when it comes to DV-related homicide. In 2014, 87.5 per cent of female homicide victims were killed by someone with whom they were in a domestic relationship (28 out of 32). This compares to 18.5 per cent of male homicide victims (10 out of 54). This pattern has been consistent

over time. For example, in 2010, 79.2 per cent of female homicide victims were killed in a domestic context, compared to 27.4 per cent of male homicide victims (see Figure 28). In 2014, women accounted for 73.7 per cent of DV-related homicide victims.

Data from NSW Health's Routine Domestic Violence Screening Program show that 5.5 per cent of women screened under the program in November 2013 had experienced domestic violence in the previous 12 months. One-quarter (26.5 per cent) of these women accepted assistance from NSW Health. These figures are comparable to earlier years, with 5.5 per cent of screened women in 2012 reporting domestic violence and 28.2 per cent of these accepting assistance.

Figure 28. Domestic and non-domestic homicides, by sex of victim, NSW 2010-14



DV: Domestic Violence

Population: NSW population.

Source: BOCSAR, *NSW Recorded Crime Statistics 2010-2014*, special request ref no. sr15-12854 and BOCSAR *Online crime tool*, accessed April 2015.



Safety in the community

Women are 4.5 times more likely to be a victim of sexual assault than men, making up 81.6 per cent of victims in NSW in 2014. The rate of recorded sexual assault for female victims was 107 per 100,000 in 2014, compared to 25 per 100,000 for males. This disparity has remained consistent over time.

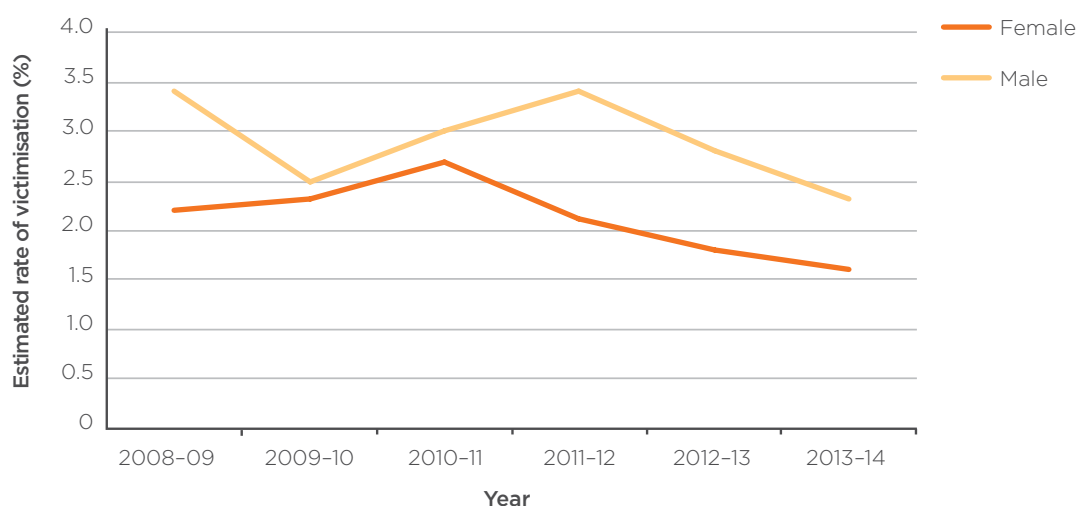
The rate of recorded sexual assault for Aboriginal females was 2.8 times greater than for the whole female population in NSW in 2014 (304 per 100,000 for Aboriginal females compared to 107 per 100,000 for all females). Sexual assault can overlap with domestic and family violence. NSW recorded crime data show that in 2014 around 38.9 per cent of female sexual assault victims, and 37.3 per cent of male victims, were sexually assaulted by someone with whom they were in a domestic relationship (including ex spouse, ex girl or boyfriend, parent, sibling, child, or other family member).

Looking at other personal violence incidents recorded by NSW Police, females are more likely than males to be victims of indecent assault, harassment and threatening behaviour, and other sexual offences, but are less likely than males to be victims of robbery, non-DV related assault and homicide (murder and manslaughter) (see Figure 27).

Respondents to the ABS *Crime Victimisation* survey self-report on their experience of victimisation. Survey results indicate that females are less likely than males to experience physical assault and face-to-face threatened assault. It is estimated that 1.6 per cent of women and 2.3 per cent of men experienced a physical assault in NSW in 2013–14. The proportion of women and men experiencing physical assault has declined between 2008–09 and 2013–14 (see Figure 29). Women have consistently accounted for less than 50.0 per cent of physical assault victims over this period.

In NSW in 2014, women who used public transport felt just as safe as men while waiting for public transport (92.0 per cent) and while using public transport (93.0 per cent).

Figure 29. Self-reported victims of physical assault, NSW, 2008–09 to 2013–14



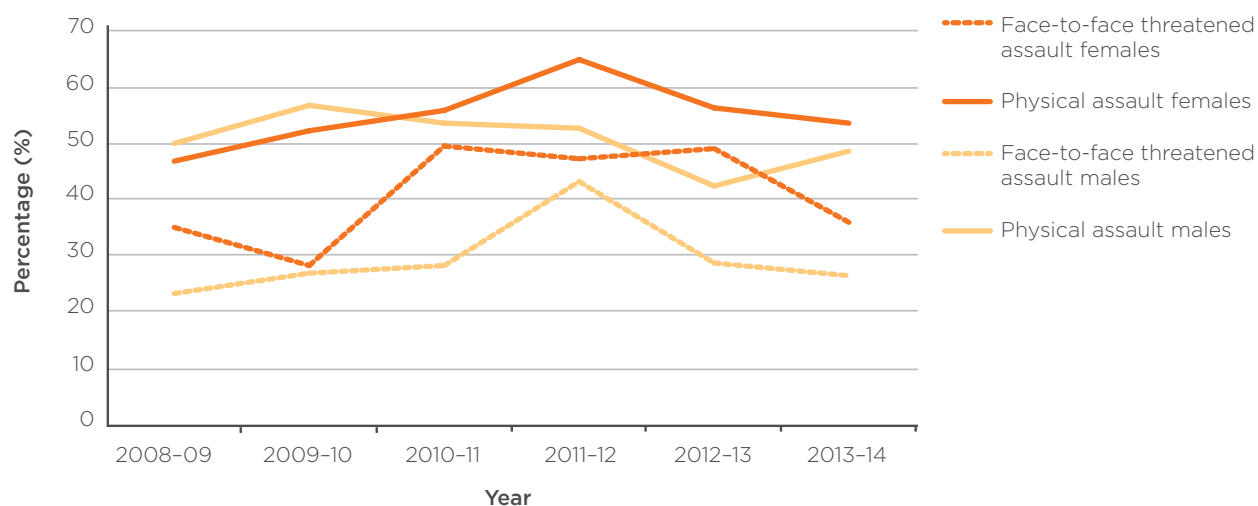
Population: Respondents of the Australian Bureau of Statistics' (ABS) *2013–14 Multipurpose Household Survey* (MPHS).
Source: ABS (2015), *Crime Victimisation*, Australia, Cat no. 4530.0, unpublished data.

The criminal justice system

Women are more likely than men to report incidents of assault (in general) to police. It is estimated that 53.6 per cent of female physical assault victims in NSW in 2013-14 reported their victimisation to police, compared to 48.4 per cent for men. Reporting rates for face-to-face threatened assault are generally lower than for physical assault. In 2013-14, 36.1 per cent of women and 26.7 per cent of men reported their experiences of face-to-face threatened assault victimisation to police. Reporting rates fluctuate over time. However, since 2011-12 reporting rates have decreased for both women and men experiencing physical assault and face-to-face threatened assault (see Figure 30).

The majority of people protected by an Apprehended Domestic Violence Order (ADVO) are female (66.3 per cent in 2014). This is consistent with the majority of domestic and family violence victims being female (68.8 per cent in 2014). See 'Spotlight on domestic and family violence' for further analysis.

Figure 30. Reporting rates for physical assault and face-to-face threatened assault, NSW, 2008-09 to 2013-14



Population: Respondents of the Australian Bureau of Statistics' (ABS) *2013-14 Multipurpose Household Survey* (MPHS).
Source: ABS (2015), *Crime Victimisation*, Australia, Cat no. 4530.0, unpublished data.



Offending

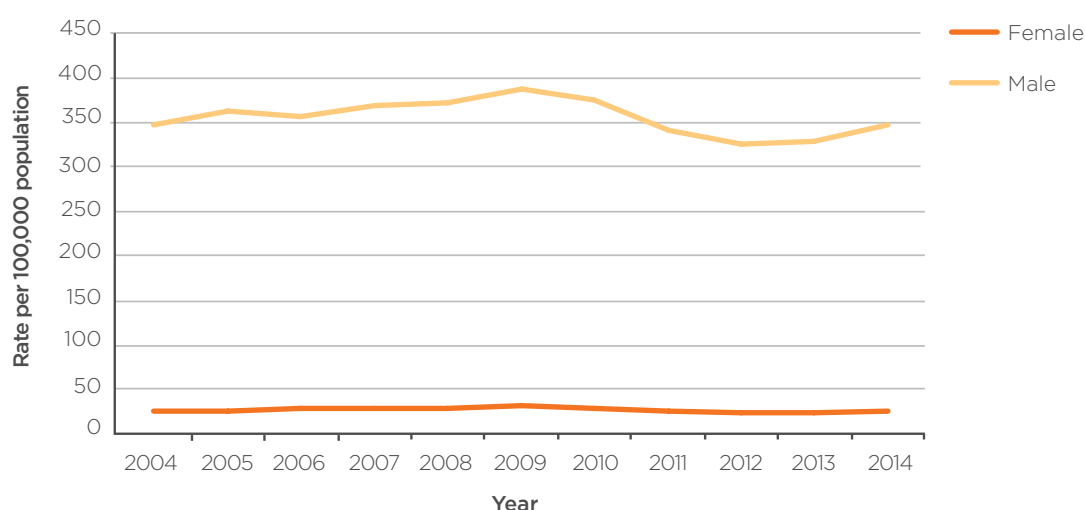
According to ABS-recorded crime data, females are 3.9 times less likely than males to offend. In NSW in 2013–14, the offending rate for females was 768 per 100,000 compared to 2,959 per 100,000 for males. Theft was the most common offence committed by females, while drug offences were the most common offence for males.

The imprisonment rate for NSW women in 2014 (24.3 per 100,000) was almost 14 times lower than for men (344.7 per 100,000). Women made up 6.8 per cent of inmates in NSW adult correctional centres. In the 10 years since 2004, women's imprisonment rate has remained relatively unchanged (see Figure 31).

Safety from sex discrimination and sexual harassment at work

Women account for the majority of complainants who lodge employment-related sex discrimination and sexual harassment complaints in NSW. Women complainants made up 83.1 per cent of sex discrimination complaints and 72.7 per cent of the sexual harassment complaints received by the NSW Anti-Discrimination Board (ADB) from 1 July 2013 to 30 June 2014. Similarly, women accounted for 95.9 per cent of all sex discrimination complaints and 88.3 per cent of all sexual harassment complaints received by the Australian Human Rights Commission (AHRC) in 2014 from people residing in NSW.

Figure 31. Imprisonment rate by sex, NSW, 2004–14



Population: NSW population.

Source: ABS (2014), *Prisoners in Australia*, 2014, Cat no. 4517.0, Table 14.



Spotlight on domestic and family violence

Domestic and family violence includes any behaviour, in an intimate or family relationship, that controls, intimidates or dominates a person, causing them to fear for their own (or someone else's) safety.^{xxix} This can include physical, sexual, verbal, psychological, mental, and emotional abuse; stalking; harassment; financial abuse and manipulation; denial of freedom and choice; and control of access to family and friends. Data from the 2012 ABS *Personal Safety, Australia* survey suggests that almost one in six (16.9 per cent) Australian women have experienced physical or sexual violence from a current or former partner since the age of 15.^{xxx} Domestic and family violence leaves long-lasting negative affects on victims' physical, mental and emotional wellbeing.

One lens through which domestic violence is monitored in the *Women in NSW* report is by looking at DV-related assaults that are recorded by NSW Police. This spotlight topic drills into these data, presenting a number of new indicators on the seriousness of physical harm, repeat victimisation and repeat offending.

Evidence confirms that there is substantial underreporting of DV-related assault. This makes it difficult to estimate its prevalence. Data from the 2012 ABS *Personal Safety Survey* indicate that for women who have experienced current partner violence since the age of 15, only 19.8 per cent have ever contacted police about that violence. Of all women who have experienced previous partner violence since the age of 15, 42.4 per cent contacted police.^{xxxi} A NSW Bureau of Crime Statistics and Research study of a smaller sample of 300 women who had experienced domestic violence found that 51.8 per cent had reported the most recent incident of violence to police. The most common reasons for not reporting domestic violence to police were fear of revenge or further violence from the perpetrator, shame or embarrassment and belief that the incident was too trivial.^{xxxii}

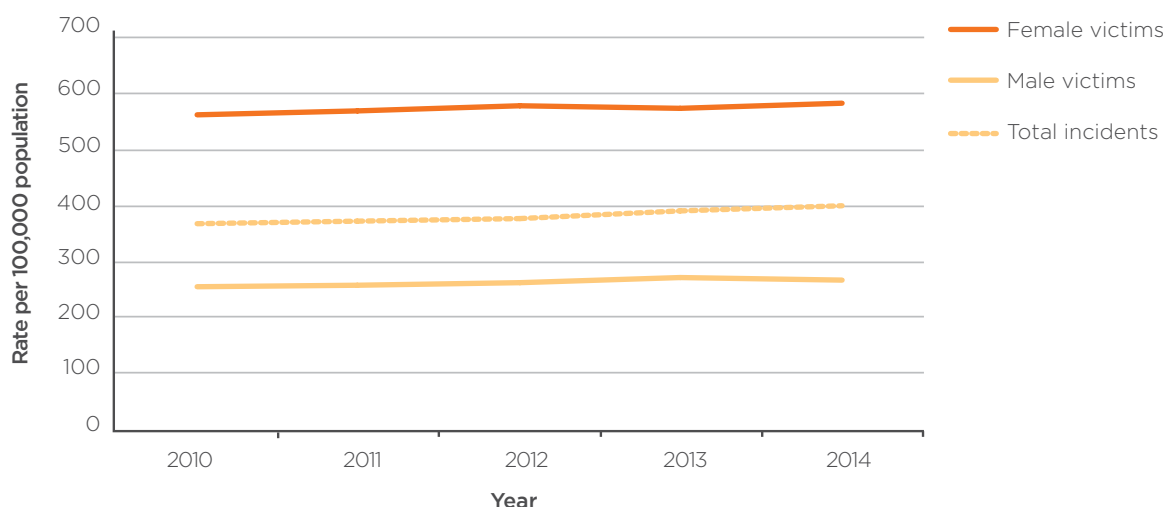


Domestic violence-related assault

In NSW in 2014, the majority (67.7 per cent) of female assault victims were assaulted by someone with whom they were in a domestic relationship. In comparison, only 28.9 per cent of male assault victims were in a domestic relationship with the offender. While there were similar numbers of female and male victims of assault (32,387 female assault victims and 34,387 male assault victims) recorded by police in NSW in 2014, 68.8 per cent of DV-related assault victims were females (21,938 victims out

of 31,866 in total). The rate for female victims (579 per 100,000) of DV-related assault is 2.2 times as high as for male victims (266 per 100,000). For both female and male victims, the rate of DV-related assault has increased slightly since 2010, when it was 560 per 100,000 for women and 254 per 100,000 for men. The rate of DV-related assault incidents, for all victims, has also increased over this period to 398.2 per 100,000 (see Figure 32).

Figure 32. Rate per 100,000 of domestic violence (DV)-related assault, by sex, NSW, 2010 to 2014



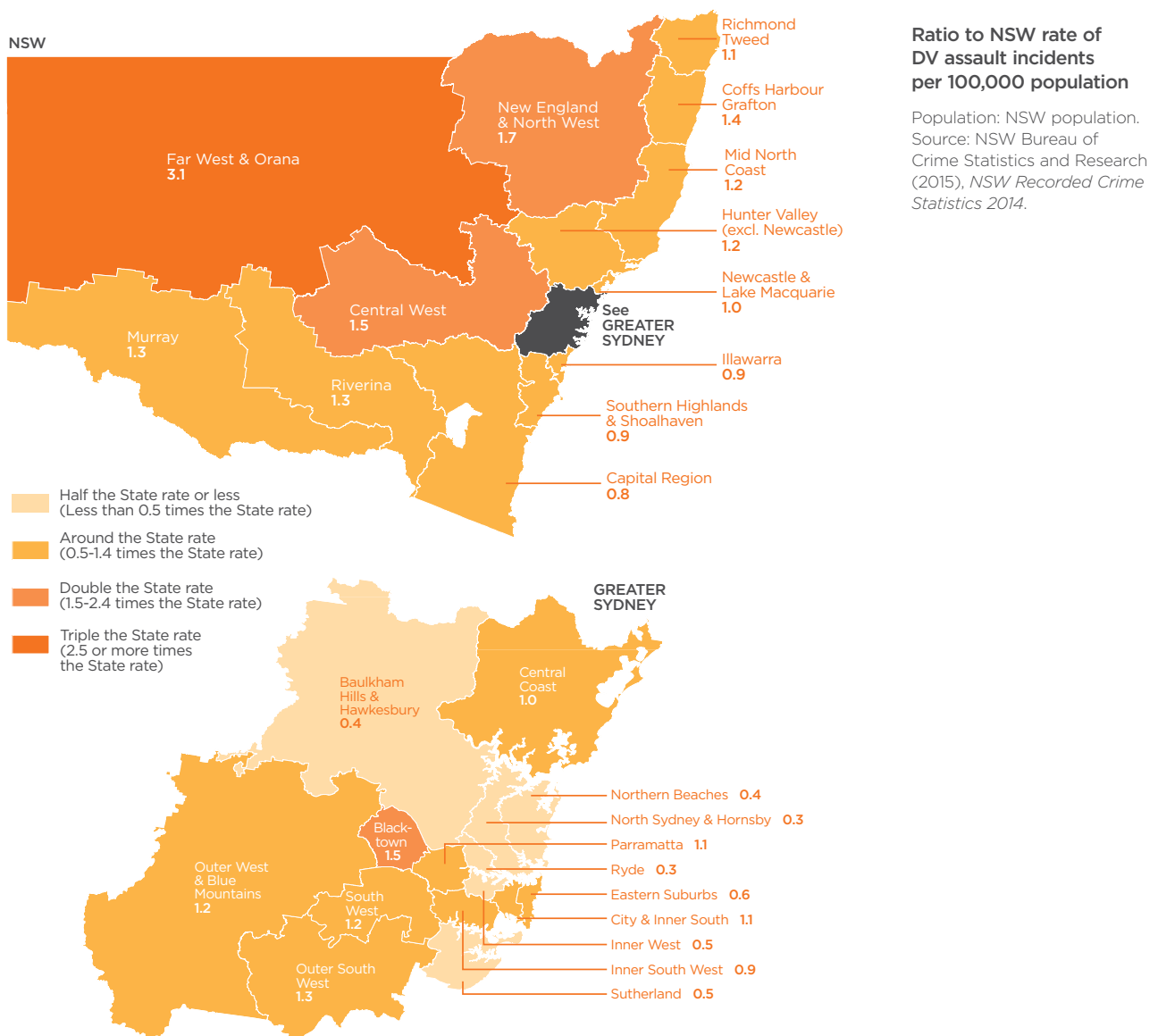
Population: NSW population.

Source: Incident rates from the BOCSAR *Online crime tool*, downloaded April 2014 (for DV assault incident rates). Victim rates are calculated using victim numbers from the NSW Bureau of Crime Statistics and Research (2014), unpublished data (ref: sr15-12854); and population data from ABS (2014), *Australian Demographic Statistics*, Cat no. 3101.0, www.abs.gov.au.

A map of DV-related assault is shown below in Figure 33. The map shows the rate of DV-related assault as a ratio to the NSW rate, by ABS Statistical Area Level 4. A value of less than one indicates that the rate is lower than the NSW rate and a value of more than one indicates the rate is greater than the NSW rate. Far West and Orana has the highest rate ratio at 3.1 times the State rate.

Considering smaller Local Government Areas (LGAs) (not pictured), the top 10 LGAs with the highest rates of DV-related assault in NSW in 2014 were all regional areas outside Sydney. Of the 70 LGAs with a DV-related assault rate that was higher than the NSW average, all but 10 were rural and regional.

Figure 33. DV-related assault by Australian Bureau of Statistics Statistical Level 4, NSW, 2014





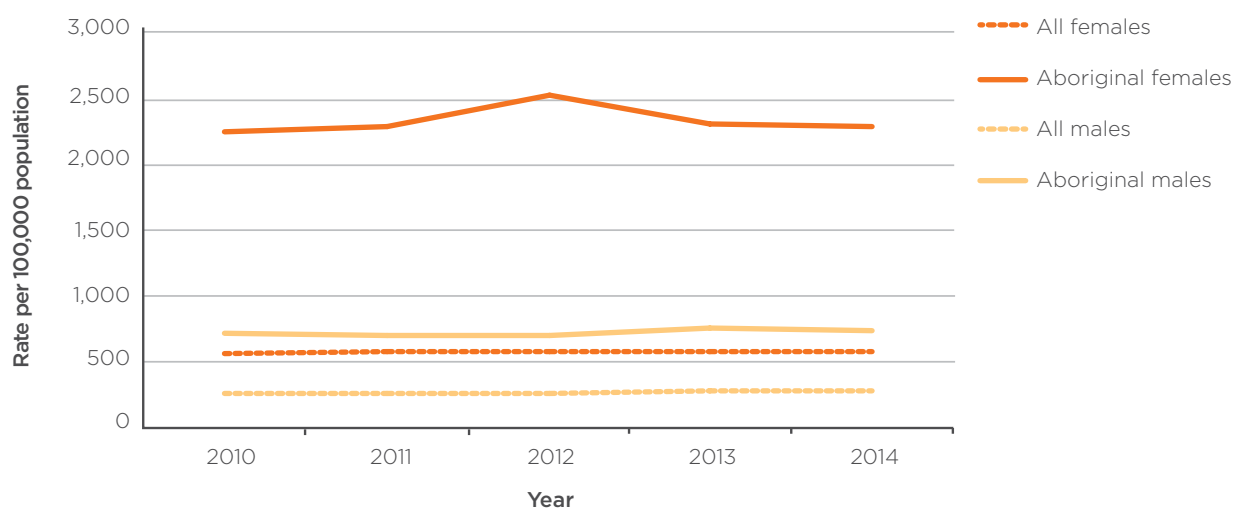
Demographics of victims

Aboriginal females experience much higher rates of DV-related assault than the broader female population in NSW (see Figure 34). In 2014, the rate of DV-related assault for Aboriginal females was 2,284 per 100,000, 4.0 times greater than the rate for the whole female population. The rate of DV-related assault for Aboriginal males is also slightly higher than the rate for the whole female population (1.3 times higher in 2014). Note that the rate of DV-related assault for Aboriginal females in NSW is 5.5 times greater than for non-Aboriginal females.^{xxxiii}

Women aged 20–29 are the age group that experiences the highest proportion of DV-related assaults (29.2 per cent of female victims and 20.1 per cent of all victims in 2014). Girls and boys (juveniles under 18 years) make up 12.2 per cent of DV-related assault victims (see Figure 35).

For Aboriginal females, those aged 20–29 years are also the age group with the highest proportion of DV-related assaults (36.5 per cent of all Aboriginal female victims in 2014). This has been a consistent pattern for both population groups (all females and Aboriginal females) over the period 2010 to 2014.

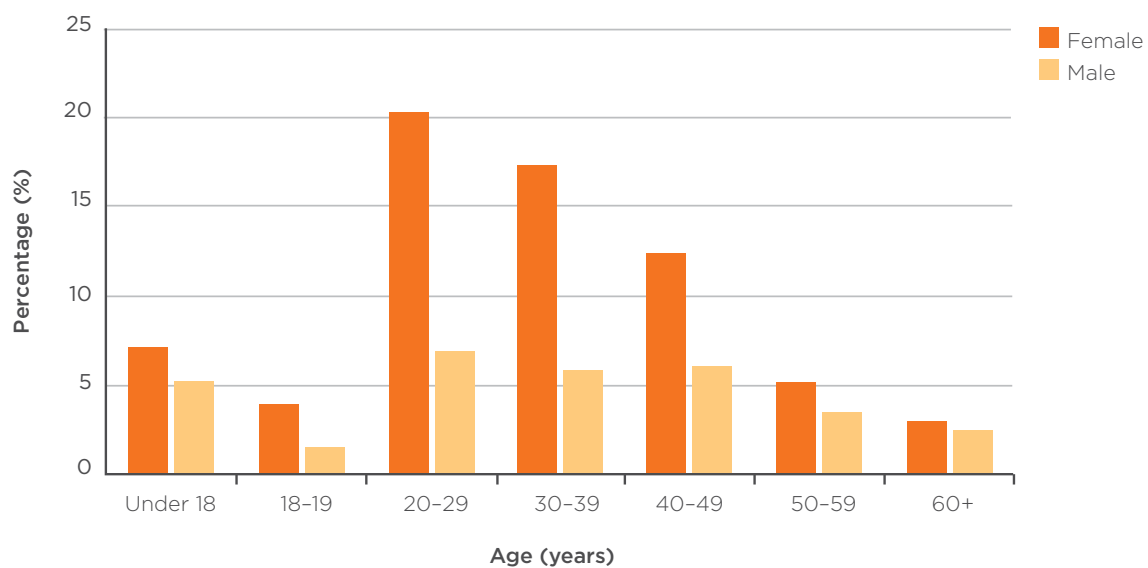
Figure 34. Domestic violence (DV)-related assault by Aboriginality and sex, NSW, 2010–14



Population: NSW population.

Source: Crime numbers are from the NSW Bureau of Crime Statistics and Research (2014), unpublished data (ref: sr15-12854). Rates are calculated using population data from ABS (2014), *Australian Demographic Statistics*, Cat no. 3101.0, www.abs.gov.au and ABS (2014), *Estimates and Projections, Aboriginal and Torres Strait Islander Australians*, Cat no. 3238.0, www.abs.gov.au.

Figure 35. Domestic violence-related assault victims by age and sex, NSW, 2014



Population: All victims of DV-related assault recorded by NSW Police.

Source: BOCSAR, *NSW Recorded Crime Statistics 2010-2014*, special request ref no. sr15-12854.



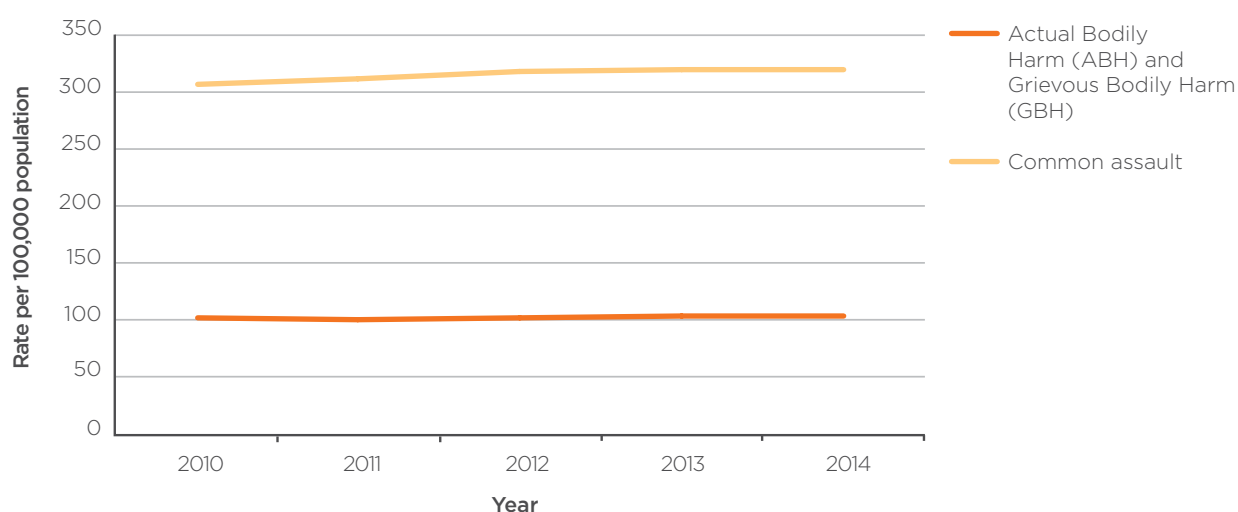
Seriousness of physical harm and repeat victimisation

Since DV-related assaults involving actual bodily harm and grievous bodily harm result in more serious physical harm to victims than incidents of common assault, they are more likely to come to the attention of police than DV-related common assault. For this reason, DV-related actual bodily harm and grievous bodily harm incidents may provide a more reliable measure of the underlying trend in DV-related assaults (whether prevalence is increasing or decreasing) than DV-related common assault, which is more sensitive to changes in reporting rates. This is important, as justice and service system interventions commonly aim to increase victims' confidence in reporting and engaging with the system. Therefore, an increase in the incidence of recorded DV-related assault may be viewed positively.

The combined rate for DV-related actual bodily harm (ABH) and grievous bodily harm (GBH) incidents has remained stable between 2010 and 2014, while the rate for DV-related common assault has increased (see Figure 36). As noted above, the increase in the rate of recorded DV-related common assault may be due to increased incidence, or it could suggest increased reporting of DV-related common assault to police.

Females were almost twice as likely as males to experience DV-related actual bodily harm in 2014 (129 per 100,000 compared to 67 per 100,000), making up 66.3 per cent of victims (4,899 out of 7,395). On the other hand, males were 1.5 times more likely than females to be victims of DV-related grievous bodily harm, although the number of grievous bodily harm incidents is very small (405 in total in 2014). The combined rate of actual bodily harm and grievous bodily harm is 1.8 times higher for females than for males.

Figure 36. Domestic violence (DV)-related actual and grievous bodily harm and DV-related common assault, NSW, 2010-14



Population: NSW population.

Source: Crime numbers from BOCSAR (2014), unpublished data (ref: sr15-12854). Rates are calculated using population data from ABS (2014), *Australian Demographic Statistics*, Cat no. 3101.0, www.abs.gov.au.

Police-recorded data on DV-related assault victims who have been repeatedly assaulted provides another avenue for understanding domestic and family violence in NSW. There were 27,030 distinct victims of DV-related assault in 2014. The majority of these victims (87.6 per cent) had not been assaulted in the previous two years. A large number of repeat victims (3,351 or 12.4 per cent of victims) had been the victim of an earlier DV-related assault within the previous two years (see Table 12).

Repeat victimisation data over a longer timeframe show that 67.9 per cent of victims in 2014 had not previously been DV-assaulted in the prior 10 years. This means that one-third of victims (32.1 per cent) were repeat victims, who had been DV-assaulted one (14.6 per cent of victims) or more (17.5 per cent of victims) times previously.

Table 12. Victims of domestic violence (DV)-related assault in 2014, by number of recorded incidents in the previous two years

Number of recorded incidents of DV-related assault for the victim in the previous two years	Number of victims	Proportion of victims (%)
No previous incidents	23,679	87.6
1	2,416	8.9
2	632	2.3
3	184	0.7
4	72	0.3
5+	47	0.2
Total number of distinct DV victims in 2014	27,030	100.00

Population: Victims of DV-related assault recorded by NSW Police as occurring in NSW in 2014.
Source: BOCSAR, *NSW Recorded Crime Statistics 2010–2014*, special request ref no. 15–13068.



Perpetrators of domestic violence

The majority of domestic and family violence perpetrators in 2014 were men (81.7 per cent). This figure has remained constant over the five years from 2010 to 2014.^{xxxiv} Looking at more detailed data on the sex of offenders and their relationship to victims, we see that, in NSW in 2014:

- For female victims, the alleged offenders were most commonly their current or ex spouses/partners (42.6 per cent of offenders) or boy/girlfriends (23.4 per cent of offenders). The majority of these offenders were male (98.3 per cent of spouse/partner offenders, and 97.5 per cent of boy/girlfriend offenders).
- For male victims, the alleged offenders were most commonly their current or ex spouses/partners (22.7 per cent of offenders) or 'member of family – other' (13.4 per cent of offenders). Parents or guardians accounted for 13.0 per cent of offenders. The majority of spouse/partner offenders were female, the majority of parent/guardian and 'member of family – other' offenders were male.
- For female victims aged under 18 years, the alleged offender was most commonly a parent or guardian (33.2 per cent), followed by a boyfriend (18.8 per cent).

- For male victims aged under 18 years, the alleged offender was most commonly a parent or guardian (38.9 per cent), followed by a sibling (17.3 per cent), while boy/girlfriends account for only 2.4 per cent of offenders.

There were 22,384 distinct alleged offenders (Persons of Interest) who were proceeded against by police for DV-related assault in 2014. The majority of these offenders (84.1 per cent) had no previously recorded DV-related assault offence in the previous two years, while 15.9 per cent were repeat offenders who had offended one (11.1 per cent of offenders) or more (4.6 per cent of offenders) times previously (see Table 13). Looking over a longer 20-year timeframe, 59.4 per cent of offenders in 2014 had no previously recorded incident of DV-related assault since 1995. However, two in five DV-related assault offenders (40.6 per cent) had committed a previous DV-related offence since 1995. More than half of these repeat offenders (58.4 per cent) had committed more than one previous DV-related offence.

Table 13. Domestic violence (DV)-related assault alleged offenders in 2014, by number of recorded incidents in the previous two years

Number of previously recorded incidents of DV-related assault for the alleged offender in the previous two years	Number of alleged offenders	Proportion of alleged offenders (%)
No previous incidents	18,893	84.4
1	2,480	11.1
2	665	3.0
3	199	0.9
4	85	0.4
5+	62	0.3
Total number of distinct persons of interest in 2014	22,384	100.00*

*Before rounding.

Population: Persons of Interest proceeded against by NSW Police for a DV-related assault occurring in NSW in 2014.

Source: BOCSAR, *NSW Recorded Crime Statistics 2010-2014*, special request ref no. 15-13068.

Apprehended Domestic Violence Orders (ADVOs) and breaches

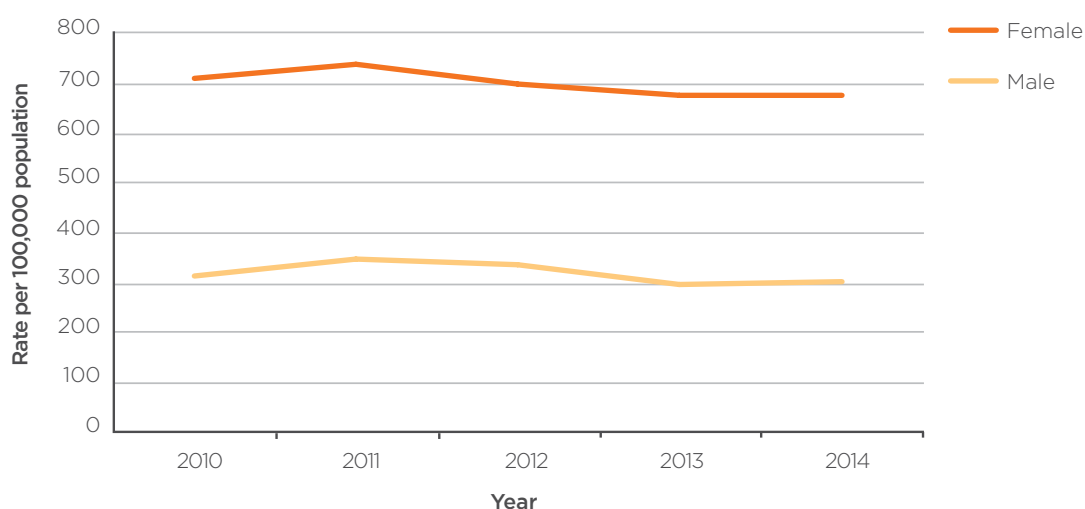
ADVOs are court orders aimed at protecting people who have experienced, or are fearful of experiencing, domestic violence by prohibiting an alleged offender from harassing, threatening, or being violent towards a specific person or people with whom they are in a domestic relationship.

In NSW in 2014, there were 38,526 persons protected by ADVOs, two-thirds of whom were women (66.3 per cent). This equates to a rate of 674.5 per 100,000 for females, 2.2 times the rate for males of 301.5 per 100,000 (see Figure 37). The number of females protected by an ADVO increased slightly between 2013 and 2014 (from 25,200 to 25,542), as did the number of protected males (from 10,926 to 11,243). However, rates for both females and males protected by ADVOs appear to have decreased slightly over the period 2010–14.

Data on breaches of ADVOs in NSW show that females make up the great majority of victims recorded in ADVO breaches (82.8 per cent, or 9,288 out of 11,219 in 2014).

A map of ADVOs granted (by the residence of the alleged offender) is shown in Figure 38. The map shows the rate of ADVOs granted as a ratio to the NSW rate of ADVOs granted (358.2 per population for NSW women and men combined). A value of less than one indicates that the rate is lower than the NSW rate, and a value of more than one indicates that the rate is greater than the NSW rate. The boundaries used are ABS Statistical Areas Level 4 and show that Far West and Orana has the highest rate ratio at 2.9 times the State rate.

Figure 37. Persons protected by Apprehended Domestic Violence Orders, by sex, NSW, 2010–14



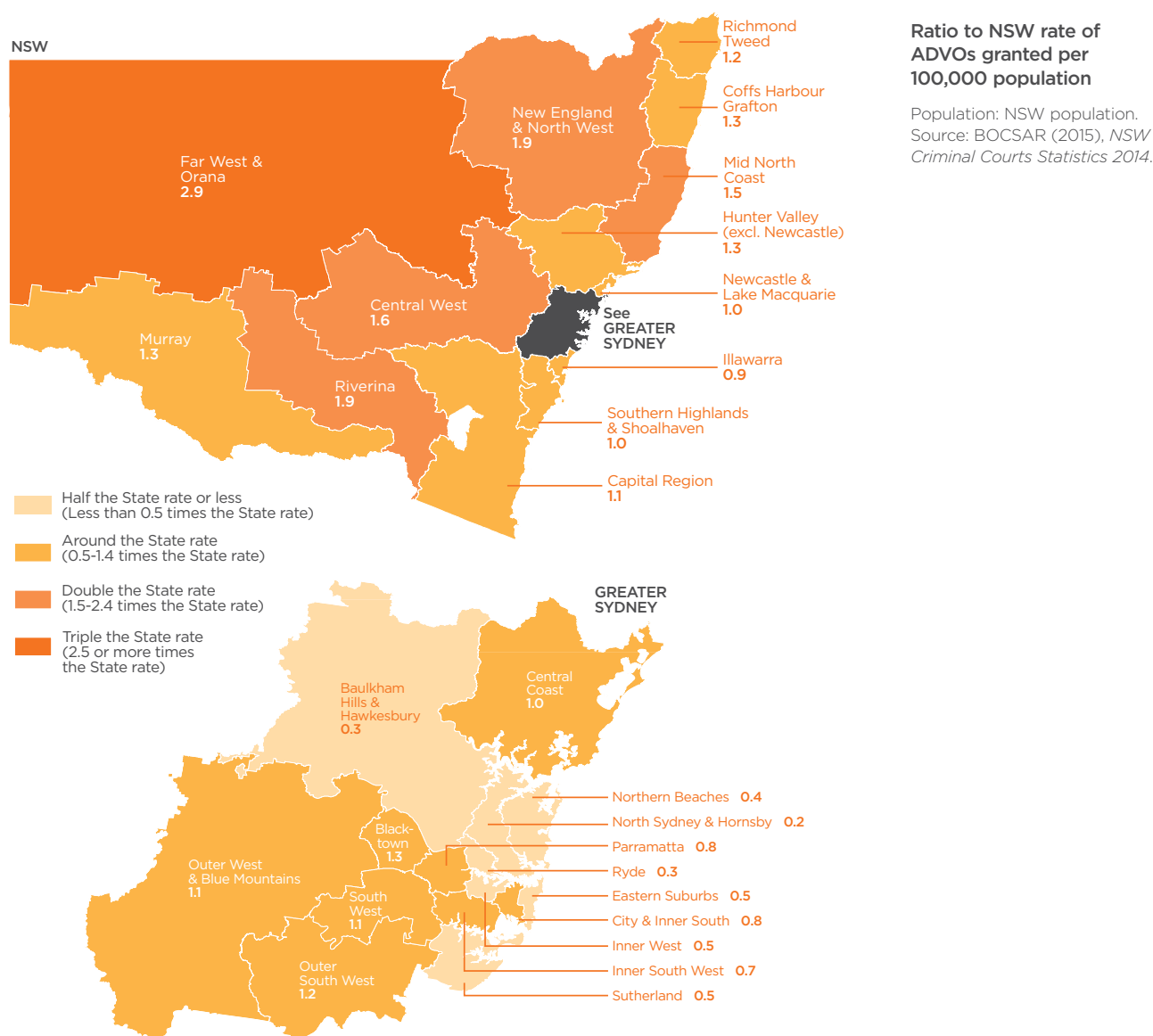
Population: NSW population.

Source: Apprehended Domestic Violence Order numbers from BOC SAR (2014), unpublished data (ref: sr15-12854). Rates are calculated using population data from ABS (2014), *Australian Demographic Statistics*, Cat no. 3101.0, www.abs.gov.au and ABS (2014).

Considering smaller Local Government Areas (not pictured), the LGAs in NSW with the highest rates of ADVOs granted per 100,000 population in 2014 were all in regional areas: Central Darling (2,802 per 100,000), Walgett (2,756 per 100,000), Moree Plains (1,649 per 100,000), Coonamble (1,519 per 100,000) and

Wellington (1,094 per 100,000).^{xxxv} These rates were at least three to seven times the NSW rate of 358.2 per 100,000. In Sydney, the LGAs with the highest rate of ADVOs granted per 100,000 population were Campbelltown (544 per 100,000), Blacktown (451 per 100,000) and Penrith (450 per 100,000).

Figure 38. Apprehended Domestic Violence Orders (ADVOs) granted by residence of alleged offender, NSW, 2014



How does NSW compare?

There is no national data collection on recorded DV-related assault incidents. Methods used to record DV incidents differ across jurisdictions, so it is not possible to directly compare between jurisdictions.



What is being done to address the gender gap in NSW?

- Reducing domestic violence is one of the 12 key NSW Premier's State priorities under Making It Happen. This priority aims to reduce the proportion of domestic violence perpetrators re-offending within 12 months by 5 per cent. See www.nsw.gov.au.
- On 14 October 2015, the NSW Government announced a \$60 million package to target perpetrators and support women, men and children who have experienced domestic and family violence (DFV). The package includes new Police Domestic Violence High-Risk Offender Teams to target perpetrators and reduce the rate of re-offending, as well as DFV Suspect Target Management Plans that will put offenders on notice. The package will increase Crisis Accommodation Support and also includes behaviour change interventions to make higher risk perpetrators address their behaviour. See www.women.nsw.gov.au.
- It Stops Here is the NSW Government's framework for reform to improve the response to domestic and family violence in NSW through strengthening domestic and family violence prevention, improving the way service providers deliver services to victims, and delivering programs and services that hold perpetrators accountable and reduce re-offending. See www.women.nsw.gov.au.
- A number of NSW Government programs under It Stops Here, such as Safer Pathway, Staying Safe (see www.domesticviolence.nsw.gov.au), Start Safely (see www.housing.nsw.gov.au) and Staying Home Leaving Violence (see www.community.nsw.gov.au) to support families affected by domestic and family violence.

- The NSW Domestic Violence Justice Strategy is an operational framework designed to make victims safer, hold perpetrators accountable and prevent domestic violence from re-occurring. It outlines the approaches and standards which justice agencies in NSW have adopted to improve the criminal justice system's response to domestic violence. See www.crimeprevention.nsw.gov.au.
- The Domestic Violence Disclosure Scheme, announced in 2015, will enable people in NSW to find out whether their partner has a history of domestic violence offending. The scheme aims to provide people potentially at risk of domestic violence with information to help them make informed decisions about their safety and their relationship. The NSW Government is the first in Australia to pilot a scheme of this kind. See www.women.nsw.gov.au.
- Women's Domestic Violence Court Advocacy Services operate in 114 local courts in NSW, providing information and advocacy for women and their children who experience domestic violence to obtain protection from the court. See www.legalaid.nsw.gov.au.

Anyone in immediate danger should call Triple Zero (000).

For information, support and help, call the 24-hour Domestic Violence Line on 1800 65 64 63.

To report suspected child abuse or neglect, call the 24-hour Child Protection Helpline on 132 111.

Appendix.

Gender indicators criteria

The gender indicators used in this report are designed to address government and community needs, align with global and national gender measures, and meet the following international selection criteria¹:

1. Worth measuring	They are relevant to government policies and services.
2. Gender sensitive	They identify significant gender gaps at a point in time, and over time.
3. Information can galvanise action	They inform areas that are responsive to policy or program changes.
4. Understandable	The data are accessible and clear to a broad audience so that the community can come to its own judgements about their meaning.
5. Comparable	Comparable data are available across jurisdictions and over time.
6. Can be measured for diverse populations	They facilitate comparison between different groups of women.
7. Accurate	The information published is of sufficient accuracy so that the community can have confidence in it.
8. Administratively simple	They are already in use within the NSW Government or are easy to produce from established data.

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

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- ix. Due to the availability of state and sex disaggregated data, industry composition in this paragraph relates to Australian data, whereas earnings data is for NSW.
- x. Hours paid for data were requested for all employees, including Upper level managers and Owner managers of incorporated enterprises (collectively referred to as Managerial employees). Prior to this, hours paid for data was collected only for non-managerial employees. Despite this change, hours paid for could not be provided for Managerial employees where there was no relationship between earnings and hours. As a result, estimates of hours paid for and hourly cash earnings have only been produced for employees with a link between earnings and hours.
- xi. Parliament of Victoria website, accessed August 2015, at www.parliament.vic.gov.au.
- xii. Parliament of South Australia website, accessed August 2015 at www.parliament.sa.gov.au.
- xiii. Queensland Parliament website, accessed August 2015 at www.parliament.qld.gov.au.
- xiv. Parliament of Australia website, accessed August 2015 at www.aph.gov.au.
- xv. Note that a new methodology is used in this report to measure the number of staff in senior leadership roles in the NSW public sector. This is based on remuneration equivalent to Senior Officer level 1 and above, and ensures consistency with the Premier's recently announced priority to increase the proportion of women in senior leadership roles in the public sector. The new counting methodology means that public sector senior leadership data in this report are not comparable with data in previous *Women in NSW* reports, which only measured people in senior executive or equivalent positions.
- xvi. Urbis and Law Society of NSW (2015), *2014 Profile of the Solicitors of NSW*, p.16.
- xvii. Equal Opportunity for Women in the Workplace Agency (2012), *Australian Census of Women in Leadership*. These are the latest available data for NSW-based private companies.
- xviii. YWCA, Women on Boards, Australian Council of Social Service (ACOSS) (2012), *Reflecting Gender Diversity: An analysis of gender diversity in the leadership of the community sector: Inaugural survey results*, unpublished data on NSW-based companies. These are the latest available data for not-for-profit organisations operating in NSW.
- xix. Public Service Commission, *NSW Public Sector Workforce Profile 2014*, unpublished data.
- xx. M Baird, J Evesson and S Oxenbridge (2014), *Advancing Women: Increasing the participation of women in senior roles in the NSW public sector*, The University of Sydney Business School, prepared for the NSW Public Service Commission, pp. vii and 29.
- xxi. Key management personnel are senior managers who have authority and responsibility for planning, directing and controlling the activities of the entity, and who represent at least one of the major functions of the organisation and participate in organisationwide decisions with the Chief Executive Officer (CEO). See the definition provided at www.data.wgea.gov.au. Accessed August 2015.

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- xxiv. Senior Executive positions for the public sector are identified using the following categories in the Workforce Profile data. Employment Category (3g): 4 = Contract – Executive – Senior Executive; 12 = Contract – Executive–SES Equivalent; 16 = Special Executive Service (NSW Health, NSW Police and Transport NSW only); 18 = Contract – Public Service Senior Executive; and 19 = Contract – Other Senior Executive (NSW Health, NSW Police and Transport NSW only).
- xxv. ABS (2015), *Gender Indicators Australia*, August 2015, Cat no. 4125.0.
- xxvi. Victorian Public Sector Commission internet resource: *State of the Public Sector in Victoria*, www.vpsc.vic.gov.au. Accessed August 2015
- xxvii. Queensland Public Service Commission, *Characteristics of the Queensland Public Service workforce 2013-14* – Excel data tables (Tab 12), accessed August 2015 at www.psc.qld.gov.au.
- xxviii. Office of the Commissioner for Public Employment, Northern Territory Government (2014), *State of the Service Report 2013/14*, p.16. Office for the Public Sector (South Australia), *Data Dashboard*, accessed August 2015 at www.publicsector.sa.gov.au. ABS (2015), *Gender Indicators Australia*, August 2015, Cat no. 4125.0 (for the Australian Public Service). Victorian Public Sector Commission, *State of the Public Sector in Victoria*, accessed August 2015 at www.vpsc.vic.gov.au. Australian Capital Territory Commissioner for Public Sector Administration data cited in M Baird, J Evesson and S Oxenbridge (2014), *Advancing Women: Increasing the participation of women in senior roles in the NSW public sector*, The University of Sydney Business School, p. 6. Queensland Public Service Commission, *Characteristics of the Queensland Public Service workforce 2013-14*, accessed August 2015 at www.psc.qld.gov.au (tab 12 of excel data tables). Public Sector Commission (Western Australia) (2014), *State of the WA Public Sector*, p. 26. Department of Premier and Cabinet Tasmania (2014), *Women and Girls in Tasmania Report*, p. 69. Department of Premier and Cabinet (NSW), *NSW Public Sector Workforce Profile 2014*, unpublished data.
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- xxx. ABS (2013), *Personal Safety, Australia, 2012*, Cat no. 4906.0, see *Summary – Experience of Partner Violence* at www.abs.gov.au. Accessed August 2015.
- xxxi. ABS (2013), *Personal Safety Survey*, Cat no. 4906.0, Tables 25 and 26.
- xxxii. E Birdsey and L Snowball (2013), *Reporting Violence to Police: A survey of victims attending domestic violence services*, Bureau Brief, Issue Paper no.91, NSW Bureau of Crime Statistics and Research.
- xxxiii. Aboriginal and non-Aboriginal DV-related assault rates have been calculated using 2014 BOCSAR victims data and the ABS Census 2011 population data. Victim numbers are sourced 2014 BOCSAR data stating whether the victims have been flagged by NSW Police as identifying as either being Aboriginal and Torres Strait Islander (10.5 per cent of victims) or non-indigenous (78.6 per cent of victims). Victims of unknown indigenous status (10.9 per cent of victims) have been excluded from the analysis. Aboriginal and Torres Strait Islander (2.5 per cent of the sample) and non-indigenous (92.6 per cent of the sample) population data are sourced from the ABS Census 2011. Respondents to the ABS Census 2011 of unknown indigenous status (5.0 per cent of the sample) have been excluded from the analysis.
- xxxiv. NSW Bureau of Crime Statistics and Research (2015) *NSW Recorded Crime Statistics 2010 to 2014*, unpublished data (ref: nm15-12855).
- xxxv. Note that Local Government Area information is based on the residence of the Person of Interest (alleged offender), not the residence of the victim.



