



NSW WOMEN'S STRATEGY 2018-2022

Year One Action Plan: To 30 June 2019

About the Action Plan

The *NSW Women's Strategy 2018-2022* will provide a whole-of-government and whole-of-community policy framework with the aim to improve the economic, social and physical wellbeing of women and girls across NSW.

The Strategy affirms the NSW Government's commitment to empowering women and girls to have full access to opportunity and choice, and be valued for their diversity, recognised for their contribution, and able to participate in all aspects of life freely and safely.

The Strategy identifies three priority areas for action: economic opportunity and advancement, health and wellbeing, and participation and empowerment.

Over the next four years, the NSW Government will produce annual action plans, which will present initiatives under the three priority areas and, where appropriate, include agreed targets and outcomes to enable progress to be measured. These action plans allow flexibility to consider future actions as new ideas emerge or the needs of specific cohorts or communities are identified.

The *Year One Action Plan* describes initiatives to be undertaken from the release of the strategy to June 2019.

Monitoring and evaluation

Critical to improving outcomes for women and girls is an ongoing commitment to data collection, monitoring and evaluation. Mechanisms for monitoring and evaluation will be established to support implementation of the Strategy.

Understanding the factors that drive inequality and how these can be addressed will improve existing approaches and guide the development of new actions.

Governance and reporting

The Minister for Women is responsible for overseeing the impact on women and girls of NSW Government policy and practice, to ensure equitable outcomes.

The Department of Family and Community Services (FACS) will convene a *NSW Women's Strategy* Interdepartmental Committee to guide and support implementation, monitoring and reporting of action plans. The Interdepartmental Committee will also play a critical role in identifying initiatives and required resources for inclusion in future action plans.

Where appropriate, partner agencies with lead actions under the Strategy will provide an annual report on progress to the Minister for Women and the Interdepartmental Committee. Some actions under the Strategy are subject to alternative reporting governance, and reporting will be drawn from these sources.





Priority Area One: Economic opportunity and advancement

Our shared goal is to improve women's financial wellbeing and security, and support diverse and flexible employment opportunities for women and girls. We will create employment opportunities across occupations and industries where women remain under-represented.

Overall outcomes

The NSW Public Sector, as one of the largest aggregate employers in NSW (approximately 10 per cent of NSW's total workforce),¹ will continue to drive best practice in gender equality, and champion women in leadership and flexible working.

- Women can freely participate in the workforce and have access to a broad range of career opportunities, including occupations and industries where women are traditionally under-represented.
- Women are supported and empowered to achieve economic independence to enable economic security.



ACTIONS to highlight investment in STEM careers

Lead

1.1 Attract more students to STEM higher and vocational education

We will:

- continue to work closely with industry and education providers to develop programs that attract more diverse, high-potential students to science, technology, engineering and maths (STEM) higher and vocational education, and retain high-performing students in NSW STEM industries
- identify two inaugural initiatives to support STEM skills across the state, through the NSW Government's \$25m STEM partnership with CSIRO.

NSW Department of Industry/
Commonwealth Scientific and
Industrial Research Organisation
(CSIRO)

Target: In partnership with the CSIRO, identify two inaugural initiatives for support through the Generation STEM initiative for implementation in 2018-2019.

ACTIONS to Increase women's access to a wide range of careers**Lead****1.2 Creating entrepreneurial opportunities**

Women make up a minority of entrepreneurs. We want to improve this by attracting more women into entrepreneurial opportunities.

We will:

- work in partnership with the Sydney School of Entrepreneurship (SSE) to create access and opportunity for women entrepreneurs. SSE is a collaboration between 11 NSW universities and TAFE NSW, and aims to educate and drive the next generation of Australian entrepreneurs
- deliver an event within the SSE speaker series that has a focus on female entrepreneurship to develop entrepreneurial mindset and skills. University students will be encouraged to attend.

NSW Department of Industry/
Sydney School of Entrepreneurship (SSE)

Target: Hold an inaugural female entrepreneurship speaker event in 2018-19.

1.3 Increase and support women's representation in the arts, screen and cultural sectors

Women are under-represented in some senior and key creative roles in the screen, media and entertainment industries. For example, as of 31 May 2018, women were under-represented as directors in almost all of the ASX 200 media/entertainment companies.² As at 1 July 2017, women held 19.3 per cent of boards of directors positions on national music industry peak bodies.³ In the five-year period 2012-13 to 2016-17, women accounted for only 34 per cent of producers, 22 per cent of writers and 15 per cent of directors currently active in the feature film industry in Australia.⁴

Create NSW

Women are also under-represented in nominations for major Australian arts awards. In 2014, individual females accounted for only 30 per cent of nominees for a selection of 21 major Australian arts awards open to both genders over the previous three years that the awards were held. The inclusion of female-specific award categories did not increase women's representation significantly (32 per cent).⁵

One factor which contributes to women's under-representation in these careers is the lack of opportunities available for women to develop skills and networks.

We will:

- continue to support a 50:50 gender target by 2020 for female writers, producers and directors in screen development and funding programs in NSW
- formulate a strategic initiative to increase women's opportunities in the arts and cultural sector by June 2019
- establish diversity reporting benchmarks for women in creative and executive leadership roles in the arts and cultural sectors, and for Create NSW-funded organisations and programs by June 2019
- formulate a strategic initiative to support career pathways for women in under-represented arts, screen and culture fields by June 2019.

Target: Maintain a 50:50 gender target across NSW Government screen development and funding programs by June 2019.

1.4 Continue investment in the NSW Council for Women's Economic Opportunity (NSW CWEO)

The NSW Council for Women's Economic Opportunity (CWEO) was established in 2012 to provide the NSW Government with specialist advice on enhancing women's economic opportunities and financial security.

We will:

- strengthen the governance and community investment relating to women's economic opportunity and examine why women are under-represented in large sectors of the workforce
- ensure the NSW CWEO draws from experts in the engineering, construction, manufacturing, education and training industries to continue to explore opportunities to increase women's employment in non-traditional industries
- facilitate two workshops that respond to the above actions.

Target: Hold two facilitated workshops in 2018-2019.

Department
of Family and
Community
Services (FACS)

1.5 Boost the number of skilled construction workers and create fresh pathways through the Infrastructure Skills Legacy Program

Through the Infrastructure Skills Legacy Program, we are boosting the number of skilled construction workers and creating fresh pathways for women.

We will:

- double the number of women in trade-related work for all major government infrastructure projects as part of the NSW Government's 10-point commitment to construction
- continue to support principal contractors to achieve set targets and deliver pre-employment programs for women to work in construction.

Target: Double the number of women in trade-related work on major government infrastructure projects over five years to 2023.

NSW Department
of Industry



1.6 Develop an annual report on NSW Government spending on women

Development of a NSW Women's Annual Report on NSW Government spending on women, which provides highlights from the budget, will allow women in NSW to understand what investments are being made in their direct interest across all NSW Government portfolios.

We will:

- ensure the annual report on NSW Government spending on women highlights whole-of-government spending on policies and programs responding to the needs of women and girls, including gender-based inequalities.

Target: Develop the first annual report on NSW Government spending on women through a budget statement as part of the 2019-20 budget.

Department of Family and Community Services (FACS)

ACTIONS to drive public sector diversity

Lead

1.7 Increase the number of women in senior leadership roles

The NSW Government is committed to working across the government sector to embed inclusive and accessible practices in all areas of workforce management, including recruitment, career development and retention, and sharing best practice to drive the achievement of a skilled workforce that better reflects the community we serve.

We will:

- continue to work to increase the proportion of women in senior leadership roles in the NSW Government sector through the Premier's Priority to drive diversity in the government sector
- share what works to recruit and retain women in senior leadership roles
- report and monitor as part of the Premier's Priority to drive public sector diversity.

Target: Increase the proportion of women in senior leadership roles in the NSW Government sector to 50 per cent by 2025.

Public Service Commission

ACTIONS to drive public sector flexibility

Lead

1.8 Work with Jobs for NSW to support employment opportunities for women with children

The *Jobs for the Future Report*⁶ includes a strategic priority on making NSW the best place to work for women with children.

We will:

- continue to explore ways to improve access to childcare, reduce disincentives against women with children and increase their hours of paid work
- ensure the latest research is shared with relevant agencies following DPC's recently commissioned work that found barriers to employment exist and particularly affect women from non-English speaking backgrounds and women in NSW with three or more children.

Target: Make NSW the best place to work for women with children.

Department of Premier and Cabinet (DPC)

1.9 Provide and improve flexibility in the public sector

On 8 March 2016, the NSW Government committed to making all roles flexible in the NSW Government sector on the basis of 'if not, why not' by 2019.

Public Service
Commission

The Public Service Commission released a flexible working strategic framework *Make Flexibility Count*⁷ in December 2017 to guide implementation of this policy commitment across the NSW Government sector. The framework takes a principles-based approach designed to promote flexible working, build a culture of trust, drive outcomes, and share best practice and technology.

We will:

- promote adaption of work design, business models, policy arrangements and investments in people management skills, technology and workplace environments to maximise opportunities for flexible work arrangements
- from July 2018 to June 2019, role model flexible working practices - with leaders and managers providing visible support for creating and supporting flexible working in their teams
- ensure governance to drive accountability, track progress and take stock is in place
- report and monitor, as part of the Premier's Priority, to drive public sector diversity.

Target: All roles across the government sector will be flexible on an 'if not, why not' basis by 2019.

ACTIONS to drive public sector equality

1.10 Drive public sector equity

As one of the largest employers in NSW, the NSW Government has committed to doing its part to close the gap on equity in the public sector.

We will:

- undertake an exploratory review of pay parity for Band 1 - 3 Executives and equivalent for each cluster for 2018, and report back to the Secretaries Board as part of regular reporting on the Premier's Priority on diversity targets and initiatives
- boost women's board and committee opportunities by promoting the NSW Government Boards and Committees Register to secretaries of principal departments. Women remain under-represented on public sector boards and committees. As at December 2017, women held 41.8 per cent of positions on NSW Government boards and committees⁸
- work with Treasury and the Productivity Commissioner to examine the costs of under-employment and barriers to re-entry, and therefore productivity loss, due to women not being sufficiently engaged in the workforce.

Target: At six month intervals, monitor the number of women registered on the NSW Government Boards and Committees Register, and where possible respond to gaps and emerging issues.

Target: To be determined through discussions with the Productivity Commissioner by June 2019.

Public Service
Commission
(with support
from Department
of Premier and
Cabinet)

Department
of Family and
Community
Services (FACS)



Priority Area Two: Health and wellbeing

Our shared goal is to promote and support a holistic approach to women's health across the lifespan. Women's physical, social and economic potential is maximised when they are healthy and their health needs are addressed.

Overall outcomes

- Health and wellbeing outcomes for women will be improved across the lifespan.
- Health service delivery for women in NSW is coordinated and integrated.
- Women in NSW have access to appropriate mental health supports.
- Women in NSW are supported to live their healthiest lives.



ACTIONS to improve the coordination of NSW health services for women

Lead

2.1 Deliver a new NSW Health Framework for Women's Health

We will:

Ministry of Health

- deliver a new *NSW Health Framework for Women's Health* in 2018, updating the current framework released in 2013. The revised framework will outline a high-level plan to deliver services and environments that support all women in NSW, including those most at risk of poor health outcomes, to meet their physical, social and psychological health needs.

Target: By June 2019, all local health districts will use the *NSW Health Framework for Women's Health* to identify specific actions to enhance the health of women in their communities.

ACTIONS to nurture mothers and babies and ensure mental health supports

Lead

2.2 Deliver *The First 2000 Days: A Framework for Maternity, Child and Family Health*

We will:

Ministry of Health

- deliver a state-wide, best practice approach to the provision of maternal, child and family primary health care in NSW called *The First 2000 Days: A Framework for Maternity, Child and Family Health*. The framework recognises the importance of the first 2000 days from conception to school to a child's development, and will emphasise early intervention and collaboration.

Target: All districts will use *The First 2000 Days: A Framework for Maternity, Child and Family Health* framework by June 2019 to identify specific actions to enhance health service provision and prevention, and early intervention strategies for children and families to improve health in their communities.

2.3 Respond to the mental health needs of mothers and children

Promoting positive mental health before, during and following pregnancy is essential for the health and emotional wellbeing of all mothers, their children and families.

Ministry of Health

We will:

- ensure that care provided by the Mums and Kids Matter program enables mothers with moderate to severe mental health problems to remain with their children while receiving individually tailored mental health care and stabilisation of their parenting capacity. Services include parenting and other supports, non-acute residential care, in-home support packages and brokerage for tertiary services
- build the capacity of community-based perinatal and infant mental health services (PIMHS) to provide family-focused care to pregnant women and mothers with severe perinatal mental health problems. PIMHS assist women's recovery and maternal functioning to enhance their parenting, the quality of parent-infant relationship and family relationships.

Target: Provide more than 900 women and their children with access to targeted mental health supports in 2018-2019.

2.4 Support women and girls with eating disorders

We are committed to ensuring people suffering with eating disorders have access to the most appropriate support and treatment options. While females are more likely to have an eating disorder, males are often still affected.

Ministry of Health

We will:

- deliver specialist eating disorders services through our \$16 million commitment over five years to guide the development and expansion of eating disorders care across the state. This includes 16 eating disorders coordinators to deliver specialist consultation, advice and workforce development across the state.

Target: By the end of 2018, every local health district and speciality network in NSW is developing a local plan to identify eating disorders early, provide timely access to care and prevent illness progression.

ACTIONS to drive better outcomes for women who need housing support

Lead

2.5 Work across government to respond to the needs of women at risk of, or experiencing, homelessness

We will:

- increase focus on developing innovative housing solutions for older women
- encourage new proposals for the Social and Affordable Housing Fund that target older women
- drive better outcomes for tenants through the Future Directions for Social Housing in NSW
- provide assistance and financial help to secure stable housing for women who have experienced domestic and family violence.

Department of Family and Community Services (FACS)

Target: Encourage new housing proposals through the Social and Affordable Housing Fund that target older women.





Our shared goal is to support women's engagement through social networks, access to information and building confidence using diverse representations of women and girls.

Overall outcomes

- Women in NSW are socially connected and confident.
- Women in NSW engage in sports and recreation.
- Women in NSW are connected and have access to appropriate information and supports.



ACTIONS to empower young women to develop confidence and resilience

Lead

3.1 Support young women's online safety

There has been a significant increase in online communication and networking, especially through social media. While social media has a number of benefits, use of social media is also linked to increasing rates of anxiety, depression and poor sleep in young people, and there are continuing issues with cyber bullying.

Currently, young women experience very high psychological distress and intentional harm at a higher rate than all other age groups. As such, young women need support to ensure they maintain their online privacy and are protected from harassment.

The Federal Government has announced that \$14.2 million over four years from 2018 will go to the Office of the eSafety Commissioner, to help ensure more Australians stay safe online.

We will:

- work in partnership with the Office of the Advocate for Children and Young People to consult directly with children and young people to hear their views on effective ways to support the online safety of young women and girls. These consultations will inform the development of online educational resources to increase understanding and awareness of online safety for young women and girls.

Target: Develop and publish new online educational resources based on consultations with young people by June 2019.

Department of Family and Community Services (FACS)

3.2 NSW Women in Sport Strategy

We will:

- provide a framework for working in partnership with sport and recreation providers, business and media to improve participation of women and girls across all levels around the four pillars of participation, places and spaces, leveraging investment and leadership as per the *NSW Women in Sport Strategy*
- through the Strategy, ensure the Office of Sport identifies initiatives and targets to increase the participation, representation and access of women and girls in sport at all levels in NSW.

Office of Sport

Target: To be determined by the *NSW Women in Sport Strategy*.

ACTIONS to grow social capital through providing access to information, support and networks

Lead

3.3 Establish NSW Women's Week, to coincide with International Women's Day

International Women's Day occurs on 8 March every year and is an opportunity to reflect on the social, economic, cultural and political achievements of women and promote gender equality.

We will:

- establish a NSW Women's Week to enable a broader focus, discussion and celebration of women's achievements throughout the state
- launch a new grants program to increase community engagement with NSW Women's Week and support grassroots events across the state.

Department of Family and Community Services (FACS)

Target: Deliver a new grants program to support grassroots International Women's Day events in 2019.

3.4 Support Aboriginal women through identifying opportunities for connection within planned women's gatherings

Aboriginal women's gatherings and forums provide Aboriginal women with opportunities to connect with one another and build a positive cultural identity and sense of belonging, resilience and self esteem.

We will:

- identify opportunities, such as conferences and NSW Government events, to bring Aboriginal women together.

Department of Family and Community Services (FACS)/ Aboriginal Affairs

Target: To be determined through research and design by June 2019.

3.5 Continue to support the Older Women's Network (OWN) NSW

Older Women's Network (OWN) NSW lead OWN groups and wellness centres across NSW to promote the rights, dignity and wellbeing of older women. The OWN Wellness Model focuses on physical health, diet and exercise, but also encompasses mental, social, emotional, spiritual and environmental wellbeing.

We will:

- support OWN to establish additional wellness centres in regional communities to improve the organisation's access to women outside metropolitan areas
- support OWN to undertake consultation and research on older women's housing and homelessness, contributing to the national conversation on this critical issue.

Department of Family and Community Services (FACS)

Target: Establish additional OWN wellness centres in regional areas by June 2019.

3.6 Online showcasing of inspirational women

Mentoring can be a powerful tool to provide social support, inspiration and guidance to girls and young women to help them reach their potential.

We will:

- develop a video showcase of diverse, inspirational female role models on the Women NSW website, and other social media and digital channels. The videos will highlight women's stories and accomplishments, and provide inspiration for other women and girls to discover their true potential.

Target: Deliver an online showcase of inspirational women on the Women NSW website.

Department of Family and Community Services (FACS)

ACTIONS to increase recognition of women's achievements

Lead

3.7 Increase the number of award nominations of women for Australia Day and Queen's Birthday honours, as part of the Australian honours and awards system

Between 1975 and 2016, women comprised less than one-third of all Order of Australia nominations (27.8 per cent) and recipients (30.3 per cent).⁹

The Department of Premier and Cabinet (DPC) has worked across government to increase the number of Public Service Medal recipients which is part of the Australian honours and awards system. In 2018, 45 per cent of NSW recipients were female.¹⁰ The Secretary of DPC has written to all secretaries encouraging the submission of female nominations for Australian honours and awards.

We will:

- support nominations of the winners of the NSW Women of the Year Awards to be considered for Australia Day and Queen's Birthday Honours.

Target: Increase the number of nominations for women in the 2019 Order of Australia Awards.

Department of Premier and Cabinet (DPC)/
Department of Family and Community Services (FACS)



Future annual Action Plans

Annual action plans will be developed that support the three priority areas of the *NSW Women's Strategy*. The development of annual plans allows the Government the flexibility to respond to emerging trends, identified need and innovation.

Actions and initiatives across the public, private and community sectors that will be considered for inclusion in the *Year Two Action Plan: 2019-2020* include:

- exploring research opportunities to examine the barriers to employment and economic participation experienced by particular cohorts of women, including older women, young women, single mothers, women from culturally and linguistically diverse (CALD) backgrounds and Aboriginal women
- providing financial literacy programs for women and girls to ensure economic independence and achieve greater economic participation
- increasing the focus of the Investing in Women funding program, to enable the funding of more work to improve women's participation and occupation in industries where women are under-represented and face barriers to career pathways, as well as initiatives that improve women's salary negotiation and interview skills as an element of a multipronged approach to reducing the gender pay gap
- providing mentoring opportunities for young women and girls, particularly young women in regional and remote locations and Aboriginal women
- encouraging job training, placement, work experience and employment for women who are skilled migrants
- working with the CSIRO to explore and implement initiatives that aim to encourage more girls and women in STEM
- working to embed multicultural principles throughout the strategy's implementation through development of future initiatives for CALD stakeholders and communities.



References

1. In 2017, 10.2 per cent of all NSW employees are NSW public sector employees: NSW Public Service Commission (2017), *Workforce Profile Report 2017*, <https://www.psc.nsw.gov.au/reports---data/workforce-profile/workforce-profile-reports/2017-workforce-profile-report/download-report>.
2. As of 31 May 2018, the proportions of female directors were: 28.6 per cent for Southern Cross Media Group Limited, 27.3 per cent for News Corporation, 25 per cent for Fairfax Media Limited, and 10 per cent for Seven West Media Limited. The exception is Nine Entertainment Co. Holdings Limited, which had 50 per cent female directors on its board: Australian Institute of Company Directors (2018), 30 per cent by 2018: *Gender Diversity Progress Report: March-May 2018*, Quarterly Report, Volume 12.
3. Cooper, R. Coles, A and Hanna-Osborne, S. (2017), *Skipping a Beat: Assessing the State of Gender Equality in the Australian Music Industry*, The University of Sydney Business School, p. 9.
4. Screen Australia (n.d.) *Employment trends: Men and Women—Spotlight on women*, <https://www.screenaustralia.gov.au/fact-finders/people-and-businesses/employment-trends/men-and-women/spotlight-on-women>
5. Australia Council for the Arts (2015), *Arts Nation: An Overview of Australian Arts*, 2015 Edition, p. 19, <http://www.australiacouncil.gov.au/research/arts-nation-an-overview-of-australian-arts/>.
6. Jobs for NSW (2016) *Jobs for the Future: Adding 1 million rewarding jobs in NSW by 2036*, https://www.jobsfornewsw.com.au/__data/assets/pdf_file/0020/90740/Jobs-for-the-future-full-report-August-2016.pdf
7. Public Service Commission (2017) *Make Flexibility Count: Strategic Framework for the NSW Government Sector*. <https://www.psc.nsw.gov.au/workplace-culture---diversity/diversity-and-inclusion/flexibility>
8. NSW Department of Premier and Cabinet (2018), *NSW Government Boards and Committee Members, December 2017*, unpublished data. # These figures are estimates only. The data is based on information reported to DPC by clusters and includes appointments that are current as at 31 December 2017.
9. Commonwealth of Australia, Office of the Official Secretary to the Governor-General (2016), *The Australian Honours and Awards Branch Report 2012-16*, p. 17.
10. The Australian Honours Secretariat (2018), *Australian Honours Lists*, <https://www.gg.gov.au/australian-honours-and-awards/australian-honours-lists>



