



Family &
Community Services
Women NSW

Women in NSW 2013



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Minister's foreword



This is the second annual report on women's progress towards equality in NSW. I was proud last year to fulfil an election commitment by publishing *Women in NSW 2012*; I am even more pleased to be publishing the second report in the series. One-off analyses can give us current snapshots and historical perspectives. However, a report series can track the progress we are making over time, build our understanding of major trends and identify where the real troublespots in terms of gender equality lie.

One year is a short period of time and on many issues little has changed since 2012. But even in areas such as women's workforce patterns where most indicators remain the same, there have been important shifts. Women's unemployment rate, which had been consistently higher than men's since the Global Financial Crisis, has fallen markedly in some high unemployment regions. Less positively, we see that trends such as young women's increasing rate of self-inflicted injuries and women's declining rate of political representation continue.

This year's Report, comparing year-on-year change, highlights some real surprises, including how the gender gap in girls' and boys' school completion rates has reversed. The fact that this is mostly due to dramatic improvement in boys' year 12 school completion also highlights the complexity of reporting on women's progress.

Sometimes the gender gap narrows or closes because of shifts in men's behaviour, not, or not only, because women's lives have improved. Indeed, in some instances, greater

gender equality can simply reflect declining outcomes for men.

This Report, like last year's, steers a course through this complexity by looking at women's progress in its own right, as well as making comparisons with men. It contains indicators that give us glimpses into the changing nature of women's lives and are not primarily about forwards or backwards, or better or worse. Examples are women's living arrangements, religion, birth rates and their preferences when giving birth. We also focus strongly on sub-groups of women this year, aided by the Census 2011 data now available on immigrant and Aboriginal women's experiences.

Socio-economic status is also emerging as a significant factor in determining opportunities for women and girls.

I hope you find the Report useful, and urge you to read the focus topic in each chapter; here you will find in-depth analysis of contemporary policy issues. These focus topics present new research findings and this year include issues such as the under-reporting of domestic violence offences to the Police and what happens to early school leavers.

As with last year's Report, we invite comment, reflection and debate and look forward to making the Report a useful document to support effective policy and practice, improving services in New South Wales.

Pru Goward MP

Minister for Women
Minister for Family and Community Services

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Executive summary



This is the second 'annual report card' on women in NSW, and this Report is the first that allows progress to be tracked over time.

Executive summary

Introduction

Women in NSW 2013 continues the NSW Government's evaluation of gender equity in five topic areas central to women's lives. Some 90 gender indicators are covered in chapters on health and wellbeing, education and learning, work and financial security, leadership and safety and justice.

As with last year's Report, it provides data for government, business and the community sector for use in policy-making, decision-making and program design. This is the second 'annual report card' on women in NSW, and this Report is the first that allows progress to be tracked over time.

Leading indicators were selected for each topic based on the criteria outlined on page 12. Our consultations after the first *Women in NSW* Report has led to new indicators and other refinements in this year's Report.

Chapter One: A profile of NSW women

Women in NSW are likely to live in cities, come from diverse cultural backgrounds and speak many languages.

Aboriginal women make up 2.5 percent of the female population of NSW, which in 2011 was 3.5 million women or 51 percent of the state's population. In 2011, nearly two-thirds of NSW women lived in Greater Sydney, with 24 percent living in regional, rural and remote NSW.

The median age of women in NSW in 2011 (38 years) is nearly two years older than that of men. Women are more likely to live longer than men; however, the gap is closing.

Over a quarter of NSW women were born overseas, and over one in four spoke a language other than English at home.

The majority of NSW women (67 percent) are of the Christian faith. However, minority religious groups are growing in size as the proportion of women identifying as Christians shrinks.

Over a third of women 65 years and over live alone. Women between the ages of 80 and 84 years are more than twice as likely as men to be living alone.

Chapter Two: Health and wellbeing

NSW women have mixed outcomes across the range of health and wellbeing indicators.

The three main troublespots are psychological distress, including self-harm among women, fall-related hospitalisations and the sexually transmitted disease of Chlamydia. In addition, more women suffer from arthritis, long and short sightedness and osteoporosis than men, after taking their different age structure into account.

A serious preventative health issue is women's lower rate of physical activity compared to men and compared to wellbeing guidelines. The most improvement in recent years has occurred among women from higher socio-economic groups.

However, NSW women are not likely to smoke (only 13 percent identify as smokers), and half as many women as men drink at risky levels. The overall trend to reduced smoking is less strongly evident among low socio-economic women.

The health of women is dependent on many factors, not only those normally considered within the usual medical model. As our first Report observed, consideration also needs to be given to social, economic and educational factors that affect health, many of which are covered in other parts of the Report.

Executive summary

Chapter Three: Education and learning

This year for the first time in NSW, we report that more boys than girls completed Year 12 in 2011. For the period 2002-10, NSW girls' school outcomes were improving at a faster rate than boys'. In post-school education girls' attainment continues to outstrip boys' at most levels, although across the whole working-age population, women remain slightly less qualified than men.

Women and girls remain under-represented in subjects that lead to the highest earning professions. The gender gap in girls' and boys' HSC completions in science, technology, engineering and maths (STEM) increased this year, with 31 percent of girls completions in these subjects compared to 45 percent of boys'. In higher education there was a 10 percentage point gender gap on STEM subject choice.

The importance of vocational education and training (VET) opportunities for early school leavers, and for certain groups of women is noted this year. Aboriginal women participated in VET at more than double their rate in the population in 2011.

Education is important for everyone, but it is especially important for girls and women. Women's educational achievements act as springboards, allowing them to pursue opportunities previously out of their reach.

Chapter Four: Work and financial security

In 2013, women made up 46 percent of employed people in NSW. However, two-fifths work part-time and 28 percent are engaged as casuals. Access to paid work is central to women's financial and social independence and crucial for the NSW economy.

Despite the overall improvement in women's workforce status, in many areas gender gaps are closing only gradually. For instance, in 1978 the percentage of full-time employment held by women was 28 percent; today it is still only 36 percent. Under-employment (wanting more hours of work) remains a major issue for women, and in 2012 affected nearly 9 percent of women in the labour force compared to just over 5 percent of men. Trades and technical jobs are also slow to change, with a discussion this year of 'the missing 48 percent' – women in the highly male-dominated trades such as automotive and construction where they make up less than 2 percent of workers.

More positively, women part-time workers are now more likely to be employed in ongoing, as opposed to casual, jobs. Half of part-time workers were casual in 2011 compared to nearly two-thirds in 1992. Indeed, 42 percent of mothers with children under 12 report using part-time work to help them care for children. It is rarely used by fathers who instead are more likely to use flexible working hours. In other new data in this year's Report, there appears to have been swift uptake of Parental Leave Payments by new mothers in NSW in 2011.

Chapter Five: Leadership

Since last year's Report, local government elections have been held in NSW. While a record number of women stood as candidates (34 percent), the number elected (28 percent) was the same as in 1999.

Meanwhile, women's representation in the NSW Legislative Assembly continues to decrease and currently stands at 20 percent.

In Australia's top ASX 500 companies headquartered in NSW, women's representation on boards and in the senior executive ranks is very low at 12 percent and 10 percent respectively.

Women's representation on community boards, and among entrepreneurs, are new indicators this year. Around 51 percent of board members in not-for-profit organisations are women. And despite popular perceptions of women's dominance in small business, women make up around one third of business owners, in both incorporated (29 percent) and unincorporated businesses (34 percent).

Leadership gender equality has increased in recent decades; however, there are areas where progress has been slow, very recent or has stalled altogether.

Executive summary

Chapter Six: Safety and justice

Although overall, more men are victims of homicide or physical assault, women are less safe within families and communities.

Women are more than twice as likely as men to experience domestic violence and five times more likely than men to be sexually assaulted and have the assault perpetrated by their partner.

In the 12 months to September 2012, some 20,700 women were the victims of a recorded domestic violence-related assault in NSW. Surveys suggest the actual incidence is far greater. Women make up nearly 70 percent of people protected by Apprehended Domestic Violence Orders.

Aboriginal women's rate of domestic violence remains around seven times that of other women, although their rate has declined considerably during the last decade.

New data on offenders and prisoners show women as currently making up 21 percent of NSW offenders and 7 percent of the NSW prison population. The share of women offenders in assault cases has increased since 2005, with the rate increasing most among women aged 50 and over.

Illicit drug offences are the most common cause of women's imprisonment.

How does NSW compare?

NSW makes up a third of the Australian population, and it is not surprising that NSW women's status and experiences are very similar to those of Australian women more widely. However, as described in the first chapter, more women in NSW speak a language other than English at home, and in the inter-censal period 2006 to 2011, NSW had the largest numerical increase in its Aboriginal female population of any state or territory.

Indicators of NSW women's health are slightly better than the national average in some cases and slightly worse in others. Fewer NSW women are current smokers, but more are sedentary or engage in low levels of exercise. (Note that this national indicator is different to the one used in Chapter Two, Health and Wellbeing).

Across Australia, women's educational participation and qualifications have risen everywhere. In NSW in 2012, 59 percent of adult women had a post-school qualification at Certificate III and above, compared to 54 percent nationally. As reported in 2012, NSW women have lower overall labour force participation rates (perhaps based on their higher participation in full-time education), but a high rate among women in the child-bearing years.




The graduate earnings gap, as last year, was higher in NSW than nationally with the median earnings of NSW women graduates \$5,000 less per annum than those of equivalent men in their first full-time job. Nationally, the difference between female and male graduates was \$2,000 per annum in 2011, due to the higher earnings of NSW men.

However, among the non-managerial workforce as a whole, NSW women earn slightly more on an hourly basis than Australian women.




Crime and safety indicators suggest that NSW women are slightly safer on average than Australian women overall. NSW women are far less likely to be victims of physical assault. 2.7 percent of NSW women reported an incident of physical assault in the 12 months prior to the survey compared to 4.3 percent of Australian women (2010-11 data). Offender rates were also lower, at 643 per 100,000 NSW women compared to 834 per 100,000 nationally in 2010-11.

Women in NSW – how have things changed?




Demography

TOPIC	CHANGE	WOMEN IN NSW 2012	WOMEN IN NSW 2013	PAGE
 Aboriginal and Torres Strait Islanders	↑	2.1% <small>Census 2006</small>	2.5% <small>Census 2011</small>	15
 Overseas born	↑	24% <small>Census 2006</small>	26% <small>Census 2011</small>	23
 Median age, first-time mothers	=	29 <small>ABS Births, Australia, 2010</small>	29 <small>ABS Births, Australia, 2011</small>	19

Health

TOPIC	CHANGE	WOMEN IN NSW 2012	WOMEN IN NSW 2013	PAGE
 Intentional self-harm	↑	358 per 100,000 <small>NSW Admitted Patient Data Collection, 2010-11</small>	410 per 100,000 <small>NSW Admitted Patient Data Collection, 2011-12</small>	40
 Long-term health conditions	≈	75% <small>ABS National Health Survey, 2007-08 (age standardised)</small>	77% <small>ABS Australian Health Survey, 2011-12 (age standardised)</small>	32
 Current smokers	≈	14% <small>NSW Adult Population Health Survey, 2010</small>	13% <small>NSW Adult Population Health Survey, 2011</small>	49

Education

TOPIC	CHANGE	WOMEN IN NSW 2012	WOMEN IN NSW 2013	PAGE
 % of women commencing technical and trades apprenticeships	↑	16.2% <small>NCVER, Apprenticeships and Traineeship Collection, 2011</small>	17.4% <small>NCVER, Apprenticeships and Traineeship Collection, 2012</small>	76
 % of girls completing Year 12	≈	72% <small>Review of Government Service Provision, 2010</small>	71% <small>Review of Government Service Provision, 2011</small>	63
 STEM* subjects (higher ed)	↓	33% <small>DEEWR, Higher Education Statistics Collection, 2010</small>	31% <small>Dept of Innovation, Higher Education Statistics Collection, 2011</small>	65




*Science, technology, engineering and mathematics

Women in NSW – how have things changed?




Key

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



Work

TOPIC	CHANGE	WOMEN IN NSW 2012	WOMEN IN NSW 2013	PAGE
 Casual work	=	28% <small>ABS Australian Labour Market Statistics, 2010</small>	28% <small>ABS Australian Labour Market Statistics, 2011</small>	101
 Unpaid housework (hours spent by women)	↓	15 <small>HILDA 2010</small>	14 <small>HILDA 2011</small>	108
 Women's hourly earnings as a % of men's	↑	88% <small>ABS Employee Earnings and Hours, 2010</small>	92% <small>ABS Employee Earnings and Hours, 2012</small>	120

Leadership

TOPIC	CHANGE	WOMEN IN NSW 2012	WOMEN IN NSW 2013	PAGE
 % of elected councillors in NSW Local Councils that are women	≈	25% <small>Council and NSW Electoral Commission websites, 2008</small>	26% <small>Council and NSW Electoral Commission websites, 2012</small>	135
 % of directorships in NSW - based ASX 200 companies**	↑	17% <small>Australian Institute of Company Directors, 2012</small>	18% <small>Australian Institute of Company Directors, 2013</small>	144
 % of secondary school principals who are women	↑	36% <small>Department and Education and Communities, 2011</small>	38% <small>Department and Education and Communities, 2012</small>	152

Safety

TOPIC	CHANGE	WOMEN IN NSW 2012	WOMEN IN NSW 2013	PAGE
 Number of domestic violence homicides against women	↑	23 <small>NSW Bureau of Crime Statistics and Research, 2011</small>	27 <small>NSW Bureau of Crime Statistics and Research, 2012</small>	167
 Number of sexual assaults against women	≈	3,940 <small>NSW Bureau of Crime Statistics and Research, 2011</small>	3,960 <small>NSW Bureau of Crime Statistics and Research, 2012</small>	171
 Number of women protected by ADVOs (per 100,000)	↑	730 <small>NSW Bureau of Crime Statistics and Research, 2010</small>	767 <small>NSW Bureau of Crime Statistics and Research, 2011</small>	181

**200 largest index eligible stocks on Australian Securities Exchange

***Apprehended domestic violence orders (ADVO)

Introduction



The Report is intended to raise awareness of how the lives of women and men differ. It is an annual evaluation on gender equality and gender difference in NSW.

Photo: Jessica Brown from Rose Bay, Winner of the 2013 People's Choice – Community Hero Woman of the Year

Introduction

The NSW Government's commitment to women

The NSW Government is pleased to publish the second annual report on the status of women in NSW. The Report is an important means of ensuring the Government continues to meet its commitment to accountability and transparency and is a key political and policy touchstone.

Asking the right questions and collecting and analysing the evidence needed to answer them is at the heart of sound public policy.

The Report is also intended to raise awareness of how the lives of women and men differ. It is an annual evaluation on gender equality and gender difference in NSW.

However, it is not intended to be entirely comparative with men; indeed some of the most interesting comparisons are between groups of women.

Who the Report is for

Women NSW 2013 is designed to be used by decision-makers in government, business and the community sector, as well as by members of the public. The information it contains will also be of interest to students, researchers and educators.

This Report provides basic information that public and private sector organisations need to develop policies and take action on issues concerning women. This and future reports will allow the tracking of progress over time.

The Report presents a range of contrast and comparisons, but it does not offer definitive conclusions as to the reasons behind them. This would require in-depth research and statistical analysis that are better provided by specialist agencies and research centres, as needed.

The facts and figures in this Report are as relevant to men as they are to women. The issues they highlight concern both sexes, and, inevitably, any change they drive will affect us all.

Scope and structure of the Report

The Report is structured around five topics that are central to women's life experiences. These are:

- Health and wellbeing
- Education and learning
- Work and financial security
- Leadership
- Safety and justice.

In addition, a demographic profile of NSW women (Chapter 1) describes current trends in women's age, fertility, family and household arrangements and highlights the diversity of the NSW female population.

Key statistics, descriptive analysis and a focus topic of interest are presented for each topic.

Sources where the reader can find more information are given in the text and in the References at the end of the Report. Where possible, the information presented has four dimensions which are summarised in the box on page 12.

Introduction

The gender difference	Women's status compared to men
Trends over time	The direction and pace of progress in gender equality
How does NSW compare?	Contrasting NSW and Australian women's experiences
Tracking subgroups of women	Comparing specific groups of NSW women (for example, Aboriginal, rural and regional women, women from a culturally and linguistically diverse background, specific age groups and women with a disability)

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

Gender indicators

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

Since then, continuing consultation has led to the addition of certain new indicators and modification of others. The lack of regularly collected, high quality data has meant that we could not include all topics suggested by stakeholders. But where possible, we have responded to the feedback of those using the Report in order to ensure ongoing improvement in its quality and usefulness.

To assist in reading the Report, please note:

- The alignment between the Report's indicators and *NSW 2021, the State Plan* is described at the beginning of each chapter.
- Where data is available, NSW women's experience is compared to the national ABS gender indicators series, *Gender Indicators, Australia* (in the Appendix).
- Linkages with national and international gender scorecards are highlighted in each chapter.
- In each topic, readers are referred to websites where additional data and information can be found.

Eight criteria¹ were used to select leading indicators (see table on page 13).

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

Data sources and analysis

The Report seeks to bring a range of information together in an easy-to-use format. It draws on:

- Published and unpublished large-scale survey data from the Australian Bureau of Statistics (ABS).
- Data from national specialist surveys, in particular the Household Income and Labour Dynamics Australia (HILDA) longitudinal survey.
- Government administrative data that is associated with a specific program (for example, the Higher School Certificate, workers' compensation or Commonwealth Rent Assistance).
- NSW Government survey data that is published but may not be well-known to a broad audience (for example, the *NSW Adult Population Health Survey*).

While administrative data associated with service use should not be taken to be representative of a problem or issue, it can shed light on important topics. Where possible, data from different sources is presented to provide the reader with a balanced picture.

This choice is consistent with the NSW Government's commitment to honest, transparent and accountable government as described in Goal 31 of *NSW 2021, the State Plan*.

Introduction

Gender indicators – selection criteria

1. Worth measuring	Relevant to government policies and services
2. Gender sensitive	They identify significant gender gaps at a point in time, and over time
3. Information can galvanise action	They inform areas that are responsive to policy or program changes
4. Understandable	The data is accessible and clear to a broad audience so that the community can come to its own judgements about its meaning
5. Comparable	Comparable data is 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.

Clearly, it is not always possible to utilise all these criteria to select an indicator but as many as possible have been considered for each indicator.

Census 2011 data (published by the ABS in 2012) has been used for the first time in this year's Report. This makes it possible to offer more analysis about subgroups of women (for example, Aboriginal women and women from different birthplace and language groups) and to track changes between census periods. Note that all data used in the Report has been derived using the ABS product, TableBuilder Pro.

Readers should note that in some places data used in 2012 has been revised slightly where it is referred to in this year's Report. This is either because the agency generating the data has revised it; because a slightly different data series has been used (eg trend rather than original data); to rectify a rounding or other error or because the data has been updated (eg presented in today's dollars).

Usually in the Report, numbers are presented to one decimal point where numbers are less than 10, rounded to the nearest five for figures less than 100, nearest 10 for figures up to 1,000 and to the nearest 100 after that.


Using this Report

This second report improves on the first women's annual report published in 2012.

Consultations with government agencies, peak organisations and other external stakeholders has led to the inclusion of new indicators relating to childcare arrangements, workplace flexibility, women in university and TAFE NSW leadership, business ownership, prisoners, offenders and sex discrimination at work.

Women NSW will continue to consult to ensure the Report is of use to those involved in policy development, service delivery and advocacy more generally.

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



This chapter provides information about the population of NSW women, including where they live, their age profile, cultural and language background, religion and family and household arrangements.

A profile of NSW women

This chapter provides information about the population of NSW women, including where they live, their age profile, cultural and language background and family and household arrangements. This year, 2011 Census data has been used to provide additional information about the diversity and age structure of NSW's female population.

Key findings

As at August 2011, there were 3.5 million women in NSW, representing 51 percent of the state's population.

NSW is highly urbanised, with 64 percent of women residing in Sydney, the largest city in Australia, and a further 12 percent of women in the Hunter Valley and Illawarra regions. The remaining 24 percent of women reside in regional, rural and remote areas.

At the time of the 2011 Census, 2.5 percent of women in NSW identified as being Aboriginal Australians. There has been a significant increase, 25 percent, in the number of Aboriginal women living in NSW since the 2006 Census.

More immigrant women settle in NSW than in any other state – over 36,280, in 2011-12. Immigrant women's presence in Sydney is significantly greater than in regional NSW (35 percent of women in Sydney are overseas born compared to 11 percent in regional NSW). Similarly, a larger proportion of women living in Sydney than regional NSW spoke a language other than English at home (38 percent compared to 9 percent).

The median age of NSW women in 2011 was 38.3 years – nearly two years older than the median age of men. A girl born in 2011 in NSW can expect to live for 84.2 years, compared to 79.8 years for a boy.

NSW's total fertility rate has been increasing in recent years, and in 2011, at 1.9 births per 1,000 women, was just under the national rate.

Women are having children at a later age. The median age of first-time mothers in 2011 was 29.2 years, compared to 28.8 years a decade earlier.

Population size and distribution

In 2011, NSW's total population was 6.9 million people with women forming a slight majority at 3.5 million (51 percent). NSW women represent about a third of Australia's female population.¹

In 2011, slightly more NSW women than men lived in the Greater Sydney region: 64 percent of women, compared to 63 percent of men. As shown in Table 1.1, the majority of NSW women (70 percent) live in major urban areas (Sydney, Newcastle, Central Coast, Tweed Heads, Queanbeyan, and Wollongong). Twenty percent live in other urban (small and medium towns), 2 percent in bounded localities and the remaining 7 percent are located in rural areas.

The majority of Aboriginal women and men (62 and 60 percent) live outside of major urban areas.

¹ ABS Census of Population and Housing 2011.

A profile of NSW women

Table 1.1 Population size and distribution, women in NSW and Australia, 2011

	Aboriginal women		Total women	
	NSW (%)	Australia (%)	NSW (%)	Australia (%)
Major urban (100,000 or more people)	40	39	70	70
Capital	25	-	57	-
Other major urban	15	-	13	-
Other urban (1,000-99,000 people)	46	39	20	20
Bounded locality (200-999 people)	5	11	2	3
Rural balance (0-199 people)	9	10	7	8
Total	87,541	278,038	3,508,781	10,873,705

Note: Major urban includes Sydney, Wollongong, Newcastle, Tweed Heads, Central Coast and Queanbeyan. Percentages do not total 100 due to rounding.

Population: All NSW and Australian women.

Source: ABS Census of Population and Housing 2011.

At the time of the 2011 Census, Aboriginal women constituted 2.5 percent of the female population in NSW. There were 87,541 Aboriginal women in NSW, up from 70,029 five years earlier in the last census, representing a 25 percent increase in the number of Aboriginal women. This increase can be attributed to a high Aboriginal birth rate, increased life expectancy and a stronger willingness to identify as Aboriginal. All states have seen an increase in the number of Aboriginal women with NSW having the largest numerical increase.

Population structure

As reported in 2012, population ageing in Australia, as in most developed countries, is a result of sustained low fertility and increasing life expectancy. Figure 1.1 shows the distribution of the NSW female population in 1961 and 2011. Over the past 50 years there has been a marked decrease in the proportion of the population in the younger age groups, and a corresponding increase in the older age groups.¹

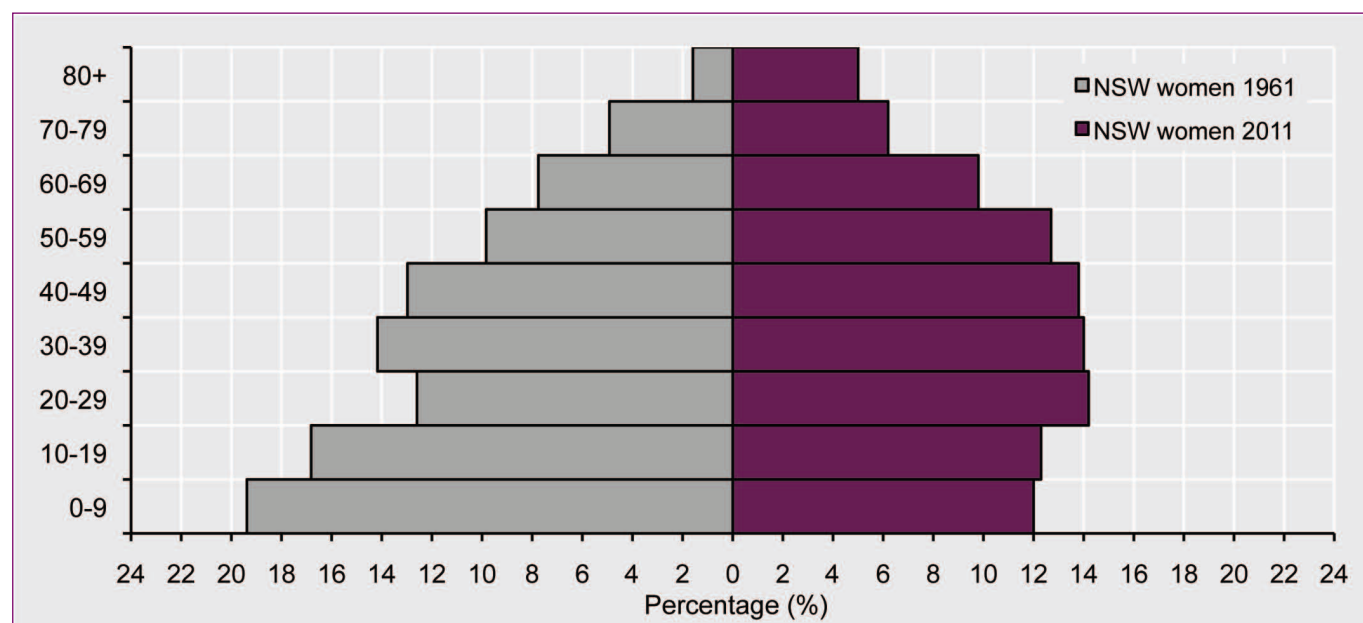
¹ ABS (2010) *Population by Age and Sex, Regions of Australia, 2010*. Cat no. 3105.0.

Another way to look at population is to compare median age. Median age refers to the age at which approximately half of the population is older and half is younger. The median age of NSW women increased from 29 years in 1961, to 38 years in 2011, a gain of nine years in four decades. This change is nearly two years more than the change in the median age of men.²

² ABS (2008) *Australian Historical Population Statistics, 2008*. Cat no. 3105.0.65.001.

A profile of NSW women

Figure 1.1 Population distribution, NSW women by age, 1961 and 2011



Population: All NSW women.

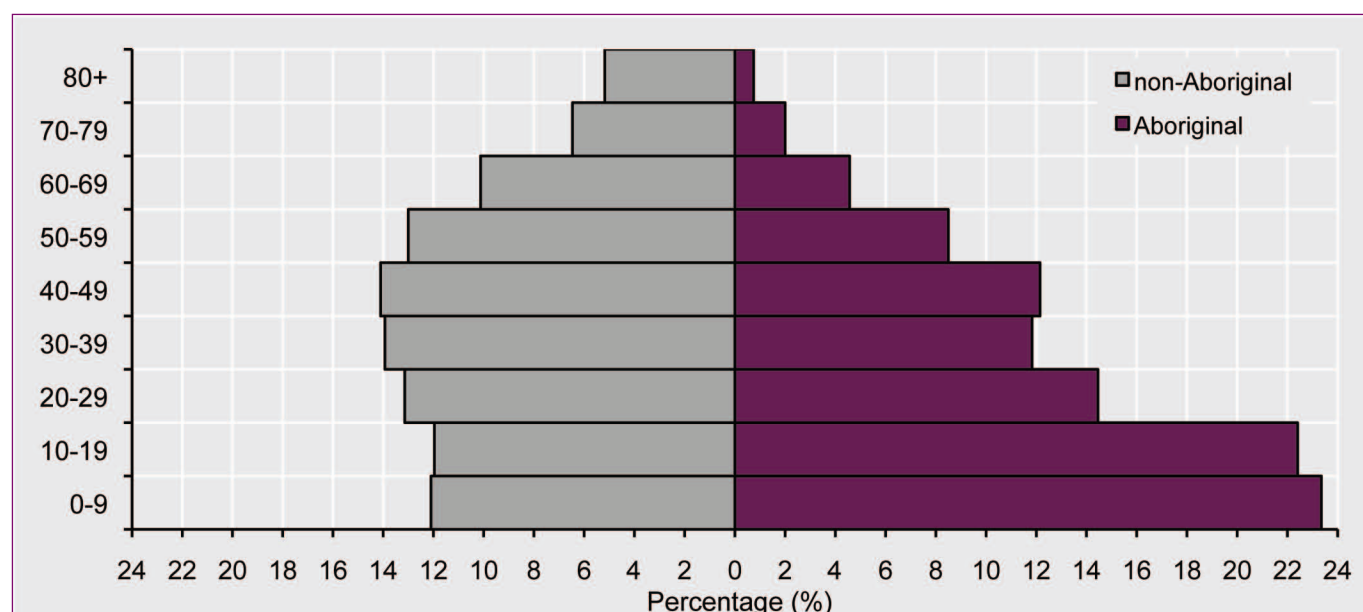
Source: ABS (2008) Australian Historical Population Statistics, 2008. Cat no. 3105.0; ABS Census of Population and Housing 2011.

The population distribution of Aboriginal women differs strikingly from that of non-Aboriginal women. As shown in Figure 1.2 the majority

of Aboriginal women (60 percent) are under the age of 40. The largest groups of Aboriginal women are those aged 0-9 and those aged

10-19. Comparatively, the largest groups of non-Aboriginal women are those aged 40-49 and those aged 30-39.

Figure 1.2 Population distribution, NSW women by age and Aboriginal status, 2011



Population: All NSW women.

Source: ABS Census of Population and Housing 2011.

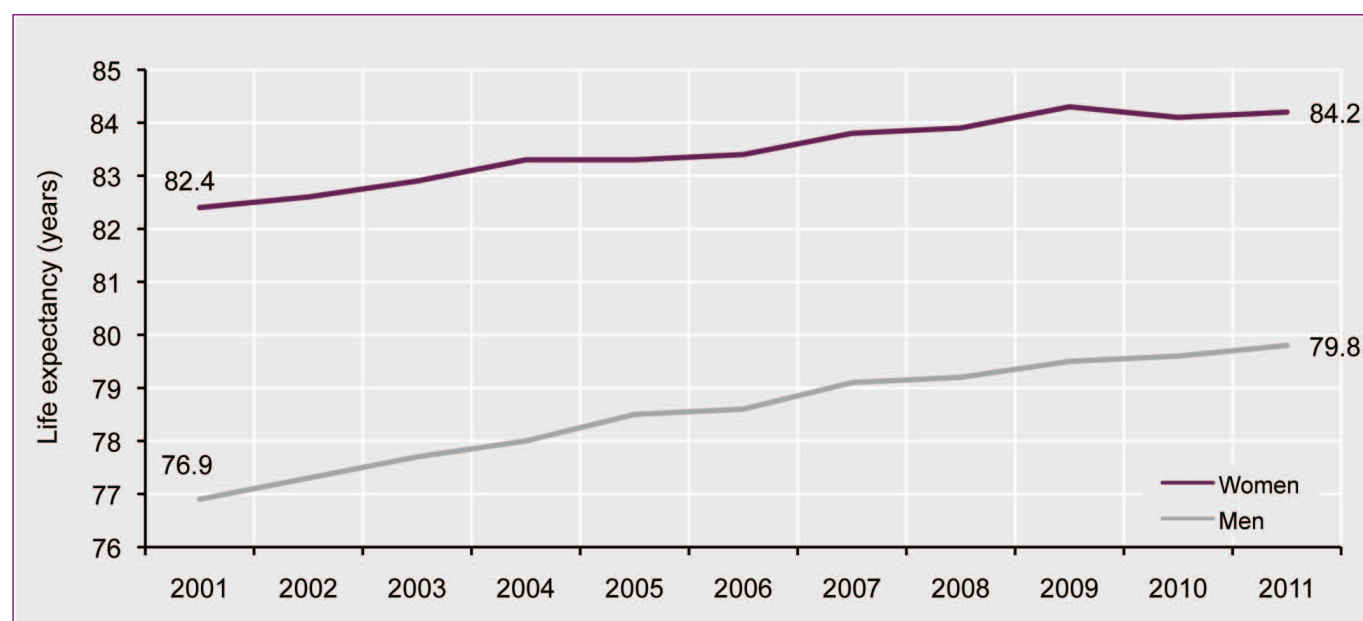
A profile of NSW women

NSW women also have a longer life expectancy than men, though this is changing. Although women

can still expect to live longer than men, the difference between the sexes is decreasing. In NSW in

2011, female life expectancy was 4.4 years higher than that of males. This compares with a difference of 5.5 years in 2001 (Figure 1.3).

Figure 1.3 Life expectancy at birth, NSW, 2001 to 2011



Population: NSW girls and boys born between 2001 and 2011.
Source: ABS (2011) *Deaths, Australia*. Cat no. 3302.0.

In 2011, 5.0 percent of the NSW population reported that they required assistance with core activities. Women were more likely than men to report that they required assistance with core

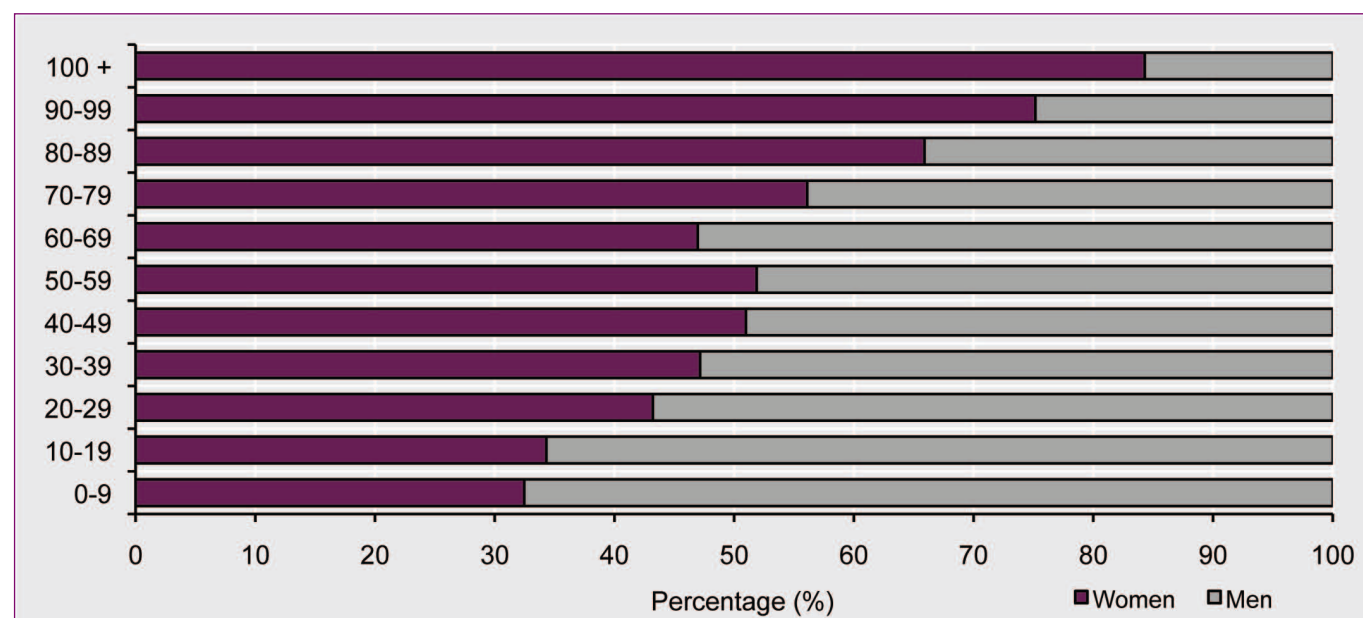
activities (5.3 percent of women compared to 4.8 percent of men).¹ Figure 1.4 shows how this

¹ This section is drawn from Census 2011 data. It should be noted that this data does not indicate the severity of the disability nor does it indicate the total number of hours of assistance required.

changes with different age groups. Men represent the largest group of people needing assistance in the younger age groups, whereas women comprise a larger portion of those needing assistance in the older age groups.

A profile of NSW women

Figure 1.4 Need for assistance with core activities by sex, NSW, 2011



Population: NSW people who indicated that they required assistance with core activities.

Source: ABS Census of Population and Housing 2011.

Fertility and births

Since the baby boom in the 1950s, women across Australia have had fewer and later births. NSW women registered higher fertility than the national average during the mid-1980s. The birth rate then gradually slowed to a low point of 1.8 births per 1,000 women in 2001, but subsequently increased slightly to 1.9 births per 1,000 women by 2011. This is just below the replacement level of 2.1 births per 1,000 women.¹

Aboriginal women, both in NSW and Australia-wide, have much higher fertility rates at 2.9 births for NSW Aboriginal women and 2.7 births for Aboriginal women across Australia in 2011. Up until 2011

the fertility rates of NSW Aboriginal women were lower than that of Aboriginal women Australia-wide.

The median age of NSW mothers for first births increased from 28.4 years in 1994 to 29.2 years in 2011. From 1996 to 2010 the fertility rate for women aged 35 years and over increased from 19 to 30 percent. In 2010, 24 percent of births were to women aged 35 years and over compared to 15 percent in 1996.² Conversely, 3.4 percent of births were to women aged between 12 and 19 years in 2010 compared to 5.0 percent in 1996.

The fertility rate for teenagers has decreased from 21 births per 1,000 women in 1996 to 14 per 1,000 women in 2010 (Figure 1.5).

¹ ABS (2011) *Births, Australia*. Cat no. 3301.0.

² NSW Health (1998) New South Wales Mothers and Babies 1996, *Public Health Bulletin Supplement, Number 1*, January 1998.

Regional variation in birth rates

Variation in birth rates across NSW's regions is very pronounced when we consider both older and younger mothers. Table 1.2 shows the regions with the lowest and highest percentages of births to older and younger women in 2010. Note however that total numbers of teenage births are low.

In North Sydney, nearly two-fifths of all births were to women aged 35 and older in 2010, and 0.5 percent (58 in total) to teenagers.

In the Far West, some 14 percent of births were to older women, and a similar percentage was to teenagers (34 births in total).

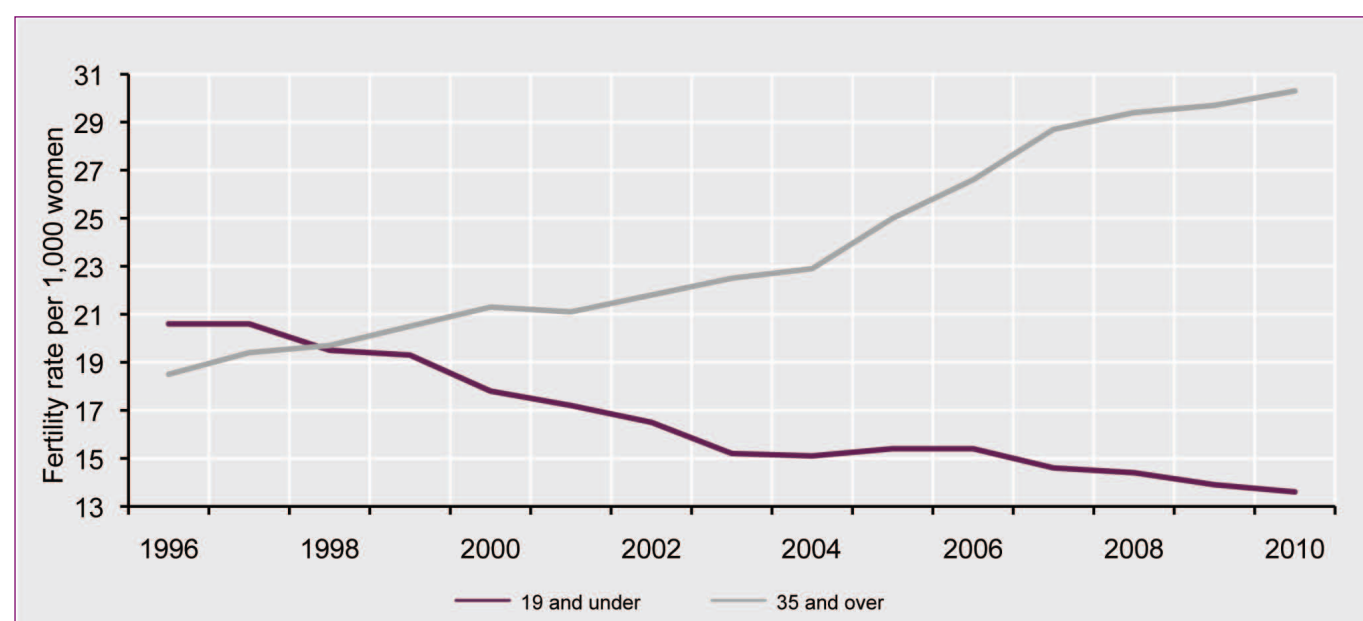
A profile of NSW women

Note that *ABS Births Australia, 2011* data confirms this pattern. It indicates that while in major cities, the teenage birth rate remained roughly stable between 2006 and 2011 at 11 births per 1,000

women, the rate rose in Remote and Very Remote NSW over the same period. For 15 to 19 year-olds living in Remote areas, the change was from 40 births per 1,000 women in 2006 to 44 births

per 1,000 women in 2011. In Very Remote NSW the change was 45 births per 1,000 women to 53 births per 1,000 women.

Figure 1.5 Fertility rate, teenagers and women aged 35 years and over, NSW, 2010



Population: Teenage women and women aged 35 and over.

Source: NSW Perinatal Data Collection (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

Table 1.2 Maternal age by Local Health District, NSW 2010

	Share of births to women under 20 years %	Share of births to women 35 years & over %
High teenage share		
Far West	13.4	13.8
Western NSW	7.6	15.1
Southern NSW	6.9	18.0
Low teenage share		
Northern Sydney	0.5	39.4
South Eastern Sydney	1.0	33.5
Sydney	1.0	33.8
NSW total	(N= 3,199) 3.4	(N=22,992) 24.2

Population: Births in NSW.

Source: NSW Perinatal Data Collection (HOIST), Centre for Epidemiology and Evidence, NSW Ministry of Health.

A profile of NSW women

Living arrangements

The majority of families living in the same household in NSW have dependent children (aged under 15 years) (Figure 1.7). Couple families with children made up 43 percent of all families, while women-headed lone parent families made up 14 percent and male-headed lone parent families were 2.8 percent.¹

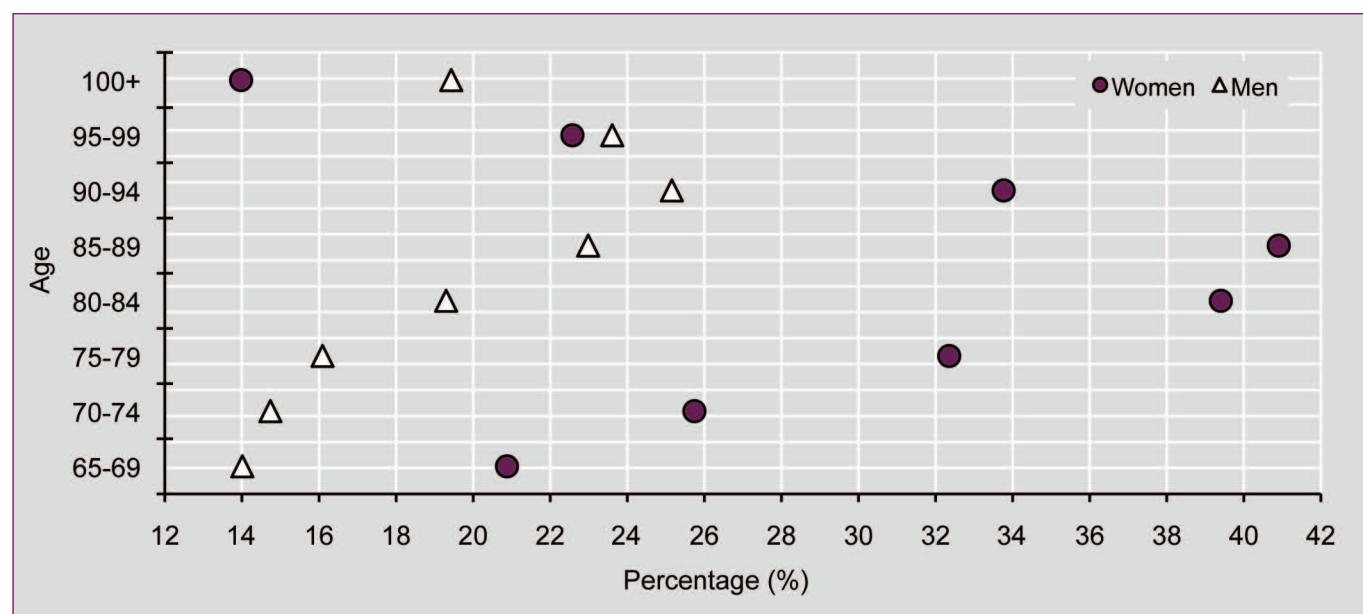
¹ ABS (2010) Household and family projections, Australia, 2006 to 2031. Cat no. 3236.0, Series II projections.

The marriage rate in NSW has decreased slightly in the last decade from 6.4 per thousand in 1999 to 5.7 per thousand in 2011, as has the divorce rate. In 2011, there were 1.9 divorces per thousand of population, compared to 2.4 12 years earlier.

As people get older, they are more likely to live alone. About a quarter (23.6 percent) of all people 65 years and over in NSW were in lone person households in 2011 compared to 8.7 percent of the general population who lived alone.

There are more than twice as many older (65 years and over) women living alone than men (164,300 women compared to 75,500 men). The proportion of women aged 65 and over who are living alone is 30 percent, compared to 16 percent for men of this age. Among 80 to 84 year old, some 33,900 women (39 percent of women in that age group) live alone compared to some 12,500 men (19 percent of 80 to 84 year old men). See Figure 1.6.

Figure 1.6 People aged 65 years or older who are living alone by sex, NSW, 2011

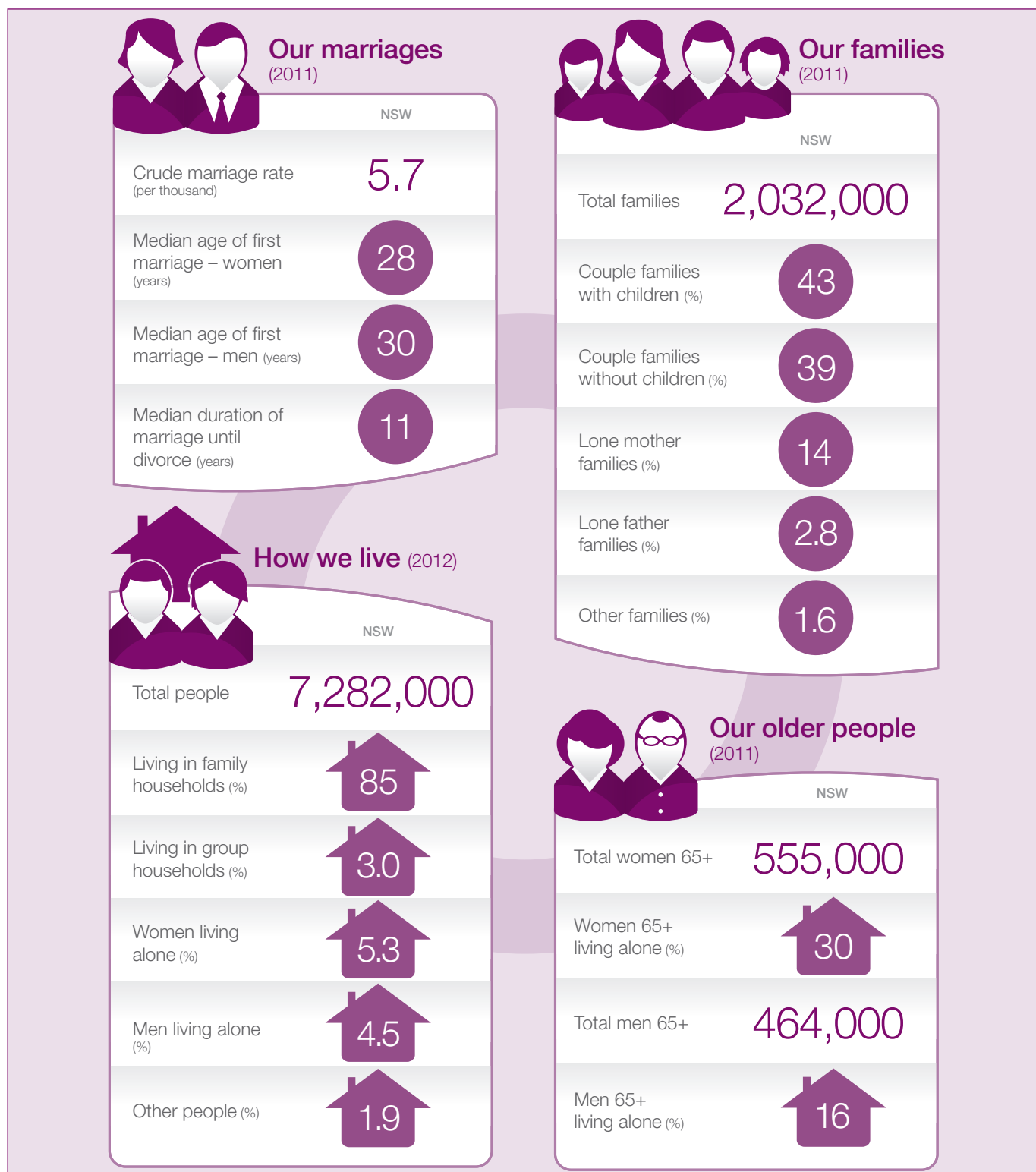


Population: People aged 65 years and over.

Source: ABS Census of Population and Housing 2011.

A profile of NSW women

Figure 1.7 Marriages, families and living arrangements, NSW



Population: All women and men, age groups as specified.

Source: ABS (2011) *Marriages and Divorces, Australia*. Cat no. 3310.0, ABS (2010) *Household and family projections, Australia, 2006 to 2031*. Cat no. 3236.0 & ABS Census of Population and Housing 2011.

A profile of NSW women

Immigration and cultural diversity

Immigration continues to play an important part in the growth and diversity of NSW. In 2011, just over a quarter of the state's female population were born overseas with the top 10 countries of birth being England, China, New Zealand, India, Philippines, Vietnam, Lebanon, Italy, South Korea and South Africa.¹ A similar proportion (27.5 percent) of NSW women spoke a language other than English at home.

The female population in Sydney was more multicultural than the rest of the state, with a significantly larger proportion born overseas (35 percent in Sydney compared to just over 11 percent in regional NSW). Since 2006, Sydney's overseas-born female population has grown by 3 percentage points, while there has been little change in the rest of NSW. Thirty eight percent of women in Sydney spoke a language other than English at home compared with 9 percent of women in the rest of NSW. Since 2006 the number of women who spoke a language other than English at home increased by 8

percentage points in Sydney (30 to 38 percent) and 4 percentage points in the rest of NSW (5 to 9 percent). See Table 1.3.

The cultural diversity of NSW is also shown by the number of women whose parents were born overseas. In 2011, close to 45 percent of women had one or both parents born overseas (an increase of 2.6 percent since 2006 and 3.8 percent since 2001). Of those women who indicated that one or both of their parents were born overseas, 6.3 percent indicated their father, 4.2 percent their mother and 34 percent indicated that both of their parents were born overseas.

Over the last 60 years there has been a shift in the overseas countries in which immigrant women living in NSW were born. Eighty-six percent of overseas-born women who are currently living in NSW and arrived prior to 1951 were born in Europe. In contrast close to two-thirds of overseas-born women who arrived in the period between 1992 and 2011 were born in Asia. See Table 1.4.²

² Sizable populations have arrived from the following countries located in Asia:

China, India, Philippines, Vietnam, South Korea, Iraq, Indonesia, Hong Kong, Thailand, Sri Lanka, Lebanon, Bangladesh, Malaysia, Nepal, Japan, Pakistan, Iran, Afghanistan, Singapore, Taiwan, Cambodia, Turkey, Burma, Syria and Saudi Arabia.

In 2010-11, 34,500 female immigrants (32 percent of the Australian total and proportional to NSW's population share) gave NSW as their intended state of residence. The number of men was 31,000. In 2011-12, this increased by 4.6 percent to 36,300 women, and by 8.7 percent to 33,700 men.³ Just under two-thirds of these women were overseas arrivals. The remaining 36 percent were women already in Australia on temporary visas who had been granted permanent resident status.

³ Department of Immigration and Citizenship (2012) Overseas arrivals and departures statistics, unpublished data.

¹ ABS Census of Population and Housing 2011.

A profile of NSW women

Table 1.3 Cultural diversity and distribution, women in NSW and Australia, 2011

	Population composition		NSW breakdown	
	Australia	NSW	Sydney	Balance of state
Total women	10,873,706	3,508,779	2,229,453	1,279,326
Born overseas	2,699,981	911,525	770,959	140,566
Main English speaking countries	948,833	241,294	169,285	72,009
Other countries	1,751,148	670,231	601,674	68,557
Speaks a LOTE* at home	2,511,993	965,450	846,241	119,209
Percentage of total women	100.0	100.0	100.0	100.0
Born overseas	24.8	26.0	34.6	11.0
Main English speaking countries	8.7	6.9	7.6	5.6
Other countries	16.1	19.1	27.0	5.4
Speaks a LOTE at home	23.1	27.5	38.0	9.3

Note: Main English speaking countries comprise the United Kingdom, Republic of Ireland, New Zealand, Canada, USA and South Africa. *Language other than English.

Population: All NSW women.

Source: ABS Census of Population and Housing 2011.

A profile of NSW women

Table 1.4 Countries of origin of women living in NSW by period of arrival

Country of birth	Number	%	World map
Arrived prior to and including 1951			
England	6,620	26	
Germany	3,271	13	
Italy	1,828	7	
Scotland	1,436	6	
Netherlands	1,228	5	
Malta	1,190	5	
Poland	1,188	5	
New Zealand	766	3	
Ukraine	590	2	
Hungary	563	2	
Other	7,134	28	
Total	25,814	100	
Arrived between 1952 and 1971			
England	40,520	26	
Italy	18,054	11	
Greece	12,595	8	
Scotland	6,888	4	
Germany	5,925	4	
Lebanon	5,280	3	
New Zealand	5,202	3	
Croatia	5,118	3	
Malta	4,877	3	
Netherlands	4,851	3	
Other	48,452	31	
Total	157,762	100	
Arrived between 1972 and 1991			
England	27,260	11	
Vietnam	21,057	8	
New Zealand	19,830	8	
Philippines	18,131	7	
China	16,496	6	
Lebanon	13,570	5	
Hong Kong	9,555	4	
Fiji	6,984	3	
Malaysia	6,803	3	
South Africa	6,246	2	
Other	112,791	44	
Total	258,723	100	
Arrived between 1992 and 2011			
China	64,229	15	
India	34,231	8	
England	30,797	7	
New Zealand	27,870	6	
Philippines	22,681	5	
Vietnam	15,873	4	
South Korea	15,752	4	
South Africa	12,634	3	
Iraq	12,453	3	
Indonesia	10,210	2	
Other	183,973	43	
Total	430,703	100	

Note: For those who arrived between 1992 and 2011 the category other is split evenly between Asian and non-Asian countries of birth.
Population: All NSW women born overseas. Source: ABS Census of Population and Housing 2011.

A profile of NSW women

Religion

Historically, Christianity has held a firm place in Australian society. Whilst the percentage of Christians has experienced a slow decline over the years, Christianity was the religious affiliation reported by over two-thirds of women in 2011. Some 4.5 million adherents reside in NSW of whom 2.3 million are women.

As the state has become increasingly culturally diverse so too has the faith of its residents. Among Christians, Catholicism accounts for 28 percent of women, Anglicanism 21 percent and other Christian denomination make up

18 percent of women (see Figure 1.8). The number of adherents for several Christian denominations has decreased in the last decades. Most noticeably the number of female Anglicans has dropped 7.5 percent in the last decade, whereas the number of female Catholics has increased 5.0 percent.

There has been an even greater increase in the number of other religions. The past decade has seen a 129 percent increase in the number of women practising Hinduism, 59 percent in Islam, 43 percent in Buddhism and 14 percent in Judaism. These increases have resulted in

Christianity dropping from 73 percent of the population in 2001 to 67 percent of the population in 2011. See Table 1.5.

From 2001 to 2011 there was also a significant increase (72 percent) in the number of women with no religion. There are a larger number of men with no religion than women, 662,700 compared with 577,800 or 19 percent of men and 16 percent of women. More men also practise Islam than women and more women practise Buddhism than men.

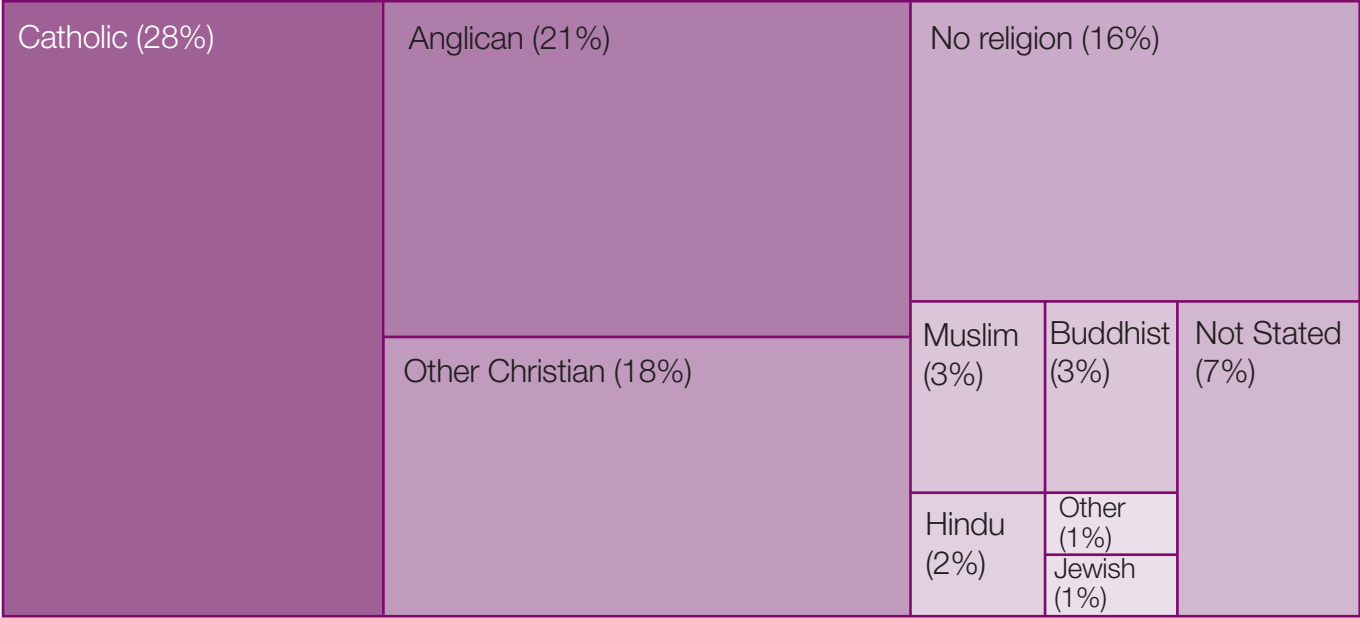
Table 1.5 Change in religious affiliation, women, NSW, 2001, 2006 and 2011

	2001	2006	2011	% Change	
				2001-2006	2006-2011
Christian	2,349,346	2,318,418	2,341,839	-1.3	1.0
Catholic	941,846	956,863	989,220	1.6	3.4
Anglican	785,559	747,818	726,856	-4.8	-2.8
Other Christian	621,941	613,737	625,763	-1.3	2.0
No religion	336,528	433,763	577,822	28.9	33.2
Buddhism	77,420	90,199	110,436	16.5	22.4
Islam	66,513	80,619	105,437	21.2	30.8
Hinduism	24,580	34,789	56,257	41.5	61.7
Other	58,141	32,870	44,472	-43.5	35.3
Judaism	18,027	19,048	20,626	5.7	8.3
Not stated	272,356	311,020	251,890	14.2	-19.0
Total	3,202,911	3,320,726	3,508,779	3.7	5.7

Population: All women living in NSW.
Source: ABS Census of Population and Housing 2011.

A profile of NSW women

Figure 1.8 Religious affiliation of NSW women, 2011



Population: All women living in NSW.
Source: ABS Census of Population and Housing 2011.

Conclusion

The population of women in NSW continues to grow through birth and migration. The population composition is continually shifting as is the state’s cultural make-up.

Nearly 28 percent of NSW women speak a language other than English at home, compared to 23 percent nationally.

Women are living longer and are choosing to start families later in

life. They are getting married later and larger numbers of women aged over 35 are having children. Women’s faith is becoming more diverse and increasing numbers of women no longer follow any religion.

The median age of women is nearly two years older than that of men, and there are nearly twice as many older women (65 years and over) living alone as men.



The NSW Government is committed to the delivery of quality health services, including giving communities and health care providers a strong and direct voice in improving patient care.

Health and wellbeing

In this chapter we focus on areas where the health impact is disproportionately experienced by women, or where service use is different for women and men. It includes some sex-specific indicators related to reproductive health, and features antenatal and maternal health as a Focus Topic.

We report on well-being (broad indicators of self-rated health and community connection); illness and injury rates, in particular where women and men have different outcomes; health-related behaviours which increasingly determine health outcomes; and service access and use.

Because health outcomes are influenced by the cumulative effect of social determinants over time, age is a salient factor in presenting many of the indicators. The experiences of population sub-groups including Aboriginal and socio-economic groups are also shown.

As in 2012, this chapter makes use of data from the NSW Health *Adult Population Health Survey* and NSW Health patient data. In addition, the findings from the ABS *Australian Health Survey 2011-12* are used where available to provide complementary data or add a different perspective to the topics under discussion.

Key findings

The data presented in this chapter identifies a number of health conditions that affect women more than men. For example, older women are nearly one and a half times more likely than men to be hospitalised overnight due to injuries resulting from a fall; women are more likely to suffer from arthritis, long and short sightedness and osteoporosis; and young women are more likely than men to require hospitalisation as a result of the fast-growing disease, Chlamydia. The worrying upward trend in young women's self-inflicted injury rate has not levelled off.

As in last year's *Women in NSW* Report, NSW women's less positive rating of their health status compared to men contrasts with the fact that they generally engage in healthy behaviours more often than men. Fewer women than men smoke (13 percent compared to 17 percent of men in 2011), around half as many women as men engage in risky drinking, and fewer women than men are overweight and obese (45 percent compared to 60 percent in 2011). When it comes to exercise, however, men are taking the lead. Men are more likely to engage in adequate levels of exercise and demonstrate a greater increase in exercise rates over the last decade.

As in last year's Report, some of the most worrying statistics relate to disparities among women. Women living in remote areas of NSW have more than twice the rate of women in major cities of preventable hospitalisations, due to poor access to general practitioners and primary health care. Women from lower socioeconomic, and from non-English speaking backgrounds suffer poorer mental health. More than one in seven women from both of these groups reported experiencing high or very high psychological distress in the four weeks prior to the survey.

Low socio-economic status women are more likely to be current smokers than other women but are less likely to be risky drinkers.

Aboriginal women's health is reported for several indicators, including their antenatal and maternity health experience. Births to Aboriginal mothers have more than doubled as a percentage of all births since 1990. As with women overall, the share of births to Aboriginal mothers 19 years and under is dropping but at 19 percent in 2010 remains far higher than for the total population (3 percent). Aboriginal women have a higher rate of potentially preventable hospitalisation and are more likely to be hospitalised for smoking and alcohol-related conditions.

Health and wellbeing

Gender Indicators: Health and wellbeing

In this chapter, women's experiences are reported against five health and wellbeing topics of importance for women. Many indicators align with state, national and international frameworks and these linkages are shown under Health and wellbeing topics and indicators below. Many also feature in the new *NSW Health Framework for Women's Health* released in 2013.



NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

State Plan NSW 2021

Goal 11: Keep people healthy and out of hospital

State Plan NSW 2021

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

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

Health and wellbeing topics and indicators

Topic	Indicators	Linkages
Topic 1: Injury and disease	1.1 Long-term health conditions 1.2 Potentially preventable hospitalisations 1.3 Fall-related injuries 1.4 Major work-related injuries and diseases	ABS Gender Indicators, Australia NSW 2021 Goal 11: Reduce potentially preventable hospitalisations
Topic 2: Social and emotional health	2.1 Psychological distress 2.2 Intentional self-harm 2.3 Experiences of neighbourhood connection 2.4 Asking neighbours to care for a child	NSW 2021 Goal 11: Improve outcomes in mental health ABS Gender Indicators, Australia
Topic 3: Use of health services	3.1 Perceptions of health care 3.2 Difficulties in accessing health care	NSW 2021 Goal 11: Increase patient satisfaction
Topic 4: Feeling healthy and healthy behaviour	4.1 Health status 4.2 Smoking 4.3 Risky drinking 4.4 Overweight and obesity 4.5 Eating fruit and vegetables 4.6 Physical activity	NSW 2021 Goal 11: Reduce smoking rates; Reduce risk drinking; and Stabilise and then reduce overweight and obesity rates NHMRC National Dietary Guidelines National Physical Activity Guidelines for Adults
Topic 5: Sexual and maternity health Focus topic	5.1 Chlamydia Antenatal and maternity health, women in NSW	

Health and wellbeing

Current levels and trends

The rest of the chapter describes the current status of NSW women in the topic areas listed above and the direction of change over time, where time-series information is available. The latest available data is used in each case.

For some indicators, no new data is available since the 2012 *Women in NSW* Report. In this case, indicators are not repeated in the body of the chapter but are listed in the box on the right.

Indicator	Women in NSW 2012	Source
Age-standardised death rates	4.6 deaths per 1,000 women compared to 6.8 deaths per 1,000 men Plus analysis of leading causes	ABS <i>Causes of Deaths</i> , Australia, 2010.
Breast cancer screening rate (women in the target age group of 50 to 69 years)	53 percent screened in 2009-2010 (biennial period)	BreastScreen NSW and Australian Institute of Health and Welfare.
Cervical cancer screening rate (women in the target age group of 20 to 69 years)	56 percent screened in 2009-2010 (biennial period)	Australian Institute of Health and Welfare.
Breastfeeding (percentage 0 to 23 months ever breastfed and still breastfed at 12 months)	93 percent of children 0 to 23 months ever breastfed in 2010 32 percent still breastfed at 12 months	NSW Ministry of Health NSW Child Health Survey 2010.

Topic 1 Injury and disease

Four injury and disease indicators for NSW women which are important signifiers of population health are included in this topic. They are: long-term health conditions; potentially preventable hospitalisations; fall-related injuries; and major work-related injuries and diseases.

Health and wellbeing

1.1 Long-term health conditions

People with a health condition that has lasted or is expected to last for six months or more

Current position	<p>In 2011-12, 77 percent of NSW women reported one or more long-term health conditions, compared to 75 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women are more likely than men to report long-term health conditions (a two percentage point difference).
The direction of change over time	<p>The gender gap between women and men has decreased since 2007-08. However, this is because more men reported long-term health conditions, not fewer women. The percentage of women reporting long-term health conditions has been stable since 2001.</p>
Discussion	<p>Although Australians enjoy long average life expectancy compared to people in other countries, they live with a considerable burden of long-term chronic conditions. Many are related to Australian lifestyles and behaviour.</p> <p>Table 2.1 indicates the numbers and percentages of women and men suffering common conditions.</p> <p>Arthritis and long and short sightedness are long-term conditions affecting women significantly more than men. They are also relatively common conditions. Deafness is significantly more prevalent among men.</p>

Australian Health Survey participants are asked to report medical conditions which they have been told of by a doctor or nurse, which are current and which have lasted, or are expected to last six months or more. The data used for comparison with earlier years is age-standardised.

Year collected: 2011-12.

Data source: ABS (2012) *Australian Health Survey 2011-12*. Cat no. 4364.0.55.001 and unpublished data.

More information is available at www.abs.gov.au

Table 2.1 Selected long-term health conditions, women and men, NSW, 2011-12

Health condition	Women %	Men %	Gender gap %
Arthritis	17.1	11.3	5.8
Long sightedness	30.7	24.9	5.8
Short sightedness	26.1	21.2	4.9
Osteoporosis	4.8	1.8	3.0
Mental and behavioural problems	14.1	11.8	2.3
Asthma	10.1	9.1	1.0
Hypertensive disease	10.3	9.5	0.8
Chronic bronchitis or emphysema	2.1	2.1	0
Diabetes mellitus	3.7	4.0	-0.3
Kidney disease	1.0	*0.5	*-0.5
Cancer	*0.6	1.6	*1.0
Heart, stroke and vascular disease	3.9	5.5	-1.6
Hayfever and allergic rhinitis	16.5	14.6	-1.9
Back pain/problem, disc disorder	11.0	13.0	-2.0
Deafness	7.2	12.1	-6.1

Note: Long-term conditions are current medical conditions that have lasted or are expected to last six months or more. Conditions are listed by size of the gender gap. *Estimate has a relative standard error of 25% to 50% and should be used with caution.

Population: People aged 18 years and over. Source: ABS (2012) *Australian Health Survey 2011-12*. Cat no. 4364.0.55.001.

Health and wellbeing

1.2 Potentially preventable hospitalisations

Rate of potentially preventable hospitalisation (PPH) per 100,000 people

Current position	<p>In 2010-11, women had lower rates of potentially preventable hospitalisation than men by 81 per 100,000 people. Women's rate was 2,339 per 100,000 compared to men's rate of 2,420 per 100,000 people.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women's rate of PPH was lower than men's in 2010-11.
The direction of change over time	<p>Women's rate of PPH has increased slightly over the last two decades since 1991-92, while men's has decreased significantly.</p> <p>Women's rate of PPH increased most in the acute category, while chronic and vaccine-related PPH rates reduced. Men's rate of vaccine-preventable hospitalisations decreased significantly.</p>
Discussion	<p>The rate of potentially preventable hospitalisation is considered an indicator of access to, and the quality of, primary care.</p> <p>In 2010-11, 46 percent of all hospitalisations in NSW occurred among people aged 60 years and over. Renal dialysis was the most common reason for hospitalisation.</p> <p>Rates for potentially preventable hospitalisations increase with increasing geographic remoteness. This is true for women and men.</p> <p>The overall NSW rate reflects the influence of major cities. But among women, the rates in major cities are less than half of those in very remote areas, as shown in Table 2.2 below.</p> <p>Aboriginal women experience a rate over 2.5 times that of non-Aboriginal women, as reported in Women in NSW 2012. In 2010-11, their rate was 6,014 per 100,000 women (nearly 3,700 women in total) compared to the non-Aboriginal female rate of some 2,291 (nearly 90,000 women).</p>

Potentially preventable hospitalisations (PPH) conditions are those for which hospitalisation is considered potentially avoidable through preventive care and early disease management, through access to primary health care (for example by general practitioners or community health centres).

There are three categories of PPH: vaccine-preventable (conditions such as measles preventable through immunisation); acute conditions (acute infections and other conditions which may not be preventable, but don't need to result in hospital care); and chronic conditions (such as diabetes which could be managed through lifestyle change and medical care in the community).

After July 2010, there was a significant change in coding standards for diabetes, which caused a decrease in number of hospitalisations where diabetes with complications was coded in principal diagnosis. This change resulted in rates of hospitalisation for all PPH decreased by about 7 percent between 2009-10 and 2010-11.

Year collected: 2010-11 and previous years.

Data source: NSW Admitted Patient Data Collection and ABS population estimates (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Health and wellbeing

Table 2.2 Potentially preventable hospitalisations among women by remoteness, 2010-11

Remoteness from services	Number per 100,000 women
Major cities	2,144
Inner regional	2,719
Outer regional	3,204
Remote	4,853
Very remote	4,319
NSW Total	2,339

Note: Potentially preventable hospitalisations are those where hospital stay could have been avoided. Remoteness is based on the ABS Accessibility/Remoteness Index of Australia (ARIA).

Population: Women of all ages. Rates were age-adjusted using the Australian population as at 30 June 2001.

Source: NSW Admitted Patient Data Collection and ABS population estimates (SAPHaRI).

1.3 Fall-related injuries

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

Current position	<p>In 2011-12, older women had higher rates of fall-related hospital stays than men. Women's hospitalisation rate was 3,471 per 100,000 women (nearly 23,200 falls in total), while men's was 2,652 per 100,000 men (nearly 12,400 falls in total).</p> <p>Gender gap</p> <ul style="list-style-type: none"> Of all fall-related hospitalisations among people 65 years and over in 2011-12, women accounted for nearly two-thirds (65 percent), some 10,800 more fall-related hospitalisations than men.
The direction of change over time	<p>Over the last two decades, the rate of fall-related hospitalisations of older people has increased among both sexes. From 2004-05 the growth in women's rate of fall-related hospitalisation has been particularly marked.</p> <p>The rates in 2011-12 were similar to those in 2010-11.</p>
Discussion	<p>Falls are the leading cause of injury-related hospitalisations in NSW, accounting for some 30 percent of people hospitalised because of an injury. Fall-related injuries result in relatively long hospital stays. The Australian Institute of Health and Welfare calculated that seven days was the average, with the range between one and 150 days in 2009-10 (Australia-wide data).</p> <p>The incidence of fall-related injuries is higher for women at all ages, and women's rate increases more rapidly than men's over their lifetime. Older people currently account for 65 percent of all fall-related hospitalisations in NSW.</p>

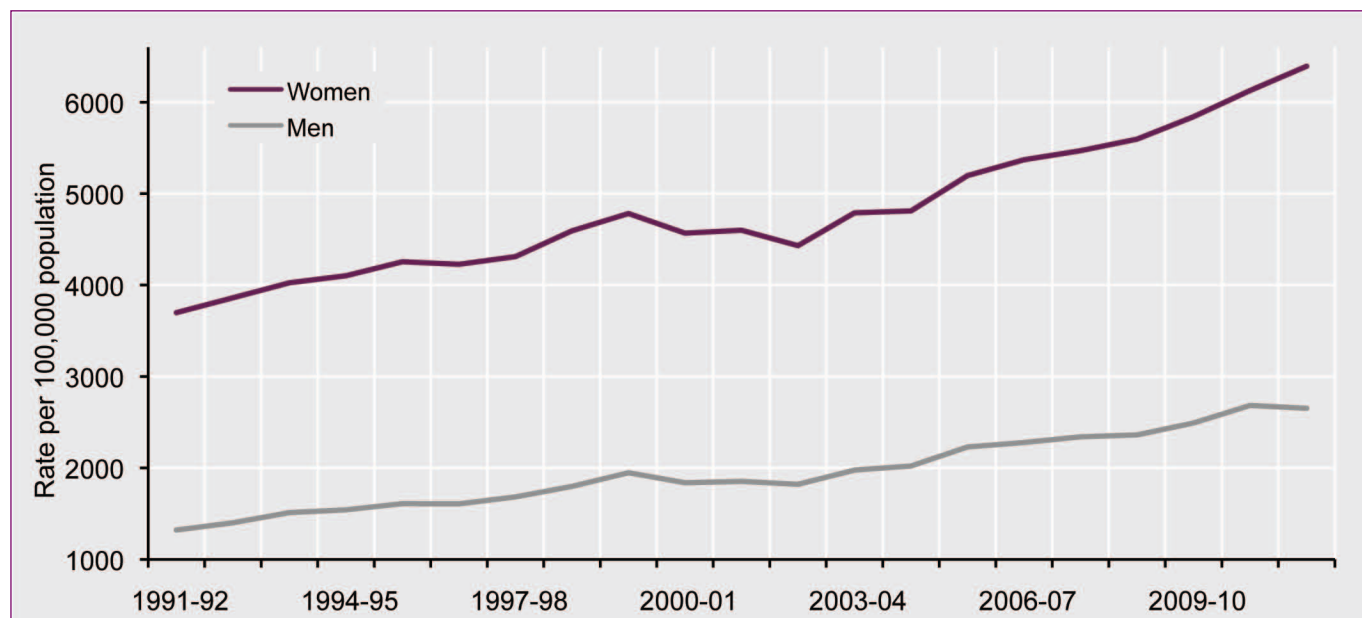
The indicator is patients in NSW public hospitals who are admitted overnight for a fall-related injury, which is an injury where the external cause recorded includes 'fall'. Deaths are included but patients admitted and discharged the same day are not. The data is age-adjusted.

Year collected: 2011-12 and previous years.

Data source: Admitted Patient Data Collection and ABS population estimates (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

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Figure 2.1 Fall-related hospital stays, by sex, 1991-92 to 2011-12



Note: Fall-related hospitalisations are injuries caused by a fall where people needed to stay overnight in hospital.

Population: People aged 65 and over.

Source: NSW Admitted Patient Data Collection and ABS population estimates (SAPHaRI).

1.4 Major work-related injuries and diseases

Compensable injuries and diseases – major claims

<p>Current position</p>	<p>NSW women have a lower frequency of compensable injuries and diseases than men (6.6 claims per million hours worked by women employees in 2010-11, compared to 8.4 claims per million hours worked by men).</p> <p>However, women have a higher rate of mental disorder claims, double the frequency of men's. Mental disorder claims made up around 7 percent of all major employment injuries in 2010-11.</p> <p>Gender gaps</p> <ul style="list-style-type: none"> The pattern of work injuries demonstrates an overall gender gap in women's favour of 1.8 claims per million hours worked. Women's rate of mental disorder claims was twice that of men in 2010-11 at 0.8 claims for every million hours worked (1,690 claims in total).
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Health and wellbeing

The direction of change over time	<p>The frequency rate for women's compensable injuries in 2010-11 was the same as in 2009-10 (reported in last year's Report). Men's fell slightly from 8.9 per million hours worked in 2009-10 to 8.4 per million hours worked.</p> <p>The frequency rate and total number of claims has fallen significantly since 2001-02, with the decline greater for men from a higher starting point. Women's claims were 14,154 in 2010-11, down from 16,763 in 2001-02. Men's claims totalled 26,659 in 2010-11, down from 37,911 in 2001-02.</p> <p>In 2010-11, as in data from the previous year, women's length of time off work for occupational diseases is significantly greater than men's on average (see Table 2.3 below). Women are off work for 3.5 weeks more than men (comparing the median).</p> <p>Among women the frequency of mental disorder claims peaked in the early 2000s at 1.0 per million hours worked. The 0.8 per million hours worked rate in 2010-11 was higher than the 2009-10 figure in last year's Report (0.7 per million hours worked).</p>
Discussion	<p>In 2004, the Productivity Commission estimated that the total economic cost of work-related injury and disease in Australia was in excess of \$31 billion annually, in addition to the significant non-economic costs borne by individuals, their families, businesses and the community as a whole.</p> <p>Women and men typically work in different industries and occupations in NSW each with their own safety risks. Women are under-represented in some hazardous industries with high injury and disease rates, such as mining and construction but over-represented in industries such as health and education with high interpersonal demands (see Chapter 4).</p>

Work-related injuries and diseases include those that result from incidents at the place of work; while commuting to and from work; and illnesses contracted due to work, for example, industrial deafness, repetitive strain injuries, asthma and skin diseases.

The data above refers to major claims where a workers' compensation claim was accepted and where five or more days time off work was paid through the NSW workers' compensation system for incapacity arising from the injury or disease. These claims amount to approximately 60 percent of all lost time injuries in NSW annually.

Year collected: 2010-11 and preceding years.

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

More information is available at www.workcover.nsw.gov.au

Table 2.3 Occupational diseases by sex, NSW, 2002-11

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

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

Population: Successful claims made by NSW employees and those self-employed earners covered by the Workers' Compensation Act. Does not include Commonwealth Government employees.

Source: WorkCover NSW. Statistical Bulletin. Unpublished data at the time of writing.

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Topic 2 Social and emotional health

Some 46 percent of Australians – 7.3 million people – experience a mental disorder over their lifetime.¹ In NSW, adults cut down on their activities almost one day per month on average due to psychological distress. Of these, only a small

¹ ABS (2008) *National survey of mental health and wellbeing: summary of results, Australia, 2007*. Cat no. 4326.0.

proportion access services, suggesting a high rate of unmet need.

The first indicator in this section refers to self-reported psychological distress, which reflects the experiences of people who have not sought help as well as those that have. Young people who have received hospital care for a specific mental health-related issue is the focus of the second indicator. Injuries caused by intentional self-

harm are increasing in frequency, and are initiated more frequently by young women than young men. The final set of indicators looks not at mental health problems, but at the social relationships that help create good mental health. Several social capital indicators that relate to people's experiences of connection and reciprocity within their neighbourhoods are described.

2.1 Psychological distress

High rates of self-reported psychological distress, people aged 16 years and over

Current position	<p>11.7 percent of NSW women reported high or very high levels of psychological distress in 2011 compared to 9.0 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women are more likely to report high levels of psychological distress than men – a gender gap of 2.7 percentage points in 2011.
The direction of change over time	<p>The 2.7 percent gender gap in high psychological distress was the same in 2011 as in 2010. The gap is slightly narrower than in 1997 when 3.8 percentage points separated women and men.</p> <p>Overall women's rates of high psychological distress have remained stable through the 2000s.</p> <p>However, the rate for young women (who report higher rates than other women) has declined since 2002 when the rate was 18.5 percent (see Figure 2.2). In 2011, young women's rate of high psychological distress (15.5 percent) was three percentage points higher than young men's (12.2 percent), a similar gender gap to that between women and men of all ages.</p>

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Discussion	<p>While overall, women report higher rates of psychological distress than men, there is also significant variation within the female population. Immigrant women from non-English speaking countries and lower socio-economic status women report higher rates of distress, both at 13.5 percent or nearly two percentage points higher than the average (see Table 2.4).</p> <p>Older women report the lowest rates. Women aged 65 to 75 years experience high psychological distress at a rate of 7.1 percent, and women aged 75 years and over report at a rate of 6.1 percent (compared to the average for NSW women of 11.7 percent) (data not shown).</p> <p>The <i>Australian Health Survey 2011-12</i> found a larger but comparable gender gap (4.0 percent) for the prevalence of high or very high psychological distress among NSW women and men. This survey uses a similar methodology to the <i>NSW Adult Population Health Survey</i> but has slightly a different population (see Figure 2.2).</p> <p>It found 12.4 percent of women and 8.4 percent of men reported high or very high psychological distress.</p>
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This indicator is based on people reporting high or very high psychological distress in the last four weeks through the use of a Kessler 10 Plus Psychological Distress Scale. This is a subgroup of all people with mental disorders. The Kessler 10 Plus questionnaire is used by NSW Health to assess anxiety, depression, agitation and psychological fatigue, and the effect of the distress.

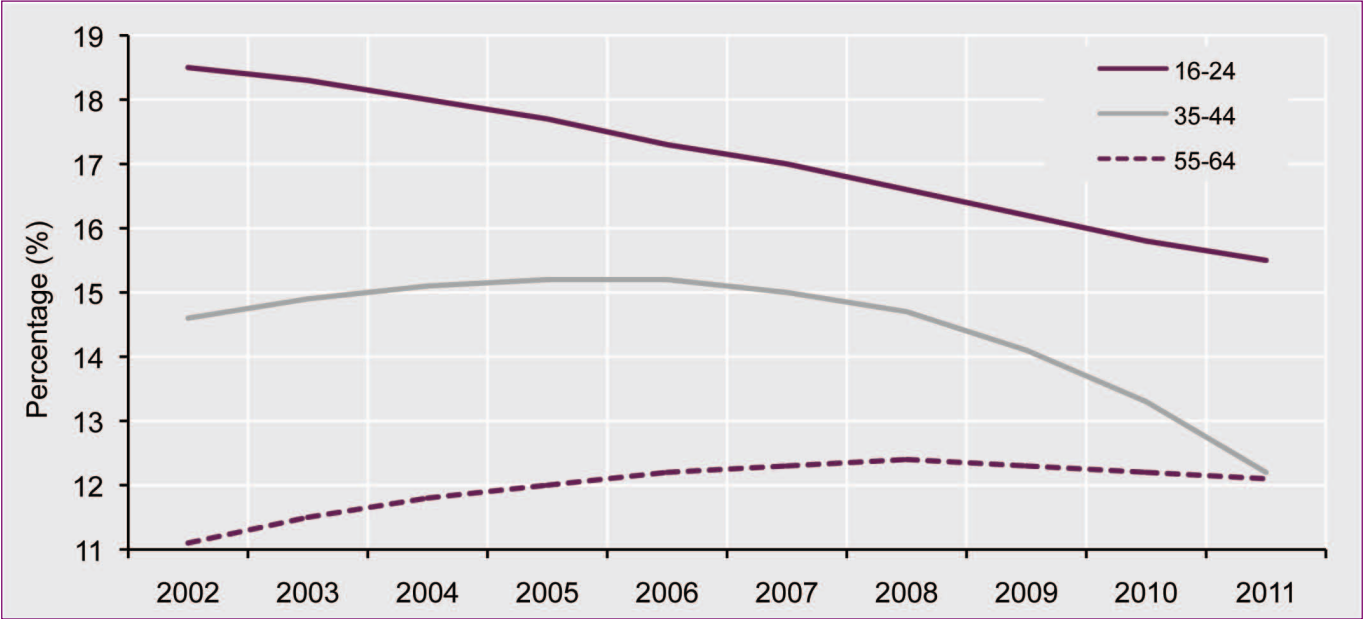
The NSW Adult Population Health Survey population is people 16 years and over. The Australian Health Survey also uses the Kessler 10 distress scale. It surveys people aged 18 and over.

Year collected: 2011 and preceding years.

Data source: *NSW Adult Population Survey* (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Figure 2.2 Women experiencing high psychological distress by selected age group, 2011



Note: Self-reported experience of high or very high psychological distress in the last four weeks.

Population: NSW women in selected age groups.

Source: *NSW Adult Population Health Survey* (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

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Table 2.4 Psychological distress by population group, NSW women, 2011

Population group	Women %
Birthplace	
Australia	11.5
Other English speaking country	9.0
Non-English speaking country	13.5
Socio-economic status	
Least disadvantaged (first quintile)	10.7
Middle level of disadvantage (third quintile)	12.1
Most disadvantaged (fifth quintile)	13.5
Remoteness from service centres	
Major cities	12.5
Inner regional areas	11.0
Outer regional and remote areas	8.9

Note: The indicator is self-reported experience of high or very high psychological distress in the last four weeks. Socio-economic status is based on the geographical area where people live and uses the ABS Index of Relative Socio-economic Disadvantage (IRSD). Remoteness is based on road distance to major service centres based on the ABS Accessibility/Remoteness Index of Australia (ARIA).

Population: Women aged 16 and over.

Source: Centre for Epidemiology and Evidence. Health Statistics New South Wales.

Health and wellbeing

2.2 Intentional self-harm

Rates of hospitalisation for intentional self-harm, people 15 to 24 years

Current position	<p>Young women's rate of self-harm hospitalisation at 410 per 100,000 of population in 2011-12 is much higher than that of young men at 148 per 100,000.</p> <p>For women of all ages, the rate was 164 per 100,000 in 2011-12, and for men of all ages it was 96 per 100,000 of population.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Young women are close to three times more likely to be hospitalised for self-harm than young men.• In the all-age population, women are 1.7 times more likely to be hospitalised for self-harm than men.
The direction of change over time	<p>The rate of self-harm hospitalisation among young women reached a peak in the mid-2000s, and peaked a little later among young men (see Figure 2.3).</p> <p>However, young women's rate increased by 14.6 percentage points in 2011-12 compared to the previous year, and is again approaching mid-2000 levels.</p> <p>The current gender gap is over 260 hospitalisations per 100,000 population. This represents a significant increase since 1990-91 when the gender gap was just 27 per 100,000 of population.</p>
Discussion	<p>Rates of hospitalisation for intentional self-harm are consistently higher in women than men, and are also higher among young people than the rest of the population. Young men, on the other hand, are more likely to die from suicide than young women.</p> <p>The gender difference is thought by NSW Health to be due in part to young men using more lethal means when attempting suicide. In 2007, young men suicided at nearly twice the rate of young women at 6.8 per 100,000 compared to 3.7 per 100,000 young women. However, young men's rate of suicide has been decreasing in recent years, suggesting other factors are also involved.</p>

Intentional self-harm hospitalisations are hospital stays for attempted suicides and purposively self-inflicted injuries or poisonings. They are cases where intentional self-harm is the main reason for the hospital stay.

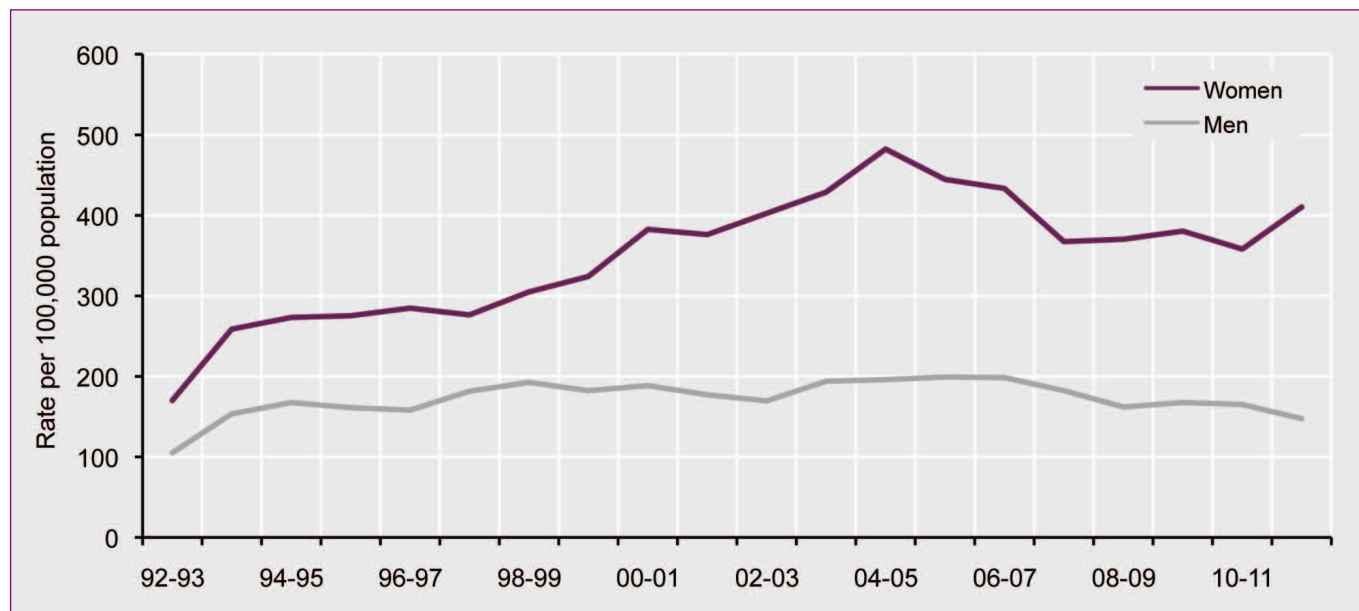
Year collected: 2011-12 and preceding years.

Data source: NSW Admitted Patient Data Collection and ABS Population Estimates (SAPHaRI).

More information is available at: Centre for Epidemiology and Evidence, NSW Ministry of Health at www.healthstats.nsw.gov.au

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Figure 2.3 Hospitalisation for intentional self-harm, 15 to 24-year-olds, 1992-93 to 2011-12



Note: Self-harm is attempted suicide and purposively self-inflicted poisoning and injuries.

Population: People aged 15 to 24.

Source: NSW Admitted Patient Data Collection and ABS population estimates (SAPHaRI).

Health and wellbeing

2.3 Experiences of neighbourhood connection

Visiting neighbours and running into friends or acquaintances in the local area

Current position	<p>In 2011, NSW women were more likely than men to report running into friends while shopping in the local area, while men were more likely than women to report having visited a neighbour at least once in the last week.</p> <p>Gender gap</p> <ul style="list-style-type: none">• 83 percent of women and 80 percent of men ran into friends while shopping.• 61 percent of women and 64 percent of men reported visiting neighbours at least once in the last week.
The direction of change over time	<p>The percentage of men who recently visited neighbours declined slightly over the last decade. In 2002, 63 percent of women and 69 percent of men reported visiting neighbours at least once in the last week compared to 61 percent of women and 64 percent of men today.</p> <p>There has been little change in this indicator from the 2009 figures which were reported in last year's Report.</p>
Discussion	<p>Among both women and men, older people are a little more likely to report that they visited neighbours in the last week.</p> <p>67 percent of women and 72 percent of men aged 65 to 74 years reported that they had visited neighbours compared to 60 percent of women and 62 percent of men aged 25 to 34 years.</p>

This indicator is one of several questions asked in NSW Health surveys to indicate social capital, or people's feelings of social connection and trust. The indicator on running into friends while shopping refers to those who run into friends and acquaintances when shopping in their local area at least some of the time. The indicator on visiting neighbours includes those who visited someone in their neighbourhood at least once in the last week.

Year collected: 2011.

Data source: *NSW Adult Population Health Survey* (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Health and wellbeing

2.4 Asking neighbours to care for a child

People who would definitively or possibly be able to ask someone in their neighbourhood for help to care for a child

Current position	<p>Just over half the population reported being able to ask for help from someone in the neighbourhood to care for a child.</p> <p>Gender gap</p> <ul style="list-style-type: none">• 55 percent of women and 58 percent of men said they could ask neighbours for help in looking after a child.
The direction of change over time	<p>There has been little change in responses to this indicator since 2005 when the question was first asked.</p>
Discussion	<p>Access to and provision of support, also known as reciprocity, are aspects of social relationships considered important in social capital terms. Feeling able to ask for help with caring for children is an example of this type of social capital which goes to the quality of people's networks.</p>

This indicator is one of several questions asked in NSW Health surveys to indicate social capital, or people's feelings of social connection and trust.

Year collected: 2011.

Data source: *NSW Adult Population Health Survey* (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Health and wellbeing

Topic 3 Use of health services

Indicators of the patient and carer experience are increasingly being recognised as important tools to aid in health service improvement. This section uses ABS survey data to look at the perceptions of NSW women regarding a range of medical services and also at delays in service use that women report.

3.1 Perceptions of health care

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

Current position	<p>In 2011-12, the vast majority of people reported positive perceptions of care by medical and dental professionals.</p> <p>88 percent of women and 90 percent of men felt that GPs listened carefully; 92 percent of women and 93 percent of men felt GPs treated them with respect; and 88 percent of women and 89 percent of men felt that GPs spent enough time with them 'always or often'. Figures for other practitioners are in Table 2.5.</p> <p>Gender gap</p> <ul style="list-style-type: none">• High percentages of women and men had positive perceptions of key aspects of hospital, medical and dental care; however, for many aspects, women's perceptions were slightly less favourable.
The direction of change over time	<p>The data used in the <i>Women in NSW 2012</i> Report showed similarly high percentages of women and men reporting satisfaction with public health care services. Note that this was from a different source and was for NSW public health patients, not the whole population.</p>
Discussion	<p>Most women and men reported positive perceptions of the care provided by other health service professionals as well as GPs, including specialists; dental professionals; hospital doctors and specialists and hospital nurses. See Table 2.5 for figures for other types of health professionals. For over half of the data items shown, women's ratings were slightly lower than men's.</p> <p>The least positive ratings related to the amount of time health professionals spent with patients, with 20 percent of women saying 'only sometimes or rarely' did emergency department doctors spend enough time with them. 15 percent of women said 'only sometimes or rarely' did hospital doctors spend enough time with them.</p>

The data source for this indicator has changed from last year because *NSW Health Patient Survey* data is not currently available. In the ABS survey used this year, respondents were asked for their opinion about how they were treated by health professionals they had seen in the previous 12 months. They were asked whether health professionals listened carefully to them; showed respect for them; and spent enough time with them. Data in Table 2.5 shows those who reported the perception 'always or often'.

Year collected: 2011-12.

Data source: ABS (2013) *Patient Experiences in Australia, 2011-12*. Cat no. 4839.0, unpublished data for NSW.

More information is available at www.abs.gov.au

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Table 2.5 Perceptions of health professional care by sex

Type of health professional	Women %	Men %
General Practitioners		
Felt that GP listened carefully	88	90
Felt that GP treated them with respect	92	93
Felt that GP spent enough time with them	88	89
Medical specialists		
Felt that specialist listened carefully	92	92
Felt that specialist treated them with respect	92	92
Felt that specialist spent enough time with them	89	92
Dental professionals		
Felt that dentist listened carefully	94	94
Felt that dentist treated them with respect	95	95
Felt that dentist spent enough time with them	95	95
Emergency Department doctors and specialists		
Felt that doctors listened carefully	87	87
Felt that doctors treated them with respect	89	90
Felt that doctors spent enough time with them	80	85
Hospital doctors and specialists		
Felt that doctors listened carefully	88	92
Felt that doctors treated them with respect	91	91
Felt that doctors spent enough time with them	85	91
Hospital nurses		
Felt that nurses listened carefully	89	94
Felt that nurses treated them with respect	89	94
Felt that nurses spent enough time with them	85	91

Note: Figures shown are for those who reported 'always or often' for the aspect of care.

Population: People 15 years and over.

Source: ABS (2013) *Patient Experiences in Australia, 2011-12*. Cat no. 4839.0, unpublished data for NSW.

Health and wellbeing

3.2 Difficulties in accessing health care

Unacceptable waiting times for medical professionals

Current position	<p>Nearly 30 percent of NSW women experienced unacceptable waiting times to see a GP for urgent medical care, compared to 24 percent of men in 2011-12.</p> <p>Among people referred to a specialist in the last 12 months, the percentages who experienced unacceptable waiting times to see a specialist were 27 percent for women and 23 percent for men.</p> <p>Gender gap</p> <ul style="list-style-type: none">• There is a 6 percent gap in experiencing unacceptable waiting times for GPs and a 4 percent gap for specialists.
The direction of change over time	There is no comparable data.
Discussion	<p>GP waiting times were the most common problem cited by women who experienced difficulties accessing health care in last year's Report. The ABS data drawn on this year also reports people experiencing unacceptable waiting times for GP and medical specialist care.</p> <p>As well as the gender gap noted above, a clear geographic gradient is evident. One and a half times the number of women in outer regional, remote and very remote areas experienced unacceptable waiting times for GPs (48 percent) and specialists (43 percent) compared to women in major cities (28 and 26 percent respectively).</p> <p>See Figure 2.4.</p>

The data source for this indicator has changed from last year because *NSW Health Patient Survey* data is not currently available. In the ABS survey used this year, the figures relate to people who saw a GP in the last 12 months for urgent medical care for their own health or who were referred to a medical specialist in the last 12 months for their own health.

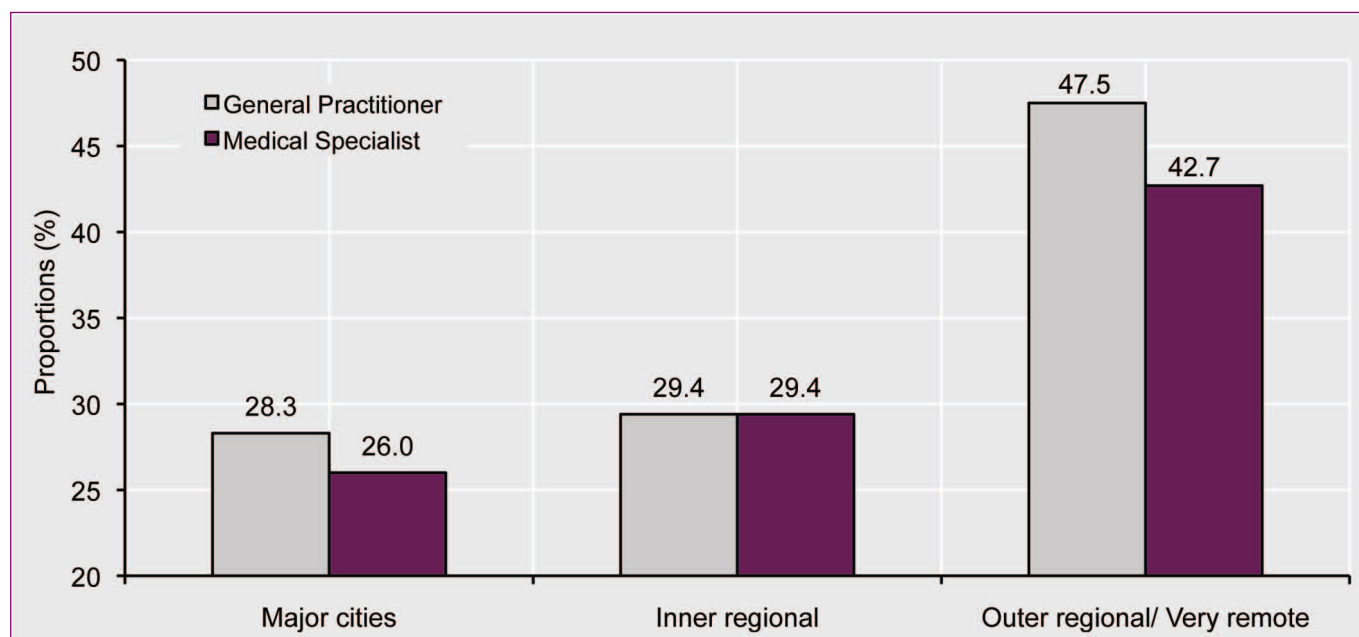
Year collected: 2011-12.

Data source: ABS (2013) *Patient Experiences in Australia, 2011-12*. Cat no. 4839.0, unpublished data for NSW.

More information is available at www.abs.gov.au

Health and wellbeing

Figure 2.4 Longer than acceptable doctor waiting times by location, NSW women, 2012



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

Data source: ABS (2013) *Patient Experiences in Australia, 2011-12*. Cat no. 4839.0, unpublished data for NSW.

Topic 4 Feeling healthy and healthy behaviour

This topic contains indicators of how people perceive their health, and the extent to which they engage in behaviour conducive to good health and wellbeing.

Feelings of health and wellbeing are a widely used and valid measure of physical and mental health status, and correlate with activity limitations and health-related behaviour.

Risk factors associated with behaviour and lifestyle contribute significantly to NSW's total burden of death, disease and

disability. Tobacco smoking, being overweight or obese, risky drinking and being physically inactive have the greatest impact.

Health and wellbeing

4.1 Health status

Self-reported positive health status, people 16 years and over

Current position	<p>79 percent of NSW women rated their health positively compared to 82 percent of men in 2011.</p> <p>Gender gap</p> <ul style="list-style-type: none"> More men rate their health status positively than women, by 3 percentage points.
The direction of change over time	The gender gap is similar to the previously reported data for 2010 when there was a 4 percentage point difference.
Discussion	<p>People's rating of their health status drops as they age, with young people rating their health the most positively.</p> <p>However, among 16 to 24-year-olds and 25 to 34-year-olds, women are much less likely to rate their health positively than men. Indeed, the differences between men and women in younger age groups were more marked than among older age groups. See Figure 2.5.</p>

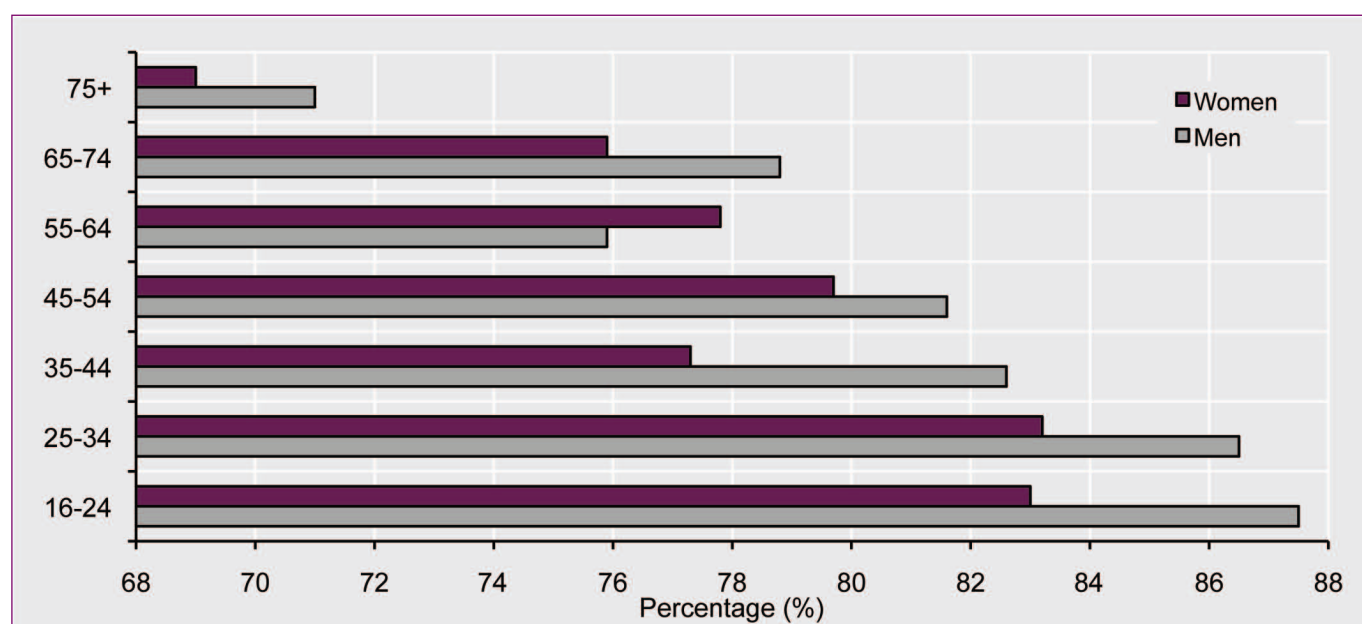
The indicator for good health status that NSW Health uses is people who respond 'excellent', 'very good', or 'good' to a global self-rated health status question about their health over the last four-week period. Self-rated health is the single most reliable measure of health-related quality of life and a powerful predictor of future morbidity and mortality.

Year collected: 2011 and preceding years.

Data source: *NSW Adult Population Health Survey (SAPHaRI)*, Centre for Epidemiology and Evidence, NSW Health.

More information is available at www.healthstats.nsw.gov.au

Figure 2.5 Self-reported good health by sex and age, NSW, 2011



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

Population: People aged 16 and over.

Source: *NSW Adult Population Health Survey (SAPHaRI)*. Centre for Epidemiology and Evidence, NSW Ministry of Health.

Health and wellbeing

4.2 Smoking

Current smoking by people 16 years and over

Current position	<p>13 percent of NSW women aged 16 and over were current smokers in 2011, compared to 17 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> The gender gap with respect to smoking is 4 percentage points, with more men smoking than women.
The direction of change over time	<p>Between 1997 and 2011, the percentage of adults 16 years and over who were current smokers fell significantly (by 9 percentage points for women and 10 percentage points for men).</p> <p>Among young women (16 to 24 years) the downward trend has levelled off. Around 16 percent of young women reported being current smokers in 2009, 2010 and 2011.</p>
Discussion	<p>Tobacco smoking is the single largest cause of ill health, disease and premature death in Australia, contributing to more drug-related hospitalisations than alcohol and illicit drugs combined.</p> <p>Smoking rates among Australian adults have declined steadily since the early 1970s, and this trend has continued into the 2000s.</p> <p>More women of low socio-economic status than of high socio-economic status are smokers, and the trend is less clear among low socio-economic groups (see Figure 2.6). The Chief Health Officer reports that while smoking rates for Aboriginal people have decreased slightly over the last decade, Aboriginal women were three or six times as likely to have a smoking-related hospitalisation than non-Aboriginal women in 2010-11.</p>

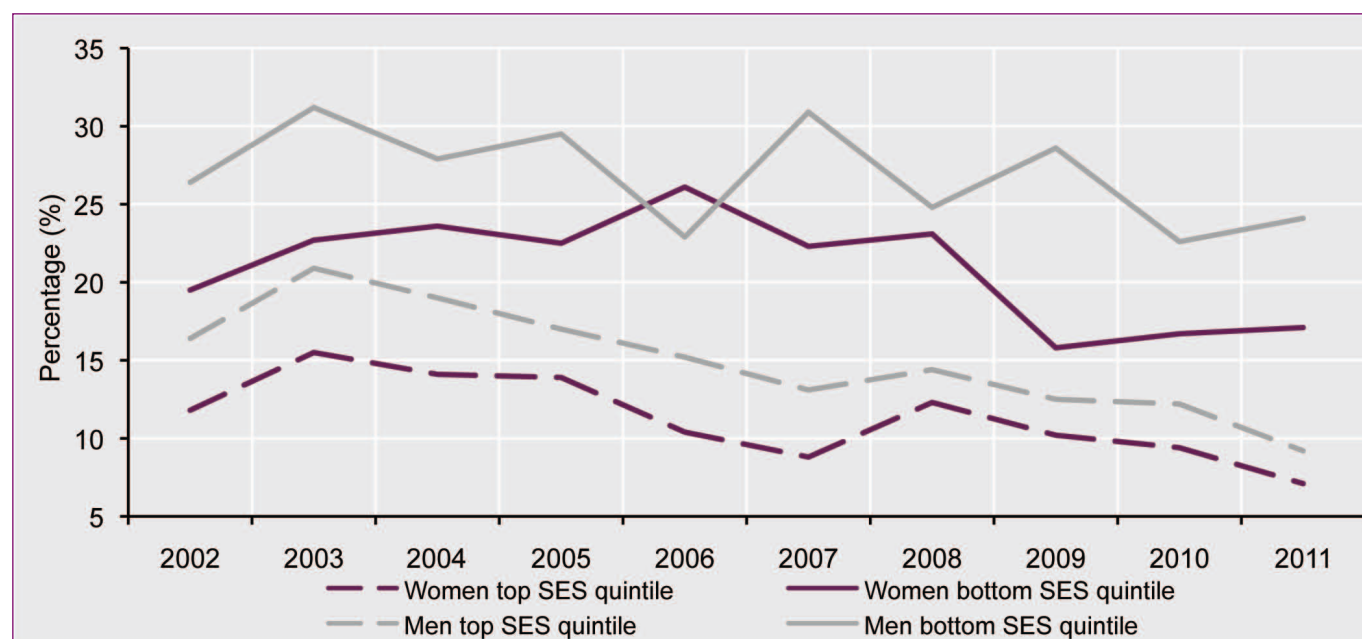
A 'current smoker' is a person who reports smoking on a daily or occasional basis.

Year collected: 2011 and preceding years.

Data source: NSW Adult Population Health Survey (SAPHaRI), Centre for Epidemiology and Evidence, NSW Health and *The Health of Aboriginal People of NSW*, 2012.

More information is available at www.healthstats.nsw.gov.au

Figure 2.6 Smoking by sex and socio-economic status, NSW, 2002 to 2011



Note: Current smoking is defined as smoking on a daily or occasional basis.

Population: People aged 16 years and over.

Source: NSW Adult Population Health Survey (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

Health and wellbeing

4.3 Risky drinking

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

Current position	<p>In 2011, 20 percent of NSW women aged 16 years and over engaged in drinking which poses a lifetime health risk, compared to 39 percent of NSW men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> • Around half as many women in NSW engage in risky drinking as men.
The direction of change over time	<p>Since 2002, men's rate of risky drinking has declined by 5 percentage points from 44 to 39 percent. Women's rate has remained stable at a lower base. However, the trends vary by age group (see Table 2.6).</p> <p>Young (16 to 24-year-old) women's rate of risky drinking reduced during the mid-2000s, but at 43 percent in 2011, their rate has now risen to be similar to that in 2002 (44 percent) and to that of young men (46 percent).</p> <p>In the 35 to 44 age group the rates were stable during the 2000s for both men and women. Among women aged 45 to 54 the rate of risky drinking increased from 14 percent in 2002 to 20 percent in 2011.</p>
Discussion	<p>The burden of disease from alcohol is high, with young people bearing the costs of alcohol-related accidents and injuries, and older people suffering from alcohol-related disease and chronic poor health.</p> <p>Long-term high consumption of alcohol contributes to cardiovascular disease, some cancers, risks to unborn babies, mental health conditions, cognitive impairment and self-harm.</p> <p>Women's rate of risky drinking drops quickly during the child-bearing years (25 to 34 years) and remains much lower than men's from then on. See Table 2.6. Among Aboriginal women, the pattern is different. Rates of risky drinking remain high (close to or above 40 percent) until 55 to 64 years.</p> <p>Hospitalisation rates attributable to alcohol are more than double the rate for Aboriginal women as for non-Aboriginal women (1,132 per 100,000 compared to 500 per 100,000 in 2010-11) although the Aboriginal women's rate has fallen since 2008-09.</p> <p>Rates of risky drinking are similar for all socio-economic groups except the most disadvantaged. In 2011, 14 percent of women in the lowest socio-economic quintile were risky drinkers, compared to over 20 percent of those in the four higher quintiles. The same patterns hold true for men.</p>

Risky drinking is shorthand for the level which is considered to pose a lifetime risk to health. This is defined as consuming more than two standard alcoholic drinks on a day when alcohol is consumed.

Year collected: 2011 and previous years. Data for Aboriginal women is for the period 2006 to 2009, except for alcohol attributable hospitalisation data.

Data source: Centre for Epidemiology and Evidence. Health Statistics New South Wales

More information is available at www.healthstats.nsw.gov.au

Health and wellbeing

Table 2.6 Risky drinking by sex and age, NSW, 2011

Age group	Women %	Men %
16 to 24 years	43	46
25 to 34 years	21	51
35 to 44 years	22	43
45 to 54 years	20	39
55 to 64 years	13	33
65 to 74 years	6	26
75+ years	2	16
People of all ages	20	39

Note: Risky drinking is defined as consuming more than two standard alcoholic drinks on a day when alcohol is consumed.

Population: People aged 16 years and over.

Source: *NSW Adult Population Health Survey (SAPHaRI)* Centre for Epidemiology and Evidence. Health Statistics New South Wales.

4.4 Overweight and obesity

Rate of overweight and obesity, people 16 years and over

Current position	<p>Among NSW adults women are less likely than men to be overweight. 45 percent of women and 60 percent of men were overweight or obese in 2011.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women are 15 percentage points less likely to be overweight or obese than men.
The direction of change over time	<p>Since 1997, there has been a significant increase in the proportion of people aged 16 years and over who are overweight or obese.</p> <p>As shown in Figure 2.7, the percentage increases over time have been greater among women in some age groups and among men in others.</p>
Discussion	<p>Older women have the highest rates of overweight and obesity among women, although their rates are still lower than those of older men. 62 percent of 55 to 64-year-old women and 61 percent of 65 to 74-year-old women were overweight or obese in 2011 (see Figure 2.7). Menopause is a risk factor for weight gain.</p> <p>In 2011, men aged between 35 and 74 years all had rates of obesity and overweight close to or above 67 percent.</p> <p>Among school-aged children, the gender gap is much smaller than in the adult population. In 2010, 25 percent of Year 6 girls and 28 percent of Year 6 boys were overweight or obese. Looking at school age children across age groups (Years 2, 4, 6, 8 and 10) 23 percent of girls and 24 percent of boys were overweight or obese.</p> <p>Girls are more likely to be underweight than boys. Eight percent of Year 10 girls and 4 percent of Year 10 boys were underweight in 2010.</p>

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

Year collected: Adult data: 2011 and previous years. Child data: 2010.

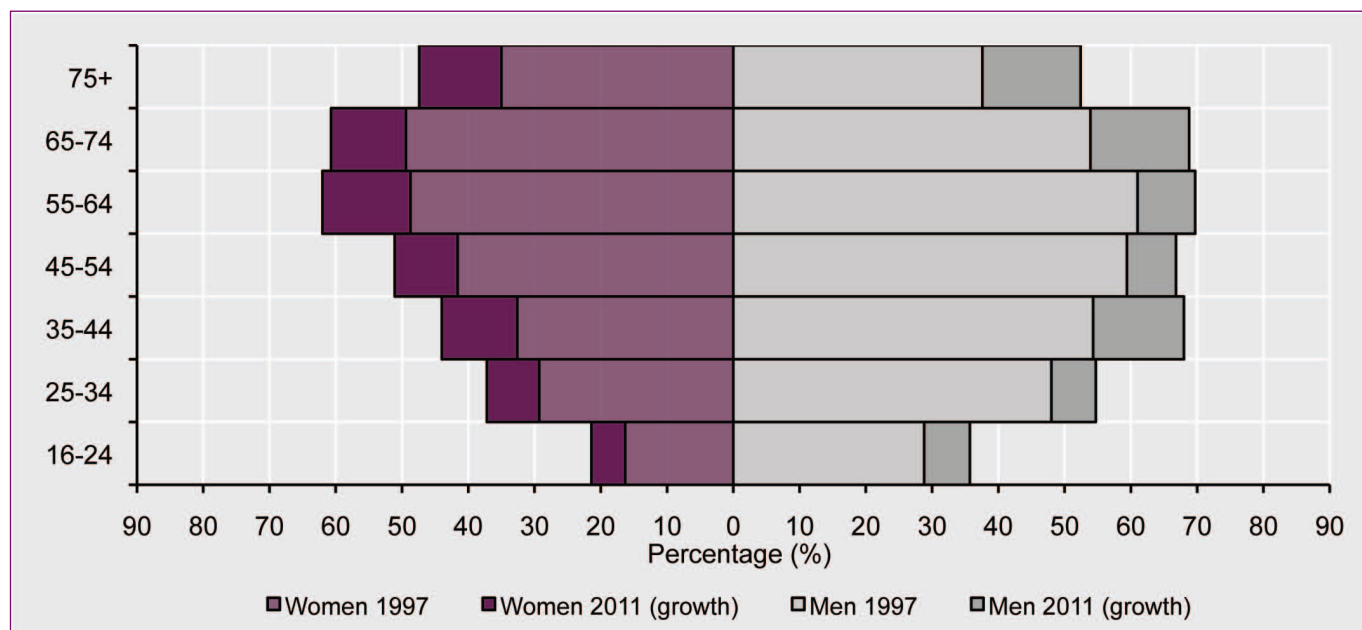
Data source: Adult data: *NSW Adult Population Health Survey (SAPHaRI)*. Children data: the *NSW Physical Activity and Nutrition Survey (SPANS)*.

Centre for Epidemiology and Evidence, NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Health and wellbeing

Figure 2.7 Increase in adult overweight and obesity by age and sex, 1997 to 2011



Note: People 18 years and over who are defined as overweight or obese have a Body Mass Index (BMI) of 25.0 or higher. The cut-off points are slightly different for 16 and 17-year-olds.

Population: People aged 16 and over.

Source: Centre for Epidemiology and Evidence. Health Statistics New South Wales. Sydney: NSW Ministry of Health.

4.5 Eating fruit and vegetables

Usual daily intake of fruit and vegetables

Current position	<p>Only 6.8 percent of NSW women and 4.4 percent of men had a fruit and vegetable intake that met the national dietary guidelines for adequate fruit and vegetable consumption in 2011.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women are 2.4 percentage points more likely than men to meet national dietary guidelines for adequate fruit and vegetable consumption.
The direction of change over time	<p>Since the last <i>Australian Health Survey</i> in 2007-08, the percentage of women and men meeting the dietary guidelines for fruit and vegetable consumption has changed little.</p> <p>There has been a slight decline in the percentage of women from 7.1 in 2007-08 to 6.8 percent in 2011-12.</p>
Discussion	<p>Nearly half of all Australians meet the national guidelines for fruit consumption, but very few do for vegetable consumption.</p> <p>The percentages of NSW women and men meeting the guidelines for fruit and vegetables separately are shown in Table 2.7.</p>

The National Health and Medical Research Council (NHMRC) recommends that adults eat a minimum of two serves of fruit and five serves of vegetables a day to ensure good nutrition and health.

Year collected: 2011 and previous years.

Data source: ABS (2012) *Australian Health Survey: First Results*, New South Wales. Cat no. 4364.0.

More information is available at www.healthstats.nsw.gov.au

Health and wellbeing

Table 2.7 Meet dietary guidelines for fruit and vegetable consumption, by sex, 2011-12

Usual daily intake	Women %	Men %
Two or more serves of fruit	56.3	44.8
Five or more serves of vegetables	9.6	6.8
Adequate fruit and vegetable consumption	6.8	4.4

Note: Two serves of fruit per day and five serves of vegetables per day is the national dietary guideline for adequate fruit and vegetable consumption.

Population: People aged 18 and over.

Source: ABS (2012) *Australian Health Survey: First Results*, New South Wales. Cat no. 4364.0.

4.6 Physical activity

Adequate levels of physical activity among people 16 years and over

Current position	<p>49 percent of NSW women and 61 percent of men undertook adequate levels of physical activity in 2011.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women are 11 percent less likely than men to undertake adequate levels of physical activity.
The direction of change over time	<p>Since 1998, the percentage of women and men aged 16 years and over who undertake adequate levels of physical activity has increased, but the trend appears to have peaked in 2009.</p> <p>In 2011, the percentage of women undertaking adequate physical activity was nearly two percentage points lower than in 2009. Young women (16 to 24 years) and women aged 45 to 54 years are the only age groups whose physical activity levels have continued to increase over the last decade, reaching 65 percent in 2011 for 16 to 24-year-old women and 53 percent for 45 to 54-year-old women.</p>
Discussion	<p>Being physically inactive increases the risk of ill-health especially later in life. As people age, they are less likely to undertake adequate physical activity (both sexes). See Figure 2.8.</p> <p>The rate of adequate physical activity varies with socio-economic status, with more disadvantaged women less likely to engage in adequate physical activity. While there has been an increase in physical activity among all socio-economic groups over the last nine years, more change has occurred among more advantaged groups. See Table 2.8.</p>

Adequate physical activity Indicator 4.6 is defined as undertaking physical activity for a total of at least 150 minutes per week over five separate occasions.

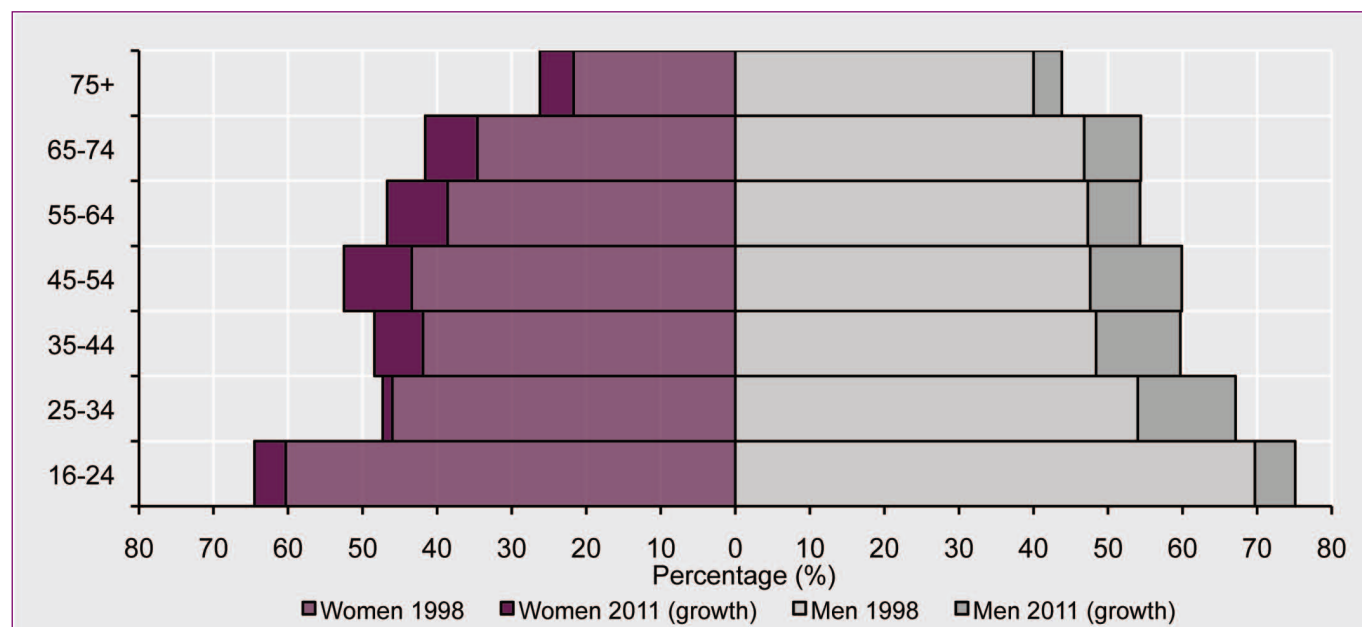
Year collected: 2011 and previous years.

Data source: Centre for Epidemiology and Evidence. Health Statistics New South Wales. NSW Ministry of Health.

More information is available at www.healthstats.nsw.gov.au

Health and wellbeing

Figure 2.8 Rate of engaging in adequate physical activity by sex, 1998 and 2011



Note: Adequate physical activity is defined as engaging in a total of at least 150 minutes per week on five separate occasions.

Population: People aged 16 years and over.

Source: Centre for Epidemiology and Evidence. Health Statistics New South Wales. NSW Ministry of Health.

Table 2.8 Physical activity by socio-economic status, women, 2011 and change since 2002

Socio-economic group	Women 2011 %	Change since 2002 %
First quintile (most advantaged)	57	7
Second quintile	52	6
Third quintile	46	5
Fourth quintile	45	6
Fifth quintile (most disadvantaged)	43	5

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

Population: Women of all ages.

Source: NSW Adult Population Health Survey (SAPHaRI). Centre for Epidemiology and Evidence, NSW Ministry of Health.

Health and wellbeing

Figure 2.9 Lifestyle risks



Health and wellbeing

Topic 5 Sexual and maternity health

This new topic includes indicators for Chlamydia, the most significant sexually transmissible infection in NSW, and for antenatal and maternity health. Chlamydia is

the only sexually transmissible infection which women experience at higher rates than men. Men experience higher rates than women of Hepatitis C, Gonorrhoea and

Human Immunodeficiency Virus (HIV). Antenatal and maternity health is covered as a focus topic from which selected indicators will be drawn for subsequent reports.

5.1 Chlamydia

Chlamydia notifications and hospitalisations

Current position	<p>Women's rate of Chlamydia notifications has continued to rise more quickly than that of men. In 2011, there were 318 Chlamydia notifications per 100,000 women compared to 248 per 100,000 for men.</p> <p>The hospitalisation rate also shows women having much higher rates than men (there is no new data this year).</p> <p>Gender gaps</p> <ul style="list-style-type: none">• The Chlamydia notification rate for women was 1.3 times higher than for men in 2011.• The Chlamydia hospitalisation rate for women was 7 times higher for women than men in 2009-10.
The direction of change over time	<p>Chlamydia cases have been growing among women and men, but more rapidly among women, who also experience the most hospitalisations</p>
Discussion	<p>Chlamydia is the most common sexually transmissible infection in Australia today. It particularly affects young women and is a major cause of infertility as a result of not being treated early.</p>

Chlamydia is a communicable disease that must by law be notified to government. The higher notification and hospitalisation rates in young women reflects the fact that women's symptoms are less definitive and therefore less easily diagnosed and treated than those of young men.

Year collected: 2011 for notifications and 2009-10 for hospitalisations, and preceding years.

Data source: NSW Notifiable Conditions Information Management System and Admitted Patient Data Collection.

More information is available at www.healthstats.nsw.gov.au

Focus topic Antenatal and maternity health, women in NSW

Mothers are getting older¹

As we saw in Chapter One, NSW non-Aboriginal women are living longer on average and giving birth at an older age than in the past.

In 1996, 15 percent of births were to women aged 35 years and over. By 2010, this figure had grown with over 24 percent of births being to women 35 years and over.

Births by women 19 years and younger had dwindled to just over 3 percent of the total, down from 5 percent in 1996, although the rate is higher in regional areas (see Chapter One).

What are some of the other characteristics of women's antenatal (before the birth) and maternity experiences in NSW and how have these changed over time?

When do mothers first receive antenatal care?

NSW Health recommends women seek their first antenatal check-up as soon as the pregnancy is confirmed. Most NSW women's behaviour today is in accordance with this guideline.

The percentage of women having their first antenatal visit in the first 14 weeks of gestation has been rising, and in 2010 reached nearly 79 percent of pregnant mothers, up from 62 percent in 1994.

¹ All data in this section is from the NSW Ministry of Health, Centre for Epidemiology and Evidence. Health Statistics New South Wales, or the *NSW Mothers and Babies Reports* on the NSW Health website.

Health and wellbeing

Women living in remote and very remote parts of the state tend to have lower rates of early antenatal care. However, their rates of first trimester health visits have also been increasing in the last two decades. In 2010, 84 percent had the first antenatal check-up within 14 weeks, up from 70 percent of confinements in 1994.

Smoking during pregnancy

NSW Health promotes smoking cessation strategies to pregnant women and their families.¹ *NSW 2021, the State Plan* contains the following targets:

- Reduce the rate of smoking by pregnant non-Aboriginal women by 0.5 percent per year by 2015.

¹ NSW Health (2012) *NSW Tobacco Strategy 2012-2017*, available at www.health.nsw.gov.au

- Reduce the rate of smoking by pregnant Aboriginal women by 2 percent per year by 2015.

In the 14-year period 1996 to 2010, smoking in pregnancy halved among non-Aboriginal mothers (falling from 20 percent to 10 percent) and fell by a fifth (from 61 percent to 48 percent) among Aboriginal mothers.

Just over 9 percent of pregnant women reported smoking in the second half of the gestation period, when the risk to both mother and baby is greatest.

Drinking during pregnancy

The Australian Guidelines state that the safest option for pregnant mothers and babies is not to drink during pregnancy.²

In the latest survey (2009-10), 72 percent of mothers of children 11 months and younger reported not drinking during pregnancy. A further 20 percent reduced the amount they drank. Only 3 percent of mothers reported 'they did not try to give up drinking alcohol'.³

The percentage of women not drinking alcohol during pregnancy was slightly lower (65 percent) in rural NSW.

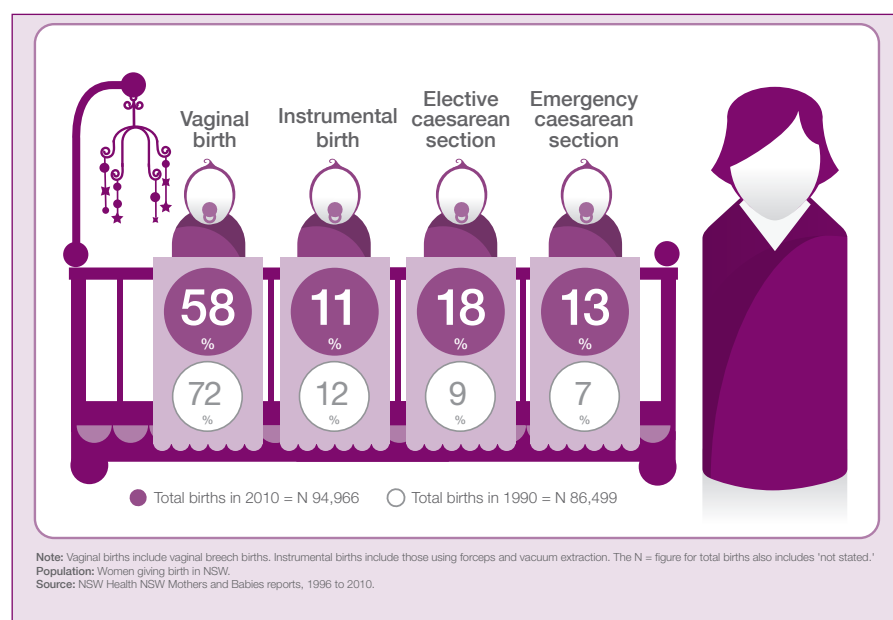
Type of birth

The rate of vaginal births decreased over the last two decades in NSW, and the rate of caesarean and in particular, elective caesarean births grew. Fourteen percent fewer mothers had vaginal births in 2010 than in 1990 (see Figure 2.10). Nine percent more mothers had elective caesarians, up to 18 percent of total births in 2010.

² NHMRC (2009) *Australian Guidelines to Reduce Health Risks from Drinking Alcohol*, available at www.alcohol.gov.au

³ NSW Ministry of Health (2012) *New South Wales Child Health Survey 2009-10*, available at www.health.nsw.gov.au

Figure 2.10 Type of delivery, NSW mothers, 1990 and 2010



Health and wellbeing

Infant feeding at time of discharge from hospital

The *Australian National Breastfeeding Strategy* aims to increase the percentage of babies fully breastfed to six months of age, with continued breastfeeding and complementary food to 12 months

and beyond.¹ *Women in NSW 2012* reported that only 27 percent of children were fully breastfed to six months in NSW, although most two-year-olds had been breastfed at some time.

While no new data is available to update this figure, NSW Health data

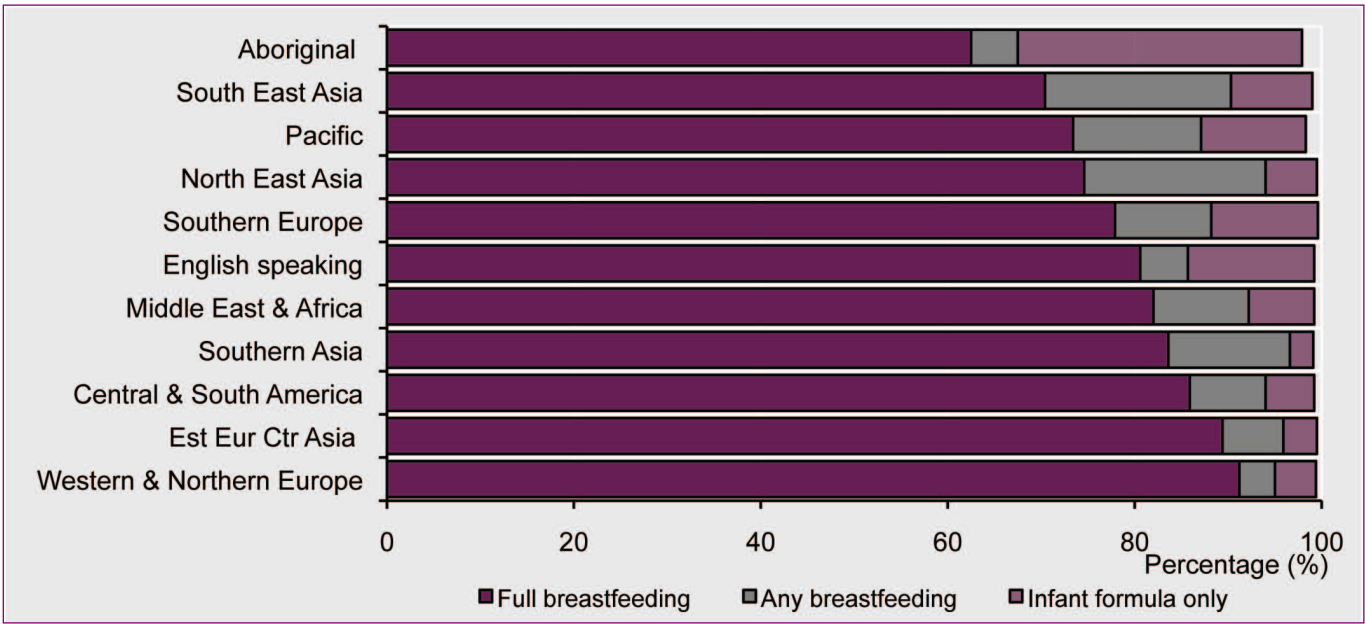
¹ Australian Health Ministers (2010) *Australian National Breastfeeding Strategy 2010-15*, available at www.health.gov.au

on how many babies are breastfed at the time of discharge from hospital is available.

Overall, 80 percent of babies were fully breastfed at the time of leaving hospital in 2010 (up from 77 percent in 2006).

The percentage varies significantly by country of birth and whether babies have Aboriginal mothers, as shown in Figure 2.11 below.

Figure 2.11 Infant feeding by birth region of mother and Aboriginal status, 2010



Note: Est Eur Ctr Asia includes Russia, Central Asia and the Baltic States. English speaking countries includes Australia. Pacific is Polynesia, Melanesia and Micronesia. Country groupings are provided in the source. Regions are ordered from highest to lowest rate of fully breastfed. Population: Liveborn babies in NSW., Source: NSW Perinatal Data Collection (HOIST). Centre for Epidemiology and Evidence, NSW Ministry of Health.

Health and wellbeing

Babies of Aboriginal, English speaking country, Southern European and Pacific country mothers are more likely to leave hospital having infant formula only. Babies whose mothers are from Western, Northern and Eastern Europe and Central Asia are most likely to be fully breastfed.

Aboriginal and Torres Strait Islander births

The reported number of confinements among Aboriginal (including Torres Strait Islander)

mothers in NSW has been rising steadily since 1990.

Babies born to Aboriginal mothers rose from 1,213 in 1990, which was 1.4 percent of all births to 3,090 in 2010 or 3.3 percent of all births.

This reflects the lower median age of Aboriginal women and could also be due to greater willingness on the part of Aboriginal women to identify as Aboriginal.

There are fewer older Aboriginal mothers (see Table 2.9). In 2010, 9 percent of Aboriginal mothers

were 35 years or older compared to 24 percent of all mothers.

Nineteen percent of Aboriginal mothers were teenagers, down from 26 percent in 1990.

While the antenatal and maternity health of Aboriginal women remains poorer than that of other NSW women, positive change is evident in many areas. Selected antenatal and maternity health indicators of Aboriginal and non-Aboriginal women are listed in Table 2.9 below.

Table 2.9 Aboriginal women's antenatal maternity health compared, 2010

Birth type	Aboriginal women %	All women %	Change since 2006 Percentage points*
Births to teenage mothers	19	3	- 2
Births to mothers 35 years and older	9	24	+1
Commenced antenatal care at less than 14 weeks	71	80	+12
Smoking in pregnancy	48	10	-6
Low birth weight babies	11.2	5.9	-1.2
Infant feeding when leaving hospital	63	80	NA

Note*: The percentage point change is for Aboriginal women.

Population: Women giving birth in NSW.

Source: NSW Health *Mothers and Babies* reports, 2006 and 2010.

How does NSW compare?

The ABS publishes the Gender Indicators Australia series every six months. It sets out a range of indicators against some of which it is possible to examine how women in NSW are faring compared with all women in Australia. Detailed information is contained in the Appendix.

Based on these indicators, the health outcomes of NSW women are very similar to those of other women in Australia. In most cases the gap is around one percentage point or less..

The largest gap relates to NSW women's levels of exercise which in 2011-12 was nearly 3 points lower than for Australian women as a whole. Nearly 76 percent of

NSW women 18 years old and over have a 'low' or 'sedentary' level of exercise. Among NSW men the level was much lower (62 percent).

NSW women's smoking rate has declined since 2007-08, currently opening up a small (2.2 percentage point) gap compared to Australian women more generally.

Chapter three

Education and learning

The NSW Government is committed to ensuring NSW has a highly skilled workforce that meets the current and future needs of the NSW economy.

Photo: Bianca Heys, student from the Forest High School



Education and learning

If women are to enjoy the full range of employment and life opportunities it is critical that they participate fully in all facets of education and learning.

Tracking progress in educational participation and attainment is an important goal in this Report. Of particular importance is examining trends among low socio-economic groups; data presented this year underscores the need for vigilance on this point.

The chapter outlines progress for both females and males in education at all levels. They include school completion, subject choice at HSC, vocational education and training participation and outcomes, and higher education performance.

The chapter also includes post-education indicators of early career earnings and job outcomes. These data should be read in conjunction with more comprehensive analysis of women's workforce experiences in Chapter Four.

The higher the educational attainment, the greater the choices available to the girls and women of NSW.

Key findings

NSW women and girls have made substantial progress in educational attainment and achievement in the last few decades. The percentage of women with qualifications at Certificate III and above has increased by 20 percentage points since 2003, from 39 to 59 percent in 2012. This is a faster rate of growth than among men, and today, NSW women have fewer formal qualifications than men only in the 45 and older age groups.

In 2011, for the first time in the last 10 years, boys had higher Year 12 completion rates than girls. Girls' Year 12 completion rates were 71 percent compared to 73 percent for boys. Boys made up considerable ground in the last year: in the period 2002-10, the gap in favour of girls was considerably larger, with around 72 percent of girls completing Year 12 compared to 62 percent of boys.

While the educational outcomes of girls and women are positive overall, the increased participation of girls in education is not uniform across the disciplines. Participation in trades training remains low by comparison with boys and men and is largely unchanged over 30 years. Women made up just 17 percent of technical and trade apprentice and trainee commencements in the 12 months to September 2012, and 28 percent were in hairdressing apprenticeships.

Just 31 percent of girls' HSC course completions are in science, technology, engineering and mathematics subjects compared to 45 percent of course completions by boys. A similar gender difference is evident in women and men's course enrolments at university; engineering and related technologies made up 12 percent of men's undergraduate enrolments but just 1.4 percent of women's.

Many women lose economically in the course of making transitions between study, work and family. In 2012, a graduate pay gap of \$5,000 per year (an increase of \$1,000 from the previous year), had emerged between young women and men by the time they obtained their first full-time job after university. Female vocational education and training graduates are less likely than men to work in a field for which they are qualified.



NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

State Plan NSW 2021

Goal 1: Improve the performance of the NSW economy

State Plan NSW 2021

Goal 6: Strengthen the NSW skill base

State Plan NSW 2021

Goal 15: Improve education and learning outcomes for all students

The NSW Government is committed to ensuring NSW has a highly skilled workforce that meets the current and future needs of the NSW economy. The State Plan also aims to provide for an education and training system that offers all members of the community access to high quality training so they can fully participate in the workforce. Increasing the number of women in non-traditional occupations is part of this vision. The topics covered in this chapter relate to State Plan Goals 1, 6 and 15; the linkages between individual indicators and State Plan targets are shown below.

Education and learning

Gender indicators: Education and learning

In this report, women's experiences in education and learning are reported in six areas of importance

for women as they move through their lives and careers. Many indicators align with state, national and international frameworks and these linkages are shown in the topics and indicators box below.

Education and learning topics and indicators

Topic	Indicators	Linkages
Topic 1: High school completion Focus topic	1.1 Completion rates, Year 12 or equivalent 1.2 Higher School Certificate student course choice Education and employment experiences of early school leavers	ABS Gender Indicators Productivity Commission, Report on Government Services State Plan NSW 2021 (Goals 1 and 15) United Nations Gender Inequality Index
Topic 2: Vocational education and training	2.1 Vocational education and training participation 2.2 Qualifications at AQF Certificate III and above	ABS Gender Indicators Council of Australian Governments, National Agreement for Skills and Workforce Development State Plan NSW 2012 (Goal 6) Productivity Commission, Report on Government Services
Topic 3: Apprenticeships and traineeships	3.1 Apprenticeships and traineeships 3.2 Women's participation in technical and trade training	ABS Gender Indicators State Plan NSW 2012 (Goals 1 and 6)
Topic 4: Higher education	4.1 Undergraduate students 4.2 Postgraduate students 4.3 Undergraduate field of education	ABS Gender Indicators State Plan NSW 2012 (Goal 6) Organisation for Economic Co-operation and Development (OECD) Gender Equality Indicators World Economic Forum Global Gender Gap Index United Nations Gender Inequality Index
Topic 5: Employment outcomes	5.1 VET graduates working in their field of study 5.2 The graduate salary gap	ABS Gender Indicators State Plan NSW 2012 (Goal 6)
Topic 6: Lifelong learning	6.1 Work-related learning	ABS Gender Indicators State Plan NSW 2012 (Goal 6)

Education and learning

Current levels and trends

The rest of the chapter describes the current status of NSW women in the topic areas listed above and the direction of change over time, where time series information is available. The latest available data is used in each case; the year in

which data is collected as well as details about the source is shown for each indicator.

For some indicators the data for population subgroups used in the 2012 *Women in NSW* Report is not available. This is the case for the remoteness classification (ARIA) used to show rural/urban

differences. As a result, comparisons with other subgroups have been given. In the case of the indicator on participation in adult and community education, no new data is available since the publication of *Women in NSW 2012*. Last year's data is shown below and is not repeated in the body of this year's Report.

Indicator	Women in NSW 2012	Source
Participation in adult and community education	Women make up 67% of enrolments in government-funded adult and community education courses in NSW.	Adult and Community Education Statistics. Department of Education and Communities, unpublished data.

Topic 1 High school completion

Completing high school creates the platform from which to embark on further education and employment. It is a measure of achievement in itself: earnings and employment outcomes are significantly better

for people who have completed Year 12 or its equivalent. Indicator 1.1 reports on Year 12 completion while Indicator 1.2 focuses on subject choice in the Higher School Certificate (HSC).

The section ends with a Focus Topic that examines the further

education and employment experiences of girls who leave school early and do not complete Year 12. This group is the focus of specific attention in *NSW 2021, the State Plan* and is critical to redressing social disadvantage.

1.1 Completion rates, Year 12

The proportion of the estimated potential Year 12 student population who achieve a NSW HSC Award.

Current position	<p>In 2011, 71 percent of girls in NSW completed Year 12, compared with 73 percent of boys.</p> <p>Gender gap</p> <ul style="list-style-type: none">Girls have lower school completion rates than boys by 2 percentage points.
The direction of change over time	<p>Completion rates for both sexes remained constant between 2002 and 2010. In 2011, girls' completion rates changed little from 72 percent in 2010, whereas boys' increased significantly from 63 to 73.</p> <p>Between 2002 and 2010 the gender gap remained steady with an average 10 percentage point gap in favour of girls. In 2011, for the first time in the past decade, boys surpassed girls with a 2 percentage point lead. This contrasts with the rest of Australia where girls are still ahead of boys by 7 percentage points (73 percent of girls compared to 66 percent of boys complete Year 12).</p>

Education and learning

Discussion	<p>School completion rates in the years leading up to 2011 have been higher for female than male students in all socio-economic groups (see Figure 3.1).</p> <p>The new 2011 gender gap, with boys completing more than girls, is most notable in the lower socio-economic deciles but can also be seen in the medium socio-economic deciles. In the three lowest socio-economic deciles 70 percent of boys completed Year 12 or equivalent compared to 66 percent of girls, whose completion rates fell slightly.</p> <p>One possible explanation relates to the drop in young men commencing an apprenticeship or traineeship. In 2009 (two years earlier), there was a sharp decrease (14 percent) in the number of young men (15 to 24-year-olds) commencing an apprenticeship or traineeship.¹ This decrease was greatest amongst 15 and 16-year-old boys and the commencement rate for these two groups has not recovered. 15 and 16-year-old boys are the ones who commenced senior high school in 2009 and would have made up the bulk of those who completed Year 12 in 2011.</p> <p>Another possible factor is changes to rules about leaving school. From 2010 all students in NSW have been required to complete Year 10. After Year 10 and until they turn 17, students must be: in school, registered for home schooling, in approved education or training, in full-time paid employment or a combination of work, education and/or training.</p>
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Completion rates are estimated by calculating the number of students who meet the requirements of a Year 12 certificate expressed as a percentage of the potential year 12 population. The potential year 12 population is an estimate of a single year age group which could have attended year 12 that year, calculated as the estimated resident population aged 15–19 divided by five.

Note that this indicator needs to be considered alongside Indicator 3.1, which shows that more boys than girls enter vocational education and training.

Year collected: 2011 and previous years.

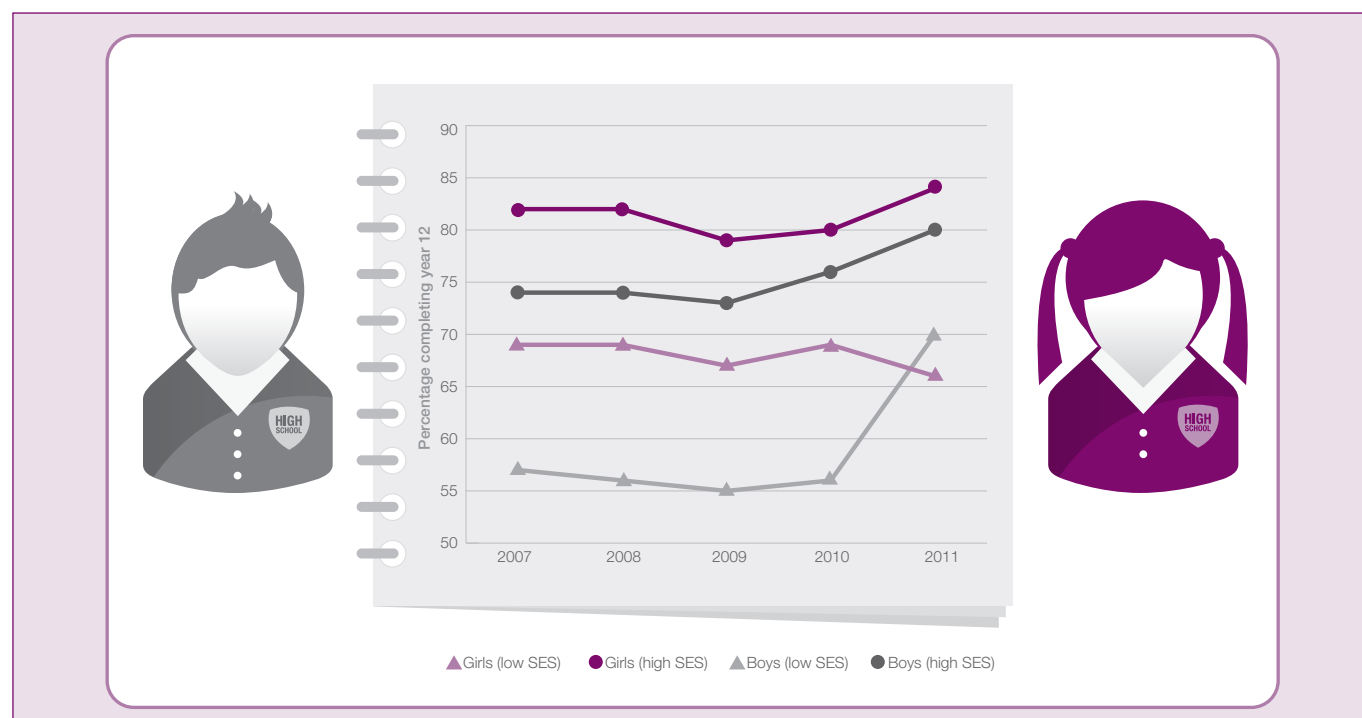
Data source: Steering Committee for the Review of Government Service Provision (2013), *Report on Government Services 2013*, Productivity Commission (Australian Government).

More information is available at www.pc.gov.au

¹ Early 2009 was the peak of the Global Financial Crisis and was marked by high unemployment rates, making it more difficult to obtain an apprenticeship or traineeship.

Education and learning

Figure 3.1 Completion rates to Year 12 by socio-economic status, NSW, 2007-11



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

Population: The estimated potential population of NSW students.

Source: Steering Committee for the Review of Government Service Provision (2013), *Report on Government Services 2013*, Productivity Commission (Australian Government).

1.2 Higher School Certificate student course choice

HSC course completions in science, technology, engineering and mathematics (STEM) subjects

Current position	<p>In 2012, 31 percent of course completions by girls at HSC level were in the Key Learning Areas (KLAs) of science, technology, engineering and mathematics. This compares to 45 percent of course completions by boys.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Girls are 14 percentage points less likely than boys to complete STEM courses at HSC level.
The direction of change over time	<p>Between 2006 and 2012 there was little change in girls' or boys' completion of STEM courses.</p> <p>In data for 2011 provided in last year's Report, 32 percent of girls' course completions were in the STEM KLAs compared to 45 percent of boys'.</p>

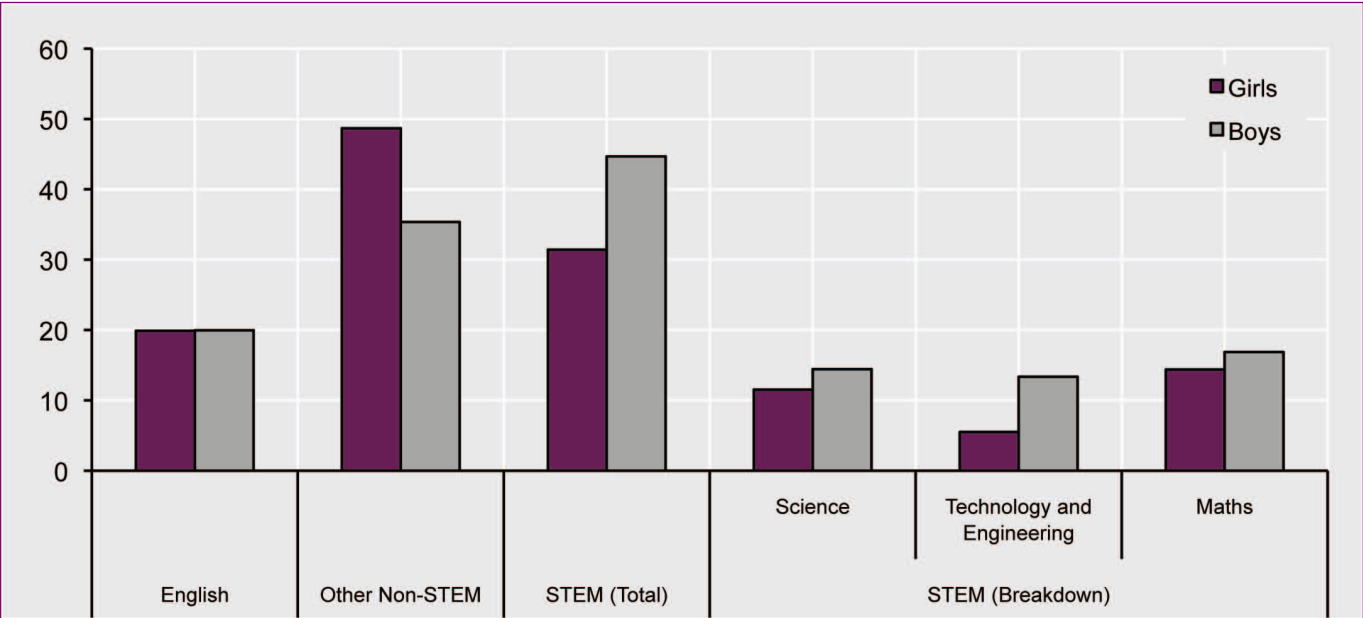
Education and learning

Discussion	<p>Girls' under-representation in STEM courses contrasts with their strong performance in other subjects (see Table 3.1 and Figure 3.2).</p> <p>While there is no national data on this topic, recent research in South Australia indicates a similar pattern to NSW. In South Australia, 46 percent of total STEM students are girls compared with 43 percent in NSW.¹</p> <p>Knowledge-intensive, high value-add industries will continue to fuel the prosperity of developed economies like Australia's.</p> <p>Women's further study and career options may be constrained by their course choice at high school. STEM courses are assumed knowledge and/or prerequisites for many tertiary level courses that have good job prospects (see Indicator 5.2, The graduate salary gap).</p> <p>Further research could establish the extent to which girls and boys have different completion rates across STEM subjects, as opposed to different enrolment preferences.</p>
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There were 23 separate HSC courses within the STEM KLAs in NSW in 2012 (see Table 3.1). Note that this year we have included VET subjects and revised last year's data accordingly. The data captures students who completed courses; enrolment data is not readily available.

Year collected: 2012.
Data source: NSW Board of Studies, unpublished data.
More information is available at www.boardofstudies.nsw.gov.au

Figure 3.2 Girls' and boys' completion of STEM courses at HSC level, NSW, 2012



Note: STEM courses are listed in Table 3.1. Non-STEM courses are all other HSC courses. English is shown separately because it is compulsory and accounts for 20 percent of all completions.
Population: NSW Higher School Certificate students.
Source: NSW Board of Studies, unpublished data.

¹ Government of South Australia (no pub date) Female participation in STEM study and work in SA 2012. Note that SA includes a slightly different range of subjects in the STEM total than NSW.
South Australian Department of Further Education, Employment, Science and Technology, Female Participation in STEM Study and Work in South Australia 2012.

Education and learning

Table 3.1 Science, technology, engineering and mathematics HSC completions, NSW, 2012

HSC Key Learning Area	Share of girls' course completions %	Share of boys' course completions %
Science (44,059)	11.5	14.4
Biology (16,570)	5.8	3.9
Chemistry (10,838)	2.8	3.6
Earth and environment (1,497)	0.4	0.5
Physics (9,469)	1.2	4.5
Senior science (5,685)	1.4	1.9
Technology and engineering (31,655)	5.5	13.4
Automotive (741)	0.0	0.4
Construction (3,142)	0.0	1.9
Electrotechnology (405)	0.0	0.2
Metal and engineering (1,422)	0.0	0.8
Primary industries (962)	0.2	0.3
Agriculture (1,403)	0.4	0.4
Design and technology (3,241)	0.8	1.1
Engineering studies (2,051)	0.1	1.2
Food technology (3,782)	1.6	0.6
Industrial technology (5,200)	0.3	2.8
Information processing and technology (3,285)	0.4	1.6
Information technology (1,746)	0.2	0.9
Software design and development (1,471)	0.1	0.8
Technology and applied study (400)	0.1	0.1
Textiles and design (2,404)	1.3	0.0
Mathematics (53,070)	14.4	16.9
Total STEM courses (128,784)	31.4	44.7
Other Non-STEM (143,812)	48.7	35.4
English (67,864)	19.9	20.0
Total course completions (340,460)	11.5	14.4

Note: The figures are for STEM course completions as a percentage of total course completions for HSC units of study. This year VET subjects are included. There were 72,500 students in NSW in 2012 who undertook 340,000 courses. English is shown separately because it is the largest and only compulsory subject.

Population: NSW Higher School Certificate students.

Source: NSW Board of Studies, unpublished data.

Education and learning

Focus topic Education and employment experiences of early school leavers

What happens to young women who leave school early? Although much is written about the challenges they face in employment and lifetime earnings, less is known about the extent to which they overcome their initial 'qualifications gap' in later life. In this focus topic we compare young women who left school early during the 1990s with those who completed Year 12 in the same period, looking at whether they returned to education and how this affected them.

Today the percentage of young people completing Year 12 has increased compared to 15 years ago. Raising the school leaving age, offering a wider range of vocational subjects at school and the changing labour market have all contributed to this trend. While 78 percent of Australian women aged 20 to 24 years had completed Year 12 or equivalent in 2001, 85 percent had in 2011.¹

¹ Foundation for Young Australians (2012) *How Young People are Faring 2012* p.56. Available at www.fys.org.au. The figure is for Australia as a whole.

Nevertheless, tracking the employment and educational outcomes for an earlier generation provides useful insights into the challenges and opportunities available to a group that commence their adult life with qualification deficits. In this focus topic we track young women using the HILDA longitudinal survey.² We look at school leavers first in 2001, when they were aged between 22 and 29, and then again 10 years later.³ First, contextual information about the two groups is provided.

² This report uses unit record data from the Household, Income and Labour Dynamics in Australia (HILDA) Survey. The HILDA Project was initiated and is funded by the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and is managed by the Melbourne Institute of Applied Economic and Social Research (Melbourne Institute). The findings and views reported in this paper, however, are those of the author and should not be attributed to either FaHCSIA or the Melbourne Institute. All HILDA data in this report has been analysed for Women NSW by Dr Ian Watson.

³ The choice of population reflects women in their twenties who will have (largely) finished their tertiary studies following their school years.

Socio-economic background of girls completing and not completing school

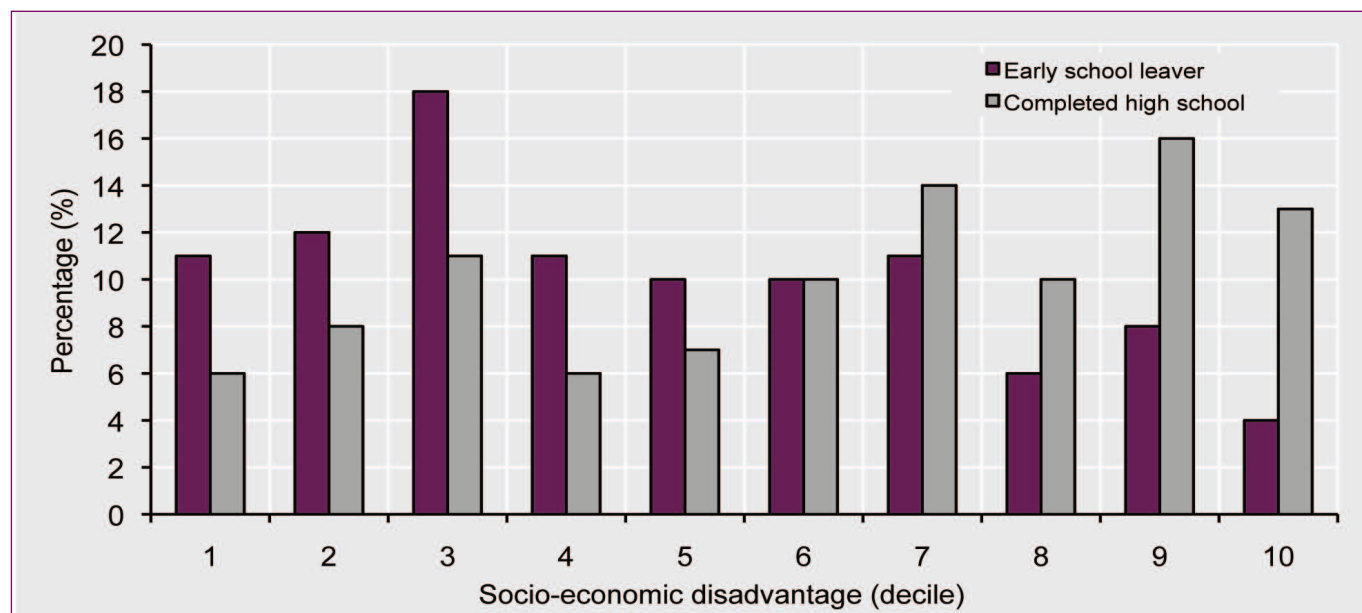
An examination of the social background of girls leaving school early indicates they come disproportionately from disadvantaged circumstances.

The early school leavers were overwhelmingly found living in areas defined as being in the lowest deciles of socio-economic disadvantage, with some 48 percent found in the bottom three deciles.⁴ Among those who completed high school the proportion who were living in these three areas was just 29 per cent. By contrast, the school completers were found clustered in the most advantaged areas, with 37 percent in the top three deciles. Among the early school leavers, only 13 percent lived in these areas (see Figure 3.3).

⁴ The analysis uses the ABS SEIFA Index to examine socio-economic status.

Education and learning

Figure 3.3 Socio-economic area of residence in 2011



Population: All NSW women in the HILDA survey aged 22 to 29 (inclusive) in 2011. Data is weighted.
Source: HILDA Release 11.0.

What other background differences existed in 2001?

Schools

The kind of school attended was notable: 84 percent of early school leavers had been to government schools, compared with 66 percent among those who had completed high school.

Occupation

Parents' occupations also correlated with high school completion. Early school leavers were more likely to have fathers who worked at machinery and plant operators, or as labourers (35 percent). The proportion who had worked as professionals was just 10 percent. By contrast, women who had completed high school were much more likely to have had fathers who were professionals (22 percent) and much less likely to have been machinery and plant operators, or labourers (13 percent). The same patterns were evident in

the occupation of the mothers.

Cultural differences also appear to differ systematically between the two groups of women. Only 17 percent of the early school leavers had been born overseas whereas some 27 percent of the women who completed high school had been. The contrast between the two groups was also stark when it came to their parents' birthplaces. Among the early school leavers, for example, some 36 percent had fathers born overseas, but among the school completers the proportion was higher, at 42 percent. The same pattern was evident with the mothers.

Early school leavers who were in their twenties in 2001

Turning to the experiences of the young women in education and the labour market, the first point of interest is the educational outcomes which had already

occurred by 2001. For some of the women in the sample, leaving school may have taken place over 10 years earlier.

As one might expect, nearly half of the women who had completed high school had gone on to achieve a university education, while another 11 percent had acquired diplomas or advanced diplomas.

Among the early school leavers, the situation was very different: just 1 percent had achieved a university education and another 7 percent had acquired diplomas. They had, however, taken up vocational courses in considerable numbers, with 20 percent holding certificate level qualifications.

Overall, some 72 percent of the early school leavers had acquired no further qualifications, compared with just 35 percent of those who completed high school. See Table 3.2.

Education and learning

Table 3.2 Educational outcomes in their twenties, NSW women by Year 12 completion

Highest level of education achieved	Whether completed Year 12 or not by 2001	
	Women who were early school leavers %	Women who completed Year 12 %
University	1	45
Diploma/Advanced Diploma	7	11
Certificate	20	10
Year 12	1	35
Below Year 12	72	
Total	(N=332) 100*	(N=627) 100

Population: All NSW women in the HILDA survey aged 22 to 29 (inclusive) in 2011. Data is weighted. *Percentages do not total 100 due to rounding. Source: HILDA Release 11.0.

Young women's experiences 2001-11

So what happened in the next 10 years? How had things changed by 2011 when the women were in their thirties?

The changes appear modest. For those who completed high school, another 8 percent had acquired university qualifications and a further 5 percent had acquired vocational certificates. The overall proportion without any post-

school qualifications had fallen considerably, from 35 to 23 percent.

For early school leavers the progress, in relative terms, was also tangible. The proportion with university qualifications tripled, from 1 percent to 3 percent, while the proportion with vocational certificates increased considerably, from 20 percent to 34 percent. Consequently, the improvement in lowering the proportion without post-school qualifications was

also considerable: a drop from 72 percent down to 54 percent – leaving the qualification gap between school completers and non-completers as roughly 30 percentage points (see Table 3.3).

In other words, many women took up opportunities for 'second chance' education through their twenties and thirties, with the vocational education and training system providing an important vehicle for this choice.

Table 3.3 Educational outcomes in their thirties, NSW women by Year 12 completion

Highest level of education achieved by 2011	Whether completed Year 12 or not	
	Women who were early school leavers %	Women who completed high school %
University	3	53
Diploma/Advanced Diploma	8	10
Certificate	34	15
Year 12	1	23
Below Year 12	54	
Total	(N=200) 100	(N=418) 100*

Population: All NSW women in the HILDA survey aged 22 to 29 (inclusive) in 2011. Data is weighted. *Percentages do not total 100 due to rounding. Source: HILDA Release 11.0.

Education and learning

Employment outcomes: then and now

Education has major implications for the employment prospects of individuals. What was the employment situation among these early school leavers in 2001 and how did it change by 2011?

In 2001, early school leavers were just as likely to be working part-time as those who completed high school (22 percent and 20 percent respectively), but they were only half as likely to be working full-

time (28 percent to 58 percent). Instead, they were more likely to be unemployed (8 percent compared with 2 per cent) and much more likely to have withdrawn from the labour market (44 percent compared with 20 percent).

By 2011, the situation was quite different. Those who had completed high school were more likely to be working part-time rather than full-time, no doubt because of increased parenting activities.

The most interesting comparison, however, is between those early school leavers who didn't gain any further education and those who did undertake further education. The latter had much higher levels of full-time labour force participation. Some 39 percent of them were working full-time, a figure not far below the 44 percent of high school completers, and twice as large as the 19 percent of early school leavers who did not gain further education.

Table 3.4 Employment outcomes, 2001 and 2011, by Year 12 completion

	Women who left school early			Women who completed high school	
	Total 2001 %	With no further education 2011 %	With further education 2011 %	2001 %	2011 %
Employed full-time	28	19	39	58	44
Employed part-time	22	33	32	20	35
Unemployed, looking for full-time work	5	1	3	1	1
Unemployed, looking for part-time work	3	2	2	1	1
Not in the labour force, marginally attached	22	16	4	8	4
Not in the labour force, not marginally attached	20	29	21	12	15
Total	(N=332) 100	(N=104) 100	(N=96) 100	(N=627) 100	(N=418) 100

Population: All NSW women in the HILDA survey aged 22 to 29 (inclusive) in 2011. Data is weighted.
Source: HILDA Release 11.0.

Conclusion

This insight into the path taken by early school leavers indicates that they find it harder to make the transition to either full-time work or full-time education, and generally to establish secure futures. However, it also indicates the potential benefits associated with re-entering education later in life – a path that

over one-third of the women took. Further research would be needed to learn more about those who do pursue so-called 'second chance education', to identify, for example, their socio-economic background or other ways they may differ from the young women who do not.

In NSW, 12 percent of girls and 15 percent of boys aged 15 to 19

years were not actively engaged in either work or education in 2011. These young people, disproportionately from low socio-economic and rural backgrounds, clearly constitute an at-risk social group. The analysis above shows the importance of remediating opportunities being kept open for them in their later lives.

Education and learning

Topic 2 Vocational education and training

Vocational education and training (VET) provides employment-related

skills across a wide range of vocations. As the Focus Topic in this chapter shows, it is the avenue for people of all ages to develop skills to enter or re-enter the labour force, and to deepen their capabilities for existing jobs. The

indicators in this section report on participation in VET courses (2.1) and attainment of VET qualifications (2.2).

2.1 Vocational education and training participation

Participation in a VET course by people 15-64 years

Current position	<p>9.6 percent of women aged 15 to 64 years in NSW (235,900) participated in government-funded VET in 2011 compared with 8.8 percent (214,800) men.</p> <p>Gender gap</p> <ul style="list-style-type: none">• There were 21,000 more women who participated in a government-funded VET course in 2011 than men.
The direction of change over time	<p>The participation rate for both women and men aged 15 to 64 years has remained relatively steady from 2007 to 2011, with rates ranging from 9.3 percent to 9.8 percent for women and 8.6 percent to 9.1 percent for men.</p>
Discussion	<p>There is considerable variation among subgroups of women (see Figure 3.4). Women with a disability are considerably under-represented. In 2009, the last data available, they made up 19 percent of the NSW population, but comprised just 7 percent of VET students.</p> <p>Aboriginal women comprised 5.3 percent of VET students in 2011 compared to 2.5 percent of the NSW population. Women who were born overseas in a non-English speaking country were under-represented on a population share basis; they comprised 21 percent of VET students compared to 25 percent of the NSW population.</p>

Indicator 2.1 reports on the number and rate of women and men's participation in government funded VET in NSW, in courses at all AQF levels. Government-funded VET includes students funded by the Commonwealth and NSW Governments and does not include students paying fee-for-service to private registered training organisations (RTOs) or school-based VET students. The rate is based on the number of students as a proportion of the population aged 15 to 64 years, and refers to the highest course undertaken by the student.

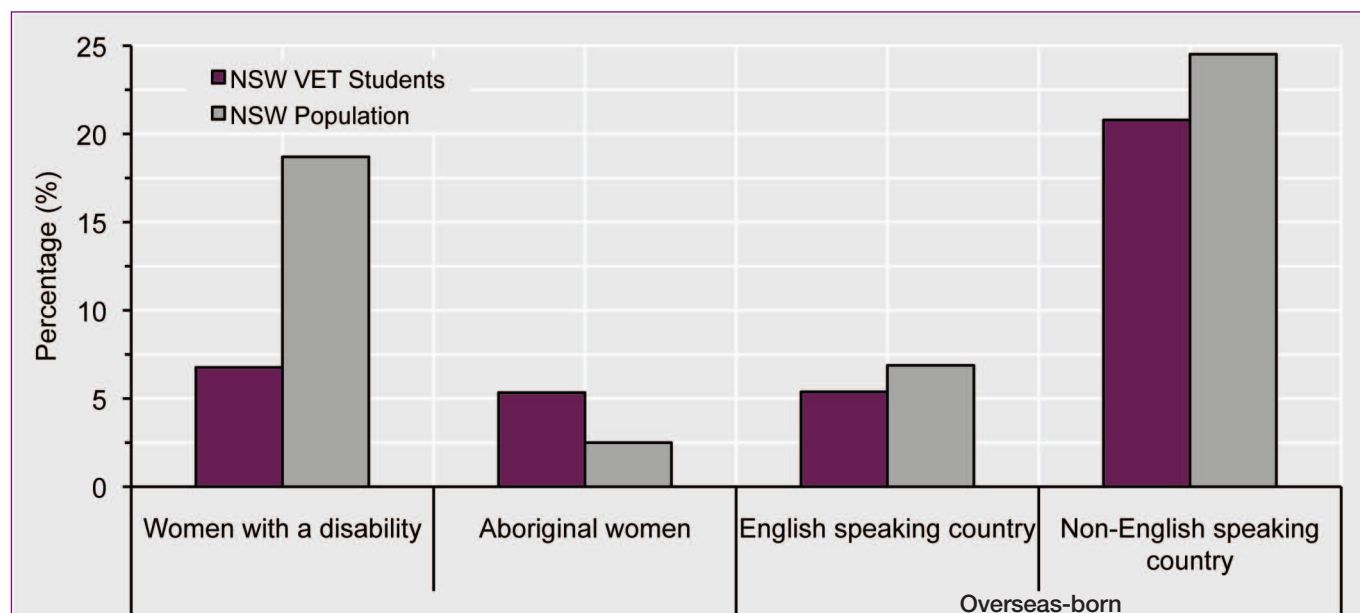
Year collected: 2011; 2009 (disability data).

Data source: Productivity Commission, *Report on Government Services 2013*, Chapter 5; VOCSTATS, Students and Courses Collection and ABS Census of Population and Housing 2011.

More information is available at www.pc.gov.au and www.ncver.edu.au

Education and learning

Figure 3.4 Women participating in VET courses compared with NSW population, 2011



Note: This graph compares the percentage of students within VET courses that belong to the individual subgroups with the total percentage of that subgroup within NSW. For example, 7 percent of female VET students identify as having a disability whereas some 19 percent of women in NSW identify as having a disability. This shows that women with a disability are under-represented in VET courses. Some women may fall within multiple categories.

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

Source: VOCSTATS, Students and Courses Collection. Population figures for women with a disability are taken from the ABS (2010) *Disability, Ageing and Carers, Australia 2009*. Cat no. 4430.0 and for all other women from the Census of Population and Housing 2011.

2.2 Qualifications at AQF Certificate III and above

Qualifications at Australian Qualification Framework (AQF) Certificate III and above held by 20 to 64-year-olds

Current position	<p>In 2012, 59 percent of women 20-64 years had attained qualifications at AQF Certificate III and above. This compares to 62 percent of men.</p> <p>Gender gap</p> <p>Among the prime working-aged population, the gap between women and men with qualifications at Certificate III and above is 3.6 percent in men's favour.</p>
The direction of change over time	<p>Completion rates have continued to grow since 2011. During the last year, women's completion rates improved faster than men's (4.4 percentage point increase in the proportion of women with qualifications at AQF Certificate III and above compared to 2.6 percentage points increase for men) resulting in the gender gap closing from 5.4 to 3.6 percentage points.</p> <p>The percentage of 20 to 64-year-olds with qualifications at Certificate III and above has grown rapidly in NSW over the last decade, from 45 percent of the population in 2002 to 61 percent in 2012 (both sexes). Nationally 54 percent of working-age women have a post-school qualification at Certificate III or above compared to 59 percent in NSW.</p> <p>Figure 3.5 shows that women's qualification rate has increased at a faster rate over the last decade compared to the rate of men, changing by 20 percentage points from 39 to 59 percent.</p>

Education and learning

Discussion	<p>The proportion of people with qualifications at Certificate III or above differs significantly amongst those from varying socio-economic status. The gender gap is smallest (3.6 percent) among those in the higher socio-economic groups and largest (6.2 percent) among those in the middle socio-economic groups (see Figure 3.6).</p> <p>As noted in last year's Report, women in the younger age groups are more qualified than their male counterparts and are more educated than their mother's generation.</p>
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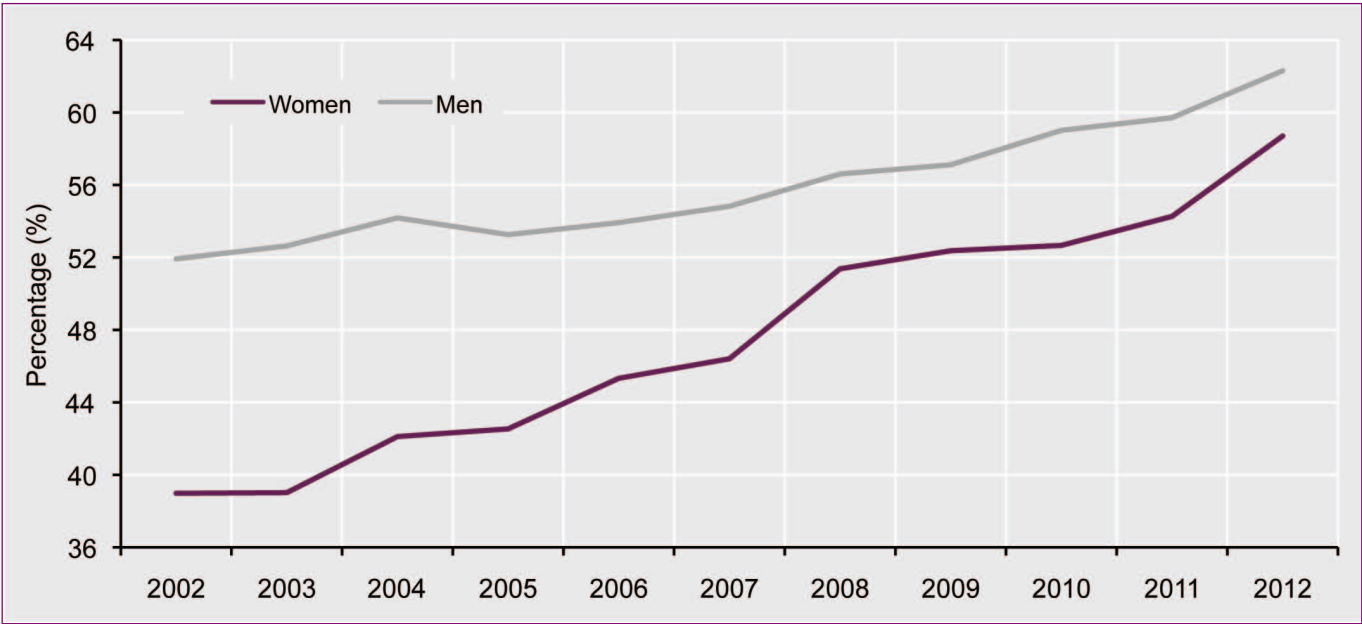
Indicator 2.2 describes gender differences in a key long-term national performance measure, the holding of Certificate III, which is regarded as a minimum non-school qualification. This indicator is regarded as a useful stock measure for the skills base of the workforce (noting that skills are also acquired through informal work and life experience).

Year collected: 2012 and previous years.

Data source: ABS (2012 and previous years) *Education and Work, Australia, May 2012*. Cat no. 6227.0, unpublished data.

More information is available at www.abs.gov.au

Figure 3.5 Women and men with qualifications at AQF Certificate III or above, 2002-12

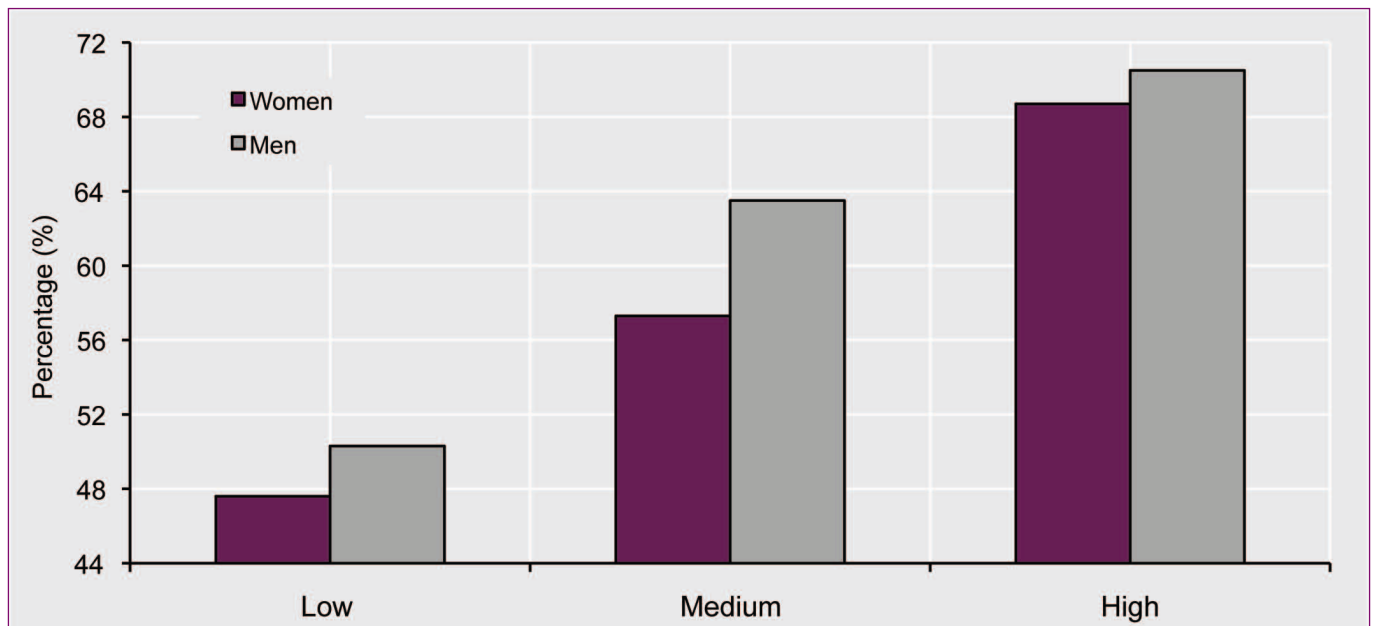


Population: NSW residents aged 20 to 64 years.

Source: ABS (2012 and previous years) *Education and Work, Australia*. Cat no. 6227.0.

Education and learning

Figure 3.6 People with qualifications at Certificate III or above, by socio-economic status



Note: Socio-economic status is measured using the ABS SEIFA Index of Relative Socio-Economic Disadvantage.

Population: NSW residents aged 20 to 64 years.

Source: ABS (2012 and previous years) *Education and Work, Australia, May 2012*. Cat no. 6227.0, unpublished data.

Topic 3 Apprenticeships and traineeships

Apprenticeships and traineeships are distinctive among VET courses in that people undertaking them are contracted to an employer

for an established period. They often result in qualifications that are considered to be the minimum requirements for an occupation, and may be specified in legislation or industrial instruments. The number of apprentices and trainees of both sexes has been increasing in NSW in recent years.

The indicators below look at the comparative rates of women and men commencing and completing apprenticeships and traineeships (Indicator 3.1), and then in more detail at technical and trade apprenticeships and traineeships (Indicator 3.2).

Education and learning

3.1 Apprenticeships and traineeships

Apprenticeship and traineeship commencements and completions

Current position	<p>44,049 women in NSW <i>commenced</i> an apprenticeship or traineeship in the 12 months to September 2012, compared with 53,862 men.</p> <p>23,819 women and 29,703 men <i>completed</i> an apprenticeship or traineeship in NSW in the same period.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Nearly 10,000 fewer women than men commenced apprenticeships and traineeships in NSW in the 12 months to September 2012. This is a 10 percentage point gap between men and women or a ratio of four women to every five men.• Nearly 6,000 fewer women than men completed an apprenticeship or traineeship in NSW in the year to June 2012. This is a 11 percentage point gap between men and women or a ratio of four women to every five men.
The direction of change over time	<p>In 2011, 10,700 fewer women than men <i>commenced</i> apprenticeships and traineeships. The gap was similar but slightly smaller (9,800) in 2012.</p> <p>The gender gap in <i>completions</i>, however, has closed from nearly 6,500 in 2010-11 to just under 6,000 in 2011-12.</p> <p>The ratio of women to men undertaking apprenticeships and traineeships has been closing gradually since 1994-95 (see Figure 3.7). The proportion of women commencing an apprenticeship or traineeship has increased from 27 percent of the total in 1994-95 to 45 percent in 2011-12.</p>
Discussion	<p>Whilst the numerical gap in commencements continues to grow the percentage gap has shrunk. The reason the percentage gap continues to shrink whilst the numerical gap doesn't is due to the larger percentage increase in the numbers of women compared to that of men. From 2010-11 to 2011-12 the number of women commencing an apprenticeship or traineeship grew by 6.6 percent compared to 3.3 percent for men.</p> <p>Women from regional and remote areas make up larger proportions of people commencing an apprenticeship or traineeship (34 percent) than their level of representation in NSW (27 percent). Of particular note is that there are nearly twice as many outer regional and three times as many students from remote and very remote areas than these groups' representation in NSW.</p>

Apprenticeships and traineeships differ in that apprenticeships are longer, at three to four years, and are generally found within traditional trade occupations while traineeships are shorter, at one to two years, and are found across a broader range of occupations.

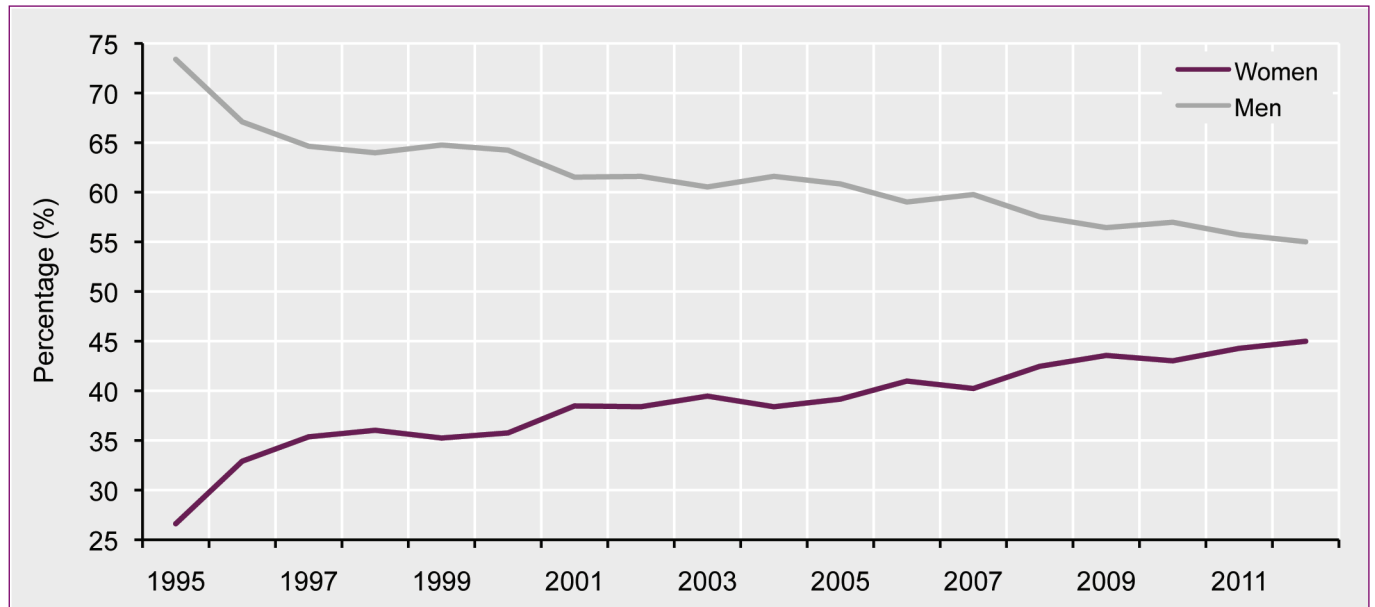
Year collected: 2011-12.

Data source: Average four quarters to September 2012, NCVER, Apprentices and Trainees Collection.

More information is available at www.ncver.edu.au

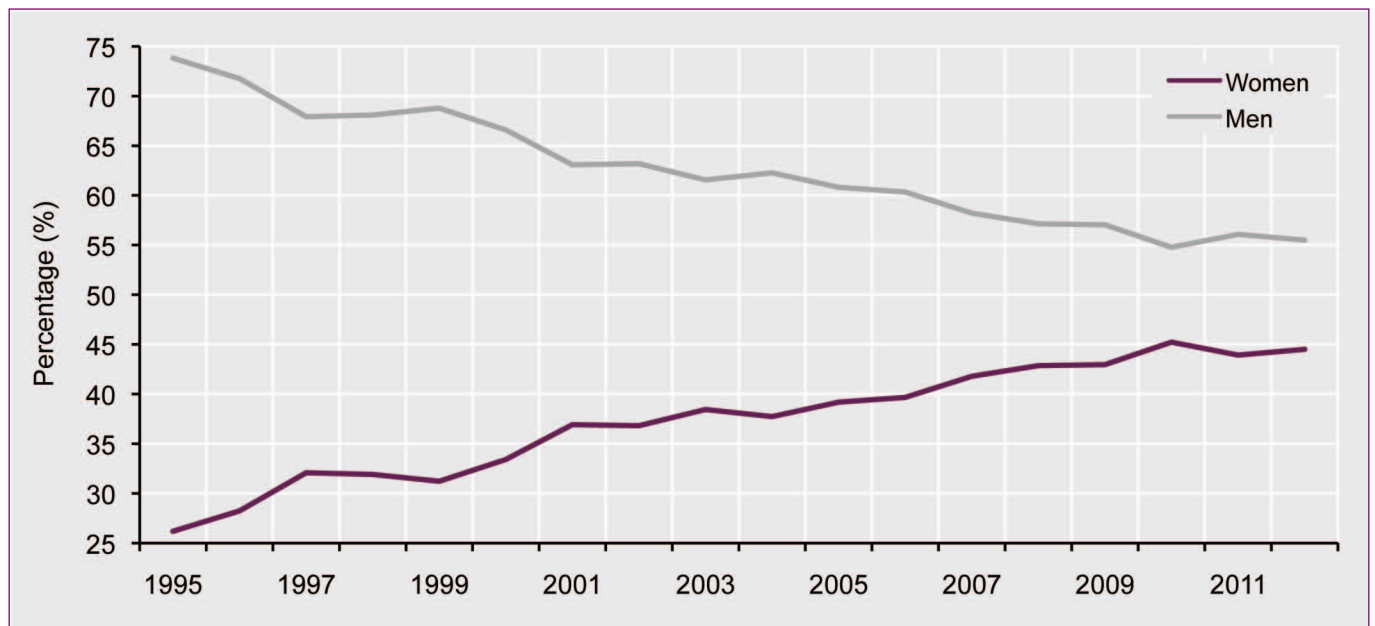
Education and learning

Figure 3.7 Women and men's share of apprenticeship or traineeship commencements, 1995-2012



Population: NSW residents who commenced an apprenticeship or traineeship between 1995 and 2012.
Source: VOCSTATS, Apprentices and Trainees collection.

Figure 3.8 Women and men's share of apprenticeship or traineeship completions, 1995-2012



Population: NSW residents undertaking an apprenticeship or traineeship between 1995 and 2012.
Source: VOCSTATS, Apprentices and Trainees collection.

Education and learning

3.2 Women's participation in technical and trade training

Participation in apprenticeships and traineeships in technical and trade occupations

Current position	<p>In the 12 months to September 2012, 4,603 women commenced an apprenticeship or traineeship in a technical or trade occupation, representing 17 percent of total apprenticeships and commencements.</p> <p>In the 12 months to September 2012, 2,478 women completed an apprenticeship or traineeship in a technical or trade occupation, representing 16 percent of total apprenticeship and traineeship completions.</p> <p>Gender gap</p> <ul style="list-style-type: none"> In 2012, there were nearly 17,500 fewer women than men who commenced an apprenticeship or traineeship in a technical or trade occupation.
The direction of change over time	<p>Participation in technical and trade apprenticeships and traineeships has increased a little among both sexes in the last decade.</p> <p>In 2012, there were nearly 11,000 fewer women than men who completed an apprenticeship or traineeship in a technical or trade occupation.</p> <p>While the proportion of men and women commencing and completing technical and trade apprenticeships and traineeships has remained constant (between 14 and 18 percent women from 2003-12 for both commencements and completions) the numerical gap has grown substantially (see Figure 3.9).</p>
Discussion	<p>Apprenticeships and traineeships in technical and trade occupations make up 27 percent of all apprenticeship and traineeship commencements in NSW. The majority are male-dominated according to the NSW Government definition of having 25 percent or fewer women (see below). Only the food trades and the other trade groups (which includes hairdressers) are not male-dominated.</p> <p>Of the total number of women commencing a technical or trade apprenticeship or traineeship in 2012, 4 percent were animal attendants and trainers, 6 percent were medical technicians, 12 percent were cooks and 28 percent were hairdressers. In contrast, 6 percent of males were cooks and 1 percent were hairdressers with the vast majority of males (49 percent) undertaking construction, automotive and engineering trades.</p> <p>From 2002 to 2012 there has been a slight increase in the percentage of women commencing a construction, automotive and engineering trade.</p>

Trades' apprentices and trainees are people whose apprenticeship or traineeship was in one of the occupations in the ANZSCO (Australia and New Zealand Standard Classification of Occupations) 2006, Major Group 3, *Technicians and Trade Workers*. This group includes: engineering, ICT and science technicians, automotive and engineering trades workers, construction trades workers, electrotechnology and telecommunications trades workers, food trades workers, skilled animal and horticultural workers and other technicians and trades workers.

The NSW Government defines occupations or training as 'male-dominated' where 25 percent or less of participants are women.

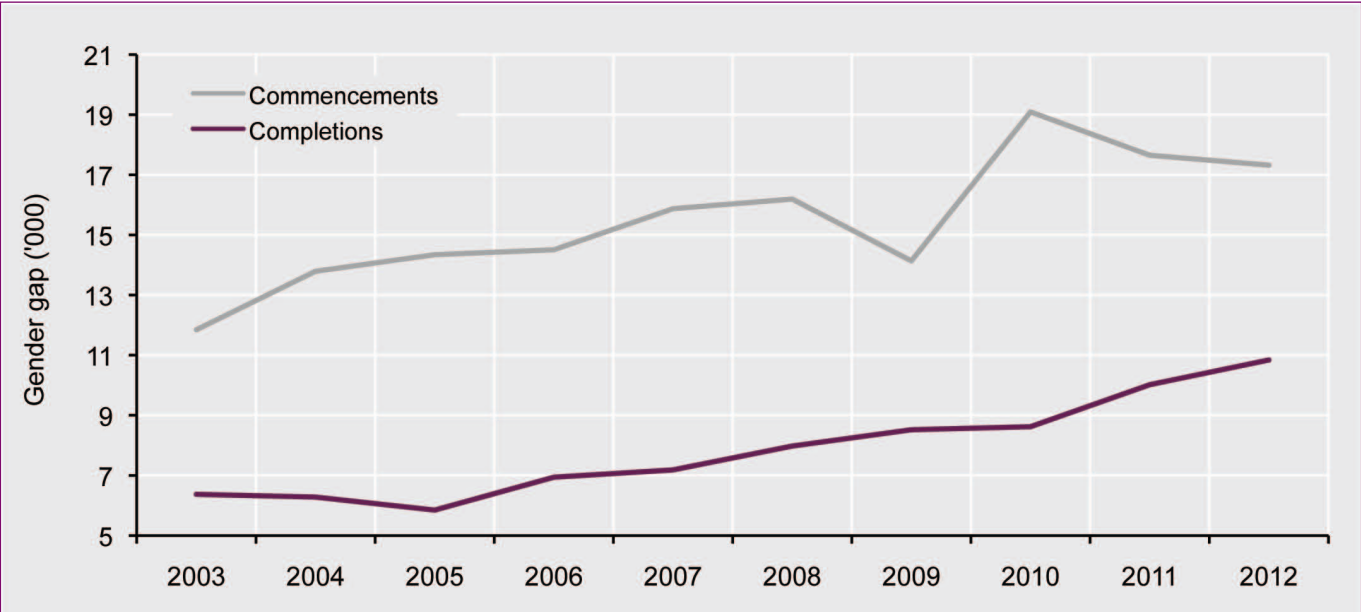
Year collected: 2012.

Data source: 12 months to September quarter 2012, NCVET, Apprentices and Trainees Collection.

More information is available at www.ncver.edu.au

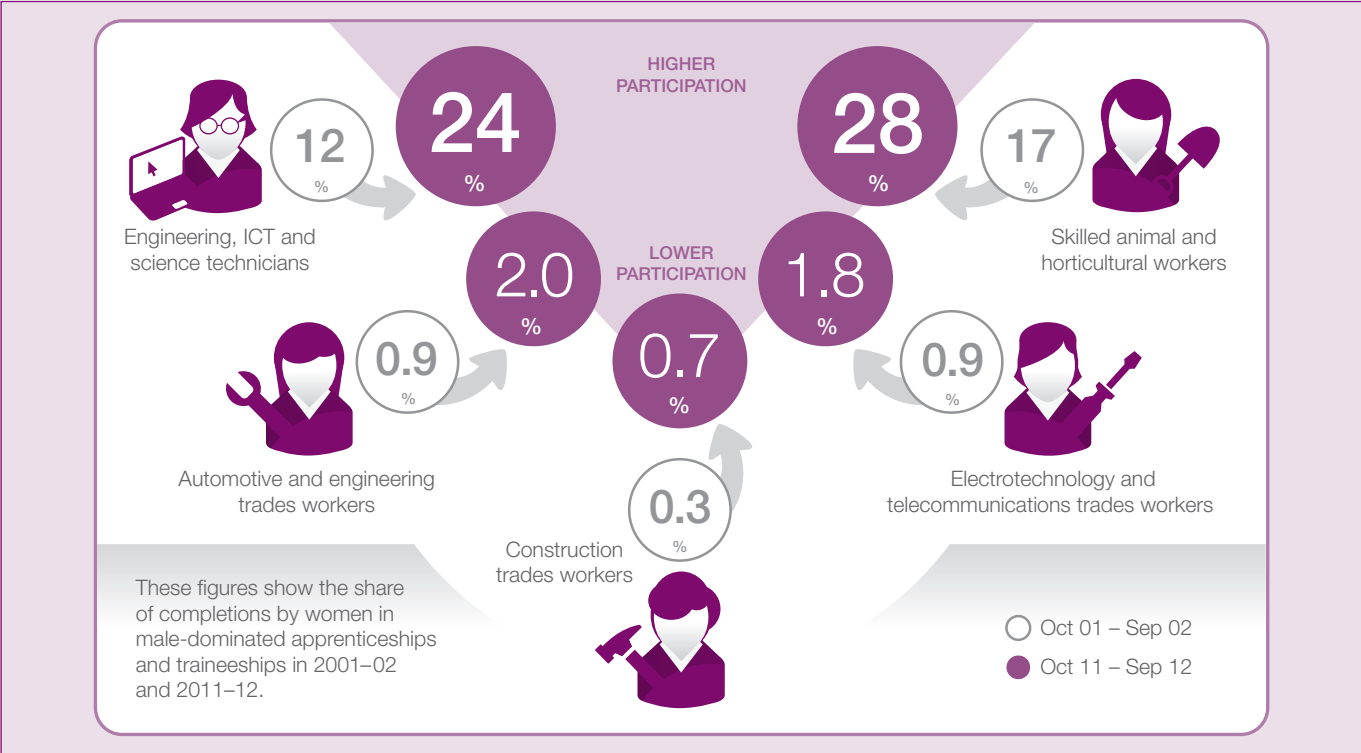
Education and learning

Figure 3.9 Technician and trade apprenticeships and traineeships, 2003-12



This graph shows the numerical gender gap in both commencements and completions. Despite that percentage gap remaining consistent the numerical gap continues to increase.
 Note: Not further defined (NFD) occupations are not included.
 Population: Year to September 2012 and year to September 2011.
 Source: VOCSTATS, Apprentices and Trainees Collection.

Figure 3.10 Selected trade and technical apprenticeships and traineeships over time



Population: NSW residents who completed a technician and/or trade apprenticeship or traineeship, 2002 and 2011.
 Source: VOCSTATS, Apprentices and Trainees Collection.

Education and learning

Topic 4 Higher education

In Australia, the term 'higher education' generally refers to education at degree level and

above. Formally, higher education courses are those leading to the award of undergraduate qualifications and postgraduate qualifications (see below). Almost all higher education in Australia is offered by universities. The

indicators below look at number of female and male students at undergraduate (Indicator 4.1) and postgraduate (Indicator 4.2) levels and at undergraduate student subject choice (Indicator 4.3).

4.1 Undergraduate students

Students participating in higher education at the undergraduate level

Current position	<p>In 2011, women made up 57 percent of NSW undergraduate students (120,774 in total). Men made up 43 percent (92,322) of undergraduate students.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Some 28,500 more NSW women than men were enrolled in an undergraduate higher education course in 2011, a 13 percentage point gap in women's favour.
The direction of change over time	<p>In recent years, enrolment numbers of NSW students in Bachelor's degrees have been steadily increasing for both women and men. From 2010 to 2011 the gap closed slightly in favour of men.</p> <p>There has been a 23 percent increase in the number of women studying undergraduate courses from 2006 to 2011 (see Figure 3.11) compared with a 26 percent increase in the number of men, so the gap between women and men has closed slightly in this period.</p>
Discussion	<p>Three out of four female undergraduate students are under the age of 25. Of all female undergraduate students just over 2 percent were aged 50 and over.</p> <p>Women born in Australia are amongst the least qualified of all women living in NSW with only 22 percent having attained an undergraduate qualification or higher. 56 percent of women born in Southern and Central Asia and 47 percent born in the Americas, North East Asia and the Sub-Saharan Africa attained an undergraduate qualification or higher. The only group to have a lower percentage than Australian-born women with undergraduate degrees are those from Southern and Eastern Europe (see Figure 3.12).</p> <p>The educational gap for Aboriginal women is still acute, with only 8 percent of Aboriginal women having attained an undergraduate qualification or higher in 2011.</p>

This indicator reports on all domestic students enrolled in undergraduate courses in Australia who in 2011 gave NSW as their state of permanent home location.

Undergraduate qualifications (associate and Bachelor's degrees and some advanced diplomas and diplomas) and postgraduate qualifications (graduate certificate, graduate diploma, Masters and doctoral degrees by research or coursework).

Year collected: 2011 and proceeding years.

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

More information is available at www.innovation.gov.au/highereducation

Education and learning

Table 3.5 Undergraduate and postgraduate course commencements, NSW, 2011

Course level	Women %	Total Students
Undergraduate total	57	221,907
Bachelor's graduate entry	56	5,011
Bachelor's honours	60	3,014
Bachelor's pass	57	197,061
Associate degree	36	3,786
Advanced Diploma	48	1,586
Diploma	48	2,463
Other undergraduate award courses	58	8,986
Postgraduate total	57	68,374
Doctorate by research	54	9,722
Doctorate by coursework	55	244
Masters by research	52	2,114
Masters by coursework	57	36,391
Postgrad. Qual/Prelim.	63	87
Grad. (Post) Dip.	60	11,436
Graduate Certificate	56	8,380

Population: NSW residents who enrolled in a higher education course in 2011.

Source: Department of Innovation, Higher Education Statistics Collection, (Student Collection), unpublished data. Explanation of the listed qualifications can be found at www.aqf.edu.au

Education and learning

4.2 Postgraduate students

Students participating in higher education at the postgraduate level

Current position	<p>In 2011, women made up 57 percent of NSW postgraduate students (38,836). Men made up 43 percent (29,538) of postgraduate students.</p> <p>Gender gap</p> <ul style="list-style-type: none"> 9,500 more NSW women than men were enrolled in a postgraduate higher education course in 2011, a 14 percentage point gap in women's favour.
The direction of change over time	<p>The number of women studying postgraduate degrees has increased by 30 percent since 2006 (data not shown). This rate of growth is faster than the growth in undergraduate enrolments which was 23 percent. Men's participation also increased but more slowly at 16 percent change since 2006. From 2010 to 2011 the gap grew by 1.1 percent in favour of women.</p> <p>During this time the ratio of women to men commencing postgraduate degrees has increased slightly from 1.17: 1 to 1.31: 1.</p>
Discussion	<p>The growth in the postgraduate enrolment gender gap occurred most rapidly in Masters degrees (see Figure 3.11).</p> <p>More than half (56 percent) of all female postgraduate students are aged 30 and over and 11 percent are aged 50 and over.</p> <p>In 2011 only 3 percent of Australian-born women in NSW had attained a postgraduate qualification. In contrast, 18 percent of those born in Southern and Central Asia, 12 percent of those born in North-East Asia and 11 percent of those born in the Americas had a postgraduate qualification (see Figure 3.12).</p> <p>Only 1 percent of Aboriginal women had attained a postgraduate qualification in 2011.</p>

This indicator reports on all domestic students enrolled in postgraduate courses in Australia who in 2011 gave NSW as their state of permanent home location.

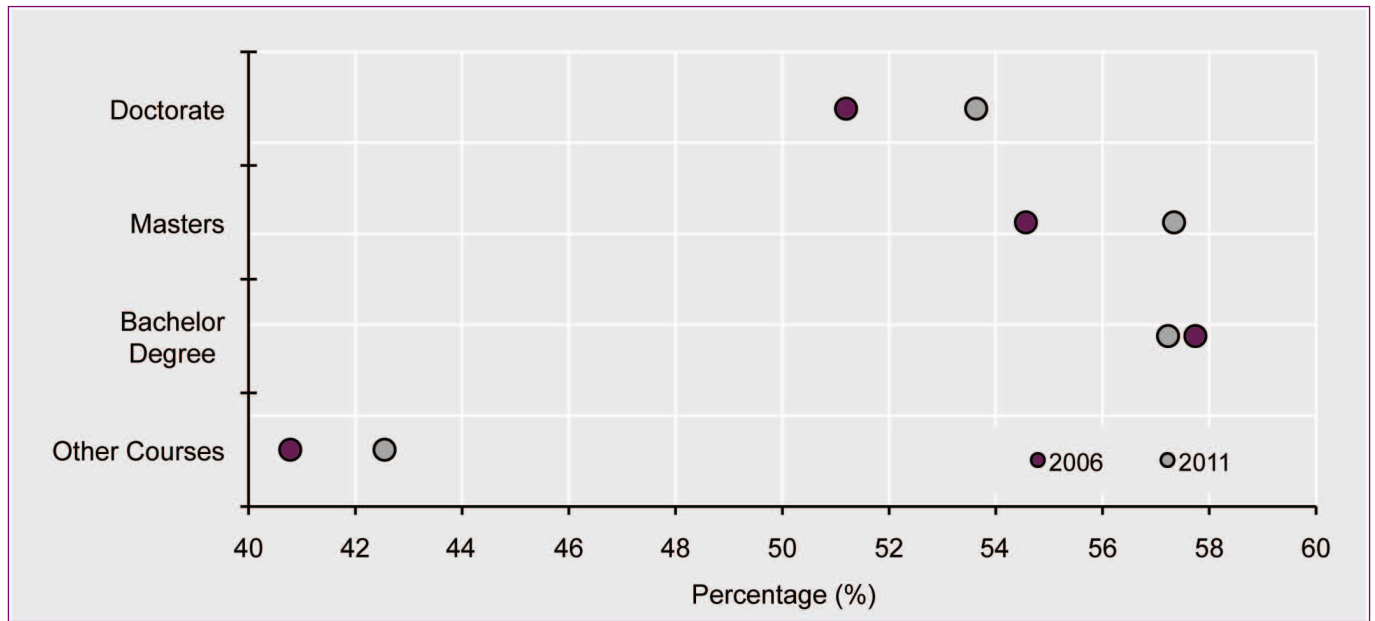
Year collected: 2011.

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

More information is available at www.innovation.gov.au/highereducation

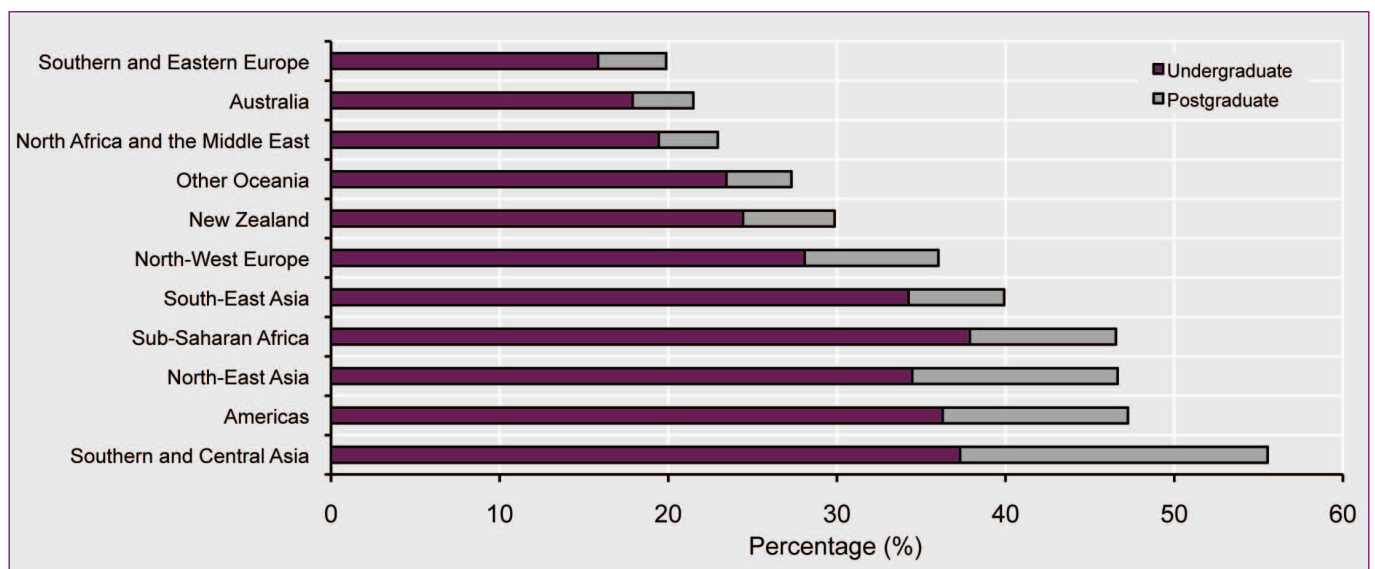
Education and learning

Figure 3.11 Women's share of enrolments by course level, 2006 and 2011



Note: Masters level enrolments in the above figure include: graduate certificate, graduate diploma and Masters degrees by research or coursework. Bachelor's degree enrolments include: Bachelor's graduate entry, Bachelor's honours and Bachelor's pass. Other courses include: associate degree, advanced diploma, diploma and other undergraduate award courses.
Population: NSW residents who enrolled in a higher education course in 2006 and 2011.

Figure 3.12 Women undertaking higher education by country of birth, NSW domestic students, 2011



Population: NSW women who were enrolled in a higher education course in 2011.
Source: Department of Innovation, Higher Education Statistics Collection (Student Collection), unpublished data.

Education and learning

4.3 Undergraduate field of education

Undergraduate enrolments in science, technology, engineering and mathematics subjects

Current position	<p>In 2011, 31 percent of women enrolled in an undergraduate course enrolled in a science, technology, engineering or mathematics (STEM) field. This compares to 41 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women are 10 percentage points less likely than men to enrol in undergraduate STEM courses at university.
The direction of change over time	<p>While the percentage of women enrolling in STEM courses has remained fairly constant (between 31 and 33 percent) between 2002 and 2011, the actual number of STEM enrolments for women increased by 11,946. By comparison, STEM enrolments for men increased by only 9,043, so that the percentage of men studying STEM courses fell from 46 to 41 percent over the period (see Figure 3.13).</p> <p>The largest number increases of STEM enrolments for women were nursing at 3,708 (63 percent growth) and behavioural science at 2,881 (83 percent). Percentage increases were greatest in health at 175 percent (to 454 students) and dental studies at 324 percent (to 504 students).</p> <p>An instance where increased STEM enrolments for men was not matched by an equivalent increase in women was civil engineering, an increase of 1,039 men and 209 women between 2001 and 2010, although the percentage change for women was greater off a low base).</p> <p>Information technology has become less popular with both men and women since 2002. Women's enrolments fell 60 percent to just 975 enrolments in 2011 and the number of men fell 32 percent to 5,393 enrolments.</p>
Discussion	<p>Information technology and engineering and related technologies stand out as the courses where the difference between women and men is greatest.</p> <p>On average, less than 16 percent of participants in these courses were women. 86 percent of engineering students (across all fields of engineering) were men. In 2011, 12 percent of men were enrolled in engineering which is also one of the highest paid graduate careers (see Indicator 5.2). The figure for women was 1.4 percent.</p>

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

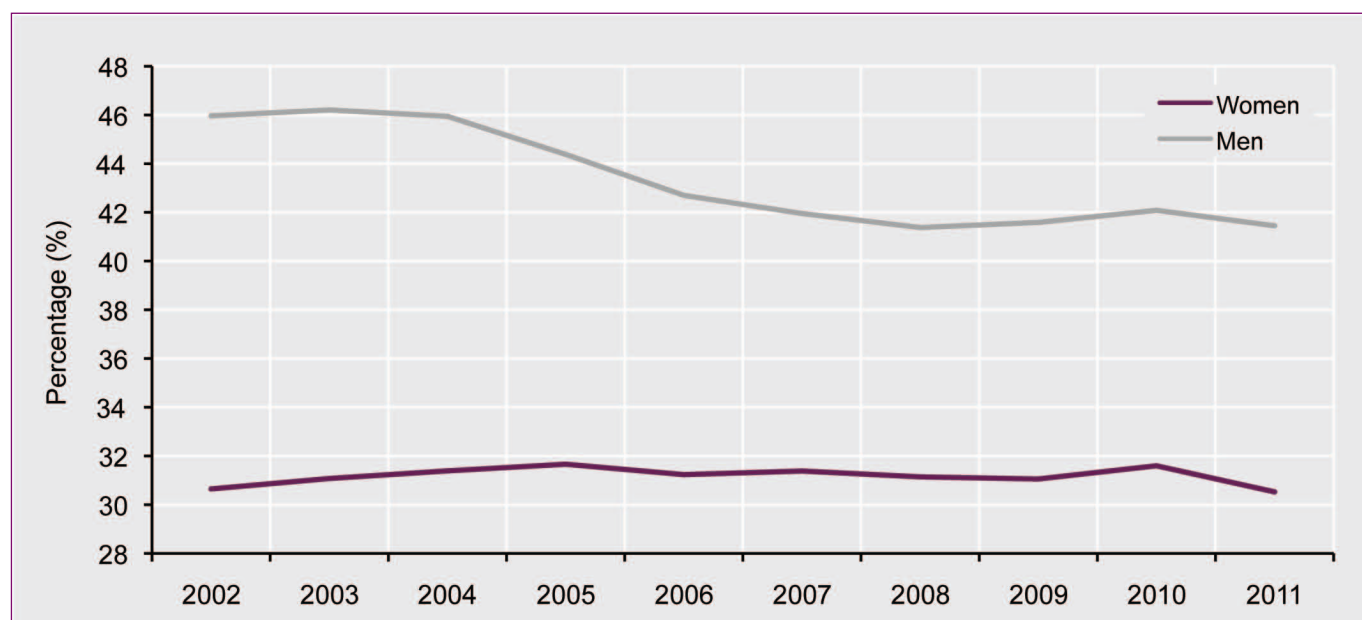
Year collected: 2011.

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

More information is available at www.innovation.gov.au/highereducation

Education and learning

Figure 3.13 Undergraduate STEM enrolments, by sex, 2002-11



Note: STEM fields include science, technology, engineering and mathematics subjects.

Population: Domestic NSW residents who enrolled in an undergraduate course in 2011 and previous years.

Source: Department of Innovation, Higher Education Statistics Collection (Student Collection), unpublished data.

Table 3.6 Undergraduate STEM enrolments, NSW, 2011

Undergraduate fields of education	Share of women's enrolments %	Share of men's enrolments %
Natural and physical sciences (20,695)	7.1	9.3
Natural and physical sciences (4,270)	2.9	4.2
Mathematical sciences (235)	0.2	0.5
Physics and astronomy (38)	-	0.1
Chemical sciences (73)	-	0.1
Earth sciences (97)	0.1	0.2
Biological sciences (2,181)	1.5	1.5
Other natural and physical sciences (3,538)	2.4	2.7
Information technology (6,368)	0.7	4.9
Information technology (107)	0.1	0.5
Computer science (218)	0.1	1.3
Information systems (357)	0.2	1.8
Other Information technology (293)	0.2	1.2
Engineering and related technologies (15,111)	1.4	11.9
Engineering and related technologies (554)	0.4	4.1
Manufacturing engineering and technology (4)	-	-
Process and resources engineering (304)	0.2	0.9
Automotive engineering and technology (0)	-	-
Mechanical and industrial engineering and technology (252)	0.2	1.5

Education and learning

Undergraduate fields of education	Share of women's enrolments %	Share of men's enrolments %
Civil engineering (368)	0.3	2.0
Geomatic engineering (12)	-	0.2
Electrical and electronic engineering and technology (156)	0.1	1.3
Aerospace engineering and technology (72)	-	0.4
Maritime engineering and technology (4)	-	0.1
Other engineering and related technologies (321)	0.2	1.4
Architecture and building (5,666)	1.3	3.4
Architecture and urban environment (1,684)	1.2	1.6
Building (195)	0.1	1.9
Agriculture, environmental and related studies (3,362)	1.0	1.7
Agriculture, environmental and related studies (56)	-	-
Agriculture (526)	0.4	0.4
Horticulture and viticulture (32)	-	0.1
Forestry studies (4)	-	-
Fisheries studies (0)	-	1.0
Environmental studies (846)	0.6	0.1
Other agriculture, environmental and related studies (26)	-	0.2
Health (31,153)	15.1	8.3
Health (454)	0.3	2.0
Medical studies (2,402)	1.6	1.4
Nursing (9,540)	6.5	0.5
Pharmacy (834)	0.6	0.3
Dental studies (504)	0.3	0.1
Optical science (174)	0.1	0.2
Veterinary studies (738)	0.5	0.1
Public health (361)	0.2	-
Radiography (646)	0.4	0.3
Rehabilitation therapies (2,751)	1.9	0.9
Complementary therapies (429)	0.3	0.1
Other health (3,217)	2.2	2.2
Society and culture (5,786)	4.0	1.9
Behavioural science (5,786)	4.0	1.9
Total STEM subjects (90,187)	30.5	41.4
Total non-STEM subjects (165,961)	69.5	58.6
Total course enrolments (256,148)	100.0	100.0

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

Population: Domestic NSW students who gave NSW as their permanent home location and who enrolled in an undergraduate course in 2011.

Source: Department of Innovation, Higher Education Statistics Collection (Student Collection), unpublished data.

Education and learning

Topic 5 Employment outcomes

The completion of formal education may signify the beginning of a woman or man's career, a change in career path or simply a formalisation of a set of skills. For those who have completed a formal education their next step is usually

employment. The indicators in this section focus on employment outcomes after completion of study. Indicator 5.1 refers to VET graduates and whether or not they are working in the same occupation as their training. Indicator 5.2 focuses on the graduate salary gap between women and men aged less than 25 with a Bachelor's degree.

5.1 VET graduates working in their field of study

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

Current position	<p>25 percent of NSW women aged 20 to 64 who hold a VET qualification are working in the same occupation as their training. This compares with 34 percent of men in the same age group.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Amongst VET graduates aged 20 to 64 years, women are 9 percentage points less likely than men to work in a field for which their training was intended.
The direction of change over time	<p>There has been little change for either women or men since 2009. Figures for women ranged between 25 and 26 percent and for men ranged from 32 to 39 percent. Whilst both men and women have improved slightly since 2011 (25 to 26 percent for women and 32 to 34 percent for men) the improvement for men has been greater.</p>
Discussion	<p>The differences are greatest among women and men under 35 years (see Figure 3.13). For women aged 20 to 34 the gender gap is 16 percentage points whereas for women aged 35 to 64 the gender gap is 0.4 percentage points.</p> <p>Further analysis is required to determine why there is such a large gap between men and women under the age of 35. Reasons for this may include child bearing, further study or a change in career path.</p>

Same occupation in this data is determined by NCVER at the ANZSCO four-digit or unit group level, and is derived from matching the student's reported occupation six months after training has completed with the intended occupation for the training course in question (as described in Training Packages). Whilst the Student Outcomes Survey goes back to 2005, data on occupation after training is available from 2009. The data is reported here for the age group 20 to 64 years.

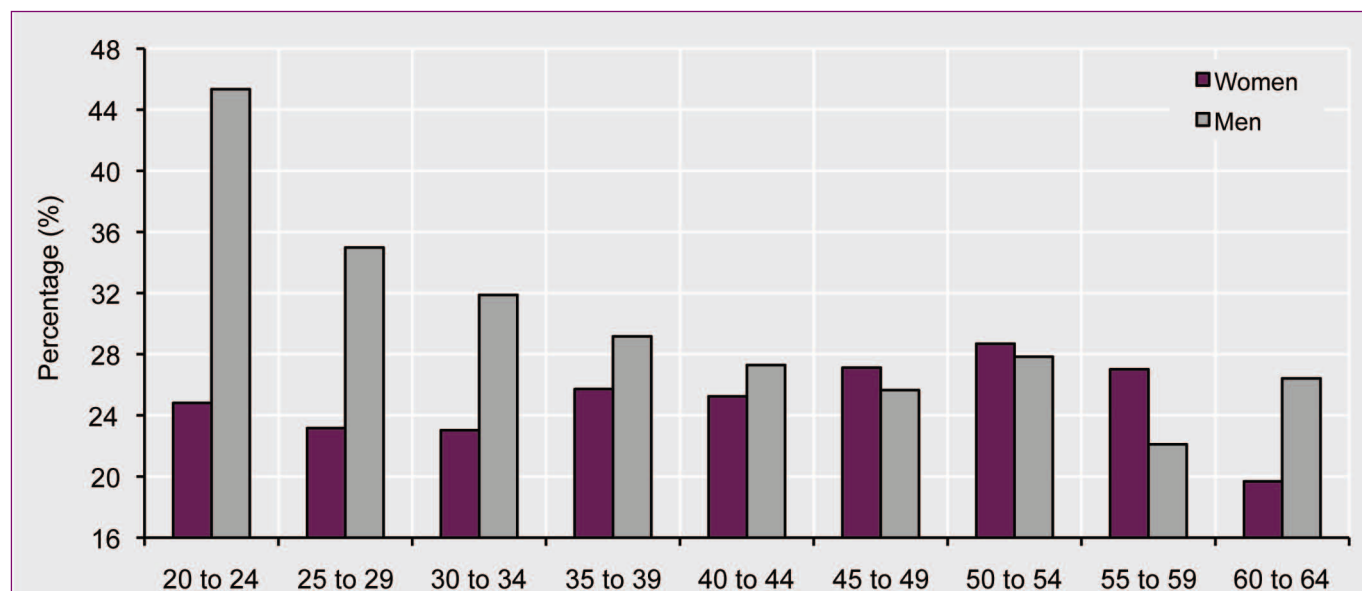
Year collected: 2011.

Data source: VOCSTATS, Student Outcomes Survey 2011.

More information is available at www.ncver.edu.au

Education and learning

Figure 3.14 People working in their field of study, by age, NSW, 2011



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

Population: VET graduates aged 20 to 64. Source: VOCSTATS NCVER Student Outcomes Survey 2011.

5.2 The graduate salary gap

Median starting salaries for young graduates

Current position	<p>In 2012, the median starting salary for women aged less than 25 with a Bachelor's degree in their first full-time job was \$50,000 per year. The median earnings of their male counterparts was \$55,000.</p> <p>Gender gap</p> <ul style="list-style-type: none"> The graduate salary gap between NSW men and women is around 9.1 percent or \$5,000 per year.
The direction of change over time	<p>Whilst the average starting salary for graduate women has grown consistently over the past 10 years, with the exception of last year, the salary received by graduate men has fluctuated (see Figure 3.15). As a result the size of the graduate salary gap has varied.</p> <p>The average gap for 2003 to 2012 was 5.7 percent. The gap was widest at 10.0 percent in 2008, before falling to 4.0 percent in 2010 and rising since then.</p> <p>In 2012, for the first time in the past decade, the starting salary of women was the same as the previous year, increasing the graduate salary gap by 1.8 percentage points or \$1,000.</p>

Education and learning

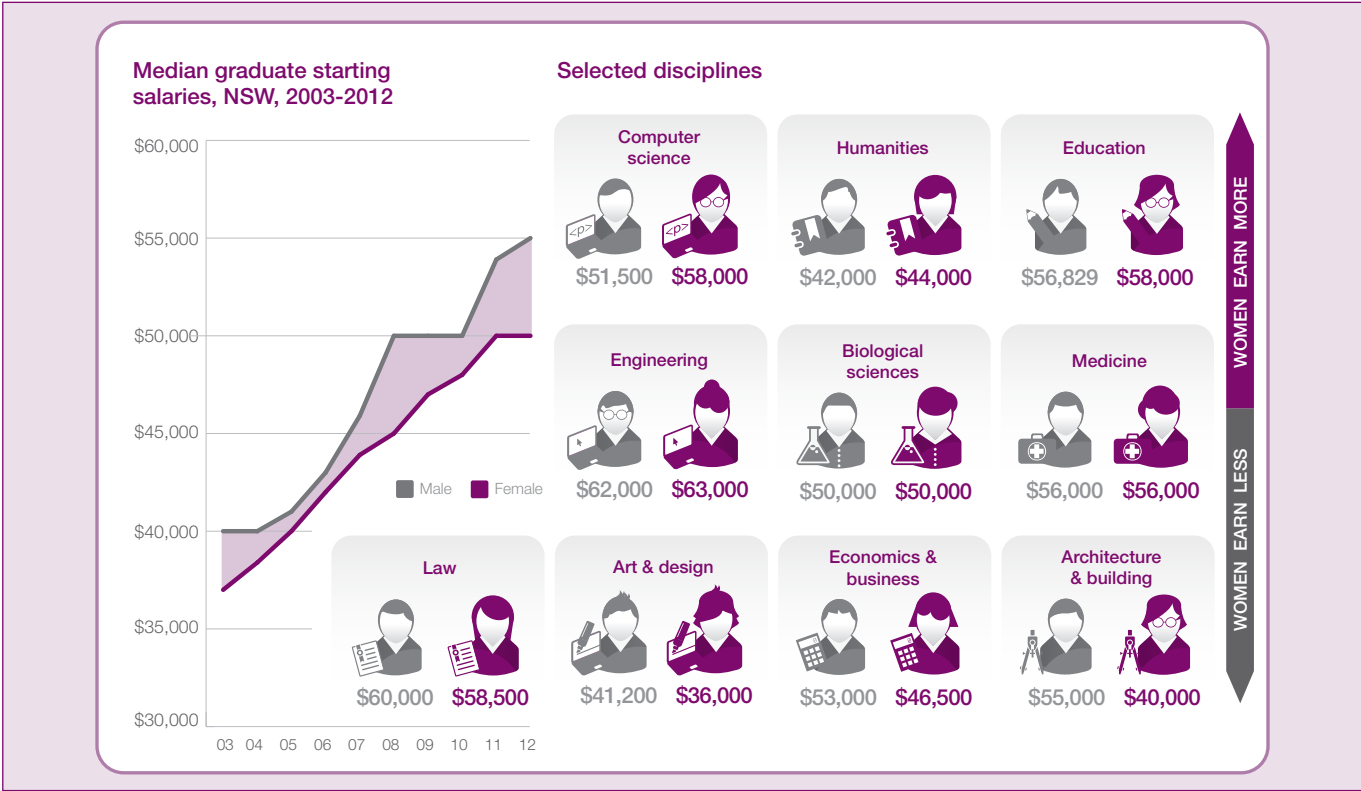
Discussion

The mining boom has created significant growth in the male-dominated disciplines of engineering and earth sciences. Engineering and earth sciences were amongst the highest paying jobs for graduates in 2012. In the past decade they have experienced significant growth in salary.

Figure 3.15 shows the gender salary gap in a selection of disciplines, including three (computer science, humanities and education) where women graduates earn more than men. The gap is largest in men’s favour in architecture and building. It should be noted that there is a significant under-representation of women in the more lucrative building professions.

Year collected: 2011 and previous years.
 Data source: Graduate Careers Australia, Australian Graduate Survey, 2011, unpublished data.
 More information is available at www.graduatecareers.com.au and www.abs.gov.au

Figure 3.15 Median starting salaries after graduation, under 25, NSW, 2003 to 2012



Population: Bachelor's degree graduates under 25 working in their first full-time job.
 Source: Graduate Careers Australia, Australian Graduate Survey, 2012.

Topic 6 Lifelong learning

Much of VET and higher education participation takes place in the years following compulsory

schooling. The indicators in this section focus more specifically on the further education and training people undertake throughout their lifetime. Indicator 6.1 refers to

work-related training and education that people undertake to improve their skills in their current job, move into new positions and/or meet professional or occupational standards.

Education and learning

6.1 Work-related learning

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

Current position	<p>NSW working women aged 15 to 64 years undertake work-related training slightly more frequently than men – 34 percent in the past 12 months in 2011, compared with 31 percent of men (see Figure 3.16).</p> <p>Gender gap</p> <ul style="list-style-type: none">Women's participation in work-related training is 3 percentage points higher than men.
The direction of change over time	<p>From 2007 to 2011 the participation levels have varied and as such show no trend. From 2007 to 2009 men had a higher participation rate than women, which has more recently turned in favour of women (see Figure 3.16).</p>
Discussion	<p>More research would be needed to determine systematic differences between women and men's engagement in work-related learning, including examination of the length and type of course. The last available ABS data (Survey of Education and Training, 2009) shows a similar percentage of people involved in work-related learning nationally (around 30 percent) with men slightly more likely to participate than women.</p>

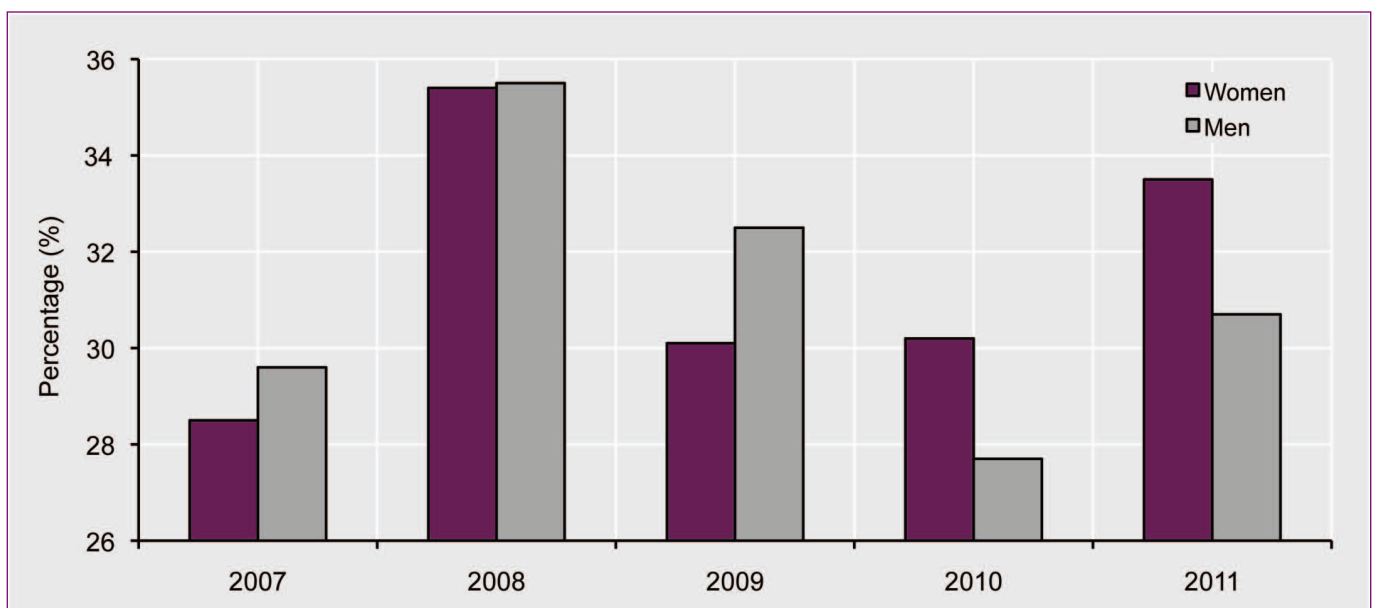
Structured work-related learning in the HILDA survey are courses that are planned in advance and have explicit attendance and assessment criteria.

Year collected: 2007 to 2011.

Data source: HILDA survey, Waves 7-11, 2007 to 2011.

More information is available at www.melbourneinstitute.com/hilda/ and www.fahcsia.gov.au

Figure 3.16 Participation in work-related learning by sex, 2007 to 2011



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

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

Source: HILDA survey, Waves 7-11, 2007 to 2011.

Education and learning

How does NSW compare?

The ABS publishes the *Gender Indicators, Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia. Detailed information is contained in the Appendix.

Based on indicators used in the *Gender Indicators, Australia* January 2013 edition, the education outcomes of NSW women are similar to those of other women in Australia. The most noticeable gaps, where women in NSW have

better outcomes than other women in Australia, relate to participation in work-related learning in the past 12 months (3.1 percentage point gap). Other significant differences relate to young people's experiences. As reported above, NSW boys' Year 12 completion rates have improved significantly in the last year (girls' rates, historically higher than boys' have flat-lined). However, nationally girls' completion rates remain higher than boys'.

Women's educational participation and qualifications have been rising more quickly in NSW than Australia as a whole. In NSW in 2012, 59 percent of adult women had a post-school qualification at Certificate III and above, compared to 54 percent nationally.

The percentage of young women disengaged from either education or employment, was lower in NSW (12.2 percent) than nationally (14.3 percent) in 2012.

The graduate earnings gap, as last year, was higher in NSW than nationally with the median earnings of NSW women graduates \$5,000 less per annum than those of equivalent men in their first full-time job. Nationally, the difference between female and male graduates was \$2,000 per annum in 2011. NSW men's higher earnings (not NSW women's lower earnings) account for the larger gap in NSW.



The NSW Government seeks to grow the economy, stimulating investment and employment, with specific industry growth targets in critical industries including professional services, manufacturing, digital economy and international education and research.

Work and financial security

There are a number of policy reasons to encourage workforce participation by women. Lower participation rates for women than men constitute a significant source of underutilised skills to improve productivity in the NSW economy.

Underemployment affects the ability of women to save for their retirement and children in workless households are at greater risk of poverty.¹

The usual pattern of family employment in Australia today is unusual in comparison to many other countries.² One parent (usually the man) works full-time; and the other (usually the woman) works part-time.

Data presented for the first time in this year's Report highlights the different workplace arrangements mothers and fathers use to care for children, and how frequently they use them. Future reports will monitor this issue.

The family employment pattern contributes to the gender pay gap, which, as in last year's Report is measured using hourly, weekly and annual indicators. However, occupational and industry workforce segregation patterns are also a major factor in explaining women's relatively lower earnings. Segregation patterns are tracked, with greater attention to the trade and technical occupations where women are highly underrepresented.

Key findings

A long-term trend towards greater participation in paid work is evident among NSW women, as it is

among women in most developed countries. Today, 57 percent of women in NSW participate in the labour force compared to 70 percent of men. The gender difference has reduced substantially, from a difference of 36 percentage points between women and men in 1978 to 13 percentage points today. This is in part because men's labour force participation rate has fallen.

This year's data confirms that underemployment is almost as big a problem for women as unemployment. Despite improvement since last year, women remained more likely to experience underemployment than men by 3.2 percentage points.

The unemployment rates of non-Aboriginal women and men this year were very similar, equalising since the period following the Global Financial Crisis when women experienced higher unemployment.

Aboriginal women's unemployment rate is nearly three times that of non-Aboriginal women; women in South Western Sydney also experience disproportionate unemployment, although the rate for women in Canterbury- Bankstown fell compared to last year.

The stabilisation of casual employment was evident this year as last and although women make up 56 percent of casual employees, men now make up a majority of fulltime casuals. New data presented this year on flexible work arrangements shows that although both sexes report having access to such arrangements, mothers are far more likely than fathers to use them to care for children. Childcare data underlined the importance of formal care for NSW's single parent

families, with 84 percent of such families using it in 2011 where the parent was employed.

Gender patterns in the jobs women and men do and the pay they receive on average remain little changed from last year. When we look at hourly pay, the gender pay gap for non-managerial employees improved slightly, with women's hourly earnings reaching 92 percent of men's in 2012. However, the weekly gender pay gap for all employees worsened by two percentage points, with NSW men earning 16 percent or \$241 more each week than women in 2012. This is similar to the median annual pay gap.

In this year's Report we calculate the number of hours a woman would have to work to earn as much as her male counterpart. Figure 4.1 provides some thought provoking examples, for example with women legal professionals needing to work 11 extra hours. While rates of housing affordability stress, on the whole, remained stable or improved compared to the data in last year's Report, it is clear that many single women, and older women, are financially vulnerable and may face difficulties affording the housing available to them, especially if they live in Sydney.

The chapter points to areas where there are major differences between groups of women. Women's unemployment rates show dramatic variation by region. Because this year Census 2011 data is available we can report on the high rate of unemployment experienced by Aboriginal women. At 15 percent in 2011, it was triple that of non-Aboriginal women.

¹ OECD. (2008) *Growing Unequal? Income Distribution and Poverty in OECD Countries*. Paris: OECD

² OECD (2002) Chapter 2: Women at work: who are they and how are they faring? in *Employment Outlook*.

Work and financial security

Gender indicators: Work and financial security

In this chapter, women's experiences are reported against six work and financial security topics of importance for women. Many indicators align with state, national and international frameworks and these linkages are shown below.



NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

State Plan NSW 2021

Goal 1: Improve the performance of the NSW economy

The NSW government seeks to grow the economy, stimulating investment and employment, with specific industry growth targets in critical industries including professional services, manufacturing, digital economy and international education and research. The topics covered in this chapter relate to State Plan Goal 1: Improve the performance of the NSW economy. The linkages between individual indicators and State Plan targets are shown below.

Work and financial security topics and indicators

Topic	Indicators	Linkages
Topic 1: Workforce engagement	1.1 Workforce participation 1.2 Unemployment and underutilisation	NSW 2021 Goals 1 and 4 ABS Gender Indicators United Nations Gender Equality Index OECD Gender Equality Indicators World Economic Forum Global Gender Gap Index
Topic 2: Workforce security	2.1 Casual employment 2.2 Part-time employment	ABS Gender Indicators OECD Gender Equality Indicators
Topic 3: Balancing work and caring responsibilities	3.1 Flexible work arrangements 3.2 Childcare 3.3 Time spent in unpaid household work 3.4 Feeling rushed	Productivity Commission, Review of Government Services ABS Gender Indicators OECD Gender Equality Indicators
Topic 4: Workforce segregation Focus topic	4.1 Occupational segregation 4.2 Industry segregation 4.3 Non-traditional jobs for women Women in trades and technical occupations	NSW 2021 Goal 1 OECD Gender Equality Indicators
Topic 5: Gender pay gap	5.1 Average weekly earnings 5.2 Average hourly earnings 5.3 Public service annual earnings	ABS Gender Indicators OECD Gender Equality Indicators World Economic Forum Global Gender Gap Index
Topic 6: Financial security	6.1 Housing stress 6.2 Commonwealth Rent Assistance and rental affordability	ABS Gender Indicators

Work and financial security

Current levels and trends

This section outlines the current status of NSW women in the topic areas listed above and the direction

of change over time, where time-series information is available. The latest available data is used in each case.

For some indicators no new data is available since the 2012 *Women*

in NSW Report. In this case, indicators are not repeated in the body of the chapter but are listed in the box below.

Indicator	Women in NSW 2012 figure	Source
Labour force participation of female carers	43% (primary carers)	ABS Survey of Disability, Ageing and Carers Australia, 2009
	57% (all carers)	
Employment rate of female carers	42% (primary carers)	
	54% (all carers)	
Government pension is main source of income (female carers)	42% (primary carers)	ABS Survey of Income and Housing 2009-10. Cat. no. 6541.0.30.001, unpublished data
	53% (all carers)	
Volunteer rate (in last 12 months)	40% (women)	ABS General Social Survey, 2010
	33% (men)	
Rate of reliance on pensions in old age	82% (women)	ABS Survey of Employment Arrangements, Retirement and Superannuation, 2007
	75% (men)	
Median superannuation balance (all people)	\$18,238 (women)	
	\$30,555 (men)	
Median superannuation balance (people aged 45 to 60 years)	\$26,142 (women)	
	\$55,143 (men)	

Topic 1 Workforce engagement

Women's participation in the labour force is important for personal, social and economic reasons. For women and their families it is central to current and future financial security. Paid employment is particularly important for building private retirement savings and for housing security. For governments,

labour market participation is inversely related to welfare dependence and is therefore a significant factor affecting government expenditure.

Indicators of labour force participation (unemployment and underemployment) are reported in this section.

Work and financial security

1.1 Workforce participation

Labour force and employment participation rates

Current position	<p>In January 2013, 57 percent of NSW women were participating in the labour force (that is, they were either employed or looking for work). This compares to 70 percent of NSW men.</p> <p>Of the NSW adult population, 54 percent of NSW women were employed (part or full-time) compared with 67 percent of NSW men.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women's labour force participation rate is 13 percentage points lower than men's.• Women's employment rate is 13 percentage points lower than men's.
The direction of change over time	<p>There has been little change since last year's Report. Both women's employment and labour force participation rates have remained constant (comparing January dates each year).¹</p> <p>However, NSW women's participation in the labour force, and the percentage of NSW women employed as a ratio of the adult population have both increased significantly over time. By contrast, men's participation in the labour force, and their employment rate, have fallen over time (see Figure 4.1).</p> <p>In 1978, the gender gap in labour force participation was 36 percentage points compared to 13 percentage points today, due in part to men's falling participation.</p> <p>When we look at employment participation, the gender gap has reduced by 21 percentage points in 1978 to 13 percentage points today. Around one-third of the reduction is due to men's employment rate falling by 8 percentage points in the period.</p>
Discussion	<p>Labour force participation varies significantly by birthplace. Table 4.1 shows the rates for working age women from the top 10 most numerous birthplace groups of women arriving in the last two decades, since 1992 (these are discussed in Chapter One).</p> <p>Of these groups, South African, Filipino, New Zealand and English working-age women were more likely to be in the workforce than the Australian-born and other overseas-born women.</p> <p>Women from China, Vietnam, South Korea and Iraq were among the groups with relatively low labour force participation.</p> <p>Within birthplace groups, gender gaps in the labour force participation diverge widely. Australia-born women and men have the smallest participation gap of the top 10 groups at 11 percentage points, and Iraqi women and men have the largest at 28 percentage points.</p> <p>Labour force participation by age is shown in Figure 4.2. Women's and men's rates are closest when women are young (20 to 24) or in their middle years (45 to 54) when the gap is 12 percent. Women's participation dips during the peak child-bearing years when the gender gap is 18 percent. Among 60 to 64 year-olds the gap is also relatively large at 17 percent, reflecting women's earlier retirement from the workforce.</p>

Two indicators measure the extent to which people of working age are participating in the workforce. The labour force participation rate reflects the extent to which people are active in the paid labour force: that is, employed, engaged in business, or looking for work. The employment rate is a ratio of those people who are currently employed (that is, have worked in a paid job for at least one hour during the last week) to the civilian population aged 15 years and over.

Year collected: January 2013.

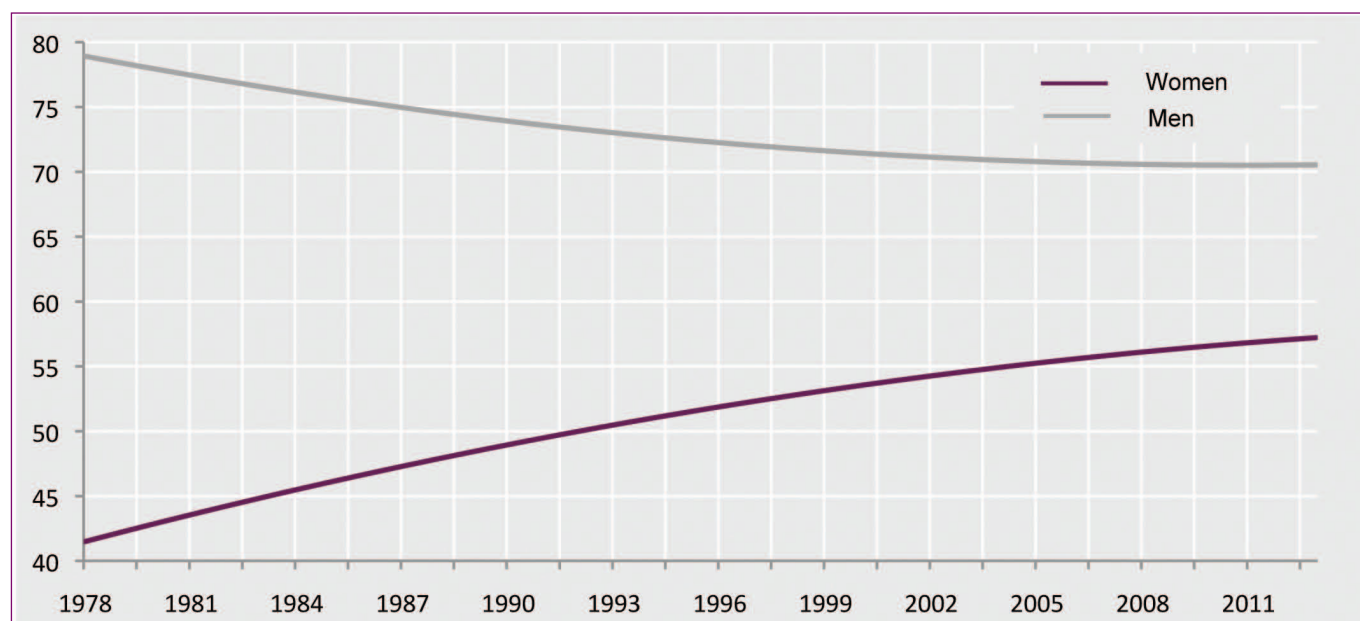
Data source: ABS (2013) *Labour Force, Australia*, January 2013. Cat no. 6202.0. Trend series data.

More information is available at www.abs.gov.au *Understanding Labour Force* page.

¹ Note that last year's figure of 53 percent was a February figure and based on seasonally adjusted not trend data.

Work and financial security

Figure 4.1 Labour force participation rate, by sex, NSW, 1978 to 2013



Note: All data are trend data, and a trend line is shown.

Population: Civilian population 15 years and over.

Source: ABS (2013) *Labour Force, Australia*, Jan 2013. Cat no. 6202.0.

Table 4.1 Labour force participation of working-age women by selected birthplace

Birthplace	Labour force participation %	Women	Gender gap in labour force participation %
South Africa	78	15,159	15
Philippines	77	35,647	13
New Zealand	77	42,734	13
England	75	70,102	12
Australia	74	1,297,660	11
India	71	34,912	22
Indonesia	69	12,068	17
China	61	70,181	14
Vietnam	56	33,431	21
South Korea	54	18,205	24
Iraq	26	10,935	28
All birthplaces	71	1,992,996	13

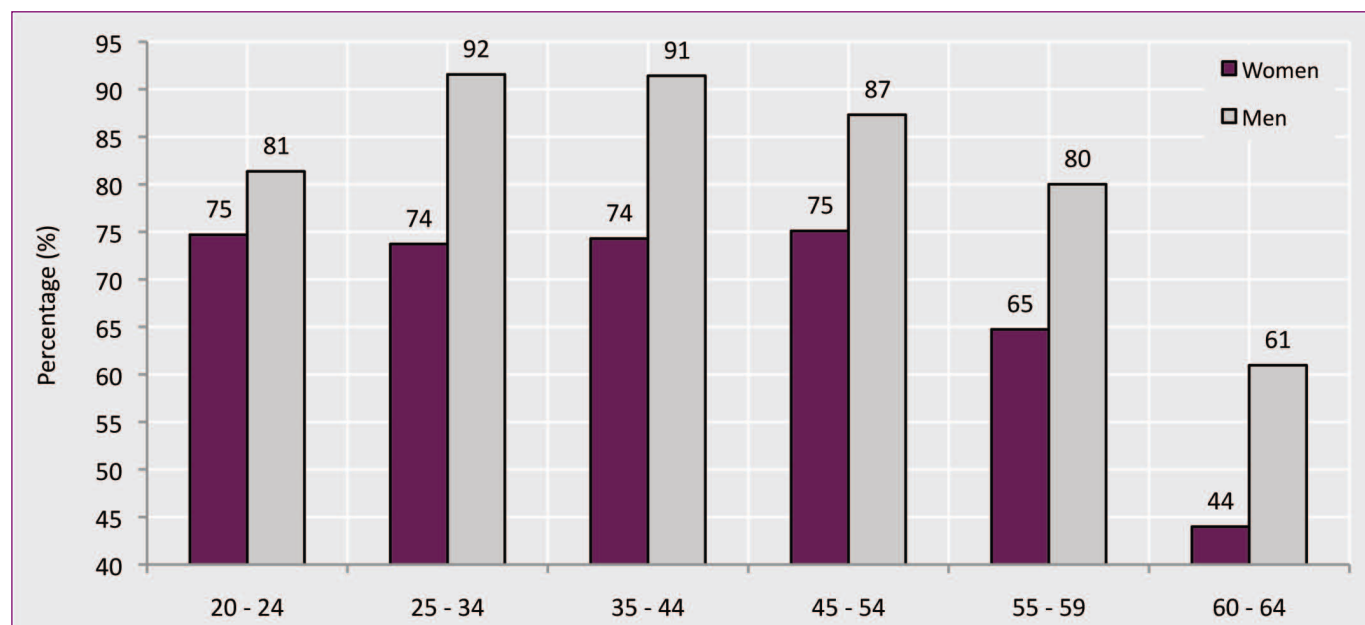
Note: Listed birthplaces are Australia plus the 10 birthplaces from which most women emigrated to Australia between 1992 and 2011 (see Chapter One). Those who didn't provide a response ('not stated') are not included in the total but make up nearly 6 percent of the total population.

Population: NSW women aged 20 to 64 years from selected birthplace groups.

Source: ABS *Census of Population and Housing 2011*.

Work and financial security

Figure 4.2 Labour force participation rate, by sex and age, NSW, 2012-13



Population: Civilian population from selected age groups.

Source: ABS *Labour Force, Australia*, Feb 2012 to Jan 2013. Cat no. 6202.0. Supercube ST GM1.

1.2 Unemployment and underutilisation

The unemployment and underemployment rates for women in the labour force

Current position	<p>In January 2013, NSW women's unemployment rate was similar to men's – 5.0 percent for women compared to 5.1 percent for men.</p> <p>Underutilisation (including people who wanted to work more hours) was higher for women at 13.7 percent compared to 10.5 percent of the labour force for men (November 2012 figures).</p> <p>Gender gap</p> <ul style="list-style-type: none"> There was no gender gap in unemployment but women experienced 3.2 percentage points more underutilisation in the labour force than men.
The direction of change over time	<p>Since last year's Report, women and men's unemployment rates have moved closer. However, the patterns of change varied across regions. Unemployment (not reported in <i>Women in NSW 2012</i>) is far higher for Aboriginal women.</p> <p>As in 2012 women's unemployment rate remains highest in Canterbury-Bankstown; Gosford-Wyong; and Fairfield-Liverpool and Outer South Western Sydney. However, unemployment has decreased significantly in the first two of these regions.</p> <p>Across the state over the last year, unemployment fell most in the Gosford-Wyong and the Murray-Murrumbidgee regions, where it fell by almost twice the state average. See Table 4.2.</p> <p>NSW Aboriginal women's unemployment rate was 15 percent at the time of the 2011 Census. This was nearly three times higher than that of non-Aboriginal women (6 percent) at the same time, but lower than the 18 percent unemployment rate recorded by Aboriginal men.</p> <p>Underutilisation rates improved for both sexes, with a greater improvement for women (1.6 percentage points) than men (0.3) measured for the year to November 2012.¹</p>

Work and financial security

Discussion	<p>In the period following the Global Financial Crisis, women's unemployment rates tended to exceed men's. This changed around mid-2012, and today women and men's rates are similar.</p> <p>Underutilisation combines the people who are unemployed with those who are underemployed, either because they are full-time workers working short hours, or because they are part-time workers wanting to work more hours.</p> <p>In the November 2012 data cited above, most of the gap between women and men is due to women's higher rates of underemployment.</p> <p>Figure 4.3 shows that, although labour force underutilisation closely follows the economic cycle, women's rates are consistently higher than men's.</p>
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The proportion of people in the paid labour force who are unemployed and underemployed are reported in this indicator. The unemployed are people who were actively looking for work and available to start immediately. The underemployed are those who are already working (part-time and full-time) and would like to, and are able to within four weeks, work more hours. These two groups together are referred to as people who are underutilised in the labour force.

Year collected: January 2013 for unemployment rates, November 2012 for underutilisation rates, 2011 for Aboriginal data.

Data source: ABS (2013) *Labour Force, Australia*, Jan 2013, Cat no. 6202, Trend series.

ABS (2012) *Australian Labour Market Statistics* July 2012, ABS Cat no. 6105.0, ABS Census of Population and Housing 2011.

More information is available at www.abs.gov.au Understanding Labour Force page.

¹Please note that in this chapter changes to the data series used last year have occurred for some indicators. For example, in some cases we are now using trend rather than last year's original series data. This results in slight changes to the earlier figures which were published in *Women in NSW 2012*. Historic changes discussed in this section use the new data sources.

Table 4.2 Female unemployment by region

Sydney or NSW region	Women %	Change since 2012 %
Canterbury-Bankstown	8.0	1.3
Fairfield-Liverpool and Outer South Western Sydney	7.9	-0.3
Gosford-Wyong	6.4	1.5
Richmond-Tweed and Mid-North Coast	6.2	-0.1
North Western Sydney	5.9	1.0
Central Western Sydney	5.8	0.1
Illawarra and South Eastern	5.7	0.3
Murray-Murrumbidgee	4.9	1.5
Northern, Far West-North Western and Central West	4.4	1.0
Hunter	4.0	0.6
Northern Beaches	3.9	-0.5
Inner Sydney and Inner Western Sydney	3.7	0.9
Central Northern Sydney	3.6	0.7
Lower Northern Sydney	3.6	0.0
St George-Sutherland	3.5	1.1
NSW total	5.0	0.7

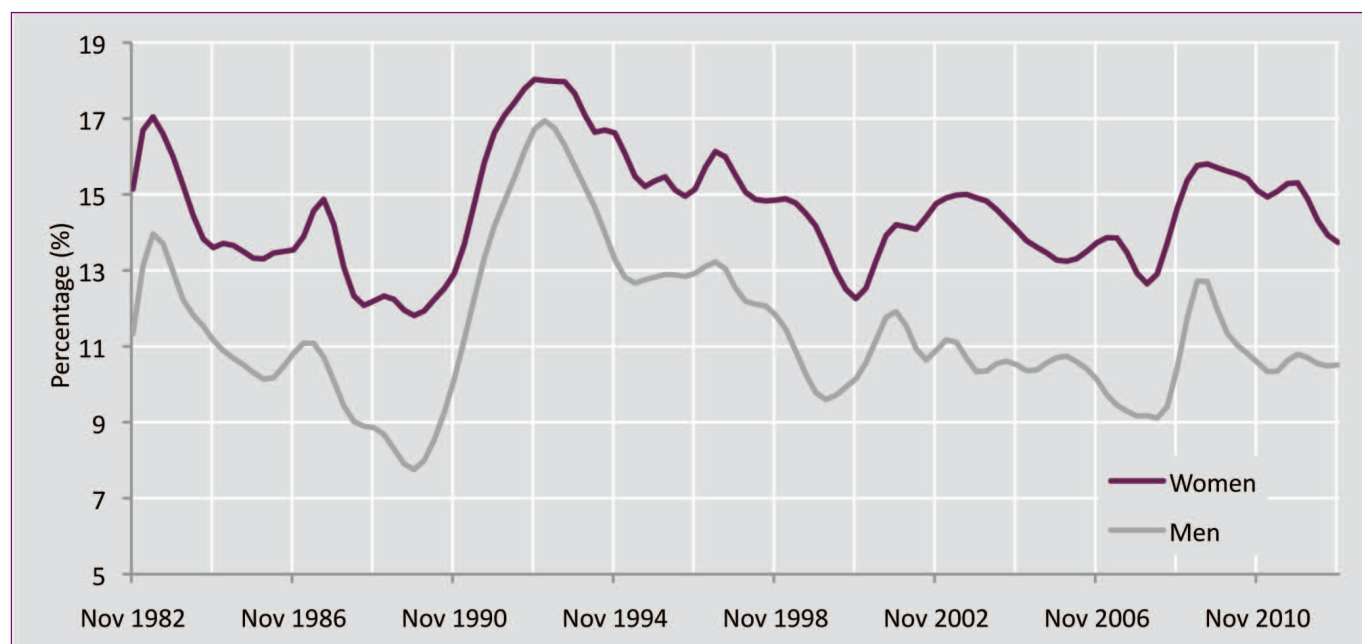
Note: These regions are ABS dissemination regions based on the Australian Standard Geographical Classification 2006.

Population: Women 15 years and over.

Source: ABS (2013) *Labour Force, Australia*, Detailed, Jan 2013. Cat no. 6291.0.55.001.

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Figure 4.3 Labour force underutilisation, by sex, NSW, 1982 to 2012



Note: Underutilisation refers to people who are unemployed or underemployed.
Population: Civilian population 15 years and over.
Source: ABS (2013) *Labour Force, Australia*, Jan 2013. Cat no. 6202.0.

Topic 2 Workforce security

Another indicator of labour market experience is job permanency or security, as indicated by ongoing or casual status. Ongoing employment provides a more solid basis for housing security and family formation, as opposed to

jobs with shorter tenure. Ongoing jobs typically provide employment benefits such as sick, annual and long service leave which help people deal with adversity and take rest. Part-time work is also discussed here as a second indicator because of its close historical association with casual work and workforce security.

Women's share of full-time employment has increased from 28 percent in 1978 to 36 percent in 2013.

Women today make up over half of casual workers and 70 percent of part-time workers.

Work and financial security

2.1 Casual employment

Participation in jobs without paid leave entitlements

Current position	<p>In 2011, 28 percent of NSW employed women worked on a casual basis, compared to 21 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> The gender gap for casual work in NSW is 7 percent.
The direction of change over time	The gender gap for casual employment remained constant compared to data reported in last year's Report.
Discussion	<p>The big increases in casual employment in Australia occurred in the 1980s. As Figure 4.4 shows, since the early 1990s, there has been growth in casual employment among male full-time workers, with the rate going from around 6 percent to 11 percent in 2011. Women's rate of casual employment also increased, but more slowly.</p> <p>During the same period, rates of casual work among part-time employees declined, particularly among women where the rate fell from 63 percent in 1992 to 50 percent in 2011 (see Figure 4.5).</p> <p>In 2011, women made up 56 percent of all casual employees in NSW.</p>

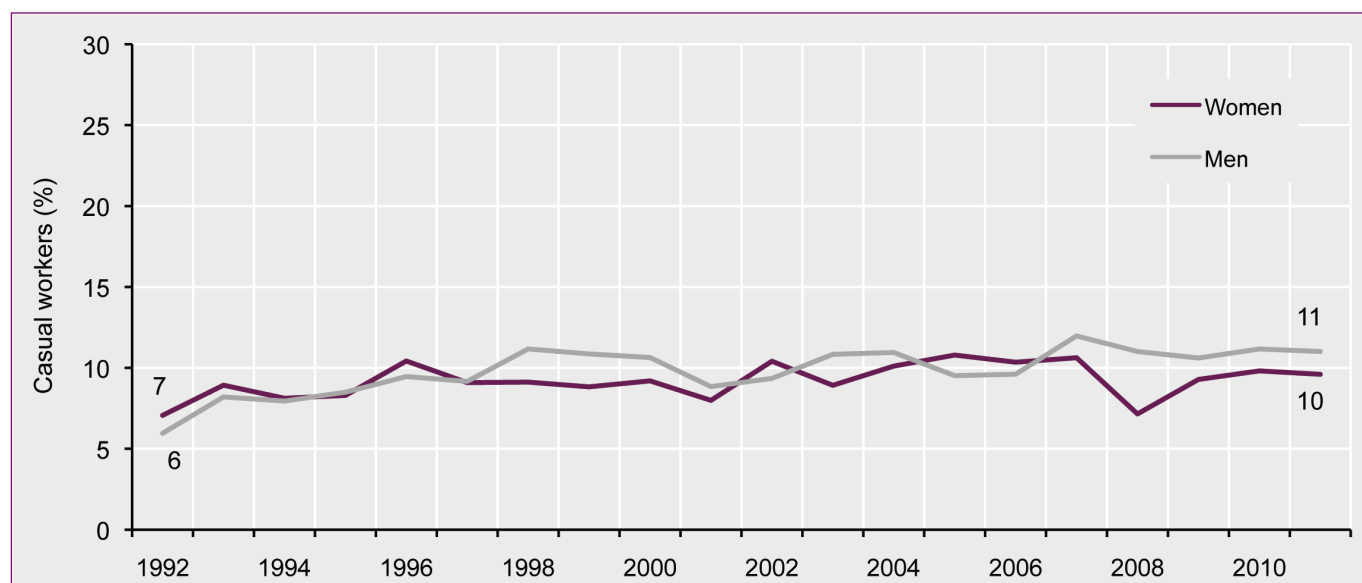
The ABS defines casuals as employees who do not have paid leave entitlements, such as sick leave and holiday leave. They include people in both full and part-time employment. The ABS definition is used in this section, but it should be noted that this group excludes a proportion (around 11 percent) of owners/managers who are estimated to be 'fixed term' or temporary workers operating as contractors.

Year collected: November 2011.

Data source: ABS (2012) *Australian Labour Market Statistics*. Cat no. 6105.0.

More information is available at www.abs.gov.au

Figure 4.4 Casual work among full-time workers by sex, NSW, 1992-2011



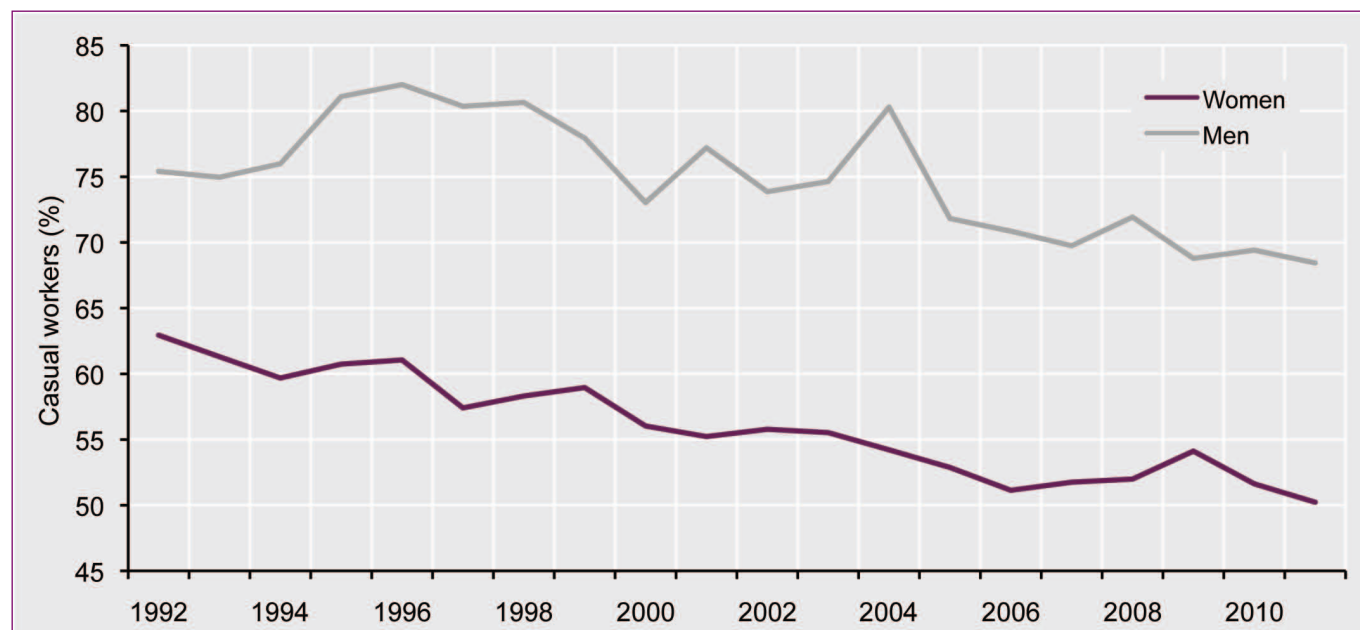
Note: Casual workers are defined here as employees without leave entitlements.

Population: NSW employees.

Source: ABS (2012) *Australian Labour Market Statistics* Cat no. 6105.0.

Work and financial security

Figure 4.5 Casual work among female and male part-time workers, NSW, 1992-2011



Note: Casual workers are defined here as employees without leave entitlements. Note that this graph has a different scale (y-axis) to the previous one. The graph shows the percentage of part-time workers who are casual, but note that there are 2.5 times more female part-time workers than male part-time workers.

Population: NSW employees.

Source: ABS (2012) Australian Labour Market Statistics Cat no. 6105.0.

2.2 Part-time employment

Women's and men's participation rate in part-time employment

Current position	<p>In 2013, 45 percent of NSW employed women worked part-time, compared to 16 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> The gender gap for part-time work in NSW is 29 percent.
The direction of change over time	<p>The percentage of women working part-time is similar to one year ago.</p>
Discussion	<p>Part-time work has become more common among both women and men in recent decades. However, the increase is from a much higher base among women (see Figure 4.6). Over 30 percent of employed women worked part-time in 1978.</p> <p>Women make up 70 percent of part-time workers in NSW.</p>

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

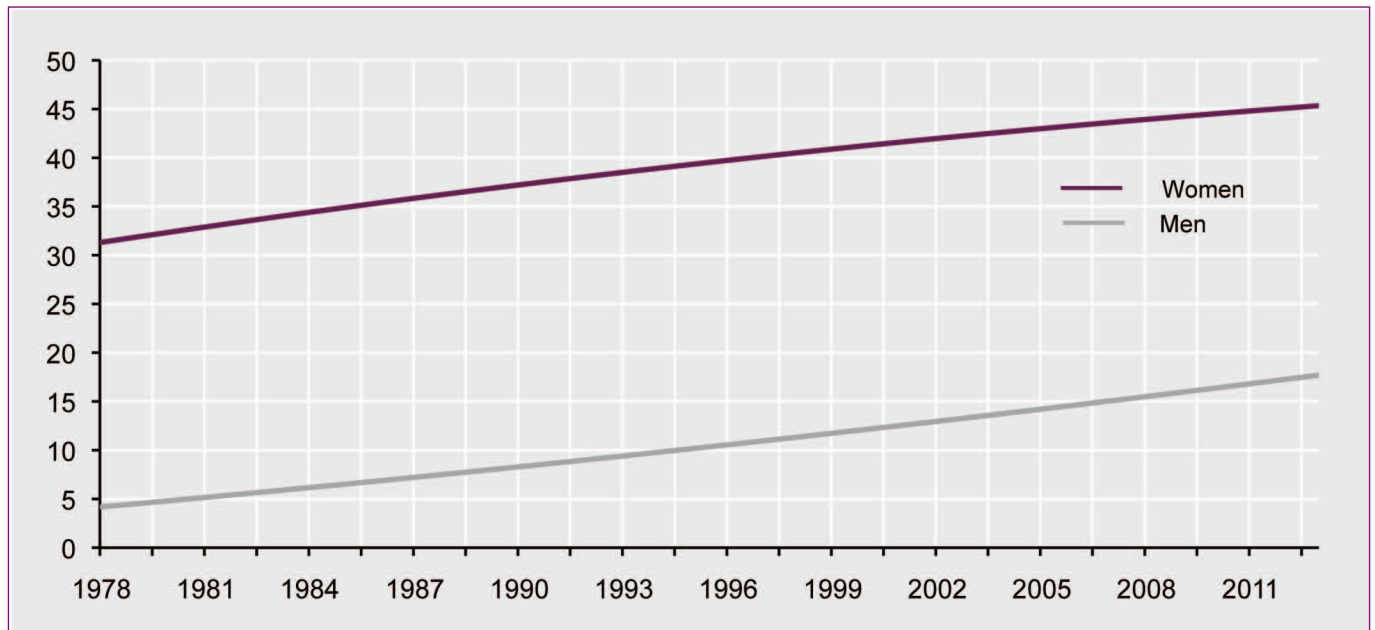
Year collected: January 2013.

Data source: ABS (2013) *Labour Force, Australia*, Jan 2013. Cat no. 6205.

More information is available at www.abs.gov.au

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Figure 4.6 Part-time employment, by sex, NSW, 1978 to 2013



Population: Civilian population 15 years and over.

Source: ABS (2013) *Labour Force, Australia*, Jan 2013. Cat no. 6202.0.

Topic 3 Balancing work and caring responsibilities

Work-family balance is an important issue facing Australian families today. As research on voluntary and caring work shows, unpaid family and community duties are as central to many people's daily lives and identities as paid employment.

New indicators have been added to this topic since last

year's Report. These include the extent to which people use work arrangements and different types of childcare to balance caring and paid employment responsibilities successfully (Indicators 3.1 and 3.2). In the discussion on Indicator 3.1 we also provide data on NSW parents using the new parental leave payments available through Centrelink from 2011.

The amount of unpaid household and family work people undertake and the extent to which women and men feel rushed make up Indicators 3.3 and 3.4, also included in this topic.

Work and financial security

3.1 Flexible work arrangements

Availability and use of flexible work arrangements for caring purposes

Current position	<p>In 2010, some 91 percent of women and men aged 20 to 64 years said that one or more type of flexible work arrangement was available in their workplace to assist in meeting family or community arrangements.</p> <p>However, 74 percent of employed mothers and 41 percent of employed fathers in 2011 reported that they used one or more type of flexible work arrangement to care for children.</p> <p>Part-time work and flexible working hours were used most frequently by mothers, while flexible working hours were used most frequently by fathers.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women were nearly twice as likely as fathers to use flexible working arrangements to care for children.
The direction of change over time	No historic data is available for this indicator.

Work and financial security

<p>Discussion</p>	<p><i>Availability of flexible work arrangements</i></p> <p>The vast majority of women and men report that employers make flexible work arrangements available to them to assist in meeting family or community commitments. The type of arrangements most commonly listed are flexible working hours, and various forms of leave including annual, carer's, sick, long service and unpaid leave. Differences between women and men are minor, although women are more likely to report the availability of permanent part-time work.</p> <p><i>Use of flexible work arrangements</i></p> <p>However, another ABS survey of people with children 12 years and under suggests that there are major gender differences in use of those arrangements. See Table 4.3.</p> <p>Flexible working hours is the arrangement that men use most (29 percent of men use this). Many women also use it (41 percent of women).</p> <p>Working at home is less frequently used by either sex with 17 percent of women and 12 percent of men using it.</p> <p>The other common form of working arrangement is part-time work; this is where the gender gap is largest. Only 5 percent of men use part-time work to assist them to care for children, compared to 42 percent of women.</p> <p><i>Paid parental leave</i></p> <p>The new national scheme providing up to 18 weeks of Parental Leave Pay (PLP) at the rate of the minimum wage was introduced in January 2011. Nearly 41,300 expectant and new parents took advantage of the scheme in NSW during 2011-12, one-third of the national total.</p> <p>This equates to around 42 percent of all births registered in NSW during 2011, although note that only people who have met the income and work tests, which include having worked at least one day per week in 10 of the 13 months prior to the baby's birth, are eligible for PLP.</p>
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Indicator 3.1 uses a survey of employed people with children to describe use of work arrangements to assist in their care during the reference week of the survey. These work arrangements are made available by an employer or are self-initiated. 'Flexible working hours' refers to workers having some control over starting, finishing and/or break times; 'part-time work' refers to working less than 35 hours per week; and 'work at home' refers to conducting work duties occasionally or always from home rather than an external location.

The General Social Survey data is for a different population, employed people aged 20 to 64 years, who are asked about the availability (as opposed to use) of such conditions. The survey covers a wider range of working arrangements but sample sizes preclude further analysis for NSW.

Parents receiving parental leave payments are compared to the number of registered births in NSW, but note that multiple births and the eligibility criteria for PLP mean there is not a one-to-one correspondence between the two.

Year collected: 2010 (*General Social Survey*), 2011 (*Childhood Education and Care*), 2011-12 (*Parental Leave Pay*).

Data source: ABS (2011) *General Social Survey, Australia, 2010* (unpublished data). Cat no. 4159.0. ABS (2012) *Childhood Education and Care, Australia, June 2011*, Cat no. 4402.0, *Births Australia (2012)* Cat no. 3301.0, FAHCSIA *Paid Parental Leave data for NSW*, unpublished.

More information is available at www.abs.gov.au; www.humanservices.gov

Work and financial security

Table 4.3 Use of work arrangements to care for children, by sex, NSW, 2011

	Employed female parent	Employed male parent
	%	%
Used work arrangements (total)	74	41
Flexible working hours	41	29
Part-time work	42	5
Work at home	17	12
Any other arrangement	9	7
Did not use work arrangements	26	58
Total employed parents with one or more children 12 years and under	100	100

Note: The table shows use of work arrangements to care for children by an employed female and male parent or guardian in families where at least one parent is employed. Numbers may not add up to 100 due to rounding.

Population: Families in NSW with children aged 0 to 12, with at least one parent employed.

Source: ABS (2012) *Childhood Education and Care, Australia, June 2011*. Cat no. 4402.0.

3.2 Childcare

Use of and need for childcare by employed parents

Current position	<p>In 2011, 63 percent of couple families with children 12 years and under and where both parents were employed used childcare of some type to assist with their childcare responsibilities. The percentage was significantly greater for employed single parents, among whom 84 percent used some type of care.</p> <p>Informal care was more frequently used than formal care among both groups. Informal care was relied on at much higher rates by single parents.</p>
The direction of change over time	No historic data is available for this indicator.
Discussion	<p>Formal care (long day care and before and after school care) was used by roughly 30 percent of employed couple and single parents. Pre-school, which often has more restrictive hours than long day care, was used more commonly by couple families (90 percent) with only 61 percent of single families using it for children aged 4 to 5 years.</p> <p>Informal care, however, was used by three-quarters of single parent families, indicating the importance of family and community support in facilitating paid employment for this group. Less than half of employed couple families used informal care.</p> <p>Among informal care providers, grandparents are by far the most important, accounting for over half of informal care for both types of families.</p> <p>Between 3 percent (where children were not using care) and 9 percent (where children were using care) of people reported needing additional pre-school or formal care for their children 12 years of age and under. See Table 4.4.</p>

Formal care is regulated care away from the child's home. It includes long day care, family day care, before and after school care and occasional care. Informal care is unregulated care (including by a nanny) either in the child's home or elsewhere.

Year collected: 2011.

Data source: ABS (2012) *Childhood Education and Care, Australia, June 2011*. Cat no. 4402.

More information is available at www.abs.gov.au

Work and financial security

Table 4.4 Types of childcare used and needed by NSW families, 2011

Children aged 0 to 12 years	Couple family (both parents employed) %	One parent family (parent employed) %
Usually attended care	63	84
Did not usually attend care	37	16
Type of care		
Before and/or after school care	11	18
Long day care	18	9
Total formal care	31	29
Grandparent	34	40
Non-resident parent	2	31
Other relative	7	15
Other person	9	10
Total informal care	46	74
Children aged 4 to 5 years not in school	Couple family %	One parent family %
Usually attended preschool	90	61
Did not usually attend preschool	10*	39*
Children aged 0 to 12 years (all families)	Additional preschool or formal care is currently required %	
Usually attended formal care or preschool	9	
Usually attended informal care only	5	
Did not usually attend care or preschool	3	

Note: Formal care is regulated care away from the child's home. It includes long day care, family day care, before and after school care and occasional care. Informal care is unregulated care (including by a nanny) either in the child's home or elsewhere. Not all forms are shown and note that some children may attend several forms of care.

Population: NSW families with children aged 0 to 12 years.

Source: ABS (2012) *Childhood Education and Care, Australia*, June 2011. Cat no. 4402.0.

Work and financial security

3.3 Time spent in unpaid household work

Average time spent in unpaid household work

Current position	<p>In 2011, women with dependent children who worked full-time spent 44 hours on average doing household duties every week.</p> <p>Men, on average, spent 26 hours on household duties every week.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women spent on average 18 hours per week more than men on household work each week in 2011.
The direction of change over time	<p>Both women and men reported doing more household work in 2011 compared to nine years ago when the survey started in 2002. However, women's unpaid household work hours have increased the most: by 9 hours from 35 hours in 2002 to 44 hours in 2011. Men's hours increased by just 3 hours in the period.</p> <p>This increase is due to women spending significantly more time on childcare (see Table 4.5). Time spent on housework as such has changed little. Men have also been spending more time on household duties, mainly on errands – 3.9 hours each week in 2011 compared to 2.6 hours in 2002.</p> <p>There was little change between 2011 and the 2010 data reported in <i>Women in NSW 2012</i>.</p>
Discussion	<p>Women's workforce participation and paid employment have increased substantially over time, but the amount of unpaid household work performed by women and men has not adjusted accordingly.</p> <p>Not only do women spend 18 hours more on household duties every week, one-third of their time is spent on housework compared to one-fifth of men's time. Men spend more of their time on childcare.</p> <p>As well as the amount of time spent, gender imbalances also include dimensions such as who takes responsibility for planning and managing household work. These are not covered in the data above.</p>

Indicator 3.3 focuses on people for whom time pressures are acute: full-time workers 15 to 64 years with dependent children aged 0 to 14 years. 'Unpaid household work' in the HILDA survey includes activities to which people have committed because of their social relationships, including housework, household management, shopping and childcare.

Year collected: 2011 and previous years.

Data source: *Household, Income and Labour Dynamics of Australia (HILDA) survey*, Waves 2 and 11.

More information is available at www.melbourne.com/HILDA

Work and financial security

Table 4.5 Unpaid household work, NSW women and men, 2002 and 2011

Type of work	Women hours		Men hours	
	2002	2011	2002	2011
Childcare	12.7	20.8	10.1	11.9
Housework	15.2	14.4	5.0	5.5
Errands	4.7	5.4	2.6	3.9
Outdoor	2.8	3.0	4.7	4.6
Total hours	35.4	43.6	22.4	25.9

Note: Average hours undertaken each week on selected household duties.

Population: People in NSW aged 15 to 64, employed full-time with dependent children aged 0 to 14.

Source: HILDA survey, releases 2.0 and 11.0.

3.4 Feeling rushed

Feeling rushed or pressed for time

Current position	<p>In 2011, around two-thirds (67 percent) of women with dependent children who worked full-time felt rushed or pressed for time 'almost always' or 'often'.</p> <p>By comparison, just under half (48 percent) of men in the same situation reported feeling rushed or pressed for time so frequently.</p> <p>Gender gap</p> <ul style="list-style-type: none"> There was a gender gap of 19 percentage points in feeling rushed or pressed for time 'almost always' or 'often'.
The direction of change over time	<p>Although the figure for women is high, it represents a slight decrease since 2010. There has been a downward trend in women reporting feelings of being rushed and pressed for time over the decade since 2002.</p> <p>The figure for men has remained relatively constant since 2002.</p>
Discussion	<p>The pressure on women to both earn and take responsibility for the majority of the household work and care for family is reflected in the considerably higher incidence of women who report being time-pressured than men.</p> <p>One reason for the downward trend in this indicator may relate to the greater emphasis women are now placing on care of children, over other household tasks. It may be that feelings of not having enough time are most acutely felt in this area.</p>

Indicator 3.4 is the frequency with which people feel 'rushed or pressed for time'. As in Indicator 3.1, the population is full-time workers aged 15 to 64 years with dependants aged 0 to 14 years, for whom the issue of work-life balance is typically most acute.

Year collected: 2011 and previous years.

Data source: *HILDA survey*, Waves 2 and 11.

More information is available at www.melbourne.com/HILDA

Work and financial security

Figure 4.7 Who's in a hurry?



Source: HILDA survey, 2011.

Topic 4 Workforce segregation

Women hold 46 percent of all jobs in NSW, but their share of specific occupational groups and industries varies considerably.

Many men and women work in jobs where the majority of other workers are of the same sex – a pattern

known as gender segregation. In Australia these informal divisions between 'women's work' and 'men's work' have been relatively stable over time, with some exceptions including certain management and professional jobs where women have increased their representation in recent decades.

Gender segregation in major occupational and industry

groups is reported at 4.1 and 4.2, while 4.3 focuses on the most male-dominated jobs in the NSW workforce – those with 25 percent women or less. Women's representation in the jobs making up the 'technicians and tradespeople' occupational group is discussed in the focus topic for this chapter.

Work and financial security

4.1 Occupational segregation

The percentage of women and men in major occupational groups

Current position	<p>Clerical and administrative, community and personal services, and sales jobs are mainly undertaken by female workers.</p> <p>Managers; technical and trades jobs; machinery operators and drivers; and labourers have a mainly male workforce.</p> <p>Gender gap</p> <ul style="list-style-type: none"> • Women make up only 9 percent of machinery operators and drivers, 14 percent of technical and tradespeople and 35 percent of both managers and labourers in NSW. • Professional occupations is the major occupational group split most evenly with 52 percent women to 48 percent men.
The direction of change over time	<p>In the period 1996-97 to 2012-13 some occupational groups became more integrated and others became more segregated (Table 4.6).</p> <p>Women increased their share of the occupational group ‘managers’ from 29 to 35 percent over the 16-year period, making it a more gender-balanced occupational group.</p> <p>Each of the gender unbalanced groups, community and personal services; machinery operators; and labourers became more segregated with fewer men in the first of these groups, and fewer women in the second two.</p> <p>More women entered the sales and technicians and trades occupational groups, as well as the already gender-balanced group, professionals.</p> <p>There was no change between 2011-12 (last year’s data) and 2012-13.</p>
Discussion	<p>Professionals is the only major occupational group that is currently split evenly between women and men.</p> <p>Australia’s workforce, like that in other countries, is gender segregated. Occupational gender segregation persists across most countries, irrespective of other social and economic differences.¹ However, difficulties in comparative measurement make it hard to rank countries in terms of the degree of segregation.</p>

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

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

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

More information is available at www.abs.gov.au

¹ Walts, M. (2003) The Evolution of occupational gender segregation in Australia: measurement and interpretation in Australian Journal of Labour Economics, Vol. 6, No. 4, December 2003, pp 631-655.

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Table 4.6 Women's share of major occupational groups, 1996-97 to 2012-13

Occupational group	Women	
	1996-97 %	2012-13 %
Machinery operators and drivers	13	9
Technicians and tradespeople	13	14
Managers	29	35
Labourers	35	35
Professionals	48	52
Sales workers	61	63
Community and personal service workers	66	68
Clerical and administrative workers	76	76
Total workforce	43	46

Note: The occupational classification follows 1-digit ANZSCO major groups. The industries are listed in order of lowest to highest women's representation in 2012-13, using a four-quarter average. Population: All employed people 15 years or older.

Source: ABS *Labour Force, Australia, Detailed, Quarterly*. Cat no. 6291.0.55.003.

4.2 Industry segregation

The percentage of women and men in major industry divisions

Current position	<p>Strongly male-dominated industries include mining; construction; transport, postal and warehousing; and electricity, gas, water and waste.</p> <p>Health care and social assistance; and education and training stand out as highly female-dominated industries.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women hold 8 percent of mining industry jobs and 10 percent of jobs in construction in NSW. Alternatively, they hold 78 percent of jobs in health care and social assistance and 69 percent in education and training.
The direction of change over time	<p>Little has changed in terms of representation of women in male-dominated industries over the past 16 years (see Table 4.7).</p> <p>In the period from 1996-97 to 2012-13, women increased their presence in the mining; wholesale; and public administration and safety industries.</p>
Discussion	<p>As well as being concentrated in certain occupational groups, women are concentrated in a narrow range of industries.</p> <p>As with occupational segregation, jobs in industry sectors that are dominated by women are often undervalued in terms of pay, but may have working conditions that better suit women's requirements.</p>

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

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

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

More information is available at www.abs.gov.au

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Table 4.7 Women's share of industry employment over time

Industry	Women	
	1996-97 %	2012-13 %
Mining	4	8
Construction	12	10
Transport, postal and warehousing	23	21
Electricity, gas, water and waste services	21	22
Manufacturing	28	27
Agriculture, forestry and fishing	30	30
Wholesale trade	32	39
Information media and telecommunications	40	40
Other services	38	41
Public administration and safety	36	43
Professional, scientific and technical services	46	44
Arts and recreation services	49	47
Rental, hiring and real estate services	45	47
Financial and insurance services	54	48
Administrative and support services	51	52
Accommodation and food services	53	52
Retail trade	55	57
Education and training	66	69
Health care and social assistance	76	78
Total workforce	43	46

Note: The industry classification follows ANZSIC divisions. The industries are listed in order of lowest to highest women's representation in 2012-13.

Population: Employed people 15 years and over.

Source: ABS *Labour Force Australia, Detailed Quarterly*. Cat no. 6291.055.003, SuperTable E06.

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4.3 Non-traditional jobs for women

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

Current position	<p>14 out of 43 occupational subgroups in NSW are 'non-traditional' in 2012-13 according to the definition used in <i>NSW 2021, the State Plan</i>.</p> <p>Gender gap</p> <p>As at February 2013, women made up 11 percent of workers in NSW's most male-dominated occupations.</p>
The direction of change over time	<p>Women's share of certain individual non-traditional occupational groups has varied over time.</p> <p>Notably, women have increased their representation among engineering, ICT and science technicians (20 to 25 percent in the 15 years to 2012-13) and among chief executives, general managers and legislators (18 to 23 percent). Women's share of the group 'other labourers' also grew from 14 to 20 percent between 1997-98 and 2012-13. See Table 4.8.</p> <p>Contrary to the rising trend among engineering, ICT and science technicians, women's share of ICT professionals fell. Their representation among farmers and farm managers also fell significantly over the last 15 years, perhaps reflecting greater the effect of consolidation in the agriculture industry.</p> <p>Women's already low share of the occupation 'machinery operators' nearly halved in the same period.</p>
Discussion	<p><i>NSW 2021, the State Plan</i>, targets increasing women's participation in non-traditional occupations as a way of increasing women's income security and opportunities and ensuring a sustainable workforce in NSW.</p> <p>Many of the occupations where women have scant presence have experienced significant growth, including replacement job opportunities, and are at risk of skill shortages.</p>

Occupational subgroups are defined at the ANZSCO submajor or two digit occupational grouping. See also the Focus topic.

Year collected: Four-quarter average to February 2013 and preceding years.

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

More information is available at www.abs.gov.au

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Table 4.8 Women's share of non-traditional occupations 1997-98 to 2012-13

Occupational submajor group	Four quarter average ending February		
	1997-98 %	2011-12 %	2012-13 %
16 to 25 percent women			
Engineering, ICT and science technicians	20	25	25
Chief executives, general managers and legislators	18	22	23
Farmers and farm managers	27	24	21
Other labourers	14	19	20
Storepersons	17	19	17
ICT professionals	22	18	17
6 to 15 percent women			
Protective service workers	12	13	15
Machine and stationary plant operators	24	13	13
Less than 6 percent women			
Road and rail drivers	3	6	3
Mobile plant operators	4	4	3
Electrotechnology and telecommunications trades	2	2	1
Automotive and engineering trades workers	0	1	1
Construction trades	0	0	0
Construction and mining labourers	0	0	2
Total	-	-	11

Note: Occupation sub-major groups follow the ANZSCO classification. 14 occupational subgroups are identified as having 25% or fewer women in 2012-13. Note that the figures are derived using a more reliable four-quarter average for the given year, resulting in slightly different figures to last year's Report when one quarter data was used.

Population: Employed people 15 years and over.

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

Focus topic Women in trades and technical occupations

In NSW, fewer than two percent of each of the trades groups, construction, automotive and electrical trades, were women in 2011. There were just 200 female carpenters, 260 female motor mechanics, 170 female plumbers and 380 female electricians within a total technicians and trades workforce of nearly 415,000 people, just over 13 percent of the workforce.¹ In the largest single trade occupation in NSW – that of

electrician – women were just 1.1 percent of total workers.

Despite awareness of the issue and government and non-government initiatives since the 1980s, women today have a substantial foothold in only a handful of trade and technical occupations. These include hairdressing and cooking (both trades associated with women's traditional domestic roles), medical technicians, and animal care roles such as veterinary

nurse and animal attendant. Of the 62,600 women in trades and technical jobs in NSW, some 13,850 are hairdressers and nearly 14,000 are cooks or chefs.²

¹ ABS Census of Population and Housing 2011, figures generated using ABS TableBuilder and rounded.

² While women outnumber men in the trade of 'cook', in the separate trade of 'chef', only 29 per cent or 4,250 are women. Bakers and pastrycooks are also included in the figures.

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How did this degree of male domination within the trades workforce develop? How has it been sustained, given women's entry into so many other areas of social life, and over three decades

of equal opportunity and anti-discrimination laws and policies?

Women's share of some technician and trades occupations has increased a little over time (see Table 4.9).

Table 4.9 Women in technicians and trades subgroups, NSW

Occupational subgroup	1996-97 %	2006-07 %	2011-12 %
Other technicians and trades (incl. hairdressers, wood and printing tradesworkers)	34	42	48
Skilled animal and horticultural trades	22	22	34
Food trades	24	30	25
Engineering, ICT and science technicians	23	24	25
Electrotechnology and telecommunications trades	3	2	2
Construction trades	1	1	1
Automotive and engineering trades	1	1	0
Technicians and trades nfd*	-	-	-
Total technicians and trades workers	12	14	15

Note: *The nfd sub-group is technicians and trades workers not further defined.

Population: Employed people aged 15 years and over.

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

Since the late 1980s, there has been a strong and growing presence of women in:

- the skilled animal and horticultural trades (where women are mainly veterinary nurses, animal attendants and trainers, and florists)
- food trades (as cooks and to a lesser extent chefs)
- engineering, information technology and science technicians (where women are mainly medical and ICT support technicians, occupations previously classified as 'para-professional').

However, gender segregation has remained extreme in the

construction, automotive and electrotechnology trades where women have been the 'missing 48 percent' – less than 2 percent of the workforce – for the last 25 years. In 1971, women made up 3.4 percent of 'trade-dominated occupational groups' as they were then called; 40 years later, in 2011, Women NSW has calculated that women comprised 1.8 percent of a similar grouping of occupations.¹

¹ Women NSW (2013) Women in the trades: the missing 48 percent, Women NSW Occasional Paper, March 2013, available at www.women.nsw.gov.au The change since 1971 is discussed in this paper.

What do we know about non-traditional tradeswomen?

In order to investigate the experiences of this tiny group of women further, Women NSW commissioned analysis of longitudinal HILDA survey data. Examining women who have left the trades can give us clues about tradeswomen's pay and also their perceptions about this important aspect of employment. Watson

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2012² reports on the fortunes of a sample group of women and men who were working in trades and technical occupations in 2001, following the same people through the labour market until 2010.

The first point to note is that retention in trades employment is

² Watson (2012) Qualitative career paths of women in the trades 2001 to 2010, Report for NSW CWEO, available at www.women.nsw.gov.au The data used is the population of the Household, Income and Labour Dynamics in Australia (HILDA) survey which is a representative longitudinal household survey. The geographical coverage is Australia. Note that because of the small number of tradeswomen in the HILDA sample (49 women were employed in a non-traditional trade in the 2001 sample) the findings are not representative of the total population but can be used indicatively.

relatively low for all age groups and both sexes. Only around one-third of people working in the trades in 2001 were still working in the trades nine years later in 2010. This high drop-out rate explains in part the skill shortages experienced by employers. The replacement demand for tradespeople is high because of turnover, although there has been little growth in overall numbers required in the workforce.

In the HILDA sample, women were less likely to stay in a trade than men. Of those who were in a trade in 2001, women were less likely than men to be in a trade 10 years later.

Only 17 percent (33/197) of the women who were tradeswomen

in 2001 were in a trade in 2010 compared to 38 percent of the 2001 male cohort (366/966) (Table 4.10).

Within this general picture, women in non-traditional trades were more likely to stay than those in the traditional female trades. Roughly a quarter of non-traditional tradeswomen were still in a trade in 2010, working as safety inspectors, chefs and draftspeople, compared to one-seventh of traditional tradeswomen, who worked as cooks, veterinary nurses, printers and agricultural, medical and science technicians (Watson 2012:27). As would be expected, the total numbers of men (stayers and leavers) were far greater than the total numbers of women.

Table 4.10 Tradespeople in the HILDA survey sample, 2001 to 2010

	2001 Number	2010* Number and %
Employed in a trade (total)		
Men	996	366 (38%)
Women	197	33 (17%)
Employed in their non-traditional trade		
Men	227	70 (31%)
Women	49	12 (24%)
Employed in their traditional trade		
Men	739	269 (36%)
Women	148	21 (14%)

Note: *Employed in a trade in 2010 includes those who left but subsequently returned to a trade.

Source: Data sourced from Watson 2012.

Population: Women and men in the HILDA survey sample in 2001.

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Tracking the HILDA sample suggests that women in non-traditional trades are at least as likely, and perhaps more likely, to remain working in their trade over a 10 year period as women in the traditional trades such as hairdressing, cookery and floristry.

What else do we know about tradeswomen and non-traditional tradeswomen in particular? Census 2011 data tells something about their background, pay and working arrangements.

Country of birth

While some 15 percent of all NSW technicians and tradespeople in 2011 were women, in some overseas-born groups, the percentages of tradeswomen were higher. For example, around a quarter of Japanese and Korean, South-East Asian and North American tradespeople in NSW in 2011 were women.

Among all overseas-born people, 18 percent of technicians and tradespeople were women, possibly reflecting immigration selection criteria, downward mobility for immigrant women in Australia and the structure of women's employment profile in some overseas countries.

Pay and working arrangements

In terms of pay and working arrangements the following observations stand out:

- Women have a lower earnings profile than men within technical and trades jobs, even when the low-paid female-dominated trades of hairdressing and cooking are excluded (see Women NSW and Watson 2012)
- Women working in non-traditional trades experienced a *considerable pay premium* over their counterparts in traditional female trades at every age and stage of their working life.

- The gap was slightly greater for annual wages than for hourly rates.
- Women in non-traditional trades expressed high levels of satisfaction with the work itself and the job overall. However, they expressed relatively low levels of satisfaction with the hours of work. Women who left non-traditional trades expressed more satisfaction with work-life balance than those who stayed.

Conclusion

Women do well in non-traditional trades but are likely to leave because of hours (unlike men who do not leave as frequently). They are less likely to leave than traditional tradeswomen, who earn less.

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Topic 5 Gender pay gap

The difference between what women and men earn, on average, is referred to as the gender pay gap. Pay gaps, whether driven by discrimination or other factors,

compromise the current and future economic security of women and their families. There are many alternative ways to compare men's and women's earnings (for detail see *Women in NSW 2012*). Two commonly used standards – average weekly and average hourly earnings – comprise Indicators 5.1 and 5.2.

5.1 Average weekly earnings

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

Current position	<p>As of November 2012, NSW women working full-time ordinary hours earned \$1,246 each week on average, compared with \$1,487 earned by men.</p> <p>Gender gap</p> <ul style="list-style-type: none">Men in NSW earned 16 percent or \$241 more each week than women in 2012.
The direction of change over time	<p>The gender gap in NSW in the latest data was two percentage points greater than the 2011 figure of 14 percent reported in <i>Women in NSW 2012</i>.</p> <p>There has been a slight downward trend in the AWOTE gender pay gap since 1995, but the figures fluctuate considerably year to year.</p>
Discussion	<p>Comparing women's and men's earnings is a complex task, as women are less likely to work full-time and long hours. Ordinary time earnings for fulltime workers is one way to compare like with like, as it relates to the amount before any overtime or bonuses are taken into account.</p>

Average weekly earnings refers to the gross (before tax pay) of employees, and are exclusive of amounts deducted by salary sacrifice. Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Year collected: 2012.

Data source: ABS (2013) Average Weekly Earnings, Australia, Nov 2012. Cat no. 6302.0.

More information is available at www.abs.gov.au

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5.2 Average hourly earnings

Average total hourly cash earnings for non-managerial employees

Current position	<p>In 2012, NSW non-managerial women employees earned \$33.00 per hour on average, compared to \$35.80 earned by men.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women earned 7.8 percent, or \$2.80 less per hour on average than men.
The direction of change over time	<p>The gender gap in NSW was nearly 4 percentage points lower in 2012 compared to the 2010 figure of 11.5 percent reported in <i>Women in NSW 2012</i>.</p> <p>Described another way, women's hourly earnings were 92 percent of men's in 2012 compared to being 88 percent of men's in 2010.</p>
Discussion	<p>Hourly wage gaps are usually smaller than those measured using full-time weekly or annual wages, as women usually work fewer hours per week and per year than men even when both are classified as full-time.</p> <p>Table 4.11 shows the gender pay gap in earnings when measured annually for adult full-time employees.</p> <p>The data for this indicator does not include managers and non-employees, where the gender gap in pay is greater than among non-managerial employees (see <i>Women in NSW 2012</i>, Focus on Pay).</p> <p>The different ways to measure the gender pay gap all indicate that women continue to earn less than men in NSW. The hours women in a range of occupations would need to work to earn as much men are shown in Figure 4.8. Most strikingly, a female legal professional would need to work 11 additional hours per week. A female ICT telecommunication technician (an occupation that we saw above has become more common among women in recent years) needs to work five fewer hours to equal the earnings of her male counterpart.</p>

Indicator 5.2 describes average total hourly cash earnings (ie excluding other employment benefits such as shares or in-kind financial benefits) for non-managerial women and men in all industries except defence, and agriculture, forestry and fishing. Overtime and salary sacrifice amounts are included. The survey from which it is drawn is an employer survey considered by the ABS to be methodologically the most suited to measuring the gender pay gap.

Year collected: 2012.

Data source: ABS (2013) Employee Earnings and Hours, Australia, May 2012. Cat no. 6306.

More information is available at www.abs.gov.au

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Figure 4.8 The hours a woman needs to work to earn the same as a man

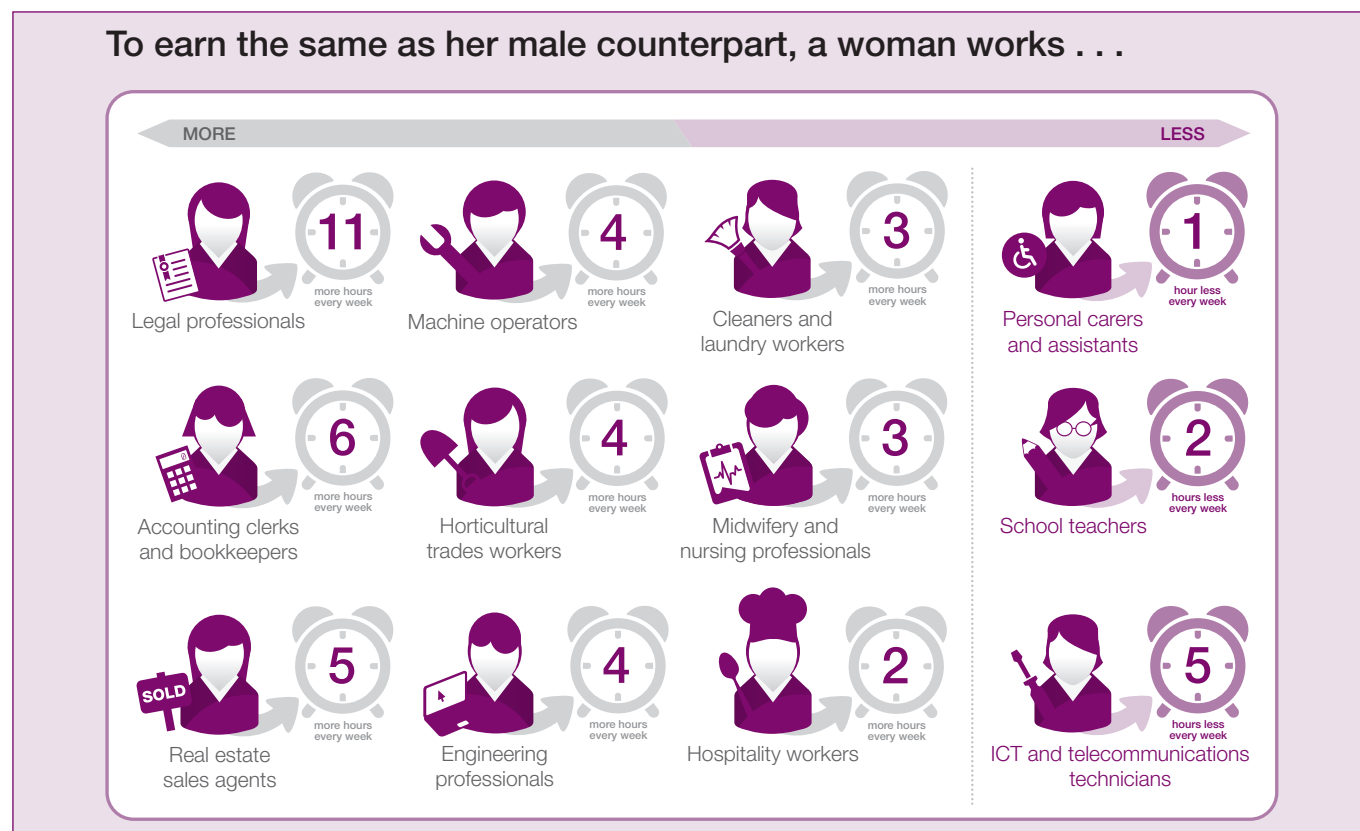


Table 4.11 Median annual earnings pay gap, 2001-11

Year	Women \$	Men \$	Pay gap \$	Pay gap %
2001	50,599	58,588	7,989	13.6
2002	47,916	59,572	11,655	19.6
2003	51,115	60,580	9,466	15.6
2004	51,692	61,539	9,846	16.0
2005	54,044	60,048	6,005	10.0
2006	52,660	64,671	12,010	18.6
2007	58,819	63,343	4,525	7.1
2008	59,563	64,978	5,415	8.3
2009	58,730	64,069	5,339	8.3
2010	56,952	65,236	8,284	12.7
2011	55,000	65,000	10,000	15.4

Note: This table shows the median or dollar amount that is at the centre of the earnings distribution, ie half the workforce earns more and half earns less than this figure. Dollar figures for all years are indexed to 2011 CPI which means that they differ from those presented in the 2012 Report.

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

Source: HILDA survey Release 11.0.

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5.3 Public sector annual earnings

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

Current position	<p>In 2011-12, the median salary for full-time women public sector employees was \$73,256 which was 99 percent of the equivalent male salary (\$74,302).</p> <p>However, the gap in actual take-home pay is 27 percentage points when gross earnings (taking into account part-time work) is calculated.</p> <p>Gender gap</p> <ul style="list-style-type: none">• There was a \$1,046 or 1 percent gap between full-time women and men in the public sector in 2012.
The direction of change over time	<p>Data from the NSW Pay Equity Audit was used in last year's Report and is not comparable with this year's data which is for the public sector as a whole, not just the public service (see below).</p> <p>Historical data comparable to this year's data is available for 2009-10. At that time, the gender pay gap was 4 percent, three percentage points greater than in 2011-12.</p>
Discussion	<p>The gender pay gap in the NSW public sector appears to be disappearing when the base salary for positions held by women and men is considered.</p> <p>However, as with the NSW workforce as a whole, the gender pay gap is much larger if actual take-home pay is considered as opposed to full-time base salary. The <i>Women in NSW 2012</i> Report noted that the actual take-home pay gap was 28 percent, similar to the 27 percent reported in the public sector.</p>

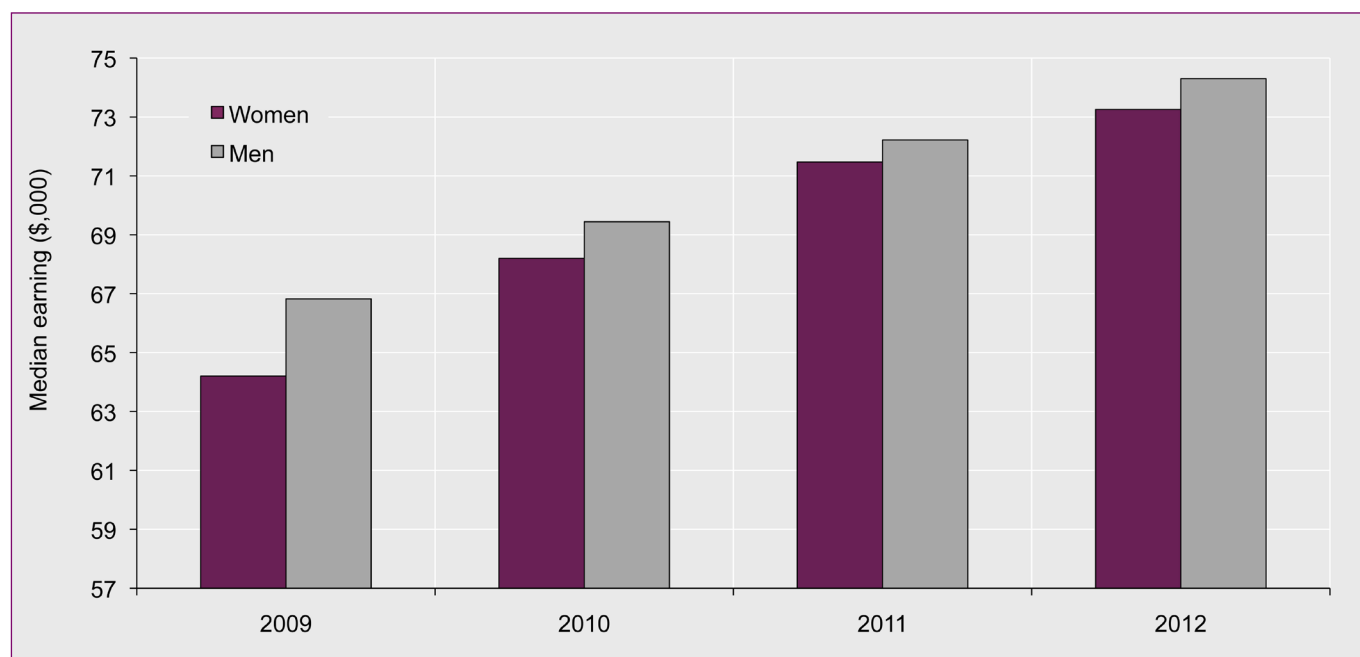
Indicator 5.3 measures the median rate for annual full-time base earnings reported by NSW public sector agencies as part of the annual NSW public sector workforce profile data collection. Temporary or contract workers are not included, and the earnings do not include overtime or take into account part-time work. The collection covers all agencies, including state-owned corporations and government trading enterprises. Some 332,600 full-time equivalent positions were included in 2011-12. By comparison, the 2010 data reported in last year's Report was for the 20 percent of the workforce who work in the public service.

Year collected: 2011-12.

Data source: NSW Public Service Commission (2012) Workforce profile 2012 report. More information is available at www.psc.nsw.gov.au

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Figure 4.9 NSW public sector pay by sex, 2009-10 to 2011-12



Note: The dollar amounts are the base full-time earnings for the position, excluding overtime. Source: NSW Public Service Commission, annual workforce profile data collection. Population: Public sector employees, excluding temporary and contract staff.

Topic 6 Financial security

Topic 6 addresses housing stress for different populations: mature-age women and men, and single people who receive Commonwealth Rent Assistance.

No new data is available for the comparative size of women and men's superannuation balances, and their source of income in retirement, which were included last year. However, these indicators provide important context for

understanding housing stress data. They indicated that women are more reliant than men on government pensions and allowances as their main source of income in old age. They also show that the quantum of private superannuation that women accumulate is substantially below that which men accumulate.¹

The two indicators discussed below focus on people whose housing costs are over 30 percent of their income, and are considered to be facing housing affordability stress.

¹ Among 45 to 60 year olds who are retired or approaching retirement, women's balance was \$29,000 less than men on average in 2007-08.

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6.1 Housing stress

Rental and mortgage stress, people 45 years and over

Current position	<p>In the over 45 age group, single women are the group most affected by housing stress.</p> <p>Out of the total over 45 population paying rent and mortgage, single women made up 60 percent of people experiencing rental stress and 55 percent of those experiencing mortgage stress.</p>
The direction of change over time	<p>The percentages are similar to 2010 for rental stress, and slightly lower for mortgage stress (55 percent compared to 63 percent in 2010).</p>
Discussion	<p>Mature age people are a key focus of concern when considering housing because the level of stress is an indicator of whether they will own a home during their retirement. Home ownership, in turn, is a major factor in whether older people will be comfortably able to live on fixed incomes, whether superannuation or pensions.</p> <p>The HILDA data further shows that the single women are a slightly larger percentage of people under housing stress in the bottom two socio-economic quintiles, or most disadvantaged social groups of the population. Women are 63 percent of people experiencing rental stress and 60 percent of people under mortgage stress in this population.</p>

Housing stress is defined in the indicator as those households where mortgage or rental payments equal 30 percent or more of household gross income. This group is measured as a percentage of all households where rent or mortgage is being paid. Housing stress is reported for women and men aged 45 years and over in those households.

Year collected: 2011.

Data source: HILDA Release 11. Data is weighted based on person weights, but for socio-economic data is based on household weights. Australian data is used to avoid sampling errors.

More information is available at www.melbourneinstitute.com/hilda

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6.2 Commonwealth Rent Assistance and rental affordability

Rental stress, people 45 years and over

Current position	<p>Commonwealth Rent Assistance (CRA) was received by around 397,000 single people or families in NSW in 2012, of whom single people and sole parents made up approximately three-quarters of recipients (73.5 percent).</p> <p>CRA is paid to alleviate rental stress, but the percentages of women receiving CRA and still experiencing rental stress are significant.</p> <p>They are shown in Table 4.12 but the following are noteworthy:</p> <ul style="list-style-type: none">• 46 percent of single women with no children receiving CRA experienced rental affordability stress in 2012• 45 percent of single women with children living in Sydney receiving CRA experienced rental affordability stress in 2012• The gender gap was highest at over 7 percent among two groups. These are single Aboriginal people (where it was in women's favour) and single people on the Disability Support Pension (where it was in men's favour).
The direction of change over time	<p>The percentages of single women in rental affordability stress after receipt of the Commonwealth Rental Assistance supplement are similar to the 2011 data provided in last year's Report and shown below in Table 4.12.</p>
Discussion	<p>More NSW women than men meet the eligibility criteria for Commonwealth Rental Assistance, and women make up 91 percent of sole parents on CRA. The data shows that for most subgroups of single people, women are disproportionately likely to still experience rental affordability stress.</p>

Commonwealth Rent Assistance (CRA) is a non-taxable income supplement paid to individuals and families who rent in the private rental market. Renting households who receive a Centrelink pension, allowance or Family Tax Benefit may be eligible for this fortnightly payment. Sydney is the Sydney Statistical Division.

Year collected: 2012 and preceding years.

Data source: Australian Government Housing Data Set (Centrelink data for June 2011 and June 2012).

More information is available at www.centrelink.gov.au

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Table 4.12 Single women in rental affordability stress, 2011 and 2012, and gender gap

	2011 %	2012 %	Gender gap in 2012 %
Single women without children	49	46	1.4
Sole female parent families living in Sydney	44	45	4.4
Sole female parent families living in rest of NSW	25	27	0.8
Sole female parents (all)	38	39	4.3
Single women (with and without children) over 45+ years	38	38	3.4
Single women (with and without children) on the Disability Support Pension	34	34	7.1
Single Aboriginal women (with and without children)	24	26	-7.3

Note: This table shows the percentages of single women CRA recipients who experience rental affordability stress which is defined as having housing costs equal to 30 percent or more of their household income.

Source: Australian Government Housing Data Set (Centrelink data for June 2011 and June 2012).

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How does NSW compare?

The ABS publishes the *Gender Indicators, Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia.

As reported in last year's Report, women's labour force participation rates are lower than those for women in Australia generally. In

2011-12, the reporting year used in the series, the gap for women is 4 percent for women 20 to 74 years of age. The likely reason is NSW women's higher rates of participation in full-time education.

While unemployment has fallen for NSW women, it remains slightly higher at 5.1 percent than Australian women's unemployment rate (4.6 percent).

Chapter five | Leadership

The NSW economy and key institutions are more likely to perform optimally if leadership is meritorious and diverse, and if organisations make full use of the talents of all, regardless of sex.



Photo: Vivien Thomson – finalist for 2013 NSW/ACT Rural Industries Research and Development Corporation Rural Women's Award

Leadership

Women's representation in leadership roles in parliament, within the public service and in the community and corporate sectors are the topics explored in this chapter. Women's leadership in the professions of law and education are also covered.

There is much debate and little consensus about the benefits that women leaders can bring to organisations, including whether particular benefits can be attributed to gender at all.

Some research suggests that company boards with a higher proportion of women are more likely to perform better financially,¹ while other studies question this correlation, pointing out that there is not necessarily a causal relationship between female board members and company performance.² This

¹ McKinsey and Co (2007) *Women Matter: Gender diversity, a corporate performance driver* at www.mckinsey.com. See also McKinsey and Co (2012) *Women Matter: Making the breakthrough*.

² R. Adams (2012) *Sorry, but there's no business case for gender quotas*, Knowledge Today, Australian School of Business, University of NSW, 31 August 2012, www.blogs.unsw.edu.au/knowledgetoday

latter research does suggest, however, that women are more likely to attend board meetings than men and that men are more likely to attend when there are more women on the board.³

In spite of the debate around the impact of women leaders, and their under-representation, arguably the NSW economy and key institutions are more likely to perform optimally if leadership is meritorious and diverse, and if organisations make full use of the talents of all, regardless of sex.

Internationally, it is considered that political leadership by women is a fundamental prerequisite for gender equality and genuine democracy and that it facilitates women's direct engagement in public decision-making.⁴

The same can be said of women's leadership in the community, corporate and government sectors and across all social institutions. More women should be in positions where they have the authority to decide and negotiate on issues that affect them.

³ Ibid.

⁴ See www.unifem.org/gender_issues/democratic_governance/

The position of key international organisations such as the United Nations and the Organization for Economic Cooperation and Development is also relevant here: supporting women leaders at all levels is a key area where increased investment can have 'catalytic and multiplier effects' for future generations, leading to improved outcomes in health, education and economic security. This chapter's focus topic on Aboriginal women leaders is of particular interest in light of this statement.

Key findings

The number of women standing as candidates for local government elections has risen at every election in NSW since 1991, and the 2012 elections were no exception. In 2012, 34 percent of candidates for local government were women, compared to 33 percent in 2008 and 23 percent in 1991.

Although more women are standing for election, this is not reflected in the number of women elected as local government councillors. The proportion of women councillors has not changed since 1999, when it was 26 percent, apart from a small rise to 27 percent in 2008.

Leadership

The number of female Members of Parliament in the NSW Legislative Assembly has been falling in recent years. At the time of writing in 2013, the percentage of seats held by women in the NSW Legislative Assembly is 20 percent. This is lower than ten years ago, in 2003, when it was 23 percent.

Women's leadership in the public sector has remained fairly static over the last ten years. The percentage of NSW Government board positions held by women hovered at around 36 to 37 percent between 2002 and 2010, and rose by one percentage point, to 38 percent, in 2011, where it remained at the end of 2012. Women's representation in the Senior Executive Service is also rising slowly, from 22 percent in 2002 to 26 percent in 2012.

Women leaders are most underrepresented in the corporate sphere, where only 18 percent of directorships of NSW-based ASX 200 companies are held by women. The figures are worse amongst NSW-based ASX 500 companies, where 12 percent of board directors are women, and 10 percent of senior executives are women.

The community sector is performing best in terms of women's leadership. A recent YWCA survey of community organisations concluded that women comprised 51 percent of board directors amongst NSW respondent organisations, and 59 percent of senior managers. Elsewhere in the community sector, however, amongst State Sporting Organisations, women leaders in 2011 were still underrepresented, filling only 29 percent of directorships and 24 percent of chief executive officer positions.

Turning now to specific professions, we find there has been almost no change in women's leadership in the law since we reported on this indicator in *Women in NSW 2012*, apart from a rise of one percentage point, to 20 percent, in the proportion of barristers who are women.

By contrast, in NSW Government primary schools, as in secondary schools, the proportion of female principals rose by two percentage points in the 12 months to June 2012. Women now make up 56 percent of primary school principals and 38 percent of secondary school principals. This is still low when compared to their representation amongst total teaching staff, but is steadily increasing.

Women are well-represented as leaders in NSW Technical and Further Education (TAFE NSW) Institutes. In fact, this is the only area examined in this chapter where the percentage of women leaders is higher than the percentage of women amongst general (teaching) staff. In the six years to June 2012, women's share of leadership positions increased from 43 to 57 percent, while the proportion of female TAFE teachers grew from 44 to 47 percent.

In NSW universities in 2011, women made up just over one quarter (28 percent) of senior academics (above senior lecturer level), while they account for 44 percent of all academics.

This year we also examine the data available on Aboriginal women's leadership in NSW. Although the numbers are very small, and much remains unknown, the data available suggests that the leadership gender gap between Aboriginal women and Aboriginal men is smaller than it is within the general NSW population.

Leadership

Gender indicators: Leadership

In this chapter, women's experiences with leadership are reported against five topics of importance for women. Many indicators align with state, national and international frameworks, and these linkages are shown in the table below headed *Leadership topics and indicators*.

This year, we have included some new indicators that did not appear in *Women in NSW 2012*. These have been included either because of the availability of new data, for example on women leaders in the community sector (Topic 4) and in companies listed on the ASX 500 index (Topic 3), or because an area



NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

State Plan NSW 2021

Goal 1: Improve the performance of the NSW economy

State Plan NSW 2021

Goal 26: Fostering opportunity and partnership with Aboriginal people

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

we touched on last year is explored in more detail, such as leadership in the education professions (Topic 5).

Leadership topics and indicators

Topic	Indicators	Linkages
Topic 1: Electoral representation	1.1 Candidates for election 1.2 Elected representatives	ABS Gender Indicators, Australia United Nations Gender Inequality Index OECD Gender Equality Indicators World Economic Forum Global Gender Gap Index
Topic 2: NSW public sector leadership	2.1 NSW Government boards and committees 2.2 Senior Executive Service roles in the NSW public sector	ABS Gender Indicators, Australia NSW Treasury Circular 10/05, 6 May 2010 World Economic Forum Global Gender Gap Index

Leadership

Topic	Indicators	Linkages
Topic 3: Leadership in the private sector	3.1 Board directors of NSW-based ASX 500 companies 3.2 Senior executives in NSW-based ASX 500 companies 3.3 Board directorships in NSW-based ASX 200 companies 3.4 Business owners	ABS Gender Indicators, Australia OECD Gender Equality Indicators
Topic 4: Leadership in the community sector	4.1 Directors of community sector organisations 4.2 Senior managers of community sector organisations 4.3 Leadership roles in State Sporting Organisations	International Working Group on Women and Sport, Sydney Scoreboard
Topic 5: Senior roles in the legal and education professions	5.1 Judges, barristers and partners principals of law firms 5.2 Principals of NSW government schools 5.3 TAFE NSW leaders 5.4 Senior academic positions in NSW universities	ABS Gender Indicators, Australia Productivity Commission, Report on Government Services
Focus topic	Aboriginal women leaders	State Plan NSW 2012 Goal 26

Current levels and trends

This section outlines the current status of NSW women in the topic areas listed above and the direction of change over time, where time-series information is available. The latest available data is used in each case.

For some indicators, no new data is available since the publication of *Women in NSW 2012*. In this case, indicators are not repeated in the body of the chapter, but are listed in the box on the following page.

Leadership

Indicator	Women in NSW 2012	Source
Candidates for election	<p><i>NSW Government</i> – candidates who were women in March 2011</p> <p>Legislative Assembly: 30 percent</p> <p>Legislative Council: 34 percent</p> <p><i>Australian Government</i> – candidates who were women in 2010</p> <p>House of Representatives (NSW seats): 27 percent</p> <p>Senate (NSW seats): 35 percent</p>	<p>Parliament of NSW website</p> <p>Parliament of Australia website</p>
Elected representatives	<p><i>NSW Legislative Council</i> – elected representatives who were women in February 2013: 31 percent</p> <p><i>Australian Government</i> – elected representatives who were women in 2010</p> <p>House of Representatives (NSW seats): 27 percent</p> <p>Senate (NSW seats): 42 percent</p>	<p>Parliament of NSW website</p> <p>Parliament of Australia website</p>

Topic 1 Electoral representation

In 1902, women in NSW first gained the right to vote in both state and Australian elections, and to stand for election for the Australian Parliament. Women in NSW won the right to stand for election to the NSW Legislative Assembly in 1918. It took a further eight years for women to be able to stand for election to the NSW Legislative Council (1926). Women have continued to be in the minority at all levels of government, despite these rights.

Since the publication of *Women in NSW 2012*, local government elections were held throughout NSW on 8 September 2012, and there have been two State Government by-elections which have changed the gender composition of the NSW Legislative Assembly.

Indicator 1.1 examines the gender split among candidates at the 2012 local government elections, while indicator 1.2 reports on the percentage of women who were actually elected to local government in 2012. Indicator 1.2 also notes the impact of recent NSW by-elections on the gender composition of the NSW Legislative Assembly.

Leadership

1.1 Candidates for election

Current position	<p>At the local government elections in September 2012, 34 percent of candidates for election were women.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women accounted for just over one-third of candidates who stood for election to local government in NSW in 2012.
The direction of change over time	<p>In the period between 1991 and 2012, the proportion of women candidates for local government has increased by 11 percentage points, from 23 percent. There was a one percentage point increase between the 2008 and 2012 elections. See Figure 5.1.</p>
Discussion	<p>The council with the greatest proportion of women candidates in 2012 was North Sydney, with 67 percent. Of the 10 councils with 50 percent or more women councillors standing for election in 2012, seven were rural councils. See Table 5.1.</p> <p>In three councils, no women stood for election. These were: Coonamble Shire, Gundagai Shire and Lachlan Shire.</p> <p>The total number of candidates (female and male) has fluctuated in each election year. In 1991, it was 3,820 (the lowest and in 2004 it was 5,078 (the highest to date).</p>

Local government in NSW consists of 152 councils across the state, which have between five and 15 elected councillors, and in some cases an elected mayor. NSW local government elections are held every four years. The most recent elections were held in September 2012.

Year collected: 2012.

Data source: ABC, *Antony Green's election blog*, 30 August 2012.

More information is available at www.abc.net.au/elections/nsw/2012/council/

Table 5.1 Councils with 50 percent or more women candidates, NSW, 2012

Local council	Women candidates %	Women councillors %
North Sydney	67	58
Nambucca Shire	62	50
Bega Valley Shire	56	44
Shoalhaven City	53	42
Bellingen Shire	52	17
Woollahra Municipal	51	47
Singleton	50	56
Ashfield	50	50
Greater Hume Shire	50	56
Gunnedah Shire	50	50

Note: The table shows the percentage of women who stood as candidates in the 2012 local government elections, and the percentage elected as councillors.

Population: Local councils where 50 percent or more of candidates at the 2012 election were women.

Source: ABC, *Antony Green's election blog*, 30 August 2012; NSW Electoral Commission website; and research with individual councils that conducted their own elections.

1.2 Elected representatives

Current position	<p><i>Local government</i></p> <p>At the 2012 local government elections, women made up 26 percent of elected councillors.</p> <p><i>NSW Government</i></p> <p>As at January 2013, women made up 20 percent of members of the NSW Legislative Assembly.</p> <p>Gender gap</p> <ul style="list-style-type: none"> • Women fill around one-quarter of elected positions in local government, and one-fifth of seats in the NSW Legislative Assembly.
The direction of change over time	<p><i>Local government</i></p> <p>At the local government level, there was a slight (one percentage point) drop between 2008 and 2012 in the percentage of women elected to local government, which is the same now as it was 13 years ago, in 1999. See Figure 5.1.</p> <p><i>NSW Government</i></p> <p>The proportion of female members in the NSW Legislative Assembly decreased from 23 percent in June 2012 to 20 percent in January 2013. This continues the trend since 2007 for a steady decrease in the number of women in the Legislative Assembly. See Figure 5.2.</p>
Discussion	<p><i>Local government</i></p> <p>The council with the highest proportion of women councillors following the 2012 elections was Pittwater Council.</p> <p>Of the 14 councils with 50 percent or more women councillors, the majority (9 out of 14) were located in Sydney. See Table 5.2. Interestingly, in all these Local Councils (except Nambucca Heads and North Sydney), the percentage of women elected to councillor positions was equal to or greater than the percentage who stood for election.</p> <p>Five councils elected no women councillors. These are: Blayney Shire, Coonamble Shire, Gundagai Shire, Lachlan Shire and Orange City.</p> <p><i>NSW Government</i></p> <p>The drop in the proportion of women members in the NSW Legislative Assembly between 2012 and 2013 is due to the resignation of two female members in the second half of 2012. Kristina Keneally resigned from the seat of Heffron on 29 June 2012 and Clover Moore from Sydney on 21 September 2012. Male candidates won the by-elections in both seats.</p> <p>Table 5.3 presents the percentage of seats held by women in Parliaments around Australia, as at September 2012. Queensland and Western Australia were only the states where the representation of women in the lower house was lower than in NSW. In the upper house, NSW had a lower percentage of women members than any other jurisdiction.</p>

Local government in NSW consists of 152 councils across the state, which have between five and 15 elected councillors, and in some cases an elected mayor. NSW local government elections are held every four years.

The Legislative Assembly is the lower house of the NSW Parliament with 93 members, each representing an electorate of the state.

Year collected: 2013.

Data source: NSW Electoral Commission; research with individual councils that conducted their own elections; NSW Parliament website.

More information is available at www.elections.nsw.gov.au; www.parliament.nsw.gov.au

Leadership

Table 5.2 Councils with 50 percent or more women councillors, NSW, 2012

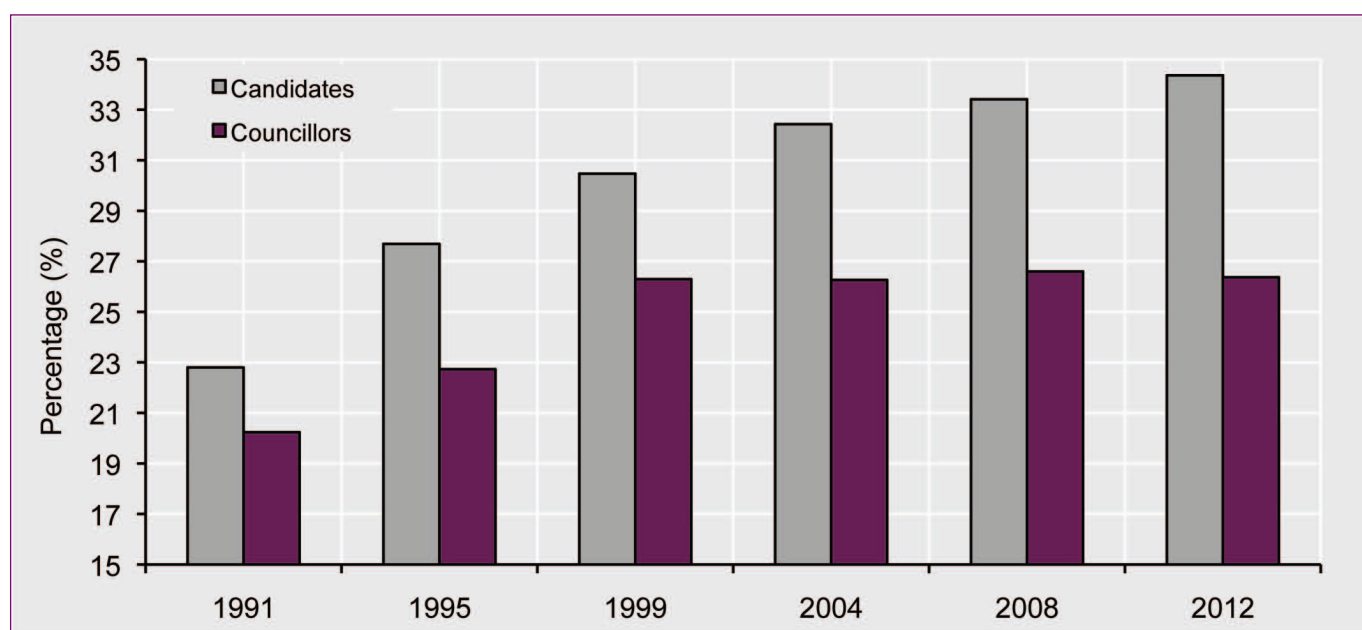
Local council	Women councillors %	Women candidates %
Pittwater	67	34
North Sydney	58	67
Camden	56	45
Great Lakes	56	37
Greater Hume	56	50
Singleton	56	50
Ashfield	50	50
City of Canada Bay	50	40
Gunnedah	50	50
Ku-ring-gai	50	44
Manly	50	37
Nambucca Heads	50	62
Waverley	50	41
Willoughby	50	44

Note: The table shows the percentage of women who were elected as councillors in the 2012 local government elections and the percentage who stood as candidates in those councils.

Population: Local councils where 50 percent or more of elected councillors were women following the 2012 election.

Source: NSW Electoral Commission website; research with individual councils that conducted their own elections; and ABC, *Antony Green's election blog*, 30 August 2012.

Figure 5.1 Women in NSW Local Government elections, 1991-2012



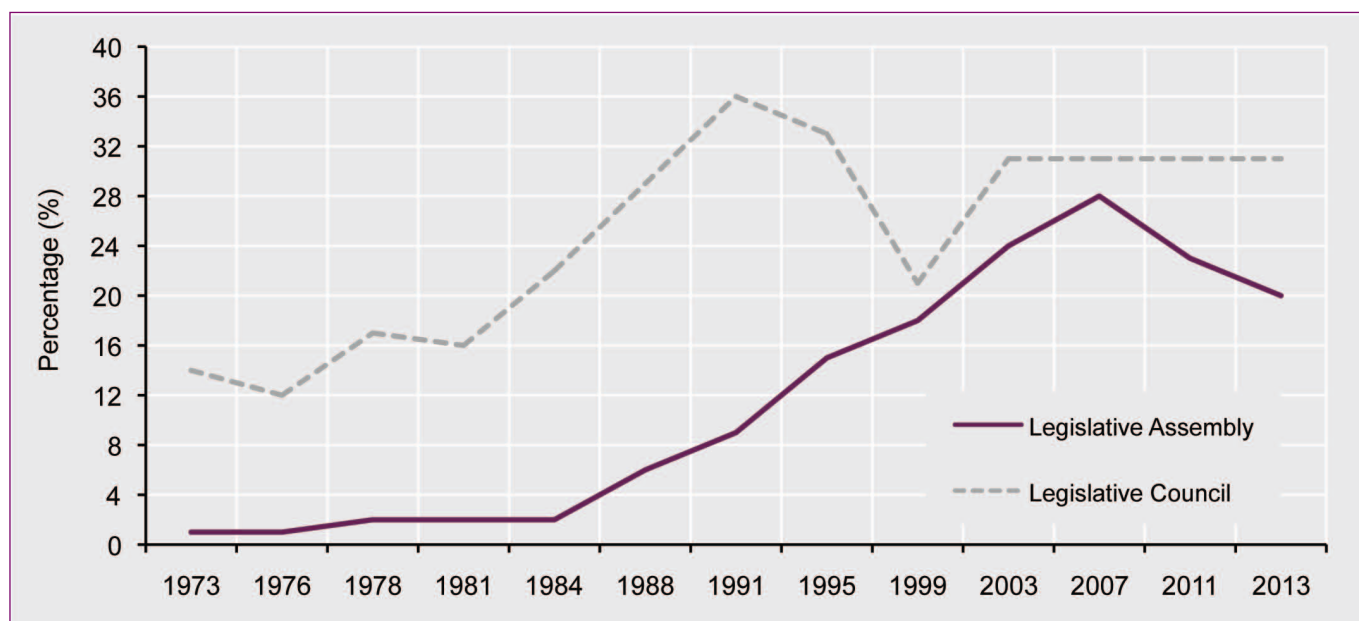
Note: The total number of candidates for election (female and male) in 1991 was 3,820, then 4,084 (in 1995), 4,950 (in 1999), 5,078 (in 2004), 4,441 (in 2008) and 4,566 (in 2012).

Population: Women candidates for local government and women elected as councillors.

Source: NSW Electoral Commission website; research with individual councils that conducted their own elections; NSW Department of Premier and Cabinet, Division of Local Government (2008) *Candidates and Councillors 2008*; ABC, *Antony Green's election blog*, 30 August 2012.

Leadership

Figure 5.2 Women members of NSW Parliament, 1973 to 2013



Population: Members of the NSW Parliament between 1973 and 2013.

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

Table 5.3 Women's representation in State and Federal Parliaments, September 2012

	Lower house %	Upper house %
NSW	22	31
Victoria	33	33
Queensland*	20	n/a*
Western Australia	19	47
South Australia	30	32
Tasmania	24	40
Australian Capital Territory*	41	n/a
Northern Territory*	32	n/a
Parliament of Australia	25	38

Note: *Queensland, Northern Territory and the ACT have only a lower house of parliament.

Source: Wilson J. and Black D. (2012) *Women Parliamentarians in Australia 1921-2012*, Parliament of Australia Parliamentary Library.

Leadership

Topic 2 NSW public sector leadership

The indicators in this section examine women's leadership within the NSW public sector. Two important indicators of government's progress are the percentage of women who are selected to sit on government

boards and committees, and the percentage of women in the public sector Senior Executive Service (SES).

Indicator 2.1 presents data on female representation on boards

and committees appointed by the NSW Government across a range of portfolios. Indicator 2.2 presents data on women's representation in senior executive roles in the NSW public sector.

2.1 NSW Government boards and committees

Current position	<p>As at 31 December 2012, women held 38 percent of NSW Government board and committee positions.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Men's representation on NSW Government boards and committees in December 2012 was 1.6 times greater than women's.
The direction of change over time	<p>In December 1997, women held 27 percent of NSW Government board and committee positions. That figure has risen by 11 percentage points in 15 years – less than one percentage point per year – to 38 percent in December 2012. See Figure 5.3.</p>
Discussion	<p>The portfolios with the highest proportion of female board and committee members as at 31 December 2012 were Family and Community Services (59 percent), Ageing (60 percent), Disability Services (76 percent) and Women (91 percent). The portfolio with the lowest percentage of women board members was Police and Emergency Services (13 percent). See Table 5.4.</p> <p>Care should be exercised when making year on year comparisons on boards and committees within particular portfolios. Portfolios may have changed between March 2011 and December 2012, as has been the case with Sport and Recreation.</p>

This indicator reports on appointments to NSW Government boards and committees that are approved by Cabinet. As at 31 December 2012, this included boards and committees covering all portfolio areas of government, with more than 4,300 positions in total.

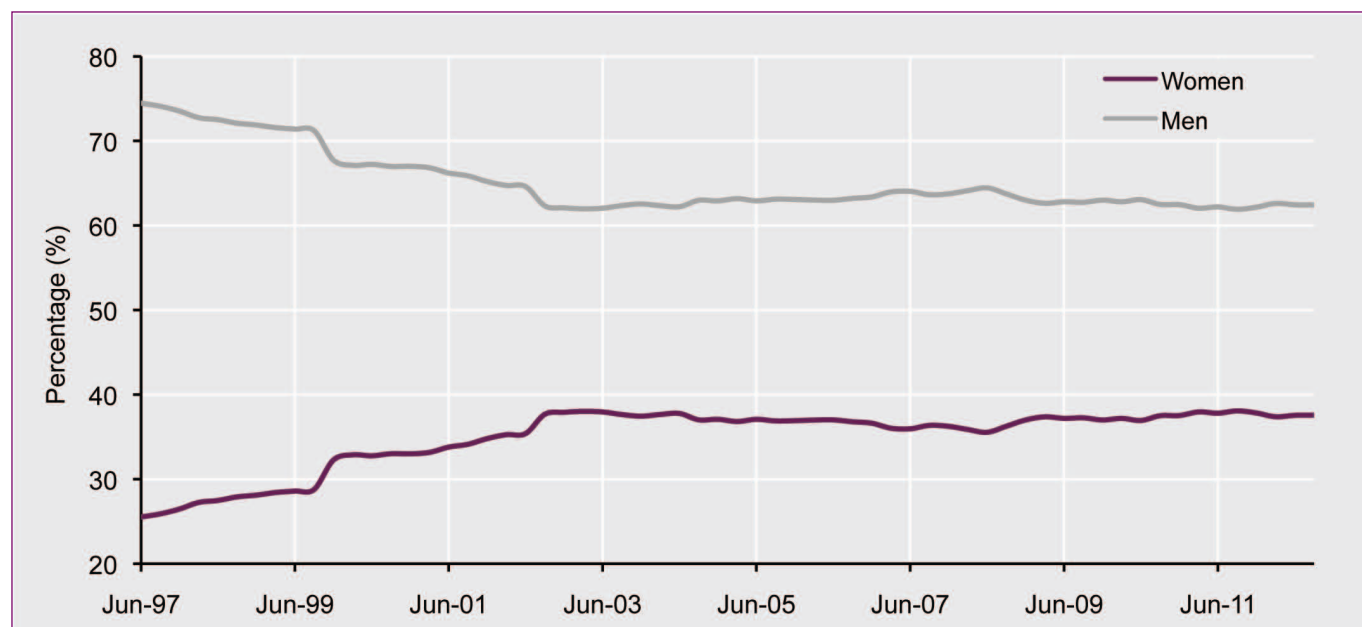
Year collected: 2012.

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

More information is available at www.boards.dpc.nsw.gov.au

Leadership

Figure 5.3 NSW Government board and committee members, by sex, 1997 to 2012



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

Table 5.4 Women's representation on NSW Government boards by portfolio, 2011 and 2012

Portfolio	March 2011 %	March 2012 %	December 2012 %
Police and Emergency Services	8	6	13
Resources and Energy	17	21	18
Tourism, Major Events, Hospitality and Racing	32	21	18
Treasurer	22	19	19
Roads and Ports	14	22	21
Transport	28	29	21
Heritage	11	33	21
Trade and Investment	30	23	23
Sport and Recreation*	37	25	27
Primary Industries	19	27	27
Premier	44	33	27
Medical Research	26	31	29
Finance and Services	37	31	29
Fair Trading	37	34	30
Planning and Infrastructure	32	30	31
Regional Infrastructure and Services	30	29	33

Leadership

Portfolio	March 2011 %	March 2012 %	December 2012 %
Citizenship and Communities	49	43	33
Illawarra	n/a	n/a	33
Aboriginal Affairs	25	38	36
Justice	33	37	38
Local Government	67	38	39
Arts	46	43	40
Environment	34	37	40
Health	44	43	42
Attorney General	44	48	48
Education	52	54	52
Mental Health	51	49	55
Family and Community Services	73	71	59
Ageing	68	67	60
Disability Services	76	75	76
Women	100	50	91
Hunter	31	n/a	n/a
Western Sydney	29	n/a	n/a
Small Business	23	23	n/a
Total	38	37	38

Note: 'n/a' refers to portfolios that had no allocated boards at that point in time. * Changes in the composition of the Sport and Recreation portfolio affect the ability of year to year comparisons.

Population: Members of NSW Government boards and committees.

Source: NSW Department of Premier and Cabinet, unpublished data.

Leadership

2.2 Senior Executive Service roles in the NSW public sector

Current position	<p>In 2012, women accounted for 26 percent of the Senior Executive Service (SES) in the NSW public sector.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women make up just over one-quarter of the SES in the NSW public sector.
The direction of change over time	<p>The percentage of women in the SES has increased by one percentage point since 2011, when it was 25 percent. It has risen from 22 percent in 2002.</p> <p>The proportion of women in the NSW public sector as a whole also increased slightly between 2011 and 2012, from 60 to 61 percent.</p>
Discussion	<p>Women's SES representation in the NSW public sector (26 percent) remains disproportionately low compared to their representation within the total public sector workforce (61 percent). See Figure 5.4.</p>

SES employees are determined under the Public Sector Employment and Management Act 2002. They do not include chief executives.

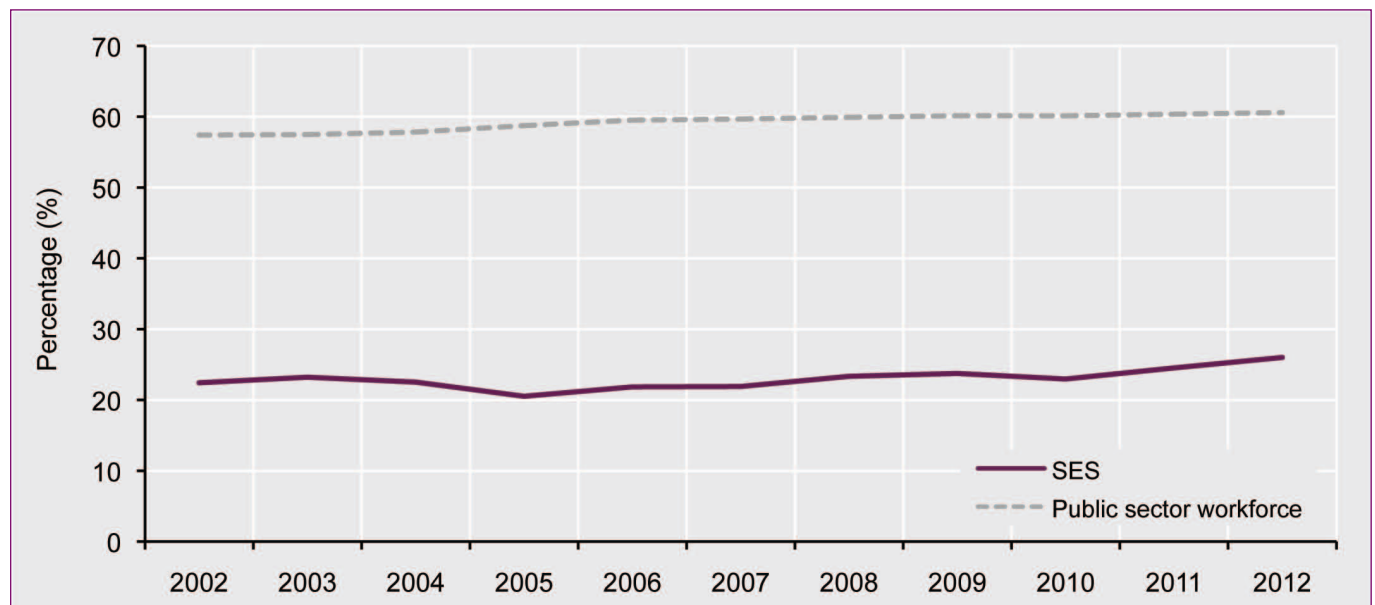
The data provided by the NSW Public Service Commission is as at their census date of 21 June 2012 and also includes SES-equivalent positions, who are senior executive staff whose contract of employment does not fall under the *Public Sector Employment and Management Act*.

Year collected: 2012 and previous years.

Data source: NSW Public Service Commission, *NSW Public Sector Workforce Profile, 2012*.

More information is available at www.psc.nsw.gov.au

Figure 5.4 Women in the SES and the total NSW public sector, 2002 to 2012



Note: Does not include casual staff.

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

Source: NSW Public Service Commission, *NSW Public Sector Workforce Profile, 2012*.

Leadership

Topic 3 Leadership in the private sector

The data in this section examines women's leadership in the corporate sphere, focusing on their representation at the level of board directors and executive managers.

Indicators 3.1 and 3.2 present data from the Workplace Gender Equality Agency's¹ (WGEA)

¹ Formerly known as the Equal Opportunity for Women in the Workplace Agency or EOWA.

Australian Census of Women in Leadership 2012. The data looks at board directors and executive managers of ASX 500 companies with a head office address in NSW, and relates to the 2011 financial reporting year.

Indicator 3.3 also considers board directorships, but for a smaller set of companies – those listed on the

ASX 200 – and for a more recent time period. The ASX 200 data was collated at the time of writing, in April 2013.

In Indicator 3.4 we examine women's ownership of businesses, both small and large.

3.1 Board directors of NSW-based ASX 500 companies

Current position	<p>As at 16 March 2012, 12 percent of board directors of NSW-based ASX 500 companies were women, and 88 percent were men.</p> <p>Gender gap</p> <ul style="list-style-type: none">Women are seven times less likely than men to hold a board director's position in a NSW-based ASX 500 company.
The direction of change over time	<p>This is the first year that the WGEA has collected data relating to ASX 500 companies.</p>
Discussion	<p>NSW is the state in which the highest proportion of ASX 500 companies is located (36 percent). Nearly half of all female board directors across Australia (49 percent) serve on companies with a head office in NSW.</p> <p>In Western Australia, where 29 percent of ASX 500 companies were located, only 3.5 percent of board directors were women.</p> <p>In Victoria, where 19 percent of ASX 500 companies were located, 13 percent of board directors were women.</p> <p>Nationally, 9.2 percent of board directors of ASX 500 companies were women. See Figure 5.5.</p>

Data for this indicator relates to companies in the ASX 500 as at 16 March 2012 which had a head office address in NSW. Data was extracted by WGEA from each company's most recent annual report published before the WGEA census date of 30 April 2012. Generally, these annual reports covered the 12 months ended 30 June 2011, or the 12 months ended 31 December 2011.

Directors are those people who hold a seat on a company board. They act on behalf of the shareholders in supervising the company. The ASX 500 index refers to the 500 largest securities listed on the All Ordinaries Index of the Australian Securities Exchange. The constituents are not screened for liquidity.

Year collected: 2011.

Data source: EOWA (2012) *Australian Census of Women in Leadership*. Note: EOWA is now known as the Workplace Gender Equality Agency (WGEA)

More information is available at www.wgea.gov.au

Leadership

3.2 Senior executives in NSW-based ASX 500 companies

Current position	<p>As at 16 March 2012, women made up 10 percent of executive key management personnel in ASX 500 companies with a head office in NSW.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Executive management positions in NSW-based ASX 500 companies are nine times more likely to be filled by a man than by a woman.
The direction of change over time	This is the first year that the WGEA has collected data relating to ASX 500 companies.
Discussion	<p>38 percent of executive key management personnel in all ASX 500 companies are located in NSW.</p> <p>At 10 percent, NSW lags behind Victoria (13 percent), Tasmania (13 percent) and the Northern Territory (17 percent) when it comes to the proportion of women in executive key management positions, although the number of executives in the latter two jurisdictions is much smaller. See Figure 5.5.</p>

Data for this indicator relates to companies in the ASX 500 as at 16 March 2012 which had a head office address in NSW. Data was extracted by WGEA from each company's most recent annual report published before the WGEA census date of 30 April 2012. Generally these annual reports covered the 12 months ended 30 June 2011, or the 12 months ended 31 December 2011.

Executive key management personnel are the executive members of the management group who have authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity.

Year collected: 2011.

Data source: EOWA (2012) *Australian Census of Women in Leadership*. More information is available at www.wgea.gov.au

Figure 5.5 Women leaders of ASX 500 companies, by jurisdiction, 2011



Note: 'Senior executives' refers to executive key management personnel, who are the executive members of the management group with responsibility for planning, directing and controlling the activities of the entity. See Indicator 3.2 for full explanation.

Population: Women board directors and executive key management personnel in ASX 500 companies

Source: EOWA (2012) *Australian Census of Women in Leadership*.

3.3 Board directorships in NSW-based ASX 200 companies

Current position	<p>As at April 2013, women held 18 percent of all directorships of ASX 200 companies with a registered office address in NSW.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women make up less than one-fifth of all directors of ASX 200 companies that are based in NSW.
The direction of change over time	<p>There was an increase of one percentage point between April 2012 and April 2013 in the proportion of directorships held by women in NSW-based ASX 200 companies, from 17 to 18 percent.</p> <p>In April 2011, 15 percent of directorships in NSW-based ASX 200 companies were held by women.</p>
Discussion	<p>Nationally, between 2004 and 2008, the percentage of ASX 200 directorships held by women sat at 8 percent. Since 2011, the percentage of female directorships has been gradually rising, both in NSW and nationally. It is possible that a factor in this rise was the introduction in 2010 of the Australian Securities Exchange's corporate governance principles for gender diversity. Figure 5.6 presents data for 2011 to 2013 on the percentage of female directorships in ASX 200 companies, both in NSW and nationally. The percentage of women directors in NSW is slightly higher than the national figure.</p>

Data in this section relates to ASX 200 companies that have a registered office address in NSW. The ASX 200 Index consists of a rolling population which companies enter or exit depending on share price. The index measures the performance of the 200 largest index-eligible stocks listed on the Australian Securities Exchange according to criteria established by Standard and Poors and the ASX.

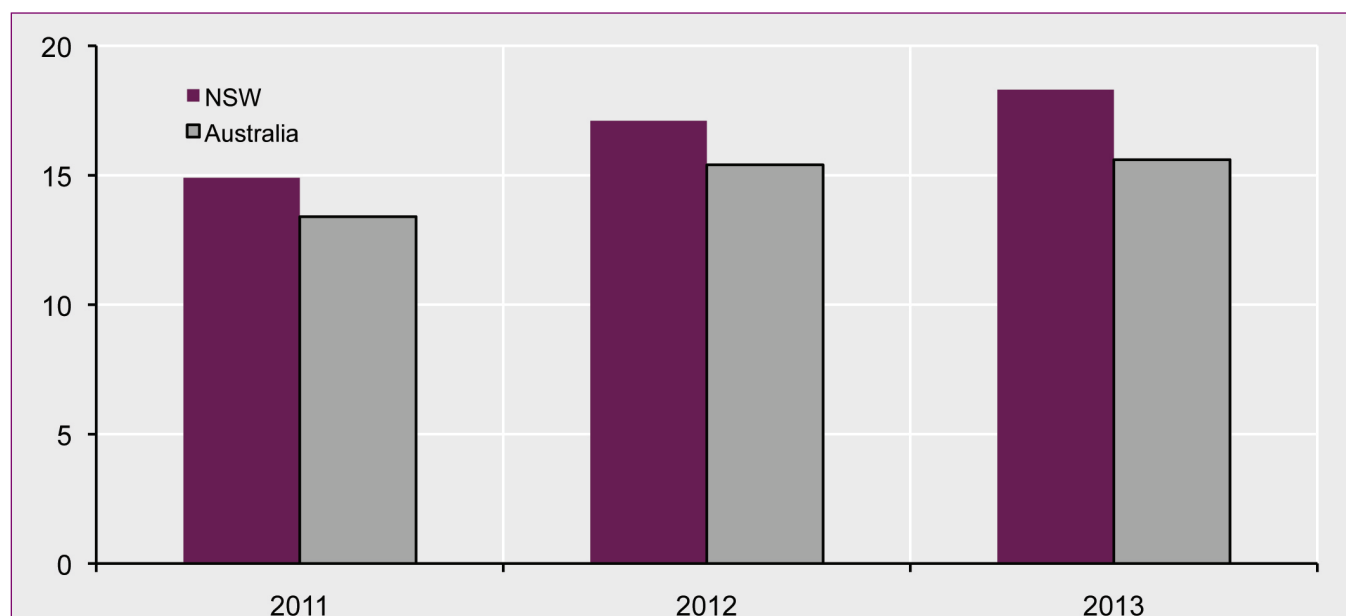
Directors are those people who hold a seat on a company board. They act on behalf of the shareholders in supervising the company.

Year collected: 2013.

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

More information is available at www.companydirectors.com.au

Figure 5.6 Female board directorships in ASX 200 companies, NSW and national, 2011-13



Note: NSW data is as at April 2011, April 2012 and April 2013. National data is as at 31 December 2011, 31 December 2012 and 31 March 2013. Population: Companies listed on the ASX 200 for the dates specified above.

Source: NSW Institute of Company Directors. National data is available at www.companydirectors.com.au. NSW data is unpublished.

3.4 Business owners

Current position	<p>In NSW in 2011, women made up 29 percent of owner managers of incorporated enterprises (all sizes), and 34 percent of owner managers of unincorporated enterprises (all sizes).</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women are around 2 to 2.5 times less likely than men to own and run their own business.
The direction of change over time	<p><i>Incorporated enterprises</i></p> <p>There was a slight decrease between 2006 and 2011 in the proportion of owners of incorporated enterprises who were women. The proportion dropped from 30 to 29 percent for businesses with 1-19 employees, and from 29 to 27 percent for enterprises with 20 or more employees. See Figure 5.7.</p> <p><i>Unincorporated enterprises</i></p> <p>There was an increase of two percentage points between 2006 and 2011 (from 33 to 35 percent) in the proportion of unincorporated enterprises with no employees (eg. sole traders) owned by women.</p> <p>The proportion of unincorporated enterprises with 1 to 19 employees owned by women has increased by one percentage point since 2006 (from 33 to 34 percent). See Figure 5.7.</p>
Discussion	<p>The great majority of incorporated business owners in NSW in 2011 (almost 200,000) had between 1 and 19 employees. A much smaller number (less than 16,000) owned businesses with 20 or more employees. Growth in numbers in recent years has been more notable for male-run incorporated businesses than for those run by women.</p> <p>By contrast, looking at unincorporated enterprises between 2006 and 2011, there was an increase of 7 percent in the number of female sole traders, compared to a decrease of 3 percent for male sole traders.</p>

An owner manager of an incorporated enterprise is a person who works in her/his own business, which is registered as a separate legal entity to its members or owners (also known as a limited liability company).

An owner manager of an unincorporated enterprise is a person who operates his/her own business, in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. It includes people engaged independently in a profession or trade.

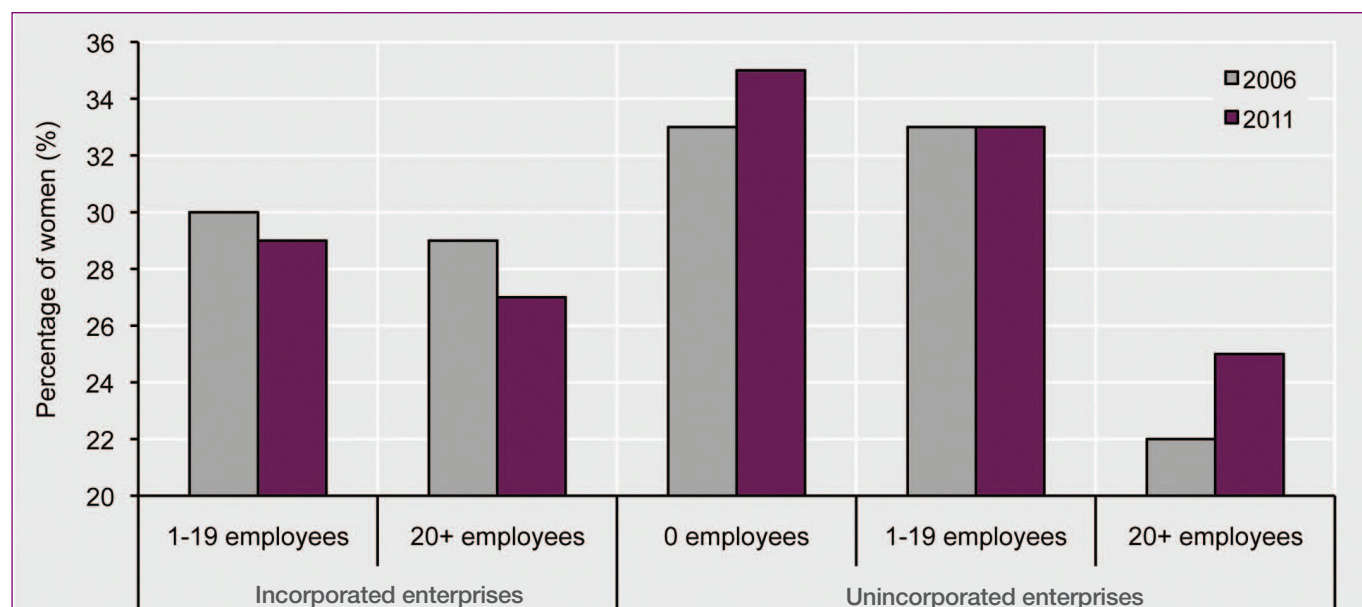
Year collected: 2006 and 2011.

Data source: ABS Census of Population and Housing 2006 and 2011.

More information is available at www.abs.gov.au

Leadership

Figure 5.7 Women business owners by size and type of business, NSW, 2006 and 2011



Population: NSW residents who are owner managers of incorporated and unincorporated enterprises.
Source: ABS, Census of Population and Housing 2006 and 2011.

Topic 4 Leadership in the community sector

Until recently, little was known about the gender composition of boards that operate in the community sector, nor of diversity amongst top-level managers.

A national survey of not-for-profit organisations undertaken in late 2011 by YWCA Australia, Women on Boards and the Australian Council of Social Service ('the

YWCA survey') provides us with the best data we have so far on women's representation in leadership positions in the community sector. Data relating to NSW organisations has been extracted from the survey results and is presented in Indicators 4.1 and 4.2 below.

Indicator 4.3 considers women's representation in leadership positions with State Sporting Organisations. State Sporting Organisations are community organisations recognised by government and the majority of playing participants as peak bodies in the management and administration of their individual sports within NSW.

Leadership

4.1 Directors of community sector organisations

Women's representation on boards and as office bearers of not-for-profit organisations

Current position	<p>In NSW in November/December 2011, women comprised 51 percent of board directors of community organisations that responded to the YWCA survey.</p> <p>Gender gap</p> <ul style="list-style-type: none"> There is an almost equal proportion of female and male board directors in NSW community organisations that responded to the YWCA survey.
The direction of change over time	There is currently no other data available with which to compare trends over time.
Discussion	<p>The YWCA survey shows that, nationally, women make up 51 percent of board directors of community organisations, which is equivalent to the NSW figure, but is substantially lower than the estimated 79 to 85 percent¹ that women make up of the total community sector workforce.</p> <p>Office bearer positions in community organisations are less likely to be held by women than by men. Of NSW-based respondents, 46 percent had a female president, 36 percent had a female vice-president, 34 percent had a female treasurer, and 35 percent had a female secretary. These are very similar to national percentages (see Figure 5.8).</p> <p>The YWCA survey also shows that as the income of community organisations increases to \$1 million or more, they are less likely to have female board directors than organisations with a smaller annual turnover (less than \$1 million).</p>

The YWCA survey was distributed electronically amongst networks of the YWCA, Women on Boards and the Australian Council of Social Service. Survey data was collected between 16 November and 12 December 2011. Responses were received from 662 organisations nationally that identified as not-for-profit. Of these, 70 organisations operated solely in NSW and a further 125 organisations operated in NSW and elsewhere. Data relating to NSW community organisations refers to all 195 organisations that operate in NSW.

No definition of 'not-for-profit' was provided in the survey questionnaire. The most common sectors in which respondent organisations worked were health (29 percent), education (24 percent), youth work (24 percent), women (23 percent) and disability (19 percent).

Year collected: November/December 2011.

Data source: YWCA, Women on Boards, Australian Council of Social Service (2012) *Reflecting gender diversity. An analysis of gender diversity in the leadership of the community sector: Inaugural survey results*.

More information is available at www.ywca.org.au; www.womenonboards.org.au; www.acoss.org.au

¹ The estimate of 79 percent is based on data from the ABS Census of Population and Housing 2011 and includes residential care services and social assistance services, cross-referenced with the public/private employer indicator. The source for the higher figure of 85 percent is YWCA, Women on Boards, ACOSS (2012) *Reflecting gender diversity. An analysis of gender diversity in the leadership of the community sector: Inaugural survey results*, p.2.

Leadership

4.2 Senior managers of community sector organisations

Current position	<p>In NSW in November/December 2011, women comprised 59 percent of senior managers of community organisations that responded to the YWCA survey.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women are almost one and a half times more likely than men to be senior managers in NSW community organisations that responded to the YWCA survey.
The direction of change over time	There is currently no other data available with which to compare trends over time.
Discussion	<p>The YWCA survey found that, nationally, 60 percent of senior managers in respondent organisations were female. This is comparable to the NSW figure of 59 percent. See Figure 5.8.</p> <p>The survey data also indicates that the number of women in senior positions (in comparison to the number of men) rises as the proportion of female staff in the organisation increases.</p>

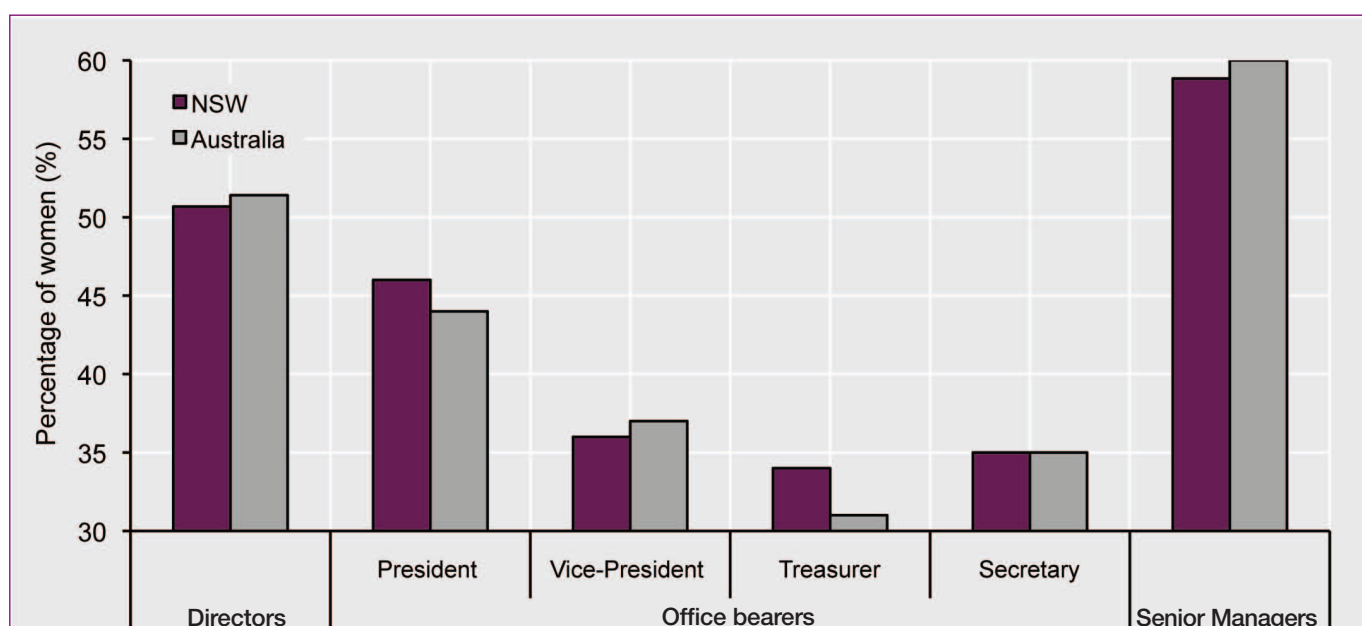
The YWCA survey was distributed electronically amongst networks of the YWCA, Women on Boards and the Australian Council of Social Service. Survey data was collected between 16 November and 12 December 2011. See Indicator 4.1 for additional detail.

Year collected: November/December 2011.

Data source: YWCA, Women on Boards, ACOSS (2012) *Reflecting gender diversity: An analysis of gender diversity in the leadership of the community sector: Inaugural survey results*.

More information is available at www.ywca.org.au; www.womenonboards.org.au; www.acoss.org.au

Figure 5.8 Women leaders in community organisations, NSW and Australia, 2011



Note: Data relates to community organisations operating in NSW that responded to the YWCA survey.

Population: Women board members, office bearers and senior managers of community sector organisations that responded to the YWCA survey.

Source: YWCA, Women on Boards, ACOSS (2012) *Reflecting gender diversity: An analysis of gender diversity in the leadership of the community sector: Inaugural survey results*. NSW data unpublished.

Leadership

4.3 Leadership roles in State Sporting Organisations

Current position	<p>In NSW in 2011, 29 percent of directorships of State Sporting Organisations (SSOs) were held by women.</p> <p>Gender gap</p> <ul style="list-style-type: none">Women are nearly two and a half times less likely than men to hold a directorship in a NSW State Sporting Organisation.
The direction of change over time	<p>Data for previous years is unavailable at this time. Data on SSOs for 2012 and future years will be examined in future editions of <i>Women in NSW</i>.</p>
Discussion	<p>In NSW in 2011, 20 percent of SSO presidents were women, 24 percent of SSO chief executive officers (CEOs) were women, and 16 percent of SSOs did not have a woman on their board.</p> <p>SSOs in NSW are performing slightly better than their national counterparts in terms of gender equality. Amongst National Sporting Organisations (NSOs) in 2011, 23 percent of directorships were held by women, 11 percent of presidents were women, 22 percent of CEOs were women, and 17 percent of NSOs did not have a woman on their board.</p>

Data on this indicator in *Women in NSW 2012* related to the same time period – 2011 – but, as noted in that report, the data set was incomplete at that time, with data available for only 40 out of 106 funded SSOs. The data in *Women in NSW 2013* is the full 2011 data set for SSOs in NSW.

State Sporting Organisations are the NSW counterparts of National Sporting Organisations. They are community organisations that receive funding from government and others to promote and control the operations of their sport in NSW. Their member organisations rely to a large degree on the contributions of volunteers. Sporting organisations play an important role, both as promoters of sports throughout the State, and as the peak bodies that oversee the operations of local sports clubs.

Year collected: 2011.

Data source: Department of Education and Communities, Sport and Recreation Division, NSW State Sporting Organisations – *Sport Development Program Report 2010/11*, unpublished data.

More information is available at www.sydneyscoreboard.com

Topic 5 Senior roles in the legal and education professions

In *Women in NSW 2012*, we explored data on women leaders in the professions of law and school teaching. Women have been established in the teaching profession for many decades. As early as 1890, women made up nearly half of all NSW primary and secondary school teachers.¹

Women's entrance into the law, by contrast, has been more gradual: women were only permitted to practice law in 1918, and as late as 1998 they still constituted less than one-third of NSW solicitors. Their entry into other areas of the law, the bar and the judiciary, occurred even later, and the first female judge in NSW was only appointed in 1980.

In this topic we update the figures from 2012 on women in senior positions in the law (Indicator 5.1) and school teaching (Indicator 5.2), and we also examine women's leadership in other areas of education – TAFE NSW Institutes (Indicator 5.3) and NSW universities (Indicator 5.4).

¹ *Facts and Figures*, NSW Department of Education and Communities, accessed February 2013 at www.governmentschools.det.nsw.edu.au/files/primary_secondary_teachers.pdf

5.1 Judges, barristers and partners and principals of law firms

Current position	<p>In March 2013, 34 percent of judges and magistrates in NSW were women.</p> <p>In NSW in October 2012, women made up 23 percent of partners and principals of private law firms.</p> <p>Women made up 20 percent of all barristers certified to practise in NSW in 2011-12.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Judges and magistrates in NSW are twice as likely to be male as female; partners and principals of private law firms in NSW are three times as likely to be male as female; and barristers in NSW are four times as likely to be male as female.
The direction of change over time	<p>The percentage of NSW judges and magistrates who are women has not changed since March 2012, when it was also 34 percent.</p> <p>The percentage of women who work as partners and principals of law firms has not changed since October 2010, when it was also 23 percent.</p> <p>In the 12 months to 2011-12, there was a slight increase in the proportion of junior barristers who were women (from 21 to 22 percent), and a slight decrease in the proportion of Queen's Counsel or Senior Counsel who were women (from 7 to 6 percent). See Figure 5.10.</p>
Discussion	<p>In the 12 months to October 2012, the number of female solicitors in NSW increased by 5.2 percent, a larger increase than the male rise of 2.7 percent.</p> <p>While women make up around 50 percent of solicitors (all levels) in private law firms with 21-39 partners, only 23 percent of partners in these firms are women. The same is true in firms of 11-20 partners, where women account for 47 percent of solicitors but only 20 percent of partners. See Figure 5.9.</p> <p>Overall, since 2000, the proportion of women barristers (junior and senior) has increased by 8 percentage points, from 12 to 20 percent.</p>

The Governor-in-Council appoints judicial officers on the recommendation of the Attorney General. Vacancies for judges of the District Court and Local Court magistrates are advertised. Barristers are lawyers who work as independent and sole practitioners. They specialise in court work and also provide specialised legal advice. Practising certificates for barristers in NSW are issued by the NSW Bar Association. Principals and partners hold senior positions within their law firm. A partner is entitled to a share of the profits of the business. Barristers, principals and partners form a feeder group for judicial service.

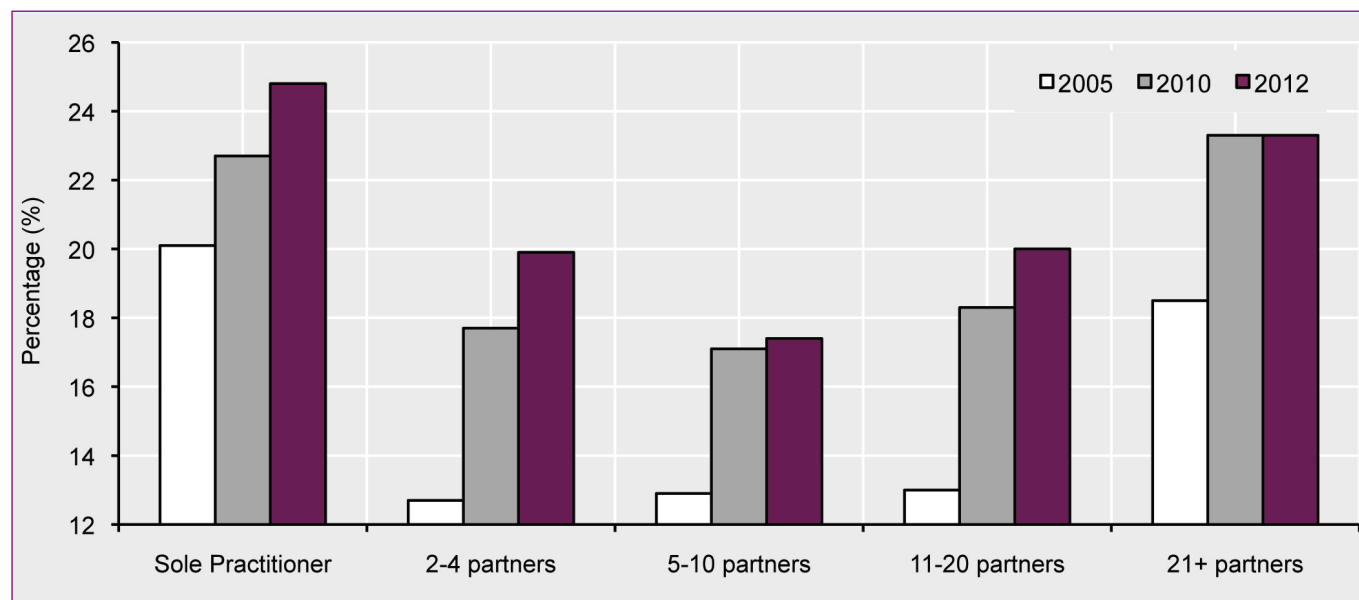
Year collected: Multiple years.

Data source: Australasian Institute of Judicial Administration (2013) *Gender Statistics*, www.aija.org.au; The Law Society of New South Wales (2013) *2012 Profile of the Solicitors of NSW Final Report*; The NSW Bar Association (2012) *Annual Report*.

More information is available at www.aija.org.au; www.lawsociety.com.au; www.nswbar.asn.au

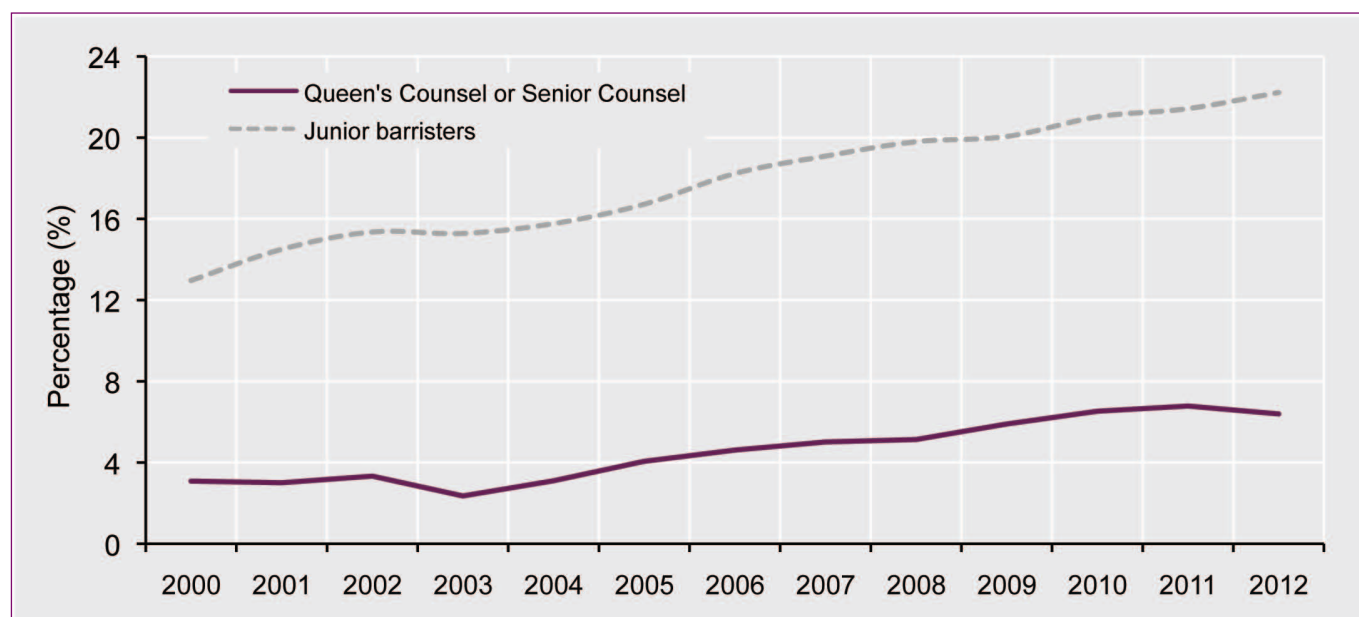
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Figure 5.9 Women partners in private law firms, NSW, 2005, 2010, 2012



Population: Solicitors in NSW who held a current practising certificate on October 2012.
Source: The Law Society of NSW (2013) 2012 Profile of the solicitors of NSW: Final Report.

Figure 5.10 Women barristers, NSW, 2000 to 2012



Note: 'Queen's Counsel' and 'Senior Counsel' are barristers of seniority and eminence in their areas of practice.
Population: All barristers who held a NSW practising certificate as at 30 June 2012, including barristers based interstate and overseas.
Source: NSW Bar Association, Annual Reports from 2000 to 2012.

5.2 Principals of NSW government schools

Current position	<p>As at June 2012 in NSW, 56 percent of primary school principals and 38 percent of secondary school principals of NSW government schools were women.</p> <p>Gender gap</p> <ul style="list-style-type: none"> • Women constitute a slight majority of primary school principals. • The proportion of female principals in secondary schools lags behind males by 24 percentage points.
The direction of change over time	<p>There has been a gradual increase in the proportion of female principals over the last five years.</p> <p>Between 2008 and 2012, the proportion of female principals in primary schools rose by 6 percentage points, and the proportion of female principals of secondary schools rose by 3 percentage points.</p> <p>In each of primary and secondary schools, the proportion of female principals rose by 2 percentage points in the 12 months to June 2012. See Figure 5.11.</p>
Discussion	<p>As at June 2012, women made up 81 percent of the total school-based teaching staff (including principals) in primary schools, and 56 percent of total teaching staff in secondary schools.</p> <p>Set against these figures, women's share of principal positions is disproportionately low, but gradually increasing. See Figure 5.11.</p>

Principals in NSW Government schools are responsible for educational programs and learning outcomes of students, the management and professional development of staff, school finances and property and the relationships between the school and its community.

As at June 2012, there were some 47,200 permanent and temporary teachers in NSW Government schools. Of this number, some 2,200 (5 percent) were school principals.

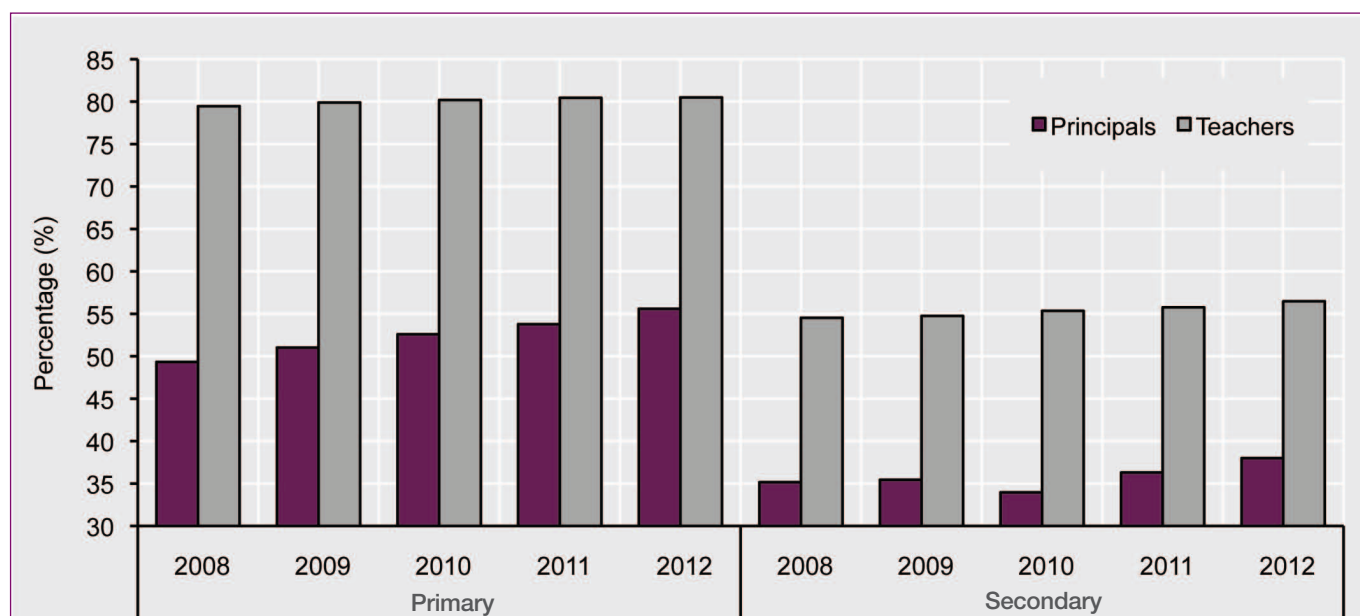
Year collected: June 2012.

Data source: NSW Department of Education and Communities (DEC), *Workforce Profiles* as at June for 2008 to 2012.

More information is available at www.dec.nsw.gov.au

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Figure 5.11 Female principals and teachers, NSW government schools, 2008-12



Note: 'Teachers' covers all teaching staff, including principals.

Population: Permanent and temporary staff only. Does not include casual staff.

Source: NSW Department of Education and Communities *Workforce Profiles* as at June for 2008 to 2012.

5.3 TAFE NSW leaders

Directors and managers of Technical and Further Education (TAFE) NSW Institutes

Current position	<p>As at June 2012, 57 percent of TAFE NSW Institute directors and managers were women.</p> <p>Gender gap</p> <ul style="list-style-type: none"> There is a 14 percentage point gender gap between senior managerial staff in the TAFE system, with women ahead of men at this level.
The direction of change over time	<p>The proportion of women at senior management level in TAFE NSW has increased steadily since 2006, when women were 43 percent of Institute directors and managers (see Figure 5.12).</p>
Discussion	<p>TAFE NSW is unusual in that the proportion of women leaders (Institute directors and managers) at 57 percent is greater than the proportion of women teachers.</p> <p>In 2006, women made up 44 percent of total TAFE NSW teachers. This figure increased by three percentage points over six years, reaching 47 percent in 2012.</p>

Institute directors are the pre-eminent managerial and educational leaders within TAFE NSW. They are responsible for the overall leadership of their Institute and its campuses, including management of administrative and teaching staff, the quality of educational programs, oversight of services delivered to industry and business, and relationships with other education providers.

Institute managers are employed as educational leaders and administrative managers in TAFE NSW. They have supervisory responsibility for administrative and/or educational programs and staff.

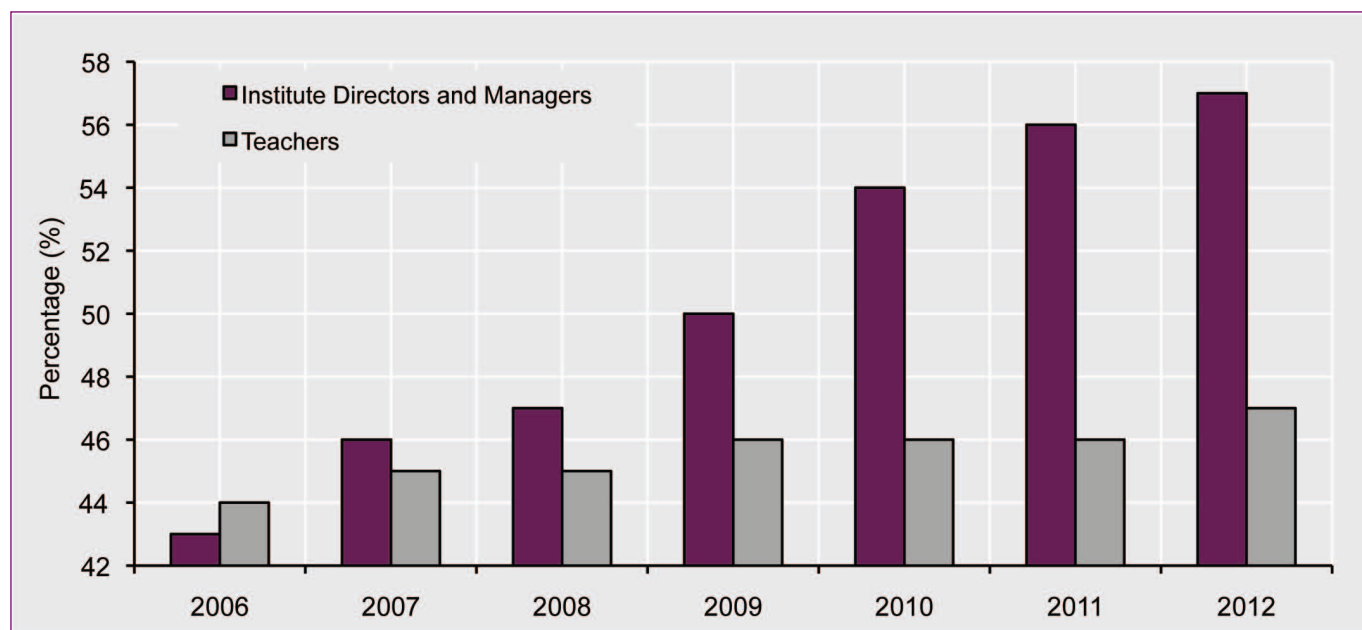
Year collected: June 2012.

Data source: NSW Department of Education and Communities, *Workforce Profiles* as at June for 2006 to 2012 (unpublished).

More information is available at www.dec.nsw.gov.au

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Figure 5.12 Women TAFE NSW directors and managers, 2006-12



Population: Permanent and temporary staff only. Does not include casual staff.

Source: NSW Department of Education and Communities, *Workforce Profiles* as at June, for 2006 to 2012 (unpublished).

5.4 Senior academic positions in NSW universities

Current position	<p>In NSW universities in 2011, 28 percent of academics above senior lecturer level were women.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Senior academics in NSW universities are more than two and a half times more likely to be men than women.
The direction of change over time	<p>Women's rise into leadership positions in academia has been slow. As recently as 16 years ago, in 1997, women made up only 16 percent of senior level academics in NSW universities, and 36 percent of all academics.</p> <p>Two years later, in 1999, 20 percent of academic positions above senior lecturer level in NSW were held by women. This dropped back to 17 percent in 2000, but has increased gradually (by one to two percentage points each year) since then. See Figure 5.13.</p>
Discussion	<p>In NSW in 2011, women held 44 percent of academic positions, at all levels, in NSW universities. This is an increase of seven percentage points since 1999, when women held 37 percent of all academic positions. See Figure 5.13.</p>

The category 'above senior lecturer' includes Vice-Chancellor, Deputy Vice-Chancellor, Professor, Head of school, college fellow, Associate Professor, principal lecturer and other academic staff in the Level D and E salary classifications.

The NSW universities included in this data set are: Charles Sturt University, Macquarie University, Southern Cross University, The University of New England, The University of New South Wales, The University of Newcastle, The University of Sydney, University of Technology Sydney, University of Western Sydney, University of Wollongong.

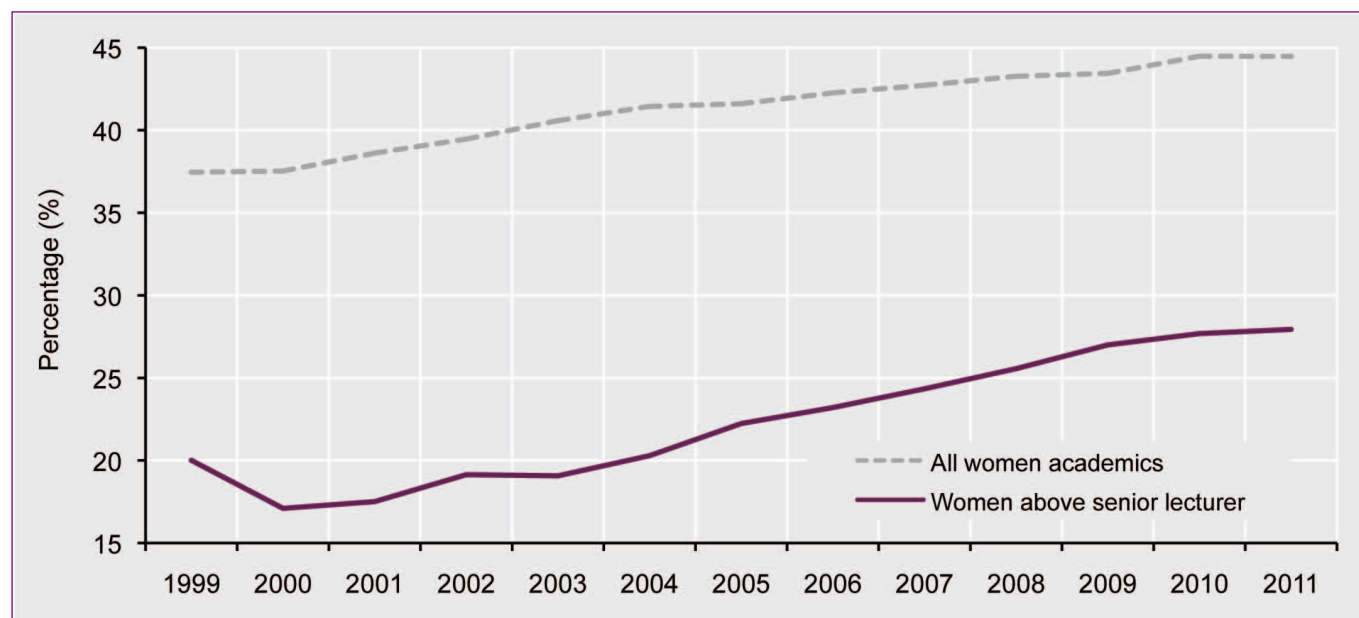
Year collected: 2011 and previous years.

Data source: Department of Industry, Innovation, Science, Research and Tertiary Education, Selected Higher Education Statistics (Staff).

More information is available at www.innovation.gov.au/HigherEducation/HigherEducationStatistics

Leadership

Figure 5.13a Women's representation among senior academics in NSW universities, 1999 to 2011

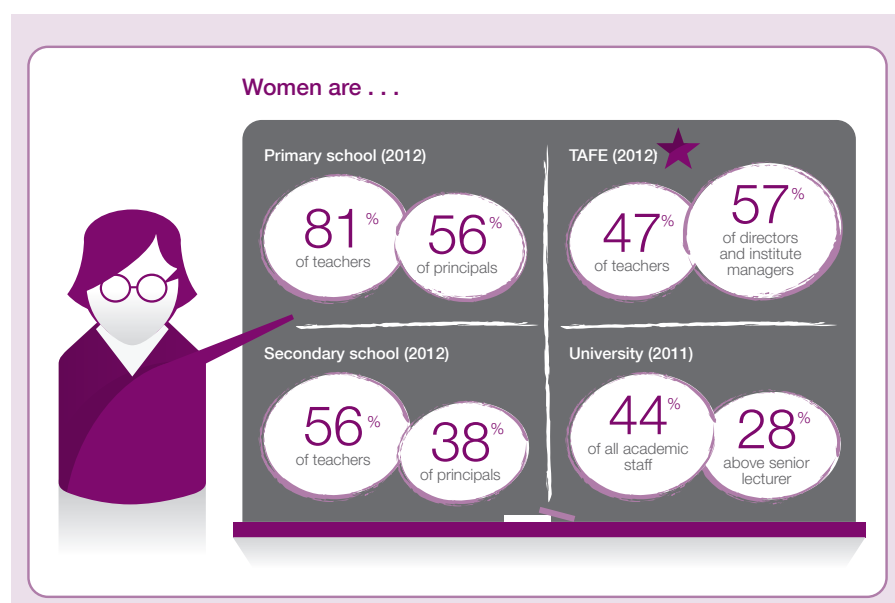


Note: Data refers to full-time equivalent positions for full-time, fractional full-time and actual casual staff. For each year referred to, data for casual staff was collected from 1 January to 31 December of the previous year, while data on permanent full-time and fractional full-time staff was collected as at 31 March of the previous year.

Population: Includes full-time, fractional full-time and actual casual staff of universities in NSW.

Source: Department of Industry, Innovation, Science, Research and Tertiary Education, *Selected Higher Education Statistics (Staff)*, accessed via website www.innovation.gov.au/HigherEducation

Figure 5.13b Women leaders in education, NSW



Note: See Indicators 5.2, 5.3 and 5.4 for further details.

Source: NSW Department of Education and Communities, *Workforce profile*, as at June 2012; Department of Industry, Innovation, Science, Research and Tertiary Education, *Selected Higher Education Statistics (Staff)* as at 2011.

Focus topic Aboriginal women leaders

What does 'leadership' mean to Aboriginal women and why is it important?

The United Nations, World Health Organisation and OECD consider that focusing effort specifically on raising the status of women and girls has tremendous multiplier effects throughout their communities, as it brings educational, economic, health and social benefits to all in the community, not only females.¹

¹ World Health Organization, *Investing in women and girls: progress in gender equality to reap health and social returns* at www.who.int/gender/mainstreaming/investing; United Nations Population

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Aboriginal women consulted recently on the issue of leadership reported that it is important for leadership to be shared between men and women as a means of strengthening communities and sharing responsibility for facing problems and making decisions about the future.²

Fund (UNFPA), *Gender Equality: Empowering Women* at www.unfpa.org/gender/empowerment.htm; OECD, *Investing in Women and Girls: The breakthrough strategy for achieving the MDGs* [Millennium Development Goals] at www.oecd.org/dac/gender-development/46041913.pdf

² Hugging, J. (2012) *Towards a National Approach to Promote the Leadership of Aboriginal and Torres Strait Islander Women*, Draft working paper for the Office for Women, unpublished.

Many Aboriginal women fulfil a leadership role within their families and communities in an informal capacity. Aboriginal women play an important role as influencers, informal decision-makers, and initiators of projects to improve the lives of their families and communities. In this way they carry significant responsibility for others' wellbeing now and in the future.

What are the socio-economic conditions that affect Aboriginal women's ability to take on leadership roles?

Aboriginal women are more likely than Aboriginal men to have in place some of the conventional foundations for leadership – to have completed year 12, to be

undertaking post-school studies, to have completed a Bachelor degree and to be living with their family rather than serving time in prison. This is similar to the pattern between non-Aboriginal women and men, where women are doing better than men on these indicators.

In comparison with non-Aboriginal women, however, Aboriginal women's outcomes on these indicators are low, and the gap between Aboriginal and non-Aboriginal women remains just as wide as the gap between Aboriginal and non-Aboriginal men (except in relation to rate of imprisonment). See Tables 5.5 and 5.6 below.

Table 5.5 Selected educational indicators by sex and Aboriginal status, NSW, 2011

	Women		Men	
	Aboriginal %	Non-Aboriginal %	Aboriginal %	Non-Aboriginal %
Completed Year 12	27	60	23	57
Attending university	11	34	6	27
Attending technical or further education institution	11	9	11	13
Completed Bachelor degree	6	20	3	17

Note: 'Completed Bachelor degree' refers to people whose highest completed non-school qualification is a Bachelor degree.

Source: ABS, Census of Population and Housing 2011.

Population: For 'Completed Year 12' and 'Completed Bachelor degree' the population is people in NSW aged 20 to 64 years. For 'Attending university' and 'Attending technical or further education institution' the population is people in NSW aged 18 to 24 years.

Table 5.6: Imprisonment rate by sex and Aboriginal status, Australia, 2012

	Aboriginal women	Aboriginal men	Non-Aboriginal women	Non-Aboriginal men
Imprisonment rate per 100,000 population	405	4,093	17	234

Source: ABS (2012) *Prisoners in Australia*. Cat no. 4517.0.

Population: All persons in the legal custody of adult corrective services in Australia as at midnight 30 June 2012. Imprisonment rates for these categories were not readily available for NSW.

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What do we know about Aboriginal women leaders?

The small number of Aboriginal people in leadership positions makes it difficult to draw reliable conclusions. On the limited data that is currently available, however, the gender gap in leadership seems smaller between Aboriginal

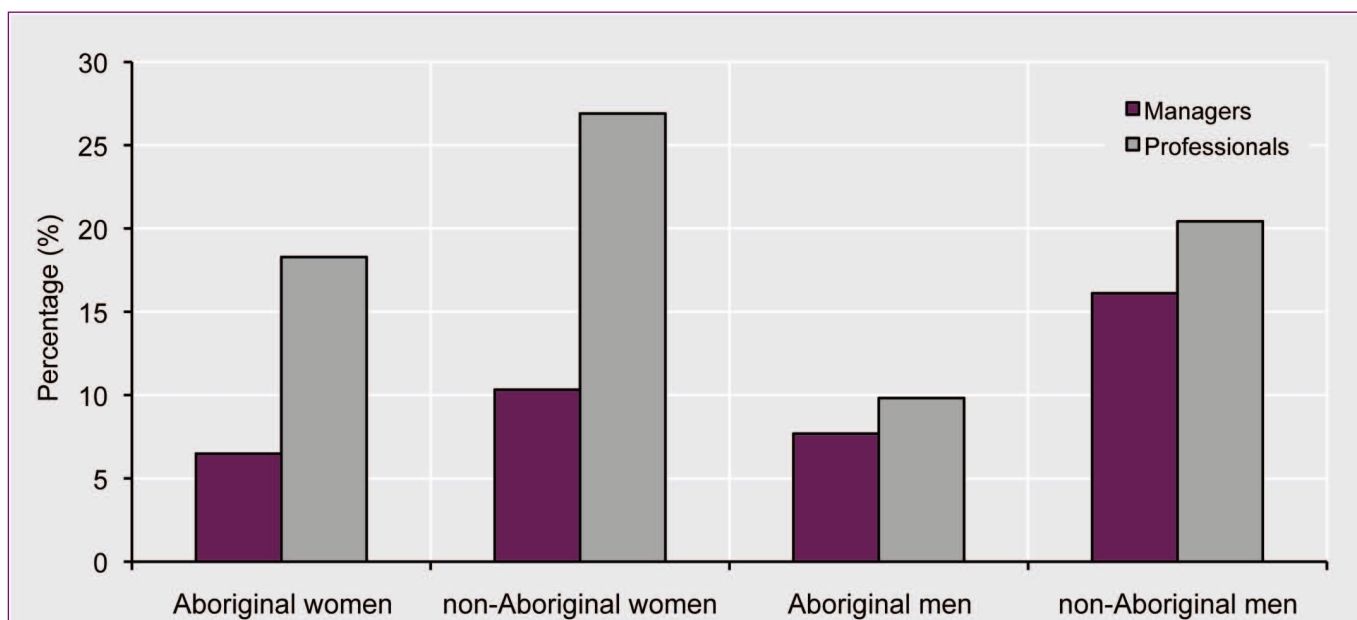
women and men than it does in the population as a whole.

1. Higher status occupations – professionals and managers

In NSW in 2011, 7 percent of employed Aboriginal women were managers, and 18 percent were professionals. Comparative figures

for employed Aboriginal men were 8 percent as managers and 10 percent as professionals. While Aboriginal women and Aboriginal men are almost equally likely to work as managers, Aboriginal women are nearly twice as likely as Aboriginal men to work as professionals. See Figure 5.14.

Figure 5.14 Managers and professionals by sex and Aboriginal status, NSW, 2011



Source: ABS Census of Population and Housing 2011.

Population: People in NSW aged 20-64 years, not including those who were unemployed, not in the labour force, or whose labour force status was not stated.

2. Electoral representation

The first, and still only, Aboriginal member of the NSW Parliament is Linda Burney, who was elected to the seat of Canterbury in 2003. There has not yet been an Aboriginal woman elected to Federal Parliament, for any State.

3. NSW public sector – Senior Executive Service

As at June 2012, there were only 12 Senior Executive Service (SES) people, out of a total of 1,942, who identified themselves as Aboriginal or Torres Strait Islander. Aboriginal women's and men's representation in the SES is exactly equal (six women and six men). Looking at Aboriginal representation in the entire NSW public sector, at all levels, 62 percent of Aboriginal

public sector staff are women. This is 24 percentage points greater than for Aboriginal men.

4. NSW Government boards and committees

As at 30 September 2012, Aboriginal women held slightly more positions on NSW Government boards and committees than Aboriginal men: 146 positions (51 percent) for Aboriginal women, compared with 139 positions

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(49 percent) for Aboriginal men. The total number of government board positions in NSW is 4,490. Unlike non-Aboriginal women, who hold fewer board positions than their male counterparts (see Indicator 2.1), the gender gap is in favour of Aboriginal women on this indicator.

5. Peak NSW Aboriginal representative organisations

The organisations included in the table below are all peak representative bodies for Aboriginal people in NSW in their respective

areas of land rights, health, education, out-of-home care and law. Overall, women hold 51 percent of total board positions across these organisations.

Table 5.7 Board members of peak NSW Aboriginal organisations by sex, February 2013

	Women board members %	Total board positions
NSW Aboriginal Land Council	22	9
NSW Aboriginal Health and Medical Research Council	67	12
NSW Aboriginal Education Consultative Group	78	9
NSW Aboriginal Child, Family and Community Care State Secretariat	60	10
NSW/ACT Aboriginal Legal Services	31	13*
Total	51	53

*Does not include honorary board members.

Source: www.nswalc.org.au; www.ahmrc.org.au; www.aecg.nsw.edu.au; www.absec.org.au; www.alsnswact.org.au, all accessed on 13 February 2013.

6. Board directors of Indigenous corporations

There are about 405 Aboriginal and Torres Strait Islander corporations registered under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 that have a head office in NSW.¹ As at 3 January 2013, the total number of directors of NSW-based corporations was 2,162. Of this number, 56 percent were women and 44 percent were men. This excludes directors whose

¹ Indigenous corporations deliver a range of services, in some cases essential services, to remote communities, and some hold land. See the website of the Office of the Registrar of Indigenous Corporations for further details: www.oric.gov.au

sex cannot be identified, which is in 440 cases.²

Conclusion

Except in the public sector, data on Aboriginal leadership is usually not collected or not readily available, and much in this area is still unknown. To understand the leadership experiences of Aboriginal women in NSW more fully, we need more information about the positions that Aboriginal women hold. For example, do Aboriginal women on government boards mainly fill identified positions? Are women on the boards of Indigenous corporations clustered in a particular sector, such as childcare? Are Aboriginal women

² Data provided by the Office of the Registrar of Indigenous Corporations (unpublished).

mainly filling paid or volunteer board positions? Are their positions mainly in community organisations or in larger, wealthier corporations? We also need a better understanding of the informal leadership that Aboriginal women and men undertake regularly within their communities. At this stage, the evidence is still incomplete.

On the face of it, however, especially in the areas of NSW Government board membership and SES positions (although these numbers are very small), the leadership gender gap between Aboriginal women and Aboriginal men is smaller than it is for the general population.

Aboriginal women have higher rates of educational attainment than Aboriginal men, and are well represented in a number of Indigenous peak organisations.

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How does NSW compare?

The ABS publishes the *Gender Indicators Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia. Detailed information is contained in the Appendix.

Based on indicators used in the latest (January 2013) *Gender Indicators Australia* series, there are some noticeable differences

between the leadership experiences of women in NSW and all Australian women.

In January 2013, there were more women in Federal Parliament (29.2 percent women) than there were in the NSW Parliament (23.7 percent women).

However, there were more women on NSW Government boards in 2011 than there were on Australian Government boards: women made up 37.8 percent of members of NSW Government boards in 2011, compared to 35.3 percent for Commonwealth Government boards.

A more significant difference is in the public sector Senior Executive Service (SES) where, in 2012, only 27 percent of NSW Government SES positions were filled by women, compared to 39.2 percent of Australian Government SES positions.

Based on published data from the Australasian Institute of Judicial Administration as at March 2013, the proportion of women judges and magistrates in Commonwealth courts was 30 percent, compared to 34 percent for NSW courts.



The NSW Government is committed to significantly reducing domestic and sexual violence against women and their children, reducing alcohol-related assaults and other personal crime, increasing confidence in Police, preventing and reducing reoffending, and increasing community confidence in the court system.

Safety and justice

The majority of violence against women and girls occurs in their homes, at the hands of men they know.

It is widely acknowledged, most recently by the NSW Legislative Council Standing Committee on Social Issues¹ that domestic and family violence (DV) is a gendered crime. Data in the chapter clearly shows that females comprise a significant majority of victims (69 percent) and males a significant majority of perpetrators.

The situation is starker in the case of sexual offences (including sexual assault), where females comprise 83 percent of victims and males are 97 percent of offenders.

The consequences of violence are complex and far-reaching. In the case of domestic and family violence and sexual assault, there is evidence that the psychological, emotional and physical health of victims are seriously affected, with increased risk of depression, anxiety, and attempted suicide, infections, fractures, and other wounds. Victims are more likely to engage in risky behaviours such as increased drug and alcohol use, smoking, and unhealthy eating habits. The effects on children of witnessing or experiencing violence are also considerable.

The economic costs of violence against women are significant. In addition to the impact of violence on victims' capacity to participate in employment, economic costs are felt by government, where law enforcement, justice, health, social welfare and education services

must be targeted at victims and offenders. In 2008-09, the total cost of all violence against women and their children (including non-domestic violence) was estimated to have cost \$4.5 billion annually in NSW.²

The data presented in this chapter provides an overview of women's experiences of safety in NSW in different contexts: in families and households, in the community and in workplaces. The chapter also presents data about the criminal justice system, women offenders, and women in prison. A focus topic on new research by the NSW Bureau of Crime Statistics and Research (BOCSAR) on under-reporting of domestic violence assault is also included.

Key findings

Data in this year's Report shows that, in the 12 months to September 2012, females accounted for 69 percent of DV victims and males 31 percent.

For male DV victims, like female victims, the perpetrator is most likely to be another male. It is important to remember that domestic-related violence includes a broad range of people – those with whom the victim has or has had a domestic relationship (see further below). Some 51 percent of male victims are assaulted by another male only, compared to 32 percent of male victims who are assaulted by another female only.

79 percent of female victims are assaulted by males only and only

12 percent of female victims are assaulted by a female only.

Overall, 70 percent of DV incidents involved male offenders only, while 18 percent involved female offenders only.

Data for the 12 months to September 2012 also shows that boys aged 0 to 17 make up a higher percentage of male DV victims (18 percent) than girls aged 0 to 17 years do of female DV victims (11 percent).

DV homicide data shows that female homicide victims are more likely to be killed by someone with whom they are in a domestic relationship than male homicide victims. In NSW in the 12 months to September 2012, 27 out of 35 females were killed in a domestic context, compared to 11 out of 57 males. This is also the case with attempted murder, where 8 out of 9 attempted murders of females occurred in a domestic context, compared to 6 out of 38 attempted murders of males.

Our focus topic on the underreporting of DV assault highlights findings from a recent BOCSAR study with 300 female DV victims. BOCSAR found that the most common reasons for not reporting DV were fear of further violence from the perpetrator, feelings of shame or embarrassment, or a belief that the incident was too unimportant.

The great majority of sexual assault victims are women – 84 percent in the 12 months to September 2012. For both female and male victims, the highest proportion of alleged offenders were people they knew but with no familial relationship (39 percent for females and for males).

¹ New South Wales Parliament Legislative Council Standing Committee on Social Issues (2012) *Domestic violence trends and issues in NSW*.

² Audit Office of NSW (2011) *NSW Auditor-General's Report, Performance Audit: Responding to Domestic and Family Violence*.

Safety and justice

Interesting data on feelings of safety at home alone after dark and walking alone in the local area after dark confirm the perception that women feel less safe than men do on these indicators. Women living outside Sydney are more likely to feel safe than women in Sydney. The same is true for women born in Australia compared to women born in other countries who are not proficient in English. Women's sense of safety on both indicators tends to increase as their household income increases.

Turning to the criminal justice system, we report that in NSW in 2011 females were granted Apprehended Domestic Violence Orders (ADVOs) by NSW courts at twice the rate of males: 767 per 100,000 for women, compared to 358 per 100,000 for men. The regions in NSW with the highest rate of ADVOs granted per 100,000 in 2011 remain the same as in 2010: the Far West, North Western, and Northern Regions of NSW.

Data on female offenders shows that women make up a larger proportion of Aboriginal offenders (27 percent) than they do of non-Aboriginal offenders (18 percent). Looking at female assault offenders in the period September 2005 to September 2012, there was a rise in the proportion of females proceeded against by police, both for DV (from 13 to 17 percent) and non DV-related assault (from 21 to 26 percent). In both cases, the rise was highest amongst women offenders aged 50 and over.

We have also included data on women in prison in this year's report. Women accounted for 7 percent of prisoners (668) in NSW correctional centres as at 30 June

2012. Female and male prisoner numbers have risen by an identical amount (10 percent) over the last ten years in NSW. This contrasts with the situation nationally, where the number of female prisoners grew by 48 percent over the last ten years, compared to 29 percent for men.

Sex-disaggregated data on sex discrimination and sexual harassment complaints are also presented in this year's report, sourced from the Anti-Discrimination Board (ADB) and Australian Human Rights Commission (AHRC). Women account for more than 90 percent of sex discrimination complainants, and for the great majority of sexual harassment complainants. Overall, sexual harassment accounted for the highest proportion of employment-related complaints to the AHRC, and the second highest proportion to the ADB (after disability discrimination).

Gender indicators: Safety and justice

In this chapter, women's experiences with safety and justice are reported against five topics of importance for women. Many indicators align with state, national and international frameworks. These linkages are shown in the table opposite headed *Safety and justice topics and indicators*.

This year, we have included some new indicators that did not appear in *Women in NSW 2012*. These have been included either because of the availability of new data, for example on public confidence with the criminal justice system (Topic 3) and sex discrimination and sexual harassment in employment (Topic 5), or to fill a gap in information, for example women offenders and women in prison (Topic 4).



NSW 2021

A PLAN TO MAKE NSW NUMBER ONE

State Plan NSW 2021

Goal 16: Prevent and reduce the level of crime

State Plan NSW 2021

Goal 17: Prevent and reduce the level of reoffending

State Plan NSW 2021

Goal 18: Improve community confidence in the justice system

The NSW Government is committed to significantly reducing domestic and sexual violence against women and their children, reducing alcohol-related assaults and other personal crime, increasing confidence in Police, preventing and reducing reoffending, and increasing community confidence in the court system.

Safety and justice

Safety and justice topics and indicators

Topic	Indicators	Linkages
Topic 1: Safety in families and households Focus topic	1.1 Domestic violence-related assaults 1.2 Self-reported domestic violence 1.3 Domestic violence homicide Under-reporting of domestic violence assaults	State Plan NSW 2021 (Goals 16, 17 and 18) National Plan to Reduce Violence Against Women and their Children ABS Gender Indicators The NSW Domestic Violence Justice Strategy: Improving the NSW Criminal Justice System's Response to Domestic Violence 2013-17 Australian Human Rights Commission, Gender Equality Blueprint 2010
Topic 2: Safety in the community	2.1 Sexual assault 2.2 Victims of violence – recorded incidents 2.3 Self-reported incidents of assault victimisation 2.4 Safety at home alone after dark 2.5 Safety walking alone in local area after dark 2.6 Safety while waiting for or using public transport	State Plan NSW 2021 (Goals 16, 17 and 18) National Plan to Reduce Violence Against Women and their Children ABS Gender Indicators Australian Human Rights Commission, Gender Equality Blueprint 2010
Topic 3: The criminal justice system	3.1 Reporting rates amongst victims of assault 3.2 Apprehended domestic violence orders granted 3.3 Sexual offences proven in court 3.4 Public confidence with the criminal justice system	State Plan NSW 2021 (Goals 16, 17, 18) The NSW Domestic Violence Justice Strategy: Improving the NSW Criminal Justice System's Response to Domestic Violence 2013-17
Topic 4: Offending	4.1 Offenders 4.2 Women in prison	State Plan NSW 2021 (Goals 16, 17, 18) ABS Gender Indicators
Topic 5: Workplace safety	5.1 Sex discrimination in employment 5.2 Sexual harassment in employment	Australian Human Rights Commission, Gender Equality Blueprint 2010

Safety and justice

Current levels and trends

This section outlines the current status of NSW women in the topic areas listed above and the direction of change over time, where time-series information is available. The latest available data is used in each case.

Topic 1 Safety in families and households

Indicator 1.1 presents data on domestic violence (DV) assaults recorded by NSW Police between October 2011 and September 2012, while Indicator 1.2 relates to women's self-reporting of domestic

violence through a NSW Health screening program.

It is difficult to collect reliable data on the prevalence of domestic violence, as many incidents go unreported. The NSW Bureau of Crime Statistics and Research (BOCSAR) estimates that less than half of respondents in 2008-09 who had experienced domestic assault in the previous 12 months reported the incident to the police.¹ More recent BOCSAR research on reasons for under-reporting

¹ Grech, K. and Burgess, M. (2011) *Trends and Patterns in Domestic Violence Assaults: 2001 to 2010*, NSW Bureau of Crime Statistics and Research, Bureau Brief, Issue Paper no. 61, p.11.

of domestic violence assaults is presented in the focus topic on page 169.

The actual incidence of domestic violence amongst women in NSW is therefore likely to be greater than the figures reported in this section.

This year, in Indicator 1.3, we also examine sex disaggregated data on another aspect of family-related violence: domestic violence-related homicide and attempted murder.

1.1 Recorded domestic violence-related assaults

Domestic violence-related assaults recorded by NSW Police

Current position	<p>In NSW in the 12 months to September 2012, women and girls made up 69 percent of victims of DV-related assaults. There were 20,709 female victims compared to 9,199 male victims.</p> <p>Gender gap</p> <ul style="list-style-type: none">• In 2012 in NSW, females were more than twice as likely as males to experience domestic violence.
The direction of change over time	<p>The numbers and proportion of female victims of domestic violence-related assault have remained stable over the period from October 2005 to September 2012.</p> <p>Females made up 70 percent of DV victims annually between October 2005 and September 2008, and 69 percent of victims annually between October 2008 and September 2012.</p>

Safety and justice

Discussion

The rates of DV-related assault per 100,000 of the population in NSW from October 2002 to September 2012 are shown in Figure 6.1.

Non-Aboriginal females

The rate of DV-related assault recorded by police has declined slightly amongst non-Aboriginal women victims in the decade ending September 2012, from 515 per 100,000 in 2002-03 to 483.

Aboriginal females

The rate of DV-related assault recorded by police has declined more markedly amongst Aboriginal women victims, from 3,738 to 3,110 per 100,000 in the decade ending September 2012.

Aboriginal males

Amongst Aboriginal male victims there was also a slight decline in the rate of assault recorded by police, from 946 to 849 per 100,000 in the decade ending September 2012.

Non-Aboriginal males

Amongst non-Aboriginal men there was a rise in the rate of DV assault from 206 per 100,000 to 229 per 100,000 in the decade ending September 2012. The rate has been declining steadily since 2008-09, however, when it was at its peak of 236 per 100,000.

These rates only reflect DV incidents recorded by police. While the rate of DV assault for Aboriginal females appears to be falling, this may in fact be due to lower levels of reporting to police. Similarly, the apparent rise in the DV assault rate for non-Aboriginal males may reflect an increased tendency to report DV to police, rather than a rise in actual incidents.

Age of victim and sex of offender

People in the 30 to 49 year age group are the most likely to experience DV assault: 43 percent of female victims and 38 percent of male victims were in this age group in the 12 months to September 2012.

Boys aged 0 to 17 make up a higher percentage of male DV victims (18 percent) than girls aged 0 to 17 years do of female DV victims (11 percent).

For male DV victims, 51 percent of offenders were male only, while 35 percent of offenders were female only. For female DV victims, 79 percent of offenders were male while 12 percent were female. Overall, 70 percent of DV incidents involved male offenders only, while 18 percent involved female offenders only.

A domestic violence offence, defined under the *Crimes (Domestic and Personal Violence) Act 2007*, encompasses acts of personal violence against someone with whom the perpetrator has, or has had, a domestic relationship. This includes spouses, people in de facto relationships, children, step-children, and other relatives. Domestic violence assaults reported here include physical violence and threats of violence, but not sexual offences or other forms of domestic violence (such as emotional or social abuse – preventing contact with friends and family or withholding money).

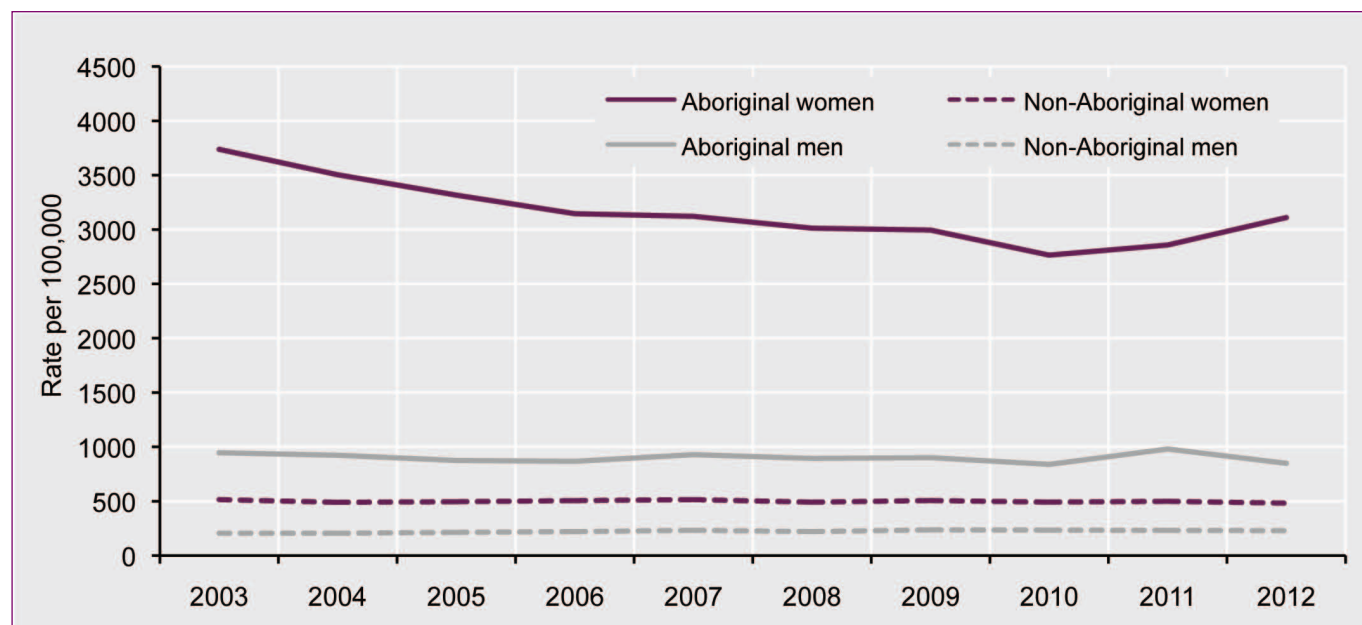
Year collected: October 2011 to September 2012 and previous years.

Data source: BOCSAR, unpublished (BOCSAR ref: kg12-10963, jh13-11085; nm1311179).

More information is available at www.bocsar.nsw.gov.au

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Figure 6.1 DV-related assault victims by sex and Aboriginal status, NSW, 2002-12



Note: Data relates to 12-month periods beginning October 2002 and finishing September 2012. Aboriginal and non-Aboriginal population estimates come from ABS, *Projected Experimental Estimated Resident Australian Indigenous Population by RCMG region, age groups, 2001 – 2011*. Population: Victims of domestic violence-related assaults (all ages) recorded by NSW Police. Source: BOCSAR, unpublished (BOCSAR ref: jh13-11085).

1.2 Self-reported domestic violence

Self-reported incidents of domestic violence by women attending NSW Health services

Current position	In NSW in 2011, just over 6 percent of women who were screened under the Domestic Violence Routine Screening Program identified themselves as having experienced domestic violence in the previous 12 months.
The direction of change over time	The proportion of eligible women screened who identified having experienced domestic violence in the previous 12 months has remained relatively stable since the inception of the program in 2003, at between 5 and 7 percent.
Discussion	In 2011, 20 percent of women who disclosed domestic violence accepted an offer of assistance from a health worker, and 43 percent felt unsafe to go home. See Table 6.1. It is notable that, while the percentage of women who felt unsafe to go home more than doubled between 2004 and 2011 (from 19 to 43 percent), the percentage of women who accepted an offer of assistance from a health worker was lower in 2011 than in any other year.

The NSW Health Domestic Violence Routine Screening Program is implemented in antenatal services and early childhood services, and for women aged 16 and over who attend mental health and alcohol and other drug programs. Women who attend these services are asked standardised questions about any incidence of violence from a partner or ex-partner in the last year.

Year collected: 2011 and previous years.

Data source: NSW Ministry of Health (2012) *Domestic Violence Routine Screening Program: Snapshot Report 9*, November 2011, p.7.

More information is available at www.health.nsw.gov.au

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Table 6.1 Women screened under the NSW Health DV screening program, 2003-11

	Number of eligible women screened	Screened women who experienced DV %	Women unsafe to go home %	Women who accepted assistance %
2003	4,036	7.0	n/a	40.6
2004	7,774	7.3	18.7	71.0
2005	10,090	7.3	29.5	22.6
2006	11,581	6.0	32.9	25.9
2007	11,702	5.6	55.7	31.4
2008	12,536	5.9	52.2	24.0
2009	14,471	5.8	55.8	32.7
2010	14,301	5.3	44.2	26.7
2011	15,078	6.1	43.0	19.7

Note: Screening for DV is implemented in NSW Health antenatal services, early childhood services, and for women aged 16 and over who attend mental health and alcohol and other drug programs.

Population: Women screened under the NSW Health Domestic Violence Routine Screening Program.

Source: NSW Ministry of Health (2012) *Domestic Violence Routine Screening Program: Snapshot Report 9*, November 2011.

1.3 Domestic violence homicide*

Current position	<p>In NSW in the 12 months to September 2012, around three-quarters of female homicide victims (27 out of 35) were killed by someone with whom they were in a domestic relationship. This compares to one-fifth of male homicide victims (11 out of 57).</p> <p>The majority of homicide victims overall are male (61 percent). See Figure 6.2.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Female homicide victims are 2.5 times more likely than male victims to be killed by someone with whom they are in a domestic relationship.
The direction of change over time	<p>In NSW in the 12 months to September 2012, 27 out of 35 female homicides occurred in a domestic context. This compares to 23 out of 27 the 12 months to September 2011, and 17 out of 28 in the 12 months to September 2010. See Figure 6.2.</p>

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Discussion

Family relationships in domestic violence homicides

Of females who were killed in a domestic violence context between 2000 and 2009, 79 percent were killed by their intimate partner and 21 percent were killed by a relative/kin. For males, comparative figures were 32 percent and 49 percent respectively.

For deaths perpetrated by a relative/kin (not intimate partner) in a context of domestic violence, the highest number of deaths were perpetrated by the father of the deceased (26 deaths), followed by the mother of the deceased (18 deaths), and the highest number of victims were between 0 and 4 years of age.

Domestic violence-related attempted murder

During the period from October 2009 to September 2012, attempted murder of females was more likely to occur in a domestic violence context than for males. In this period, almost three-quarters of incidents of attempted murder of women occurred in a DV context (28 out of 38 incidents), compared to almost one-fifth for men (19 out of 108 incidents).

Figure 6.3 shows the proportion of attempted murders that occurred in a DV context, by the victim's sex, for each year from October 2009 to September 2012. Domestic violence-related attempted murder refers to victims of attempted murder where the relationship of the offender to the victim falls into the same categories as outlined in the notes below.

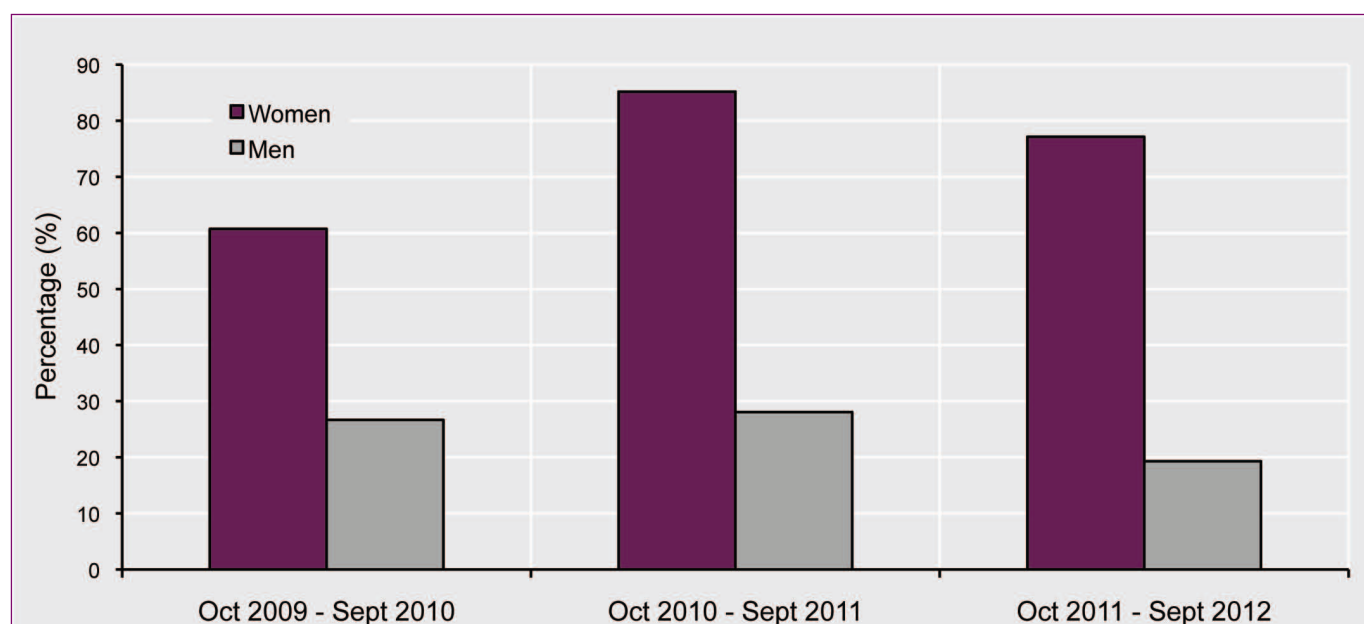
* For the purpose of this indicator, homicide refers to murder and manslaughter. Domestic violence homicide as defined in this indicator relates to victims of murder or manslaughter where the relationship of the offender to the victim is either spouse/partner, ex-spouse/partner, parent/guardian (including step/foster parent), child (including step/foster child), sibling, member of family – other, or boy/girlfriend (including ex-boy/girlfriend). The data also includes incidents that have been flagged as DV-related by NSW Police.

Year collected: October 2009 to September 2012.

Data source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: Dg12/10965, nm1311039); NSW Domestic Violence Death Review Team (2013) *Annual Report 2011-12* for information on family relationships in DV homicide.

More information is available at www.bocsar.nsw.gov.au; www.coroners.lawlink.nsw.gov.au

Figure 6.2 Proportion of homicides that were DV-related, by sex of victim, NSW, Oct 2009 to Sept 2012



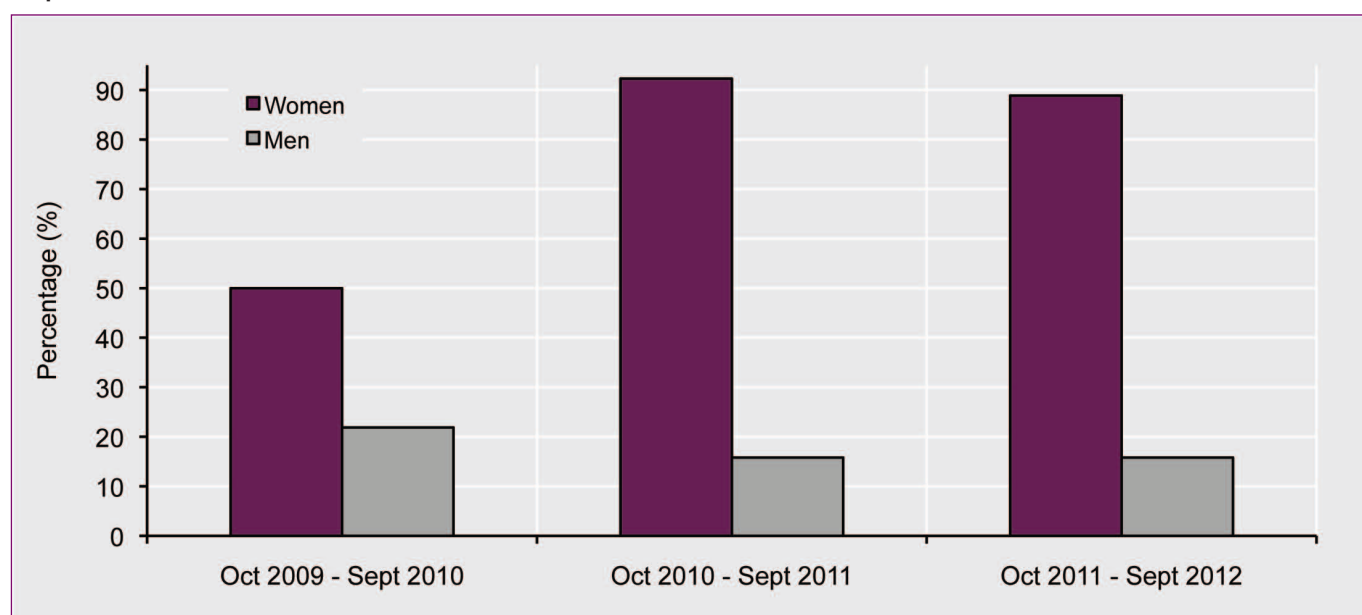
Note: 'Homicide' refers to murder and manslaughter.

Population: Victims of homicide where the offender and victim are in a domestic relationship, as defined at Indicator 1.3.

Source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: Dg12/10965, nm1311039).

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Figure 6.3 Proportion of attempted murders that were DV-related, by sex of victim, NSW, Oct 2009 to Sept 2012



Population: Victims of attempted murder where the offender and victim are in a domestic relationship, as defined at Indicator 1.3. The total number of female victims of attempted murder for each year in this graph was: 16, 13 and 9 respectively. For male victims, the total number of incidents for each year in this graph was: 7, 6 and 6 respectively.

Source: NSW Bureau of Crime Statistics and Research, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: Dg12/10965, nm1311039).

Focus topic Under-reporting of domestic violence assaults

Domestic violence prevalence

Domestic violence (DV) is one of the most common forms of violence against women in Australia. Estimates from crime victimisation surveys suggest that over 240,000 Australian adult women are physically assaulted each year and nearly one-third of these assault victims have been physically assaulted by a current or previous partner (ABS 2006, social trends report). If a broader definition of violence is used (ie one which includes not only physical violence but also threats of violence, as well as sexual and psychological violence) victim surveys estimate that over one-third of women in Australia, who have a current or former intimate partner, have

experienced at least one form of domestic violence in their lifetime (Mouzos & Makkai 2004).

DV under-reporting

Many of these violent incidents go unreported. BOCSAR found that less than half of all people who have been a victim of domestic violence report the incident to police. Older victims, those who are married and victims of assaults that did not involve weapons or serious injury are less likely to report (Grech & Burgess 2011). While we know the characteristics of victims who do report assaults to the police, we don't know much about the reasons why a large proportion of victims do not report the abusive behaviour.

2012 study

Recently, BOCSAR undertook a study funded by Women NSW to examine this issue in more depth. This study involved a telephone interview of 300 women who had been a victim of domestic violence at some stage during their life. The participants were recruited through a variety of NSW Domestic Violence services had helped promote the survey (including counseling services, refuges and advocacy services). Of those interviewed, 22 percent were of Aboriginal or Torres Strait Islander descent, 91 percent spoke English in their home, 35 per cent lived in the Sydney metropolitan area, 56 percent lived in an urban area of NSW, and 61 percent were aged between 25 and 44 years.

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Findings

Consistent with other victimisation surveys, this research found that only half of the domestic violence victims interviewed had reported their most recent incident of violence to the police. Only a slightly higher percentage (59 percent) had reported at least one of their previous victimisation episodes to the police.

The most common reasons for not reporting domestic violence to the police were fear of revenge or further violence from the perpetrator (14 percent) feelings of shame or embarrassment (12 percent) or a belief that the incident was too trivial or unimportant (12 percent).

One in 10 victims stated that they had not reported the most recent incident because they had previously had a bad or disappointing experience with

the police, while 8 percent had not reported the matter because they thought the police would be unwilling to do anything about the violence.

When victims who had not gone to the police were asked what, if anything, would have made it easier to have gone to the police, 17 percent said that the police being more understanding and proactive in their handling of all kind of domestic violence would have made it easier.

Although many victims had not reported their most recent incident of violence to the police, nearly two-thirds of these respondents stated that they were satisfied that they had not reported the violence. The three main reasons given by these victims for being satisfied with their decision not to report the violence were (1) it had meant no further violence from the

perpetrator had been provoked (25 percent), (2) they had been able to handle the situation themselves and did not have to deal with the embarrassment of police invading their privacy (24 percent), and (3) they had avoided the additional stress associated with reporting to police (24 percent).

Even though some victims appeared satisfied with not reporting the incident to police, nearly one in three victims said, in hindsight, they wished they had sought help from the police or another professional service sooner than they did and 14 percent said they wished they had left the relationship earlier.

The final report detailing the results of this research will be available on BOCSAR's and Women NSW's websites at the end of June 2013; see www.bocsar.nsw.gov.au and www.women.nsw.gov.au.

Topic 2 Safety in the community

In this topic, we use both NSW Police recorded crime data (Indicators 2.1 and 2.2) and data self-reported by respondents in major surveys (Indicators 2.3 to 2.6) to examine different aspects of safety in the community.

Indicator 2.1 presents data on incidents of sexual assault recorded by NSW Police. As with domestic violence-related assault, sexual assault is under-reported by victims. Reasons why victims of

sexual assault may not report the incident to police include fear of the offender, a sense of shame and embarrassment and concerns about how they will be treated by the criminal justice system.¹

Indicator 2.2 examines NSW Police-recorded data on other personal crimes, while Indicator 2.3

presents data from a major ABS household survey on self-reported incidents of assault victimisation.

Indicators 2.4 to 2.6 present data on feelings of safety in different community settings: at home alone at night, walking alone in the local area at night, and waiting for or using public transport.

¹ Australian Law Reform Commission (2010) *Family Violence - A National Legal Response*, ALRC Report 114.

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2.1 Sexual assault

Sexual assault incidents recorded by NSW Police

Current position	<p>In NSW in the 12 months to September 2012, 84 percent of sexual assault victims were women or girls: there were 3,959 recorded sexual assaults against females, compared to 743 against males.</p> <p>Gender gap</p> <ul style="list-style-type: none">Females are more than five times as likely as males to experience sexual assault.
The direction of change over time	<p>While the proportion of sexual assault victims who are female has remained stable between October 2005 and September 2012, at an average of 84 percent, the number of female victims of sexual assault in NSW has risen at a faster rate than the number of male victims.</p> <p>The number of female sexual assault victims rose 22 percent in the seven years between October 2005 and September 2012 (from 3,242 to 3,959), while the number of male victims rose by 11 percent (from 669 to 743) in the same period.</p>
Discussion	<p>For both female and male sexual assault victims in NSW in the 12 months to September 2012, the highest proportion of alleged offenders were people they knew, but with no familial relationship (39 percent for both females and males).</p> <p>For female victims, the next highest category of alleged offenders was partners (including ex-partners), who accounted for 13 percent of offenders. For male victims, the second highest category of alleged offenders was parents or children, who made up 14 percent of cases.</p> <p>Male victims were twice as likely to be sexually assaulted by a sibling as female victims (45 out of 743 males, compared to 101 out of 3,959 females).</p> <p>Female victims were twice as likely as males to be sexually assaulted by a stranger: 9.2 percent (females) compared to 4.8 percent (males).</p> <p>See Table 6.2.</p>

'Sexual assault' covers offences where a person has sexual intercourse with another person without the consent of the other person, and knows that the other person does not consent. 'Partner' includes boyfriends/girlfriends and ex-boyfriends/ex-girlfriends.

Year collected: October 2011 to September 2012 and previous years.

Data source: BOCSAR, *NSW Recorded Crime Statistics* October 2005 to September 2012, unpublished (BOCSAR ref: kg12-10963; kg12-10964; BOCSAR, *NSW Criminal Court Statistics 2007 to 2011* (unpublished).

More information is available at www.bocsar.nsw.gov.au

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Table 6.2 Sexual assault victims by sex and relationship of alleged offender to victim, NSW, Oct 2011 to Sep 2012

	Women	%	Men	%	Total
Parent/Guardian/Child (including step or foster)	378	9.5	104	14.0	482
Sibling	101	2.6	45	6.1	146
Member of family – other	275	6.9	98	13.2	374
Carer	24	0.6	7	0.9	31
Spouse/Partner (including ex-partner)	514	13.0	24	3.2	538
Household member (including former member)	46	1.2	13	1.7	59
Person in authority	30	0.8	39	5.2	70
Other known person – no relationship	1,563	39.5	287	38.6	1,850
Not known to victim	366	9.2	36	4.8	402
Missing/Unknown/Not stated	662	16.7	90	12.1	753
TOTAL	3,959	100	743	100	4,705

Note: Relationship of offender to victim is subject to high error rates and should be used with caution. 'Total' column includes those victims for whom gender was not recorded.

Population: Victims of sexual assault between October 2011 and September 2012, recorded by NSW Police.

Source: BOCSAR, *NSW Recorded Crime Statistics* October 2005 to September 2012, (BOCSAR ref: kg12-10964).

Safety and justice

2.2 Victims of violence – recorded incidents

Personal violence incidents recorded by NSW Police

Current position	<p>Total numbers of personal violence offence incidents in NSW in the 12 months to September 2012, and the proportion of victims who are female, are set out at Table 6.3.</p> <p>Note that the personal violence offences of domestic violence-related assault and sexual assault are covered in detail in Indicators 1.1 and 2.1 respectively and are therefore not discussed in this Indicator.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Females account for the majority of victims of other sexual offences, indecent assault, and harassment and threatening behaviour. Males account for the majority of victims of murder, non-domestic violence-related assault, and robbery. Females also account for the majority of victims of domestic violence-related assault and sexual assault. See Indicators 1.1 and 2.1 for further information.
The direction of change over time	<p>There has been a drop in recorded incidents of non-DV assault in the seven years from October 2005 to September 2012. The number of incidents dropped from over 13,000 to under 12,000 for female victims (a drop of 10 percent), and from nearly 34,000 to just over 27,800 for male victims (a drop of 18 percent). See Indicator 1.1 for data on DV assaults.</p> <p>The number of reported victims of harassment and intimidating behaviour rose between October 2005 to September 2012; from around 25,300 to 31,400. The proportion of victims who were female did not change.</p> <p>During the same period, the number of robbery offences dropped from around 10,900 to 6,400, while the proportion of female victims did not change.</p>
Discussion	<p>In NSW in the 12 months to September 2012, non DV-related assault victims accounted for 57 percent of all physical assault victims (DV and non-DV related).</p> <p>When we combine incidents of DV and non-DV assault, to look at all physical assault, women make up nearly half of all victims (47 percent).</p> <p>In NSW in 2011, assault was the personal violence offence for which the largest number of offenders were proceeded against and found guilty. See the discussion at Indicator 4.1 for further information on assault offenders.</p>

Other sexual offences include incest, carnal knowledge, willful and obscene exposure, indecent communication, peep or pry, bestiality, grooming/procuring.

Indecent assault includes acts of indecency and indecent assault.

Assault covers offences involving the direct infliction of force, injury or violence upon a person or the direct face-to-face threat of force, where there is an apprehension that the threat could be acted on. Domestic violence-related assault occurs in a family or domestic context.

Robbery refers to acts intended to unlawfully gain money, property or other items of value from, or to cause detriment to, another person by using the threat of force or any other coercive measure.

Harassment, threatening behaviour and private nuisance includes intimidation (such as stalking), threats to murder or injure that are not face-to-face and where there is no belief that these threats could be enacted, threats against police, telecommunications offences (includes nuisance phone calls), violent disorder, riot and affray, and unlawful assembly.

Year collected: October 2005 to September 2012.

Data source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: kg12-10963).

More information is available at www.bocsar.nsw.gov.au

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Table 6.3 Victims of violence, NSW, October 2011 to September 2012

	Total	Women %
Indecent assault	3,769	79
Other sexual offences	1,714	79
Harassment, threatening behaviour	31,409	60
All physical assault (DV and non-DV)	69,691	47
Murder	82	40
Non-domestic violence-related assault	39,743	30
Robbery	6,403	25
Discussed elsewhere in depth:		
Domestic violence-related assault (see Indicators 1.1 and 1.2)	29,948	69
Sexual assault (see Indicator 2.1)	4,705	84

Note: The offence categories are defined in the notes at Indicator 2.2 (above).

Population: Victims of selected personal violence offences recorded by NSW Police between October 2011 and September 2012.

Source: BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BOCSAR ref: kg12-10963).

2.3 Self-reported incidents of assault victimisation

Self-reporting of physical and threatened assault in ABS crime victimisation survey

Current position	<p>In NSW in 2011-12, women's self-reporting of physical and threatened assault was lower than men's.</p> <p>For physical assault in NSW in 2011-12, 61,200 women and 97,000 men reported being victims.</p> <p>For threatened assault in NSW in 2011-12, 80,500 women and 107,800 men reported being victims.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women's victimisation rate* for physical assault was 2.1 percent, while men's victimisation rate was 3.4 percent. Women's victimisation rate* for threatened assault was 2.7 percent, while men's victimisation rate was 3.8 percent.
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Safety and justice

The direction of change over time	<p><i>Physical assault</i></p> <p>Women's victimisation rate for physical assault has decreased since 2010-11 when it was 2.7 percent, while the rate for men has increased since 2010-11 when it was 3.0 percent.</p> <p>The gap between female and male victimisation rates in 2011-12 was 1.3 percentage points, which is four times greater than the gap in 2010-11 (0.3 percentage points).</p> <p><i>Threatened assault</i></p> <p>Both women's and men's self-reported victimisation rates for threatened assault have increased since 2010-11, when the rate for women was 2.4 percent and the rate for men was 3.0 percent.</p>
Discussion	<p>Victimisation rates for both physical and threatened assault are highest amongst the younger age groups of 15-19 years and 20-24 years. The rates are also higher for people whose marital status is not married and for people who live outside Sydney.</p> <p>Women's lower victimisation rates for physical assault, compared to men, contrasts with data we reported on in Indicator 2.2 which shows that women account for almost half (47 percent) of all physical assaults (DV and non DV-related) recorded by NSW Police. Note that the victimisation rate is based on self-reporting of assault through a national ABS survey, rather than on actual incidents recorded by police.</p>

*The victimisation rate is the total number of victims of a crime in a given population expressed as a percentage of that population. This data was collected in the ABS 2011-12 Multipurpose Household Survey (July to June each year). The data relates to survey respondents who report having experienced at least one incident of a selected type of crime within 12 months prior to the survey interview. In this indicator, 'women' refers to females aged 15 years and over and 'men' applies to males aged 15 years and over.

Year collected: July 2011 to June 2012.

Data source: ABS (2013) *Crime Victimisation, Australia, 2011-2012*, Cat no. 4530.0.

More information is available at www.abs.gov.au

2.4 Safety at home alone after dark

Women's and men's sense of safety at home alone after dark

Current position	<p>In NSW in 2010, 79 percent of women felt safe or very safe at home alone after dark, compared to 91 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women at home alone after dark are 12 percentage points less likely to feel safe than men.
The direction of change over time	<p>Data for NSW from previous years is not readily available.</p>

Safety and justice

Discussion

Place of residence

In 2010, NSW women living outside Sydney were more likely than Sydney women to feel safe or very safe at home alone after dark (83 percent compared to 77 percent). The gender gap was similar regardless of where people lived: 13 percentage points between women and men in Sydney, and 11 percentage points between women and men in the rest of NSW.

Household income

Women in the highest household income quintile (\$1,357+ per week) felt safer at home alone at night than women in lower household income quintiles: 86 percent of women in the highest income group felt safe at home alone at night, compared to 76 percent of women in the second highest income group (\$932 to \$1,356 per week), and 73 percent in the lowest income group (\$0 to \$403 per week).

The gender gap was smallest (8 percentage points) between women and men with the lowest household income, from \$0 to \$403 per week. See Figure 6.4.

Country of birth

Women born in Australia are significantly more likely to feel safe at home alone after dark than women born in other countries who are not proficient in English: 82 percent compared to 61 percent. The same is true of men.

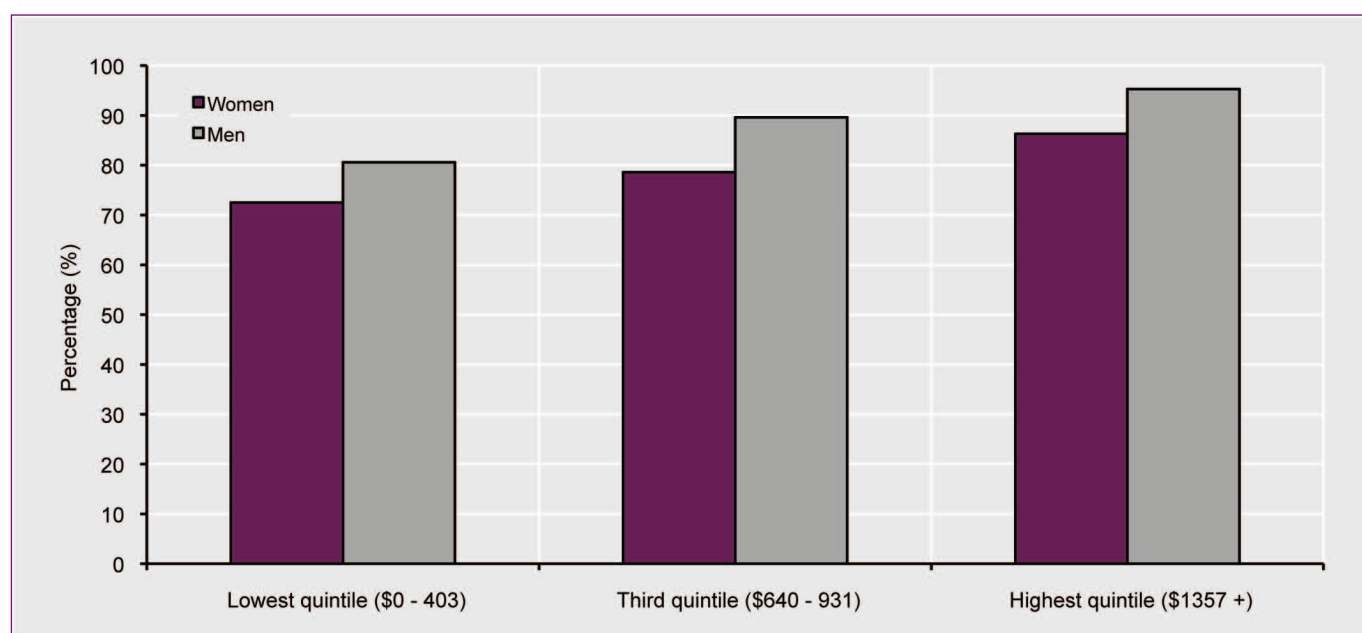
The ABS General Social Survey collected information about personal and household characteristics for people aged 18 years and over resident in private dwellings throughout Australia (except very remote areas), from August to November 2010.

Year collected: 2010.

Data source: ABS (2011) General Social Survey, Cat no. 4159.0 (unpublished data).

More information is available at www.abs.gov.au

Figure 6.4 Safety at home alone after dark, by sex and selected household income quintiles, NSW, 2010



Note: Data refers to women and men who feel safe or very safe at home alone after dark. 'Household income' refers to equivalised gross household income, as per Appendix 2 of the ABS (2011) *General Social Survey 2010*. The three household income quintile groups selected for this graph are the lowest, the middle and the highest. The second lowest group (\$404 to \$639) and the second highest group (\$932 to \$1,356) are not represented. Population: People in NSW aged 18 years and over.

Source: ABS (2011) *General Social Survey*, Cat no. 4159.0 (unpublished data).

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2.5 Safety walking alone in local area after dark

Women's and men's sense of safety walking alone in local area after dark

Current position	<p>In NSW in 2010, 32 percent of women felt safe or very safe walking in their local area after dark, compared to 68 percent of men.</p> <p>25 percent of women in NSW felt unsafe or very unsafe walking in their local area after dark, compared to 10 percent of men.</p> <p>Gender gap</p> <ul style="list-style-type: none">Women are 36 percentage points less likely than men to feel safe walking in their local area after dark, and 15 percentage points more likely to feel unsafe than men.
The direction of change over time	Data for NSW from previous years is not readily available.
Discussion	<p><i>Place of residence</i></p> <p>Women who live in Sydney are much less likely to feel safe walking in their local area after dark than women in the rest of NSW (29 percent compared to 43 percent). By contrast, men's feeling of safety on this indicator barely changes between Sydney and the rest of NSW (68 and 69 percent respectively).</p> <p><i>Household income quintiles</i></p> <p>Women's feelings of safety walking in their local area after dark rises as their household income increases. Women in the highest income quintile are twice as likely to feel safe as women in the lowest income quintile (46 percent compared to 23 percent). This gap is not as marked for men, where those in the highest income group were 1.6 times more likely to feel safe than those in the lowest income group (83 percent compared to 52 percent).</p> <p><i>Country of birth</i></p> <p>Women born in Australia have a greater sense of safety walking alone in their local area after dark (35 percent) than women born elsewhere. The same is true for men. Women born in Australia are twice as likely to feel safe on this indicator as women born in other countries who are not proficient in English (35 percent compared to 17 percent). See Figure 6.5.</p>

The ABS *General Social Survey* collected information about personal and household characteristics for people aged 18 years and over resident in private dwellings throughout Australia (except very remote areas), from August to November 2010.

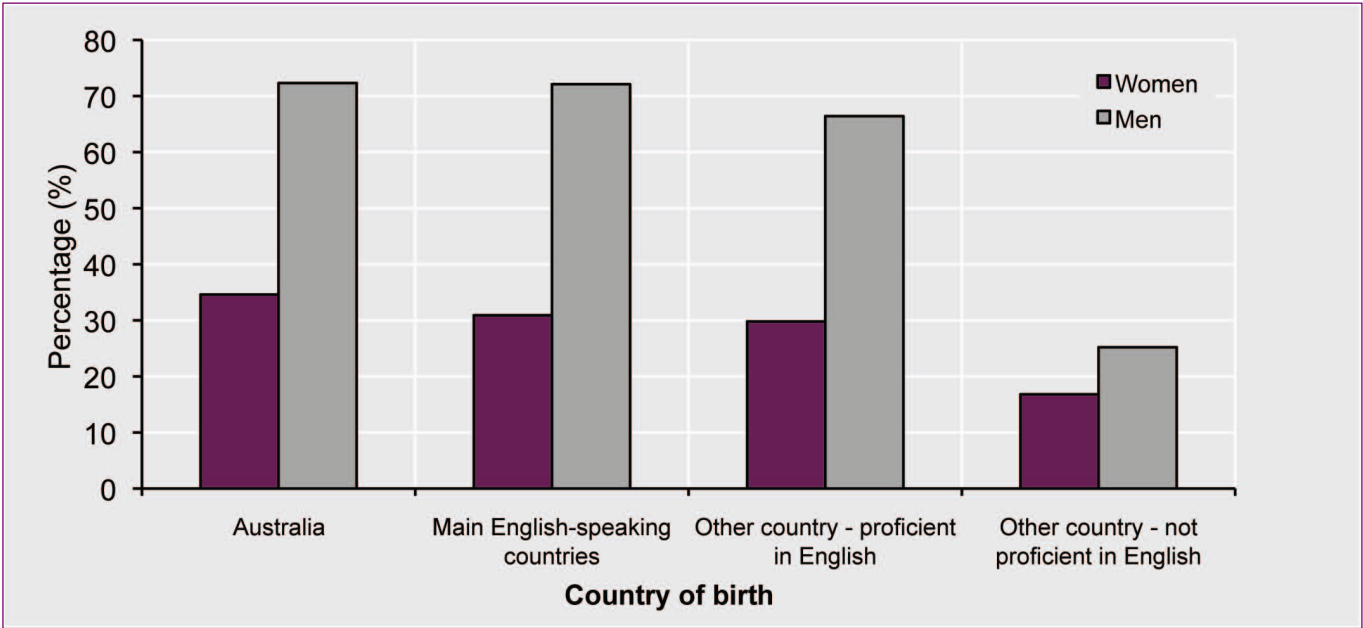
Year collected: 2010.

Data source: ABS (2011) *General Social Survey*, Cat no. 4159.0 (unpublished data).

More information is available at www.abs.gov.au

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Figure 6.5 Safety walking alone after dark, by sex and country of birth, NSW, 2010



Note: Data refers to women and men who feel safe or very safe walking alone in their local area after dark. ‘Main English-speaking countries’ are United Kingdom, Republic of Ireland, United States of America, Canada, New Zealand and South Africa. Proficiency in English relates to spoken English only.
Population: People in NSW aged 18 years and over.
Source: ABS (2011) *General Social Survey*, Cat no. 4159.0 (unpublished data).

2.6 Safety while waiting for or using public transport

Self-reported satisfaction with safety while waiting for or using bus, train or ferry services

Current position	<p>In NSW in 2012, 70 percent of women and 74 percent of men felt satisfied or very satisfied in relation to safety while <i>waiting for</i> public transport at a bus stop, ferry wharf or train station in the evening (between 6.01 pm and 6.30 am).</p> <p>When it came to safety while <i>using</i> public transport (bus, ferry or train) in the evening, 77 percent of women and 79 percent of men felt satisfied or very satisfied.</p> <p>Gender gap</p> <ul style="list-style-type: none">In the evening, women are 4 percentage points less likely than men to feel safe waiting for public transport, and 2 percentage points less likely than men to feel safe while using public transport.
The direction of change over time	<p>Data from the 2012 Transport Customer Survey is not comparable with 2011 survey data, as the surveys used different categories of satisfaction. The 2012 survey included an additional category of ‘partly satisfied’ and ‘partly dissatisfied’, which was not used in 2011.</p>

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Discussion	<p>In 2012, women's satisfaction with safety while waiting at a bus stop, ferry wharf or train station dropped by 6 percentage points, from 76 to 70 percent, between day-time and night-time hours. By contrast, men's satisfaction with safety dropped by only 3 percentage points, from 77 to 74 percent (see Table 6.4).</p> <p>Similarly, women's satisfaction with safety while using public transport dropped by 2 percentage points between day-time and night-time hours (from 79 to 77 percent), while men's satisfaction with safety remained the same regardless of time of day (at 79 percent).</p>
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The Transport Customer Survey was conducted most recently in November 2012 and collects information about public transport customers' satisfaction with train, bus and ferry services. The Survey covers the CityRail network, metropolitan bus contract areas and the Sydney Ferries network. It is conducted on-board public transport services where field staff distribute forms to customers for self-completion. Around 18,000 public transport customers participated in the 2012 survey.

In this discussion, 'satisfied' and 'satisfaction' are defined as a survey response of 'satisfied' or 'very satisfied'. 'Partly satisfied' is not included. 'Day-time' refers to the hours between 6.31 am and 6.00 pm, while 'evening' or 'night-time' refers to the hours between 6.01 pm and 6.30 am.

Year collected: 2012.

Data source: Transport for NSW, *Transport Customer Survey 2012* (unpublished data).

More information is available at www.bts.nsw.gov.au

Table 6.4 Satisfaction with safety of public transport by sex and time of day, NSW, 2012

	Women		Men	
	6.31 am to 6.00 pm	6.01 pm to 6.30 am	6.31 am to 6.00 pm	6.01 pm to 6.30 am
Satisfaction with safety while waiting for public transport	76	70	77	74
Satisfaction with safety while on the bus, train or ferry	79	77	79	79

Note: Satisfaction refers to respondents who felt 'Satisfied' or 'Very satisfied' in relation to safety. It excludes 'Partly satisfied'.

Population: Users of public transport in NSW aged 15 and over.

Source: Transport for NSW, *Transport Customer Survey 2012* (unpublished data).

Topic 3 The criminal justice system

In Indicator 3.1 we analyse sex-disaggregated data for NSW on reporting rates for victims of physical or face-to-face threatened assault. We have included this data here because it indicates victims' willingness to engage with the criminal justice process. We selected the offences of physical assault and face-to-face threatened assault because women and men make up roughly similar proportions

of victims (unlike sexual assault or robbery – see Table 6.3) and the larger number of incidents increases the reliability of the data.

While Indicator 1.1 reports on victims of domestic violence-related assault, data in this topic (Indicator 3.2) examines Apprehended Domestic Violence Orders (ADVOs) granted by NSW Courts to a person requiring protection from DV. It also presents the geographic spread of ADVOs, based on the residence of the offender.

The focus of Indicator 3.3 is sexual assault; specifically, the progress of sexual offences through the criminal justice system up to 2011. Indicator 3.4 presents sex-disaggregated data on public confidence with the main branches of the criminal justice system: police, courts and prisons.

Safety and justice

3.1 Reporting rates amongst victims of assault

Rates of reporting to police by victims of physical assault and face-to-face threatened assault

Current position	<p><i>Physical assault</i></p> <p>In NSW in 2011-12, the reporting rate amongst women who experienced physical assault in the previous 12 months was 65 percent. The reporting rate for men was lower, at 53 percent.</p> <p><i>Face-to-face threatened assault</i></p> <p>The reporting rate for women who experienced face-to-face threatened assault was 47 percent, compared to 43 percent for men.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women are 12 percentage points more likely than men to report physical assault to police, and 4 percentage points more likely than men to report face-to-face threatened assault.
The direction of change over time	<p>Women's reporting rate for physical assault in NSW in 2011-12 was 9 percentage points higher than in 2010-11, when it was 56 percent. The reason for this rise is uncertain. Men's reporting rate was stable in both years, at 53 percent (Figure 6.6).</p> <p>Women's reporting rate for face-to-face threatened assault in NSW was almost the same in 2011-12 as it was in 2010-11 (47 percent compared to 49 percent, respectively). Men's reporting rate, however, showed a statistically significant increase from 28 percent in 2010-11 to 43 percent in 2011-12 (Figure 6.6).</p>
Discussion	<p>While women are more likely than men to report incidents of physical assault and face-to-face threatened assault to police, this data does not distinguish between DV and non-DV related assaults. It is therefore not possible to conclude from this data whether the context of the assault (DV or non-DV) influenced the victim's decision to report or not report the assault.</p> <p>Also see the focus topic on under-reporting of domestic violence-related assault on page 169.</p>

This data was collected as part of the ABS 2011-12 Multipurpose Household Survey. The sample was accumulated over a 12-month period from July 2011 to June 2012. Respondents were aged 15 years and over.

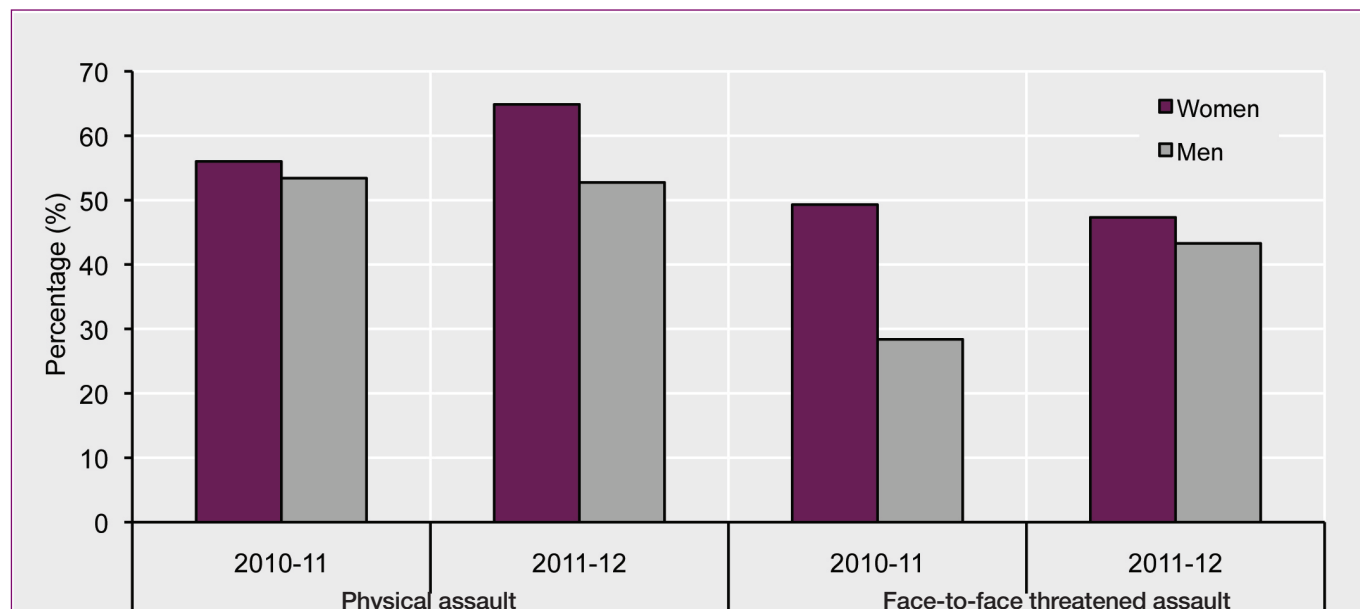
Year collected: 2011-12.

Data source: ABS (2013) *Crime Victimisation, Australia, 2011-12*, Cat no. 4530.0 (some data unpublished).

More information is available at www.abs.gov.au

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Figure 6.6 Reporting rates for victims of assault, by sex, NSW, 2010-12



Population: People in NSW aged 15 years and over.

Source: ABS (2013) *Crime Victimisation, Australia, 2011-12*, Cat no. 4530.0 (some data unpublished).

3.2 Apprehended Domestic Violence Orders granted

Apprehended Domestic Violence Orders (ADVOs) granted to victims of DV by NSW courts

Current position	<p>In NSW in 2011, 68 percent of victims protected by ADVOs were female.</p> <p>Females were granted ADVOs at a rate of 767 per 100,000 of the population, while males were granted ADVOs at a rate of 358 per 100,000 population.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Females are protected by ADVOs at twice the rate of males.
The direction of change over time	<p>Between 2010 and 2011 there was a 5 percent increase in the rate of females protected by ADVOs, and an 11 percent increase in the rate of males protected by ADVOs.</p> <p>See Figure 6.7 for a graph of the rate of ADVOs granted by sex since 1996. Note that procedural changes, such as mandatory recording on an ADVO of the children of the person protected by the ADVO, have affected the rise in the number and rate of ADVOs granted over this period.</p>

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Discussion

Based on the place of residence of the person of interest (alleged offender), the areas in NSW in 2011 with the highest rate of ADVOs granted per 100,000 population have not changed since 2010. These are the Far West, North Western and Northern regions (Table 6.5).

In Sydney, the areas with the highest rate of ADVOs granted per 100,000 population are also the same as in 2010 – Outer South Western Sydney, Blacktown and Fairfield-Liverpool (Table 6.5).

Note that data based on the residence of the offender (Table 6.5) is not sex-disaggregated.

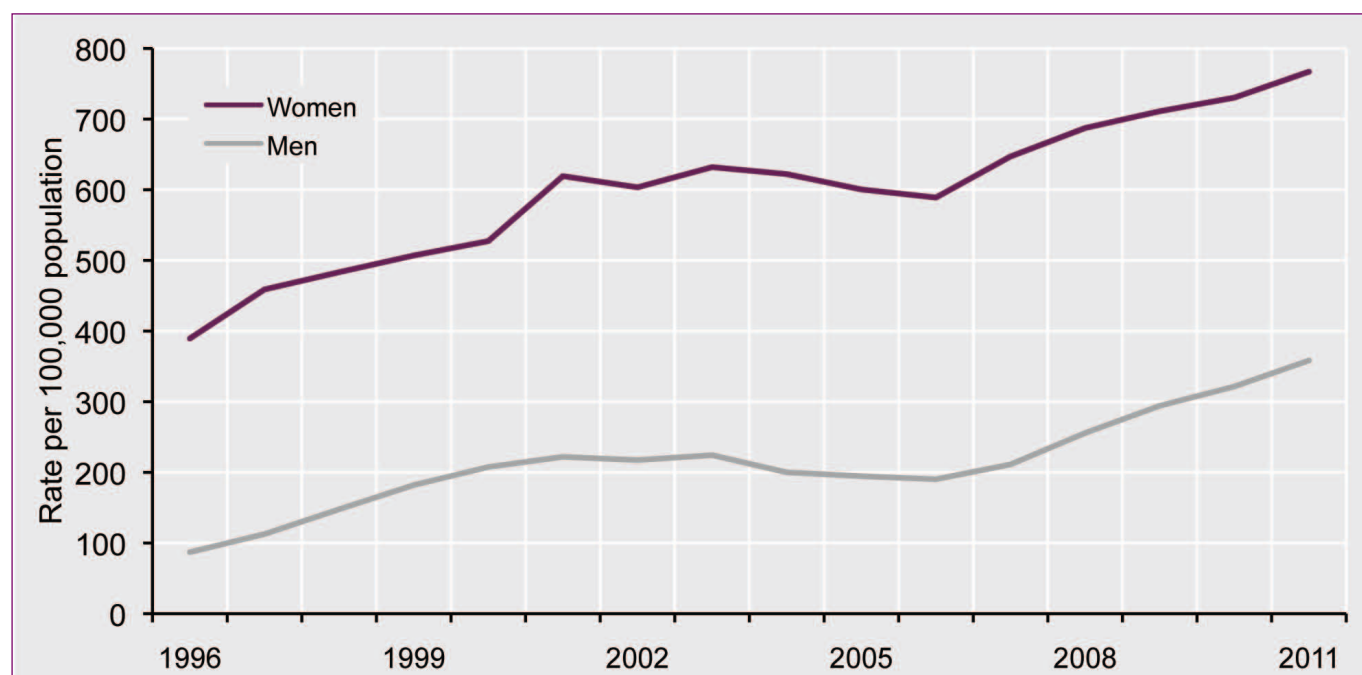
An Apprehended Domestic Violence Order (ADVO) is a court order which prohibits a person from behaviour that harasses or intimidates another person. ADVOs apply when a domestic relationship exists between the victim and the abuser, such as spouses or separated spouses. The purpose of the ADVO is to protect the victim from acts of violence such as physical assault, harassment or intimidation, or damage or threatened damage to property.

Year collected: 2011 and previous years.

Data source: BOCSAR, *NSW Recorded Crime Statistics 1996 to 2011*, unpublished (BOCSAR ref: kg13-11173); BOCSAR (2012) *NSW Criminal Court Statistics 2011*.

More information is available at www.bocsar.nsw.gov.au

Figure 6.7 Apprehended Domestic Violence Orders granted by sex, NSW, 1996 to 2011

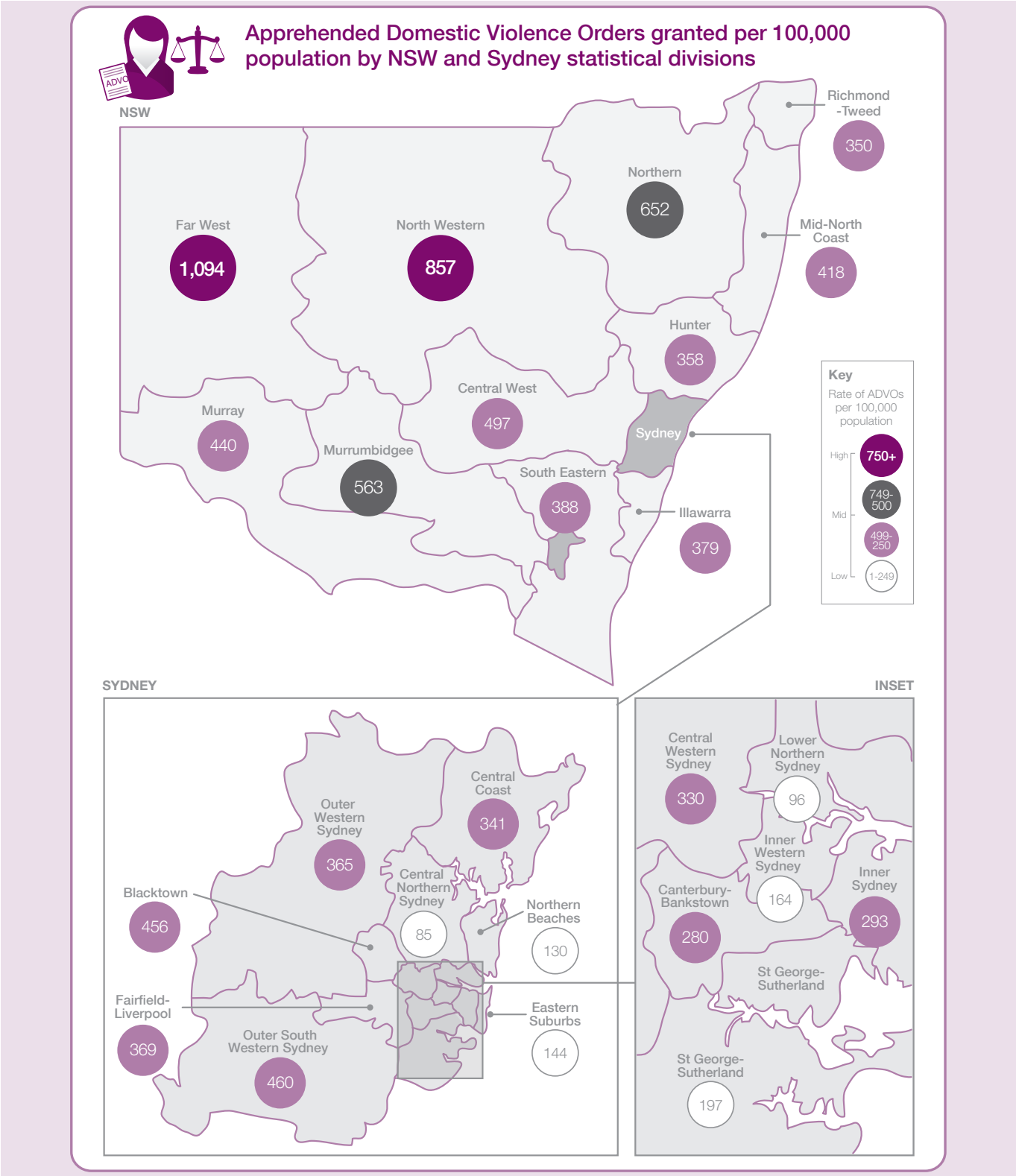


Note: Rate per 100,000 population of males and females protected by ADVOs in NSW. Note that procedural changes, such as mandatory recording on an ADVO of the children of the person protected by the ADVO, have affected the rise in the number and rate of ADVOs granted over this period. Population: The NSW population.

Source: BOCSAR, *NSW Recorded Crime Statistics 1996 to 2011*, unpublished (BOCSAR ref: kg13-11173).

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Table 6.5 ADVOs granted by residence of offender, NSW, 2011



Note: The rates shown are per 100,000 of the population and apply to the offender (the person against whom the ADVO is taken out) and the offender's place of residence.

Population: The NSW population.

Source: BOCSAR (2012) *NSW Criminal Court Statistics 2011*.

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3.3 Sexual offences proven in court

The progress of sexual offence cases through the criminal justice system

Current position	<p><i>Child victims</i></p> <p>In NSW in 2011, there were 5,573 sexual offence incidents involving child victims recorded by NSW Police. Offenders were convicted in 361 of these cases, which means that less than 7 percent of recorded incidents were proven in court.</p> <p><i>Adult victims</i></p> <p>For adult victims in 2011, there were 4,044 sexual offence incidents recorded by NSW Police. Offenders were convicted in 369, or 9 percent, of these cases.</p>
The direction of change over time	<p>Figure 6.8 shows that, since 2008, the percentage of sexual offence incidents involving a child victim that were proven in court slightly declined for the third year in a row.</p> <p>For cases involving an adult victim, the percentage proven in court has, since 2009, also slightly declined for the second year in a row.</p>
Discussion	<p>The major points of attrition for reported sexual offences are in the early stages of the criminal justice process. Data for 2010 shows that more than 80 percent of sexual offences (adult and child victims) recorded by police in that year did not result in the initiation of criminal proceedings. Note, however, that one offender may be charged for multiple incidents.</p> <p>In NSW in the 12 months to September 2012, 97 percent of people proceeded against by police for sexual offences were male¹. Of people found guilty of sexual assault, 98 percent were male.²</p>

The term attrition refers to the reduction in sexual offence case numbers as matters progress through the criminal justice system. Children are defined as 0 to 15 years of age.

Year collected: 2008 to 2011.

Data source: NSW Bureau of Crime Statistics and Research, *The Progress of Sexual Offences through the NSW Criminal Justice System 2006-10*.

BOCSAR unpublished data (BOCSAR ref: jh13-11027) for 2011 data.

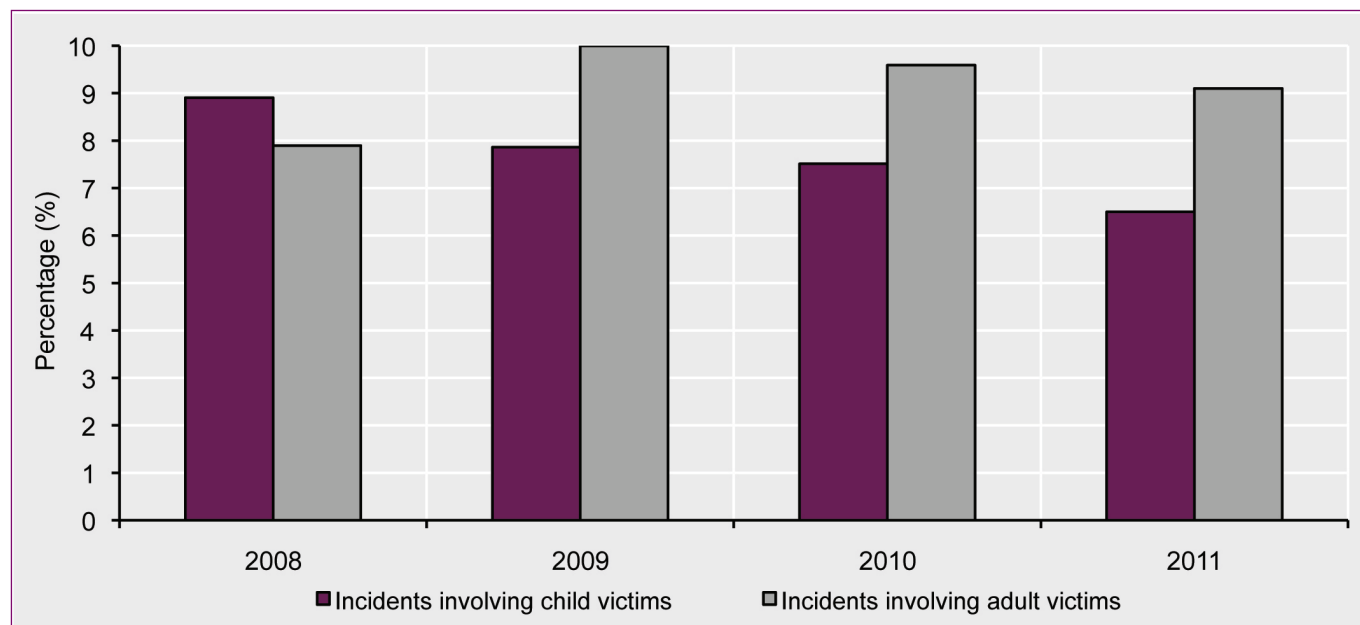
BOCSAR (2006) Crime and Justice Bulletin (no.92) *The attrition of sexual offences from the NSW criminal justice system for 2006 information on attrition in the early stages of the criminal justice process*. More information is available at www.bocsar.nsw.gov.au

¹ BOCSAR, *NSW Recorded Crime Statistics*, unpublished (BoCSAR ref: kg13-11070).

² BOCSAR (2012) *NSW Criminal Court Statistics 2011*. Note that this figure includes people found guilty in Local and Higher Courts. People found guilty in Children's courts (around 50 in total) are not included as sex-disaggregated data was not readily available.

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Figure 6.8 Guilty findings for sexual offences recorded by Police, NSW, 2008-11



Population: Sexual offence incidents recorded by NSW Police, 2008 to 2011.

Source: BOCSAR (2012) *The Progress of Sexual Offences through the NSW Criminal Justice System 2006-10* and unpublished data (BOCSAR ref: jh13-11027).

3.4 Public confidence with the criminal justice system

ABS survey respondents' perceptions of the criminal justice system

Current position	<p><i>Police</i></p> <p>In NSW in 2011-12, women and men had similar levels of confidence in police, with 79 percent of women agreeing or strongly agreeing that police treat people fairly, compared to 80 percent of men. Slightly more women than men felt that police could be relied upon (75 percent women and 73 percent men).</p> <p><i>Courts</i></p> <p>Women are slightly less likely than men to agree that the criminal courts deal with matters quickly (21 percent of women, 24 percent of men) or ensure a fair trial (52 percent of women and 59 percent of men).</p> <p><i>Prisons</i></p> <p>Women are slightly less likely than men to agree that prisons act as a form of punishment (60 percent for women compared to 64 percent for men) or rehabilitate prisoners (29 percent for women and 31 percent for men).</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women have less positive perception of the criminal courts than men.
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The direction of change over time	There is no comparable data from previous years, as 2011-12 was the first year that questions on perceptions of the criminal justice system were included in the ABS <i>Crime Victimisation, Australia</i> survey.
Discussion	<p>It is useful to understand women's perceptions of the justice system, as these can provide some indication of how willing women may be to engage with the criminal justice process when they are victims of crime, or where change may be required.</p> <p>Table 6.6 sets out women's and men's perceptions of the criminal justice system. Interestingly, women are more likely than men to have a neutral view, or no opinion, on all of the statements listed in this table.</p>

This data was collected as part of the ABS 2011-12 Multipurpose Household Survey, as a supplement to the monthly Labour Force Survey. The sample was accumulated over a 12-month period from July 2011 to June 2012. Nationally, 26,382 respondents participated in the survey. Of these 5,999 were from NSW.

Year collected: 2011-12.

Data source: ABS (2013) *Crime Victimisation, Australia*, 2011-12, Cat no. 4530.0 (unpublished data).

More information is available at www.abs.gov.au

Table 6.6 Perceptions of the justice system by sex, NSW, 2011-12

	Women			Men		
	Agree and strongly agree	No opinion or neutral	Disagree and strongly disagree	Agree and strongly agree	No opinion or neutral	Disagree and strongly disagree
Police						
The police treat people fairly	79	14	8	80	10	10
The police are approachable and easy to talk to	80	13	6	82	10	9
The police can be relied upon	75	12	12	73	11	16
Criminal courts						
The criminal courts are effective in giving punishments which fit the crime	37	26	37	38	21	40
The criminal courts deal with matters quickly	21	35	44	24	31	45
The criminal courts ensure a fair trial	52	32	16	59	27	14
Prisons						
The prisons act as a form of punishment	60	23	17	64	17	18
The prisons rehabilitate prisoners	29	34	37	31	28	41

Population: People in NSW aged 15 years and over selected at random, based on a computer algorithm.

Source: ABS (2013) *Crime Victimisation, Australia*, 2011-12, Cat no. 4530.0 (unpublished data).

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Topic 4 Offending

New indicators in this section of the Report explore data on women’s offending and women in prison.

Indicator 4.1 presents crime data recorded by NSW Police on female offenders, including the principal offences for which female offenders are proceeded against. It also

presents data on assault offenders in particular, including age-related trends.

Indicator 4.2 examines women in prison, using data from the *NSW Inmate Census 2012* and other sources. Data shows that, unlike the national trend, the number of female prisoners in NSW has

risen at the same rate as that of male prisoners over the past 10 years, not faster. It also presents interesting comparisons between female and male prisoners in terms of sentence length, most common offence, prior imprisonment, who cares for the children of inmates, and other issues.

4.1 Offenders

Offenders proceeded against by NSW Police

Current position	<p>In NSW in 2011-12, 21 percent of all offenders were women. The offender rate for women in 2011-12 was 610 per 100,000 of the population, compared to 2,401 per 100,000 for men. The total number of offenders (women and men) in NSW in 2011-12 was nearly 95,000.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women are nearly four times less likely than men to be offenders.
The direction of change over time	<p>The percentage of female offenders has remained stable between 2008-09 and 2011-12. Women accounted for 20 percent of offenders in 2008-09, 2009-10 and 2010-11, and 21 percent in 2011-12.</p> <p>During the period 2008-09 to 2011-12, the offender rate for women rose by 2 percent, from 598 to 610 per 100,000 of the population. The offender rate for men dropped by 3 percent in this period. See Figure 6.9.</p>

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Discussion

Principal offence – differences between women and men

The largest percentage of offenders in NSW (around 40 percent for both women and men) are proceeded against for acts intended to cause injury, including DV and non-DV related assault.

The next largest offence categories for women are theft (16 percent) and illicit drug offences (16 percent). For men, illicit drug offences constitute the second largest category of offenders (21 percent), while theft accounts for a much smaller proportion of offenders (7 percent). See Table 6.7.

The offence with the greatest gap between female and male offenders is sexual assault, where men made up 97 percent of offenders in 2011-12.

Aboriginal women offenders

Women make up a larger proportion of Aboriginal offenders than they do of non-Aboriginal offenders. In NSW in 2011-12, Aboriginal women accounted for 27 percent of all Aboriginal offenders, while non-Aboriginal women accounted for 18 percent of all non-Aboriginal offenders.

Women assault offenders

The proportion of female non-DV assault offenders rose from 21 to 26 percent between September 2005 and September 2012. The increase in assault offending was largest amongst women aged 50 and over (up by 57 percent) and women aged 40 to 49 (up by 15 percent). There was a smaller increase, of 12 percent, amongst girls aged 10 to 17. However, note that in the 12 months to September 2012, women aged 50 and over and women aged 40 to 49 constituted a far smaller number of offenders (141 and 301 respectively) than girls aged 10-17 (922).

During the same seven-year period there was also an increase in the proportion of women proceeded against for domestic violence-related assaults, from 13 to 17 percent. The increase in offending was high amongst girls aged 10-17 (a rise of 96 percent) and women aged 50 and over (also up 96 percent), although the number of offenders was much smaller for women in the older age group.

ABS Recorded Crime – Offenders data includes all alleged offenders aged 10 years and over who were proceeded against by NSW Police during the period July 2011 to June 2012. ABS data for NSW excludes offenders proceeded against under the *NSW Young Offenders Act 1997* and is therefore not comparable with other states and territories.

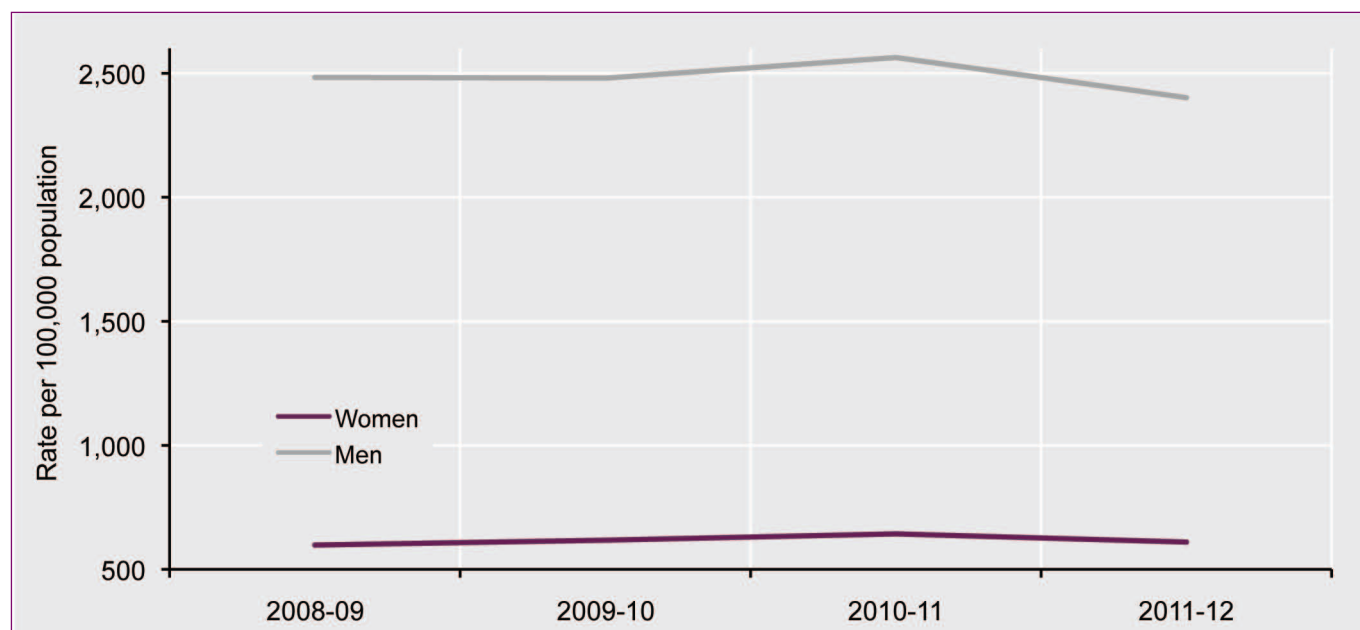
Year collected: 2011-12.

Data source: ABS (2013) *Recorded Crime – Offenders, Australia 2011-12*, Cat no.4519.0. (unpublished data); BOCSAR, *NSW Recorded Crime Statistics October 2005 to September 2012* (BOCSAR ref: kg13-11070) for data on 'Women assault offenders'.

More information is available at www.abs.gov.au; www.bocsar.nsw.gov.au

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Figure 6.9 Offender rates by sex, NSW, 2008-12



Population: All alleged offenders aged 10 years and over who were proceeded against by NSW Police between 1 July and 30 June of the specified years.

Source: ABS (2013) *Recorded Crime – Offenders, Australia 2011-12*, Cat no.4519.0.

Table 6.7 Offenders, principal offence by sex, NSW, 2011-12

	Women %	Total number (women and men)
Acts intended to cause injury	19	24,808
Illicit drug offences	16	12,075
Theft	34	5,426
Public order offences	19	3,413
Property damage	18	3,112
Offences against justice	24	2,428
Fraud/deception	35	2,356
Unlawful entry with intent	11	2,129
Sexual assault	3	1,439
Robbery/extortion	12	1,149
Prohibited/regulated weapons	9	946
Miscellaneous offences	21	882
Abduction/harassment	15	760
Homicide	15	262
Dangerous/negligent acts	48	54

Note: An offender is only counted once in the ABS survey. Data excludes offenders proceeded against under the NSW *Young Offenders Act 1997* and is therefore not comparable with other states and territories. The 'Women %' column refers to the proportion of offenders who were women for the specified offence.

Population: Alleged offenders aged 10 years and over who were proceeded against by NSW Police during the period 1 July 2011 to 30 June 2012.
Source: ABS (2013) *Recorded Crime – Offenders, Australia 2011-12*, Cat no.4519.0.

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4.2 Women in prison

Sentenced and unsentenced prisoners in NSW correctional centres

Current position	<p>In NSW as at 30 June 2012, 7 percent of prisoners in NSW correctional centres were women (668), and 93 percent were men (8,998).</p> <p>The imprisonment rate in 2012 for women in NSW was 23 per 100,000 of the population, compared to 325 per 100,000 of the population for men.</p> <p>Gender gap</p> <ul style="list-style-type: none"> The imprisonment rate for women in NSW is 14 times lower than for men.
The direction of change over time	<p>In the 30 years between 1982 and 2012, the relative proportions of women and men in the prisoner population in NSW have remained relatively stable, ranging between 4 and 7 percent for women, and 93 and 96 percent for men. There has been a slight upward trend in the proportion of prisoners who are women, rising by 3 percentage points in this period.</p> <p>In the period 2002 to 2012, comparative imprisonment rates for women and men in NSW peaked in 2009 (31 per 100,000 for women and 384 per 100,000 for men), but have been trending down since then. See Figure 6.10.</p>
Discussion	<p><i>Growth in prisoner numbers – NSW compared to Australia</i></p> <p>Nationally, the number of female prisoners is growing at a faster rate than that of male prisoners, rising by 48 percent between 2002 and 2012, compared to 29 percent for men over the same period. This is not reflected in NSW, where female and male prisoner numbers have risen by an identical amount of 10 percent over this 10-year period.</p> <p><i>Over-representation of Aboriginal people</i></p> <p>Aboriginal people are significantly over-represented in NSW prisons. Aboriginal women account for 29 percent of female prisoners in full-time custody, while Aboriginal men account for 23 percent of male prisoners in full-time custody.</p> <p><i>Most serious offence</i></p> <p>In 2012, the highest proportion of women prisoners were imprisoned for illicit drug offences (23 percent) and the second highest for acts intended to cause injury (13 percent).</p> <p><i>Prior imprisonment</i></p> <p>Female prisoners are significantly less likely to have had a prior period of imprisonment than male prisoners. In June 2012, 35 percent of female adult prisoners had never been imprisoned before, compared to 26 percent of adult male prisoners.</p> <p><i>Sentence length</i></p> <p>Women are more likely than men to be imprisoned for shorter periods. 18 percent of women prisoners are sentenced for less than nine months, compared to 9 percent of male prisoners. More than one-quarter (28 percent) of female prisoners are sentenced to less than one year, compared to 15 percent of male prisoners.</p> <p><i>Who cares for the children of prisoners?</i></p> <p>While their father is in prison, the children of male prisoners are most likely to be cared for by their mother (84 percent). By contrast, only 28 percent of children of female prisoners are likely to be cared for by their father while their mother is in prison. A greater percentage is cared for by grandparents (34 percent), and 12 percent are cared for by other relatives.</p>

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The *NSW Inmate Census 2012* presents statistics on prisoners managed by the NSW Department of Corrective Services who were held in full-time custody in NSW as at midnight on 30 June 2012, and inmates with a 'live' order for periodic detention as at 30 June 2012. Prisoners held at Kariong Juvenile Correctional Centre are also included (21 prisoners as at 30 June 2012). Offenders (released) in non-custodial community residential facilities, such as Community Offender Support Program Centres, are excluded.

The ABS *Prisoners in Australia* survey, which is the source for data on imprisonment rate and growth in prisoner numbers (NSW compared to Australia), is almost identical in scope to the NSW Inmate Census, except that it excludes prisoners held at Kariong Juvenile Correctional Centre, regardless of age.

Year collected: 30 June 2012.

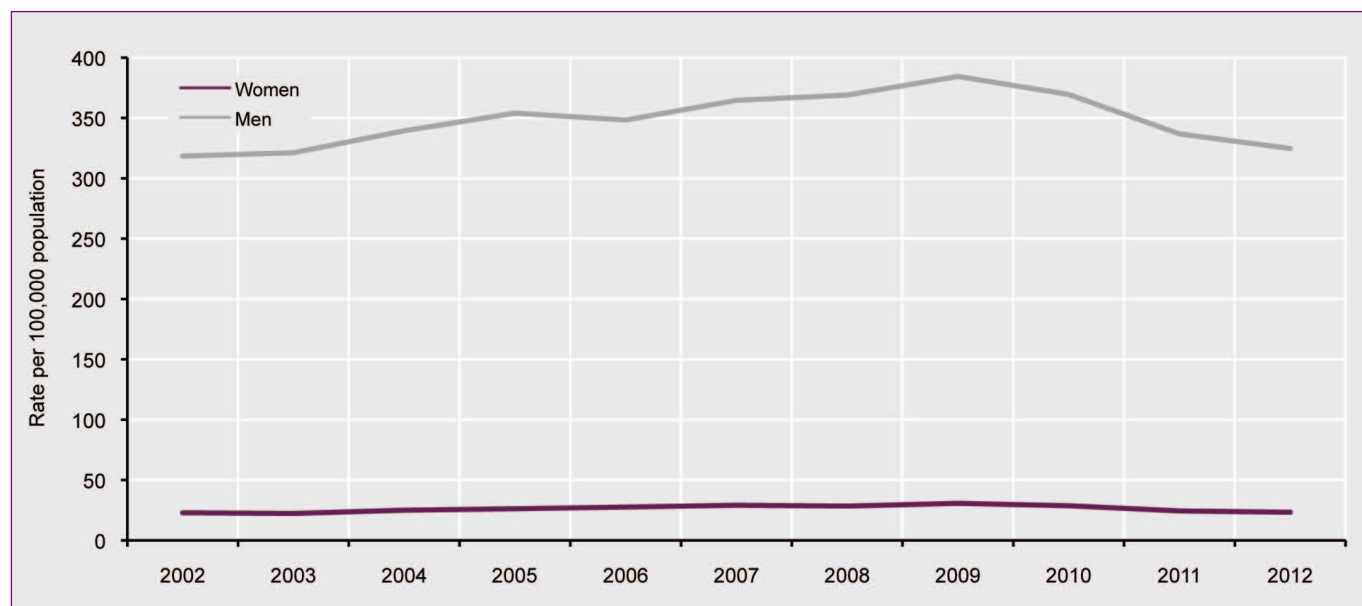
Data source: Corrective Services NSW (2013) *NSW Inmate Census 2012*.

ABS (2013) *Prisoners in Australia, 2012*, Cat no. 4517.0, for data on NSW imprisonment rate between 2002 and 2012 and growth in prisoner numbers nationally.

Corrective Services NSW (2011), *Children of Parents in Custody: Facts and Figures*, for data on who cares for the children of prisoners.

More information is available at www.correctiveservices.nsw.gov.au; www.abs.gov.au

Figure 6.10 Imprisonment rate by sex, NSW, 2002-12



Note: Data relates to rate of imprisonment per 100,000 of the population. Imprisonment rates are calculated by the ABS using the estimated resident population for NSW based on the 2011 Census.

Population: Women and men in custody in NSW as at 30 June 2012, excluding prisoners at Kariong Juvenile Correctional Centre (21 prisoners). See above for details.

Source: ABS (2013) *Prisoners in Australia, 2012*, Cat no. 4517.0.

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Topic 5 Workplace safety

Working in an environment free from unlawful discrimination and harassment is something many of us take for granted. The reality for some, however, is that sex-based discrimination and harassment is still impacting on their ability to

secure a job, to win promotions, to receive fair remuneration, and to work in a safe, non-hostile environment.

There are three bodies in NSW that investigate and resolve complaints relating to sex discrimination and sexual harassment in employment. They are the Australian Human Rights Commission (AHRC),

the NSW Anti-Discrimination Board (ADB), and the Fair Work Ombudsman.

In this topic we examine, for the first time, data from complaints lodged with the ADB and the AHRC alleging sex discrimination and sexual harassment in employment. Data from the Fair Work Ombudsman was not available.

5.1 Sex discrimination in employment

Employment-related sex discrimination complaints received by the NSW Anti-Discrimination Board and the Australian Human Rights Commission in 2011-12

Current position	<p><i>ADB</i></p> <p>Of all employment-related discrimination complaints received by the ADB in 2011-12, 14 percent (89 instances in total*) related to discrimination on the ground of sex. Women accounted for 92 percent of sex discrimination complainants.</p> <p><i>AHRC</i></p> <p>In 2011-12, of all employment-related discrimination complaints from people in NSW received by the AHRC, 31 percent (107 instances in total*) related to discrimination on the ground of sex. Women accounted for 93 percent of sex discrimination complainants.</p> <p>Gender gap</p> <ul style="list-style-type: none"> Women in NSW are around nine times more likely than men to lodge a complaint about sex discrimination in employment.
The direction of change over time	<p>Sex disaggregated data for previous years was not readily available.</p>
Discussion	<p><i>ADB complaints</i></p> <p>Women were less likely than men to complain about race or disability discrimination in employment: 36 percent of race discrimination complaints and 44 percent of disability discrimination complaints were lodged by women. Of complaints about carer responsibility discrimination in employment, women made up 66 percent of complainants. See Table 6.8.</p> <p><i>AHRC complaints</i></p> <p>Unlike the ADB complaints, all AHRC employment-related race and disability complaints in 2011-12 were lodged by women (although the numbers were very small: six in each category). Women were also significantly more likely than men to lodge a complaint about family responsibility discrimination in employment (93 percent of family responsibility complainants were women). See Table 6.8.</p> <p>AHRC complaints relating to sex discrimination in employment occurred most commonly in the financial and insurance services industries (18 percent), followed by the professional, scientific and technical services industry (17 percent) and the arts and recreation services industry (11 percent).</p>

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*Note that, as one complaint may allege multiple grounds of discrimination, numbers provided are not a count of unique complaints.

The ADB is a NSW statutory authority that investigates and conciliates complaints lodged under the *Anti-Discrimination Act 1977 (NSW)*. Grounds of unlawful discrimination over which the ADB has jurisdiction are: race, sex, carer responsibilities, marital status, disability, age, homosexuality, and transgender status.

The AHRC is a Commonwealth statutory authority which has a range of functions, one of the core functions being to investigate and conciliate complaints lodged under the *Sex Discrimination Act 1984* and other Commonwealth human rights and anti-discrimination legislation. Grounds of unlawful discrimination over which the AHRC has jurisdiction are: race, racial hatred, sex, sexual harassment, pregnancy, breastfeeding, family responsibilities, marital status, disability, age, and include discrimination in employment on the grounds of sexual preference, religion, political opinion, criminal record, and trade union activity.

Sex discrimination data in this indicator includes pregnancy complaints, but excludes sexual harassment, which is reported at Indicator 5.2.

Year collected: 2011-12.

Data source: NSW Anti-Discrimination Board complaints data (unpublished); Australian Human Rights Commission complaints data (unpublished).

More information is available at www.lawlink.nsw.gov.au/ADB; www.humanrights.gov.au

5.2 Sexual harassment in employment

Employment-related sexual harassment complaints received by the NSW Anti-Discrimination Board and the Australian Human Rights Commission in 2011-12

Current position	<p><i>ADB</i></p> <p>For the ADB, the second highest proportion of employment-related complaints in 2011-12 concerned sexual harassment (18 percent or 114 instances in total). 82 percent of these complainants were women.</p> <p><i>AHRC</i></p> <p>In 2011-12, the highest proportion of employment-related complaints received by the AHRC from people in NSW concerned sexual harassment (37 percent or 127 instances in total). 91 percent of these complainants were women.</p> <p>See Table 6.8.</p> <p>Gender gap</p> <ul style="list-style-type: none">• Women in NSW are between five (ADB) and nine (AHRC) times more likely than men to lodge a complaint about sexual harassment in employment.
The direction of change over time	Sex disaggregated data for previous years was not readily available.

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<p>Discussion</p>	<p><i>ADB</i></p> <p>The highest category of employment-related complaints (all grounds) for both women and men concerned harassment/hostile work environment (57 percent of total employment complaints).</p> <p><i>AHRC</i></p> <p>Harassment/hostile work environment complaints to the AHRC made up the great majority of employment complaints for women and men (74 percent of total).</p> <p>The industries with the highest proportion of complaints relating to sexual harassment in employment were financial and insurance services (15 percent), arts and recreation services (10 percent) and accommodation and food services (9 percent).</p> <p><i>AHRC sexual harassment national telephone survey 2012</i></p> <p>This survey found that, nationally, only 20 percent of people who were sexually harassed made a formal report or complaint. It also found that:</p> <ul style="list-style-type: none"> • 21 percent of people aged 15 years and older have experienced sexual harassment in the workplace in the past five years. • 33 percent of women have been sexually harassed since the age of 15, compared to 16 percent of men. • 79 percent of harassers were men.
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See Indicator 5.1 for further details about the ADB and AHRC.

A person sexually harasses another person if he or she engages in unwelcome conduct of a sexual nature to the other person, when it is reasonable to anticipate that the other person would be offended, humiliated or intimidated.

Legal definitions of sexual harassment can be found in the *Anti-Discrimination Act 1977 (NSW)* Part 2A, and the *Sex Discrimination Act 1984 (C'th)*, Division 3.

A key objective of the AHRC's 2012 sexual harassment national telephone survey was to identify the prevalence, nature and reporting of sexual harassment in Australian workplaces over the past five years. Telephone interviews took place with 2,002 people aged 15 years and over around Australia.

Year collected: 2011-12.

Data source: NSW Anti-Discrimination Board 2011-12 complaints data (unpublished); Australian Human Rights Commission 2011-12 complaints data (unpublished); AHRC (2012) *Working without fear: Results of the sexual harassment national telephone survey 2012*.

More information is available at www.lawlink.nsw.gov.au/ADB; www.humanrights.gov.au

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Table 6.8 Employment-related discrimination complaints, NSW, 2011-12

Ground of discrimination	ADB		AHRC	
	Total number	Women complainants %	Total number	Women complainants %
Sexual harassment	114	82	127	91
Pregnancy	23	100	46	98
Sex discrimination - other	66	89	61	90
Family/Carer responsibility	38	66	44	93
Marital status	3	67	5	100
Disability	136	44	6	100
Race	76	36	6	100
Age	30	53	3	100
Sexual preference/Homosexuality	23	22	2	0
Transgender	1	100	n/a	n/a
Victimisation	94	64	41	90
Other	45	49	2	100

Note: As one complaint may allege multiple grounds of discrimination, the 'total number' column is not a count of unique complaints. AHRC data relates only to complaints lodged by complainants residing in NSW.

Population: Employment-related discrimination and harassment complaints, all grounds, received by the ADB and AHRC in 2011-12.

Source: NSW Anti-Discrimination Board 2011-12 complaints data (unpublished); Australian Human Rights Commission 2011-12 complaints data (unpublished).

How does NSW compare?

The ABS publishes the *Gender Indicators, Australia* series every six months. It sets out a range of indicators against which it is possible to examine how women in NSW are faring compared with all women in Australia. Detailed information is contained in the Appendix.

Note that we have used the January 2013 edition of *Gender Indicators, Australia* for the purposes of this NSW/national comparison. In some cases, data used the ABS January 2013 *Gender Indicators, Australia* dates from an earlier period than the

data presented under the relevant indicator in *Women in NSW 2013*.

As we reported last year, there are some differences between the NSW and national experiences of safety and justice for women. Women in NSW are slightly less likely than women across Australia to have experienced violence in the last 12 months (4.5 percent in NSW, compared with 5.8 percent nationally). This includes physical and sexual violence.

In terms of victimisation rates, women in NSW in 2010-11 are less likely than women in Australia to be victims of physical assault (2.7 percent for NSW women, compared to 4.8 percent for women across Australia).

Last year's gender indicators showed that the imprisonment rate in NSW was slightly higher than in Australia as a whole. This year, however, based on 2012 data, the reverse is the case, and the imprisonment rate for NSW women is slightly lower than for women nationally (23.3 per 100,000 in NSW compared to 24.7 per 100,000 nationally).

In comparison to the national rate, the female offender rate in NSW is lower again for 2010-11 than it was when we reported last year, based on 2009-10 data (643.1 per 100,000 in NSW, compared to 833.8 per 100,000 nationally).

Conclusion



Photo: Nelisa Wolfgramm – Learning and Development Facilitator at the Brush Farm Corrective Services Academy.

Conclusion

The information in *Women in NSW 2013* points in many directions regarding NSW women's progress. Here we review selected findings from each chapter and leave readers to judge for themselves.

The first chapter describes a NSW whose female population has become more culturally and linguistically diverse in the last decade, especially in Sydney. Associated with that, women's religious affiliation has diversified, and the number of Hindu and Muslim women has grown within a solidly Christian majority. The ageing patterns identified in last year's Report are notable, with women's median age now some two years above that of men. The number of NSW Aboriginal women has grown considerably, by one-quarter since the last Census in 2006.

The Health chapter contains indicators of overall health status and indicators of very specific conditions. Generally, women manifest slightly less good health than men if we look at the prevalence of long-term conditions and how frequently people self-report good health. In terms of specific health conditions, the three main trouble spots for women are psychological distress, the sexually transmitted disease Chlamydia and fall-related hospitalisations among older women. Many health and wellbeing indicators show much poorer outcomes for women living in rural and regional areas and for women from lower socio-economic groups.

Women in regional and remote regions are likely to be younger mothers. The teenage fertility rate rose in the 5 years to 2011 in both remote and very remote NSW.

The most dramatic change from last year's Report comes in education in the indicator on Year 12 completion. Seemingly as a result of fewer men becoming trainees and apprentices at an early age, and the new high school completion age introduced in 2010, the percentage of boys completing Year 12 is now two points higher than the percentage of girls. In higher education, women are outperforming men in NSW: women make up 57 percent of both undergraduate and of post-graduate students. In vocational education, women form a majority of students overall, while remaining a small minority of trade apprentices and trainees.

Unlike education, in the workforce the gender gap between women and men is narrowing. In part, this is because men's performance on indicators such as labour force and employment participation is falling. As well, women are increasingly likely to be in the workforce, including in the child-bearing years, when a historically high 75 percent of women remain in the workforce in NSW. It should also be remembered, however, that women make up 70 percent of part-time workers – which leads in turn to women having \$10,000 lower median annual earnings than men in 2011, and a greater likelihood of experiencing housing stress in older age.

There has been little change in the area of women's leadership, where the gender gap between women and men in senior positions across society remains stark and intransigent, with few exceptions (for example, leadership in TAFE NSW). The interesting new data on local government, higher education, small business and non-government organisations provides additional insights into where the 'glass ceiling' lies across this landscape and we also look at the distinct experiences of Aboriginal women leaders.

The final chapter on safety and justice shows, as did last year's Report, that crime is highly gendered, with a sizable majority of crimes such as sexual assault and domestic violence being committed by men against women. Most trends are stable, although for some crimes recorded by police, such as domestic violence assaults against Aboriginal women, the trend is downwards. The number of women assault offenders rose by around 5 percent over the seven years to September 2012, while the number of women prisoners in NSW between 2002 and 2012 rose at the same rate as the number of male prisoners.

Just as the contributions of women across NSW have informed the development of this second edition of *Women in NSW*, Women NSW invites feedback and suggestions on how to make the Report more useful and informative in the future.

Appendix

The ABS Gender Indicators compared

This section contrasts NSW with Australia as a whole, using the *ABS Gender Indicators, Australia* series which is published on a six-monthly basis. The comparison is based on

the January 2013 key indicators published in February 2013, which in turn use the most recent data available at that time.

Note that in this table, the indicators differ from those used in the main body of the Report because they

represent a match with a pre-existing set. Where it was not possible to source state-level data for the ABS indicators, a closely comparable indicator has been used or the indicator has been omitted altogether.

Topic	Key series	Population	Latest period	Unit	NSW women	Australian women
Health and wellbeing						
Health status						
Life expectancy	Life expectancy at birth	0 yrs	2011	years	84.2	84.2
Morbidity prevalence	Reporting one or more long-term health conditions	All persons	2011-12	% (age std)	77.1	77.7
Living with disability	Reporting disability	All persons	2009	% (age std)	18.7	17.3
Psychological distress	Reporting high/very high level of psychological distress	18+ yrs	2011-12	% (age std)	12.4	12.8
Deaths						
Death rate	Death rate, all causes	All persons	2011	Per 1,000 (age std)	4.7	4.7
Deaths from diseases of the circulatory system	Death rate from ischaemic heart disease	All persons	2010	Per 1,000 (age std)	59.2	60.8
Risk factors						
Consumption of alcohol	Consumption of alcohol in quantities that exceed lifetime risk	18+ yrs	2011-12	% (age std)	10.4	10.1
Smoking	Current smokers	18+ yrs	2011-12	% (age std)	14.1	16.3
Overweight/obesity	Overweight/obesity (measured Body Mass Index)	18+ yrs	2011-12	% (age std)	54.4	55.7
Level of exercise	Sedentary or engaging in low levels of exercise	18+ yrs	2011-12	% (age std)	75.7	72.5
Education and learning						
Work-related learning	Participation in work-related learning in last 12 months	20-64 yrs	2009	%	33.0	29.9
Education and employment						
Not fully engaged in education and/or employment	Not fully engaged in education and/or employment	15-19 yrs	2012	%	12.1	13.2
Work and financial security						
Working population						
Labour force	Labour force participation rate	20-74 yrs ¹	2011-12	%	61.0	65.2
Unemployment	Unemployment rate	20-74 yrs	2011-12	%	5.1	4.6
Earnings, income and economic situation						
Earnings (mean)	Non-managerial adult hourly ordinary time cash earnings (mean)	21+ yrs	2010	\$	30.6	28.70
Earnings (median)	Non-managerial adult hourly ordinary time cash earnings (median)	21+ yrs	2010	\$	25.1	24.70

Appendix

Topic	Key series	Population	Latest period	Unit	NSW women	Australian women
Main source of income at retirement	Persons not in labour force, main source of personal income is superannuation or annuity	65+ yrs	2009-10	%	11.5	10.3
Superannuation	No superannuation coverage	15-69 yrs	2007	%	36.7	33.7
Leadership and representation						
Leadership roles						
Parliamentarians	Federal parliamentarians	Positions	2013	%	23.7 ²	29.2
Membership of Commonwealth or NSW Government boards and bodies	Members of Commonwealth or NSW Government boards and committees	Positions	2011	%	37.8 ³	35.3
Australian or NSW Public Service senior and middle managers	Senior Executive Service (SES) managers in the Australian Public Service (APS) or NSW Public Sector	Positions	2012	%	27.0 ⁴	39.2
Judges and magistrates	Commonwealth or NSW judges and magistrates	Positions	2012	%	34.0 ⁵	30.5
Safety and access to justice						
Victims						
Victims of violence, harassment and stalking	Experience of violence during the last 12 months	18+ yrs	2005	%	4.5	5.8
Victimisation rates	Victimisation rate for physical assault during last 12 months	15+ yrs	2010-11	%	2.7	4.8
Imprisonment						
Imprisonment rates	Imprisonment rate	18+ yrs	2012	Per 100,000	23.3	24.7 ⁶
Offenders						
Offender rates	Offender rate	10+ yrs	2010-11	Per 100,000	643.1	833.8

¹ The labour force and unemployment data for NSW is for those aged 20 and over.

² The NSW figure refers to the total women in both houses of NSW Parliament as at February 2013.

³ The NSW figure related to women on NSW Government boards and committees as at June 2011.

⁴ The national figure is as at June 2012; the NSW figure is as at December 2012.

⁵ Both figures were current as at March 2013.

⁶ Both NSW and national figures given are the crude (not age-standardised) rates.

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