



**TASMANIAN
WOMEN'S
STRATEGY
2018-2021**



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Minister's message

The Government is committed to making Tasmania a state where all people have equal opportunities to participate in Tasmania's social, political, economic and cultural life. A person's gender should not be a barrier to opportunity or participation.



Women and girls make an enormous contribution to our community and their full participation is vital to Tasmania's future. Since the release of the *Tasmanian Women's Plan* in 2013, we have witnessed significant progress towards gender equality. Gender equality is now a national conversation. The gender pay gap is seen as a workforce issue, not a women's issue; family violence is recognised as a community problem and responsibility not a private matter; and the achievements of Australian women in leadership and sport are increasingly being recognised. However, there is still much more work to be done. Gender inequality persists in our community and continues to prevent Tasmanian women and girls from reaching their full potential.

As Minister for Women, I am proud to release the *Tasmanian Women's Strategy 2018-2021*. The Strategy celebrates what we have achieved, builds upon the Government's existing inclusion initiatives and recognises the strength and resilience of women, girls and men in advancing gender equality. It calls for a united approach from the government, private and community sectors, and the wider community to work together in Tasmania's quest to achieve gender equality.

The Strategy identifies action in four important priority areas:

1. Financial security;
2. Safety;
3. Leadership and participation; and
4. Health and wellbeing.

The priority areas were identified through our community consultations and align with the work and learnings from successful initiatives undertaken by the Australian Government, other state and territory governments, the Australian Human Rights Commission and UN Women.

Thank you to all the Tasmanian women and girls, members of the Tasmanian Women's Council, community and private sector organisations, the wider community and Tasmanian Government agencies who have been instrumental in developing the *Tasmanian Women's Strategy 2018-2021*.

The Hon Jacqui Petrusma MP
Minister for Women

Introduction

At the time the *Tasmanian Women's Plan 2013-2018* was released, its aim was to improve opportunities for women's equal participation in the social, political and community life of Tasmania. Actions undertaken during the life of the Plan have moved Tasmania closer to this objective. Notwithstanding the good work already being done, gender inequality remains and we must continue to address it.

The *Women and Girls in Tasmania Report 2014*, an initiative of the Tasmanian Women's Plan, provided benchmark information on a range of gender equality indicators. Two years later, the Tasmanian Government released the *Women and Girls in Tasmania Fact Sheets 2016*, providing updated information on these indicators. It can be difficult to precisely measure changes in what have been entrenched cultural attitudes, social systems and organisational structures. This is evident from the statistics and recent community consultation feedback.

The *Tasmanian Women's Strategy 2018 – 2021* sets the direction for ongoing effort to address gender inequality. Government alone cannot change:

- the gendered distribution of power and influence;
- division of labour in work, the private sector and home settings;
- allocation of caring responsibilities;
- educational and vocational aspirations; and
- opportunities to realise personal ambitions.

Achieving gender equality requires individuals and families, the private and community sectors, as well as the wider community and governments, all taking action together.

The Tasmanian Government is already working with the community and the private sector as an enabler of change. The *Tasmanian Women's Strategy* identifies some continuing activities under the *Tasmanian Women's Plan*, and renews the Tasmanian Government's ongoing commitment to these initiatives.

As an employer and deliverer of services and programs, the Tasmanian Government is committed to leading by example to:

- remove gender bias;
- provide flexible work places;
- open up opportunities for women to have an active, equal role in decision-making and participating in community life; and
- ensure equitable access to essential services.

As the *Tasmanian Women's Strategy* is a living document, over the next three years the Government will work with Tasmanians from all sectors and walks of life to identify priorities, review progress, develop new actions, and consolidate and strengthen existing activities.



I commend the fact that gender equality is a priority, and this message alone has inspired me to action and given me a greater sense of security, belonging and purpose.

SURVEY RESPONDENT



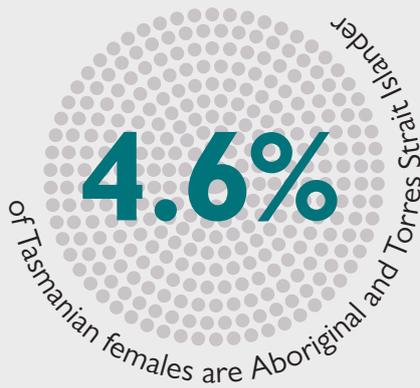


Whilst Tasmania has made good progress toward addressing gender equality in recent times, women and girls in this state still experience discrimination and inequality in many important areas in their lives. The Tasmanian Women's Strategy is a critical policy document governing the Tasmanian Government's approach to addressing issues of importance to women and girls in Tasmania.

EQUAL OPPORTUNITY
TASMANIA, SUBMISSION



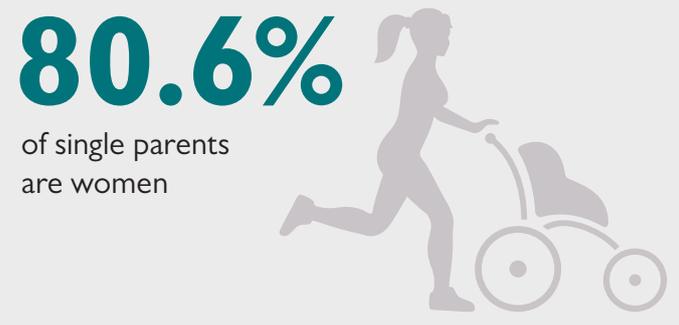
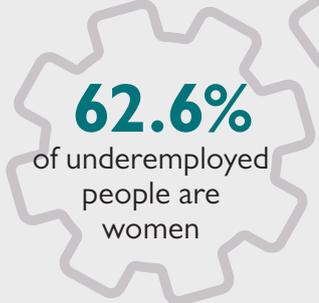
A snapshot of women and girls in Tasmania



Women and girls make up
51.1%
of the Tasmanian population



Around
12%
of Tasmanian females were born overseas



Why we need gender equality

Gender equality benefits everyone. There is a range of social and economic dividends for a gender equal Tasmania.

A gender equal state:

- embraces respectful relationships;
- understands excellence is gender neutral;
- promotes and protects people's rights;
- ensures women live free of violence;
- supports health and wellbeing and community connectedness; and
- enables women and girls to fully participate in and share the benefits of living in Tasmania.

Gender equality means women and men enjoy the same rights. They have equal opportunities for economic participation and decision making and their aspirations and needs are equally recognised, supported and valued.

While there have been many positive changes to the status of women, gender inequalities continue to prevent and restrict the opportunities for women and girls to fully participate in Tasmania's social, political, economic and cultural life.

In Tasmania the gender pay gap between women and men remains unacceptably high as is the case elsewhere in Australia and abroad. Female talent remains one of the most under-used resources in the private sector and women continue to be under-represented in leadership positions¹. Women are more likely to work in lower paid occupations², they undertake the majority of unpaid domestic and caring duties³ and they struggle to find a role in male dominated industries. Women are grossly overrepresented as victims of sexual and family violence⁴ which has a devastating impact on their independence, safety and security⁵. These factors mean women are at greater risk of financial hardship than males particularly during their retirement years.

Gender inequality does not affect all women in the same way. The impacts of gendered barriers are compounded when combined with discrimination that occurs as a result of factors including Aboriginality, ethnicity, disability, sexual orientation and gender identity, rurality or socio-economic status.

The Tasmanian Government can enable, lead and set the example, however improving gender equality will only be achieved when the government, private and community sectors, and communities work together. Only with a whole-of-government approach can we implement strategies to drive change, challenge gender stereotypes and address the historical and social disadvantages which prevent women and men from operating on a level playing field.



We believe cultural change is needed to achieve equality and this will be achieved through strong leadership and education.

AUSTRALIAN INSTITUTE OF ARCHITECTS, TASMANIAN CHAPTER, SUBMISSION

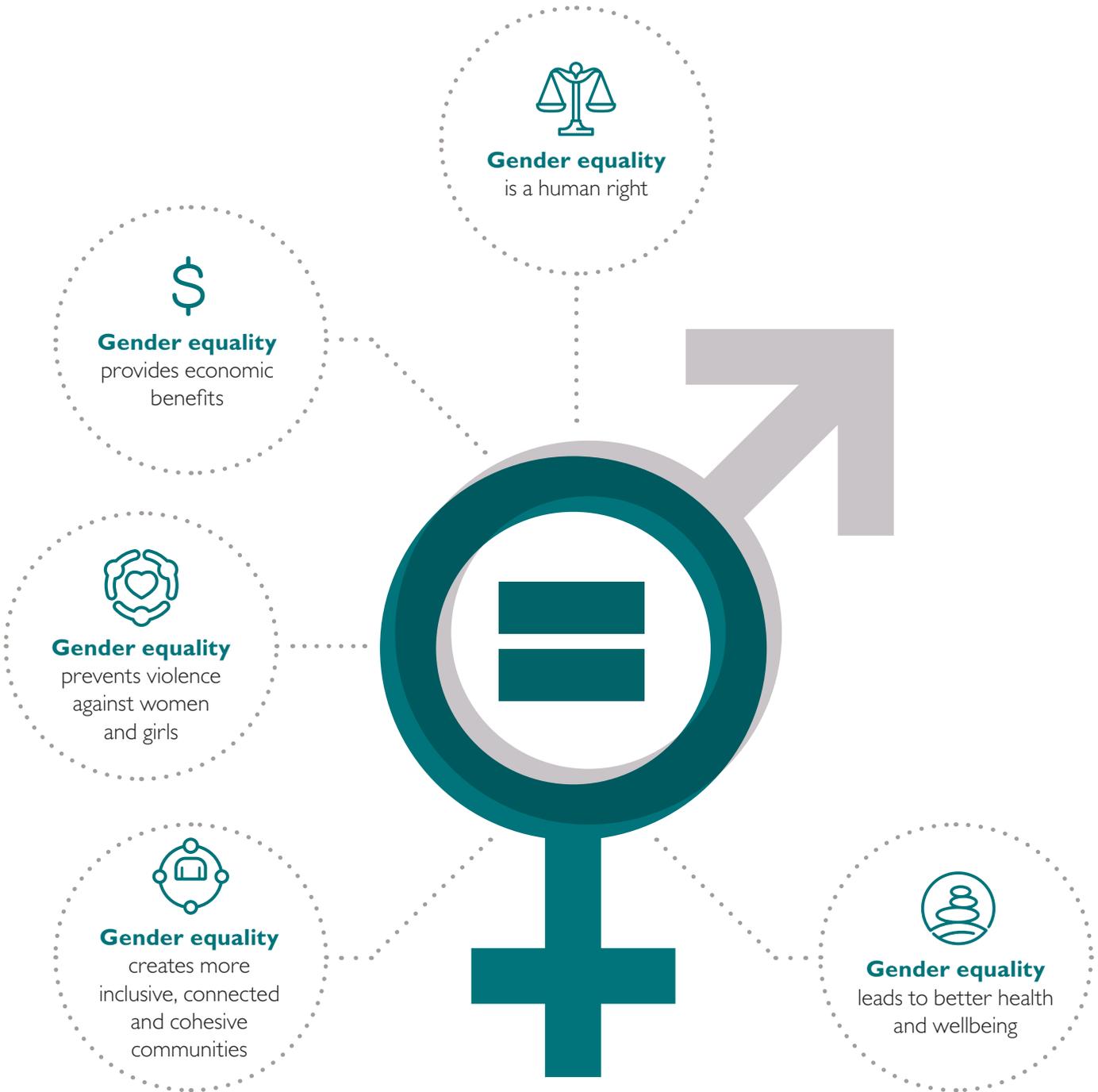


We will have true gender equality when it is seen as a non-negotiable right, where opportunities are not limited due to gender and when we feel supported to reach our true potential and aspiration.

SURVEY RESPONDENT



Why we need gender equality



Gender equality benefits everyone

TASMANIAN WOMEN'S STRATEGY

Vision

For Tasmanian women and girls to live in a safe community, have access to equal power, resources and opportunities and to be treated with equal respect and fairness.

Objective

To empower and support women and girls to reach their full potential to participate in, and contribute to, the social, political, economic and cultural life of the community.

Principles

All women and girls have a right to:

- financial security and independence;
- be safe at home, at work, at their place of study and in the community;
- equal opportunities in leadership and participation; and
- access information and services to make informed choices about their health and wellbeing.

Strategic Priorities

The *Tasmanian Women's Strategy* identifies four priority areas for the government, private and community sectors and the wider community to improve gender equality in Tasmania. The four priority areas are:



The priority areas are connected. Taking action under one priority area can have positive outcomes across one or more other priority areas. In addition to the Strategy, the Tasmanian Government supports Tasmanian women and girls through a broad range of policies, programs and services.

Consultation

The Strategy reflects the voice of Tasmanian women.

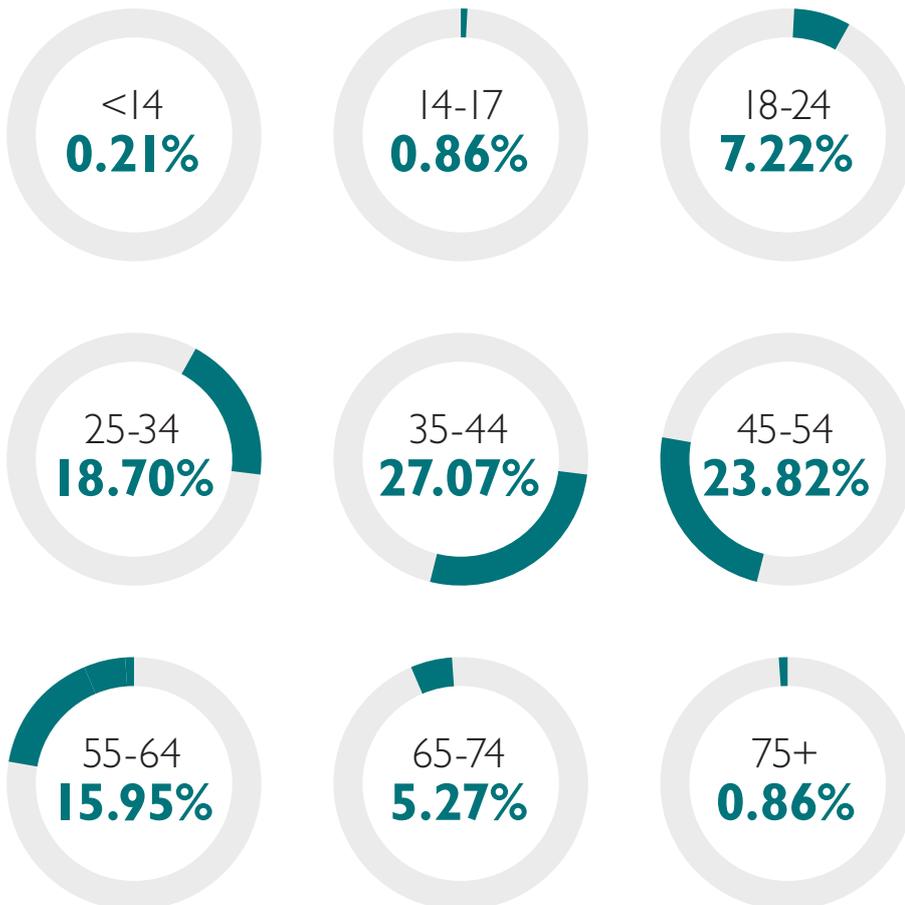
The Department invited individual women to have their say through an online survey, and both individuals and organisations were invited to make written submissions.

Online Survey

The online survey was open for five weeks and closed in mid-October 2017.

1,391 people participated in the survey.

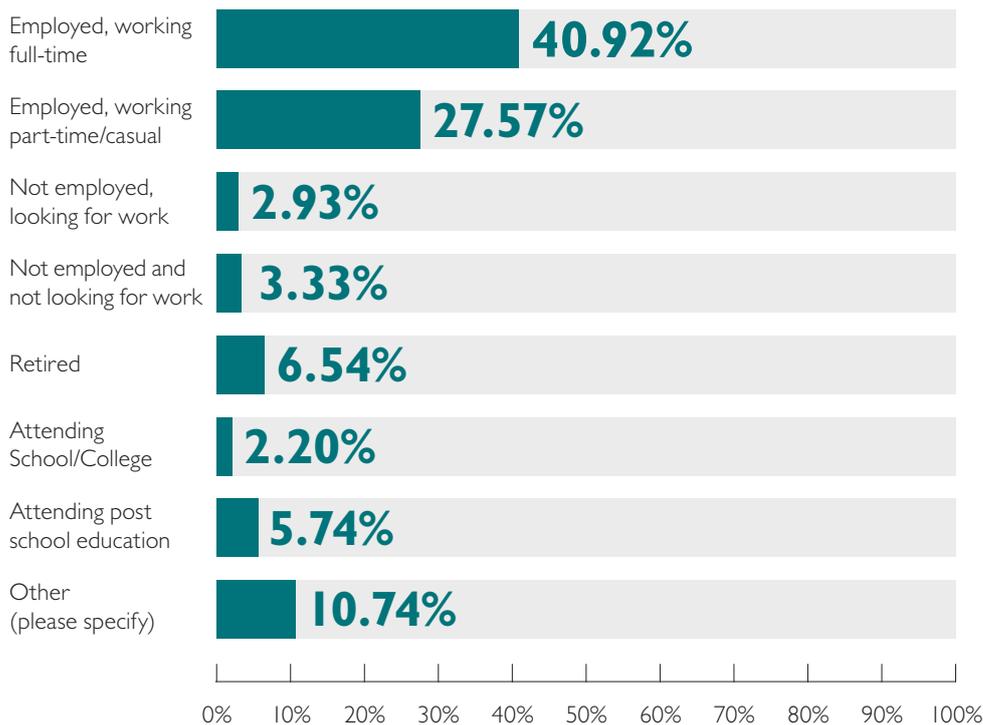
The age ranges of respondents



- 3 per cent identified as Aboriginal.
- 87 per cent were born in Australia.
- 99 per cent spoke English in the home.
- 44 per cent had dependent children.
- 7 per cent identified as a person with a disability.



The employment status of respondents



- 70 per cent were partnered, 19 per cent were single and the remaining respondents were widowed, divorced or separated.
- 7 per cent identified as lesbian, gay, bisexual, transgender or intersex.
- 14 per cent provided unpaid care to someone who, because of a disability, mental illness, ageing condition, chronic illness or pain required assistance with everyday tasks.
- Less than one per cent were the primary carer of their grandchildren.

Written Submissions

Thirteen written submissions were received: eleven from Tasmanian women's organisations and two from individuals.

Tasmanian Women's Council

The Tasmanian Women's Council provided valuable advice during the development of the Strategy and promoted the survey through its networks.

Consultation with government agencies

Tasmanian Government agencies assisted the Department to develop the Strategy.



FINANCIAL SECURITY

Statistical findings paint an alarming picture that illustrates persistent gaps in earnings, workforce participation and superannuation savings experienced by women. This results in lower life time earnings which leads many women into financial insecurity in retirement.

In Tasmania, men take home \$8,897 on average more per year than women.⁶

The Tasmanian Government's Fact Sheet on *Economic Security and Financial Independence* identifies the key reasons for this gender pay gap including:

- the under-representation of women in higher paying leadership positions in the public and the private sectors;
- occupational segregation, with female-dominated occupations remunerated at lower levels than male-dominated occupations;
- over-representation of women in lower paid industries;
- over-representation of women in part-time work; and
- women taking career breaks due to unpaid caring responsibilities.

Women of all ages are affected by the gender pay gap. For example, 60.5 per cent of undergraduate enrolments at the University of Tasmania are female⁷. The median starting salary for female graduates across Australia is 96.4 per cent of the median starting salary earned by their male counterparts⁸. This demonstrates that while more women are enrolling in tertiary education, their starting salaries on graduation are less than male graduates. For example, a 25 year old man with a bachelor degree can expect to earn a total of \$3.6 million over the course of his lifetime, more than 1.7 times the prospective earnings of a woman with equivalent qualifications. This equates to \$1.52 million extra in wages.⁹

Women's participation in the labour force is central to both their financial security and social independence. In Australia women have lower labour force participation rates than men. The Tasmanian workforce participation rate is reflective of this national trend.



KEY FACTS

Tasmanian women working full time earn an average of \$1,243 per week, compared with \$1414.10 earned by men – **a difference of \$171.10** per week.¹⁸

66,000 of employed Tasmanian women work part-time compared with 28,300 men.¹⁹

13.6% of women are underemployed compared to 8.5% of men.²⁰

18,883 women in Tasmania are single parents compared with 4,545 men.²¹

1 in 3 women retire without superannuation.

The superannuation gender gap is 46%.²²

While the female participation rate increased by 2.8 percentage points to 57.5 per cent through the year to October 2017, the male participation decreased marginally to 64.4 per cent over the same period.¹⁰

Total female employment increased by 6.6 per cent through the year to October 2017 due to an increase in both female full-time and part-time employment. As at October 2017 women comprised 48.2 per cent of the Tasmanian workforce. Of the female workforce 44.9 per cent work full time. Of the male workforce 77.9 per cent work full time.¹¹

Women's lower workforce participation can be attributed to the interrupted nature of Australian women's work patterns as they spend more time than men on unpaid care for others. Women also spend more time on unpaid household work such as cooking, cleaning, laundry, shopping and household finance

management. For example women in full-time employment are twice as likely to do more than 15 hours of unpaid domestic work over a week, in comparison with full-time employed men.¹² This has a significant impact on women's ability to take a greater role in the workplace.

Another important consideration in women's workforce participation is the need to increase women's participation in our science, technology, engineering, mathematics and medicine (STEMM) workforce. The STEMM workforce is crucial to Australia's innovation capacity and competitiveness. It has traditionally attracted higher wages than other segments of the economy. A 2016 report analysis of the Australian science, technology, engineering and mathematics workforce found that women made up only 16 per cent of those qualified and that of the graduates earning in the top income bracket (\$104,000 per annum or above), 32 per cent were male compared to 12 per cent female.¹³



We will have gender equity when there is equal pay and remuneration, when the best person is selected for the job and bias is eliminated, and when flexible work is available to support parents with children.

SURVEY RESPONDENT



Collectively, the Key Facts result in an alarming gender gap superannuation statistic. One in three Australian women retire with no superannuation¹⁴, relying solely on the Aged Pension for income support. The figures are equally concerning for women who retire with superannuation. According to a 2015 ANZ Women's Report¹⁵ 90 per cent of Australian women will have inadequate savings in retirement to fund a comfortable lifestyle. On average women retire with half as much superannuation as men.¹⁶ Data compiled by the Workplace Gender Equality Agency shows the pay gap leads to a 19.3 per cent annual superannuation contributions shortfall for women in full time permanent work, compared with men. The superannuation gap over a working life is, on average, 46.6 per cent. This means the average Australian man retires with \$197,054, while the average women retires with just \$104,734.¹⁷



Women play important roles in Australian Architecture, and their numbers have increased significantly over time. There is however a large gap between women as graduates and as registered architects, a situation that Australia shares with other countries....Women still cluster in the junior ranks of the profession, despite having comprised nearly half of all architecture graduates since the mid-1990s.



'THE NUMBERS IN A NUTSHELL: WOMEN IN ARCHITECTURE, AUSTRALIA' BY PARLOUR AND DR GILL MATTHEWSON

What the Consultation told us

Superannuation and financial security for women during retirement was a major issue identified by survey respondents. Earning less due to working part-time or casually, or not earning while on parental leave was a recurring theme of the consultation. Many women expressed difficulty in accessing affordable financial planning services.

Survey participants noted the ongoing stigma attached to working part-time or casually. The need for employers to support increased flexible working options in the workplace was also identified.

What the Government is doing

- Supporting the Council on the Ageing Tasmania's *The Ageing Workforce – Recruiting for Life Experience* study, which includes consideration of older women's participation in work.
- Implementing the *Women in Rural Communities* program to ensure rural women and girls remain connected and their valuable contribution to primary industries is recognised.
- Working with the University of Tasmania to raise awareness and developing resources regarding gender equality issues.
- Delivering the *Employer of Choice Awards* and events, which highlight excellence in workplace practices that support work/life balance.

What we can do together

- Develop and implement a Tasmanian Government *Financial Security for Women Action Plan*, to strengthen women's economic capacity in the workforce (for example, negotiating their pay levels, training in financial skills, social enterprise and/or increasing women's participation in non-traditional occupations).
- Work with the private and community sectors, educational bodies and the wider community to continue to close the gender pay gap.
- Encourage financial institutions to deliver information regarding the importance and impact of women's life-long earnings on superannuation.
- Assist women in their financial preparations for later life, through promoting *Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-2022*.
- Pursue gender diversity best practice within the Tasmanian State Service, including overcoming unconscious bias and supporting flexible working arrangements.
- The Tasmanian Women's Council will work with the federally funded National Women's Alliance, Economic Security4Women to identify barriers and solutions to women's economic security and to increase women's and girls' financial literacy through the Australian Curriculum and changes to government policies.
- Implement recommendations from the *Women's Workforce Development Plan* which is a partnership between the Department, the Department of State Growth and the Tasmanian Women's Council.
- Empower women and girls in regional areas to seek employment in traditionally male dominated fields, such as the Parks and Wildlife Service Discovery Ranger Program.



SPOTLIGHT ON

Tasmanian Women Engineers

Tasmania has one of the lowest percentages of women entering and remaining in the engineering workforce (only 8 per cent). The Engineers Australia Tasmania Division's *Workforce Development Plan 2016-19* identifies this as one of the greatest issues and challenges facing the profession in the state.

Dr Vicki Gardiner, a STEMM professional, has led the development of Engineers Australia's *Gender Equality Strategy for Tasmania*. The Strategy is based on three pillars:

- Promotion and awareness – to celebrate success stories of women in engineering and attract the next generation of female engineer practitioners, starting at early childhood.
- Development and retention – to empower and support female engineers through their education journey and to navigate through key points of their career where there is normally an exodus of women from the profession.
- Culture – to assist companies to foster a diverse and inclusive culture.

Engineers Australia's Tasmania Division is working collaboratively with the Tasmanian Government, education providers and the engineering industry to:

- develop case studies and profiles, resources for teachers, and a communications program to show that women are also great engineers;
- showcase the education and career pathways available for aspiring and growing engineers;
- offer mentoring, networking and career and leadership development opportunities such as mentor/mentee, training workshops, women and the private sector leaders network events, resources and coaching;
- create Diversity Awards for female engineering students entering an engineering qualification; and
- work with small to medium-sized enterprises to develop cultural change initiatives that can increase the attraction and retention of



When more women work, economies grow. In Australia, it is estimated that a 6% increase in the female participation rate would boost the level of GDP by 11%.²³



Increasing women's and girls' education contributes to higher economic growth. Increased educational attainment accounts for about 50% of the economic growth in OECD countries over the past 50 years.²⁴



SAFETY

Feeling safe at home, at work, at your place of study and in the community is a fundamental human right. However, not all Tasmanians enjoy this right. Violence against women and girls continues to be a significant wide spread problem. In Australia, on average, at least one woman each week is killed by a current or former partner.²⁵

Violence against women is one of the most serious consequences of gender inequality. It increases the risk of women experiencing disadvantage and can have far-reaching impacts on their social and economic participation, health, housing and financial security. The combined health, administration and social welfare costs of violence against women are estimated to be \$21.7 billion a year.²⁶

Three in ten women have experienced physical violence since the age of 15. One in six women have experienced partner violence. Women are most likely to experience violence perpetrated by a partner, in their home. Intimate partner violence contributes to more death, disability and illness in women aged 15 to 44 than any other preventable risk factor.²⁷ The overwhelming majority of victims of sexual assaults are women.

One in five women experience sexual violence perpetrated by a male who is known to them.

The Tasmanian Elder Abuse Hotline reports that 65 per cent of calls relate to older women.²⁸ This includes psychological, financial, physical and sexual abuse.

Gendered violence is not solely limited to the home, or to intimate relationships. Almost 10 per cent of women have experienced violence perpetrated by a stranger.²⁹ Thirty per cent of Australian girls and young women aged 15 to 19 years think sexual harassment in a public place is a serious issue.³⁰

Violence has a profound and devastating effect on women and girls. It is the single largest driver of homelessness for women in Australia and a common factor in



KEY FACTS

One in five women has experienced sexual violence³³, and women are **eight times more likely** than men to experience sexual violence by a partner³⁴. In Tasmania, females accounted for **88% of victims** of sexual assault in 2016. Twenty per cent of female victims were aged between 15 and 19 years³⁵.

From 2005 to 2015 in Tasmania, 82.2% of family violence offenders were male and **87.8% of victims were female**.³⁶

In 2016-17, **5,154 family violence arguments and incidents** were reported to Tasmania Police.³⁷

In 2016-17 there were **1,625** Police Family Violence Orders (**PFVOs**) issued and **288** Family Violence Orders (**FVOs**) applied for by Tasmania Police.³⁸

In 2016-17 there were **1,547 reported breaches** of PFVOs and FVOs in Tasmania.³⁹

In 2016-17, **65% of cases** reported through the Tasmanian Elder Abuse Hotlines related to **older women**⁴⁰

child protection notifications. A police call-out to attend to a family violence incident occurs on average once every two minutes across the country.³¹

Although there is no single cause of violence against women and their children, the latest international evidence shows there are certain factors that consistently drive higher levels of violence against women. These include beliefs and behaviours reflecting disrespect for women, low support for gender equality and adherence to rigid or stereotypical gender roles, relations and identities.³²

To prevent violence against women, we need to challenge the beliefs and behaviours that excuse, justify or condone violence; promote women's independence and decision-making; challenge gender stereotypes and roles; and strengthen positive, equal and respectful relationships.

By promoting and normalising gender equality in public and private life, we will have a positive impact on ending violence against women in the long term. Promoting gender equality and respectful and non-violent relationships benefits the whole community, including men.

In addition to primary prevention efforts, we must also continue to ensure services and systems meet the needs of women.



Women who have been affected by domestic and family violence are uniquely positioned to understand it, and to offer insight into the changes that must happen to address it. Change must be led by women of diverse backgrounds and informed by their lived experience of the issues that face them.

SUPPORT, HELP AND EMPOWERMENT (SHE), SUBMISSION



What the Consultation told us

Over 75 per cent of survey respondents agreed they knew how and where to access services that support victims of violence, including family violence and sexual assault. While less than one per cent did not feel safe at their workplace, and only four respondents (0.32 per cent) indicated they did not feel safe at their place of study, five per cent of respondents indicated that they did not feel safe in their own home, and 20 per cent did not feel safe in public areas in their community.

Some respondents shared their experiences of violence including physical and sexual violence and harassment perpetrated in a range of settings, including workplaces, public spaces and homes. Tasmanian women and girls described feeling unsafe in public areas, particularly at night and when in vulnerable states, including when they have been drinking.



The Safety of women and girls in Tasmania is a key barometer of progress toward gender equality. Unfortunately, however too many Tasmanian women continue to experience violence.

EQUAL OPPORTUNITY
TASMANIA, SUBMISSION



What the Tasmanian Government is doing

- Delivering *Safe at Home* – the Tasmanian Government's integrated criminal justice response to family violence.
- Implementing the *Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2020* (Safe Homes, Safe Families).
- Implementing Tasmania's commitments under the Council of Australian Governments' *National Plan to Reduce Violence Against Women and their Children 2010-2020*.
- Implementing and supporting the *Elder Abuse Prevention Action Plan 2015-18*.
- Increasing our knowledge and family violence prevention and response capability through membership of Australia's National Research Organisation for Women's Safety.
- Contributing to the national effort to address violence against women by changing culture, behaviours and gender imbalances, through membership of Our Watch.

What we can do together

- Support initiatives that challenge the attitudes, stereotypes and behaviours that drive or condone violence and sexual assault against women and girls, including victim blaming.
- Adopt a flexible approach to implementation of *Safe Homes, Safe Families*, to respond to emerging priorities and take account of work being done across Australia to address family violence.
- Engage with the Australian Government to address violence and sexual assault against women and their children through implementation of the Action Plans of the *National Plan to Reduce Violence Against Women and their Children 2010-2022*.
- Deliver the *Respectful Relationships Education Package* for Prep to year 12 in all Tasmanian Government schools.
- Complete and maintain White Ribbon Workplace Accreditation across the Tasmanian State Service.
- Increase awareness and promote best practice through the *Responding to Family Violence: A Guide for Service Providers and Practitioners in Tasmania* within relevant community organisations.
- Support Tasmanian employers to better respond to family violence.
- Develop and promote safer and more inclusive public places.



SPOTLIGHT ON

Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2020 – Cross Agency Working Group

In November 2017, the *Safe Homes, Safe Families: Tasmania's Violence Action Plan 2015-2020 – Cross-Agency Working Group (CAWG)* received a Commendation Award and Collaboration Award at the 2017 Prime Minister's Awards for Excellence in Public Sector Management.

The award celebrated the Working Group's achievements in making a difference, improving outcomes and services, cutting red tape and championing leadership. It recognised the Working Group's achievements in sustainable excellence in public sector management and significant collaboration between government agencies.

The Working Group collaborated to develop and implement \$26 million of new and direct actions across three priority areas:

- changing attitudes and behaviours that lead to family violence;
- supporting families affected by violence; and
- strengthening Tasmania's legal responses to hold perpetrators to account for their violent behaviours.

A key to the Working Group's success has been its inclusion of the Family Violence Consultative Group in every element of developing the initiative. Not only was the membership clearly planned, but the use of existing relationships ensured that participants had experience working with government which led to quicker buy-in and rapid action. This demonstrated both excellent strategic planning as well as a sustained commitment to stakeholder involvement, support and outcomes.

The Department took a unique approach by co-locating personnel from other agencies within the CAWG team. This fostered professional relationships early in the planning phase and encouraged face to face conversations rather than phone calls or emails.

Almost three years into implementing *Safe Homes, Safe Families*, these strong relationships have made it possible for flexible responses to emerging priorities and the inclusion of five new actions.



Safe Homes, Safe Families provided an additional \$3 million over four years for counselling for children and \$1 million for adults affected by family violence.

From 1 January to 30 June 2017, 94 children and young people and 224 adults accessed these additional counselling services.



Although both men and women may experience violence and harassment in the workplace, unequal power relations in society, gender stereotypes and bias (both conscious and unconscious) make women more vulnerable to abuse.

UNIONS TASMANIA,
SUBMISSION





LEADERSHIP & PARTICIPATION

Today Australian women are successful leaders, reformers, influencers and entrepreneurs across a broad range of industries. Women in leadership feature regularly in the national conversation.

Successive intergenerational reports⁴¹ continue to emphasise the direct relationship between economic prosperity and higher workforce participation rates for women. However, female talent remains one of the most under-used resources in Australia and women continue to be under-represented in leadership positions throughout Australia.

There is strong evidence that more women in leadership is good for the government, private and community sectors, yet women wanting to pursue leadership opportunities continue to experience barriers.

These are:

- structural – such as unconscious bias, outmoded beliefs about leadership and gender stereotyping;
- situational – such as a lack of flexible working hours, lack of child care; and
- personal – such as lack of female role models particularly in male dominated industries and lack of support structures. Research shows that women are less likely to express interest in leadership roles if they do not believe they can demonstrate every aspect of the role.



KEY FACTS

36.9% of senior executive staff in the Tasmanian State Service are women.⁴³

As at September 2017, women represent **40.1% of board members** of Tasmanian Government Boards and in the 12 months to 22 September 2017, 48% of all new appointments and 53% of all reappointments were women.⁴⁴ In August 2017, women represent **53% of Directors** across Government Business Enterprises (GBEs). Every GBE has at least two female Directors. The percentage of women Directors on State Owned Corporations (SOCs) has increased over the previous year to 44%.⁴⁵

In 2016, female representation on Tasmanian State Sporting Organisation (**SSO**) boards rose to **38.3%** and remains above the national average. The figure has risen from 34.6% in 2009, to 36.5 per cent in 2014 and 37.78% in 2015.⁴⁶

In 2015 in Tasmania, 149,300 people were estimated by the Australian Bureau of Statistics to have **volunteered** in the past 12 months. 73,200 (49%) were men and **76,100 (51%)** were women.⁴⁷

In 2016, **49,324 women were volunteers**, compared to 39,885 men.⁴⁸

In relation to women's representation in the private sector:

- women make up 20 per cent of ASX 200 executive leadership teams;
- only 11 of the ASX 200 companies have a female CEO; and
- 41 of the ASX 200 companies have no gender diversity in their executive leadership team.⁴²

Within the Tasmanian Government:

- 37 per cent of senior executive positions in the State Service were occupied by women as at June 2017; and
- women comprised 40.1 per cent of Tasmanian Government Board and Committees positions as at September 2017.

Tasmanian women make an enormous contribution to our community and their participation in government, private and community sectors, civic and community life is invaluable. We must continue to advocate and address barriers to increasing women in leadership roles. Gender diverse organisations are proven high performers, they access the widest pool of talent and skills and they make decisions that are more representative of their communities.

What the Consultation told us

While 55 per cent of respondents agreed they had opportunities to pursue leadership roles in their community (such as school committees, community associations and sporting organisations), only 45 per cent agreed that they had opportunities to pursue leadership roles within their workplace. Half of the respondents agreed that they had limited leadership opportunities.

Less than half of respondents agreed that women were well represented in senior leadership roles in their workplace, but more than half agreed that women are well represented in senior leadership roles in their community.

More than three quarters of respondents disagreed that women are well represented in senior leadership roles in the public service. Less than 20 per cent of respondents considered that female politicians are as respected as male politicians.

While most respondents felt that opportunities for women and girls had improved, many feel that more work still needs to be done.



Research has shown that companies with a higher proportion of women on their management committees are also the companies that have the best performance. It is commonly accepted that these benefits are relevant outside the corporate world.

VOLUNTEERING
TASMANIA, SUBMISSION



What the Tasmanian Government is doing

- Implementing the *Gender Diversity in the Tasmanian State Service Commitment*.
- Implementing the *Tasmanian State Service Diversity and Inclusion Policy and Framework 2017-2020*.
- Implementing the *Women on Boards Strategy 2015-2020*.
- Promoting the Tasmanian Women's Register. The Register maintains the profiles of women seeking appointment to Tasmanian Government boards and committees.
- Delivering the Governance Diversity Scholarships Program.
- Requiring state sporting organisations to report annually on the representation of women on their boards.
- Delivering the Tasmanian Honour Roll of Women awards, recognising and celebrating Tasmanian women who have made an outstanding contribution to the State.
- Administering the Women in Tasmania website and Facebook page, which promotes opportunities for women and girls' participation.
- Convening the Tasmanian Women's Council.
- Delivering the Apprentice of the Year program, including equity based awards.
- Recognising Tasmanian women through support of International Women's Day.

What we can do together

- Achieve 50 per cent female representation on all Tasmanian Government boards and committees by 2020.
- Develop board mentoring and networking opportunities.
- Build on the *Governance Diversity Scholarships Program* to train, mentor and provide networking opportunities that increase the governance and leadership capabilities of women.
- Address barriers and training opportunities for women to participate in under-represented occupations.
- Work with the Australian Institute of Company Directors and the private sector to increase women's representation on private sector boards.
- Achieve 40 per cent gender diversity targets with the Tasmanian State Executive Service by 2020.
- Implement the *Gender Diversity and Inclusion Framework in the Tasmanian State Service Commitment*.
- Support awards that recognise female leaders, particularly in traditionally male dominated industries.
- Promote and encourage women into leadership roles in the sport and recreation sector.
- Promote the Australian Sports Commission's Women Leaders in Sport grants program.
- Develop statewide initiatives that support implementation of the *Tasmanian Women's Strategy*.



SPOTLIGHT ON

Tasmanian State Service

The Tasmanian State Service is the largest employer in the State. In August 2016, Heads of Agencies released *Gender Diversity in the Tasmanian State Service – Our Commitment*, which outlines the vision for the Tasmanian State Service to be inclusive; where women and men are valued, respected and treated equally and fairly. The commitment includes setting a target of at least 40 per cent representation of women in senior executive positions by 2020, with the ultimate goal of achieving 50/50 representation. Heads of Departments have committed to work together to:

- identify the barriers to women working in the senior levels in the Tasmanian State Service;
- overcome unconscious bias; and
- support flexible work arrangements.

The *State Service Diversity and Inclusion Framework* was released in May 2017. The Framework outlines the Tasmanian State Service's commitment to supporting workforce diversity and inclusion.

In April 2017, Heads of Departments and Deputy Secretaries across all State Service departments completed training and coaching in diversity and inclusive leadership and are now implementing strategies in their organisation to be more inclusive.

This work complements significant initiatives departments are undertaking, either under the broad banner of diversity and inclusion or specific to gender equity.



Companies greatly benefit from increasing leadership opportunities for women, which is shown to increase organisational effectiveness. It is estimated that companies with three or more women in senior management functions score higher in all dimensions of organisational effectiveness.⁴⁹



HEALTH & WELLBEING

Gender is one of the most powerful determinants of health outcomes. Good health and wellbeing positively affect the lives of women and girls in many ways, enhancing quality of life, education and the ability to participate socially and economically in the community. Along with gender, other social factors, including age, Aboriginality, geographic location, disability and socio-economic disadvantage have adverse effects on women's health outcomes. These underlying social and physical determinants must be addressed to improve the overall health and wellbeing of Tasmanian women.

In many ways, women experience more positive health outcomes than men. They have a longer life expectancy⁵⁰, marginally less obesity⁵¹ and lower rates of smoking⁵² and alcohol consumption than men.⁵³ However, there are health related issues which specifically impact women or which women experience disproportionately to men.

In terms of physical health, the most common diseases experienced by Australian women are cancer, musculoskeletal conditions and cardiovascular disease. These diseases make up 44 per cent of the burden of diseases in females.⁵⁴ Smoking in pregnancy has been identified as a significant issue. Tobacco use is a major cause of cancer and cardiovascular

disease.⁵⁵ In 2016, 15 per cent of women over 18 years were current smokers.⁵⁶ Other risk factors for women's poor health outcomes include physical inactivity, high body mass, alcohol and illicit drug consumption and violence⁵⁷. While regular physical activity is important to both physical and mental health, the 2017 report *Health of Australia's Females* by the



KEY FACTS

1 in 5 women in Australia will experience depression during their lifetime, compared with 1 in 8 men.⁶⁶

1 in 3 women will experience anxiety during their lifetime, compared with 1 in 5 men.⁶⁶

In 2015-16, **52%** of Tasmanian specialist homelessness services clients were female.⁶⁷

The 2016 Tasmanian Population Health Survey⁶⁸ found that:

14% of Tasmanians reported high/very high levels of psychological distress, a significant increase on previous years. Women are more likely to experience high levels of **psychological distress** than men, with **16%** of women and 11% of men self-reporting.

60% of participants self-reported being **overweight** or **obese**. Of those categorised as overweight/obese, **53%** were female.

Tasmanian women and girls had a regular **participation** rate of **62.6%** in sport and recreation (close to the national average of 63.3%) and a much higher regular participation rate than Tasmanian males at 52.4%.⁶⁹

Australian Institute of Health and Welfare (AIHW) found that only one in two women Australia wide get sufficient physical activity (and only one in four women aged 65 and over).

The data for Tasmanian women reflects the national trend. According to the Tasmanian Cancer Registry, lung, breast, colorectal, pancreas and ovarian cancer were the most common cancer related deaths for Tasmanian women in 2013.⁵⁸ Heart disease is also a leading cause of death for both men and women. Tasmania has the highest rate of deaths from cardiovascular disease.⁵⁹ Smoking in pregnancy is identified as a significant causal factor in adverse health outcomes for both the mother and unborn child. The 2012 Australian Health Survey found that 21 per cent of Tasmanian women smoked during their pregnancy.⁶⁰

As outlined previously, violence against women and girls, including family and sexual violence, has a significant immediate and long term impact on their health and wellbeing. Along with the evident physical harms associated with violence, family violence impacts on women in a variety of detrimental ways. For example, housing security is critical for health and wellbeing, yet women are increasingly forced into homelessness by family violence and the associated financial insecurity it causes.⁶¹ Unaffordable rents and insecure tenure also contribute to physical and psychological stresses experienced by women. Consistent with these trends, there has been an increase in the number of older women in housing crisis over the last decade.⁶²



Stable housing is a key component of addressing family and domestic violence, gender equity and access to opportunity and achievement for women and girls.

SHELTER TASMANIA,
SUBMISSION



Another significant factor impacting on women's health and wellbeing is their role as the primary carer for children and other family members, including those with disability and elderly relatives. There are 2.7 million unpaid carers in Australia, according to recent ABS data.⁶³ An estimated 84,000 Tasmanians are informal carers, of which 28,300 are primary carers.⁶⁴ Women who are carers report that their own health needs are sidelined as they prioritise the needs of their family members.

Our State has the second highest fertility rate of any Australian state or territory.⁶⁵ As such, maternal health care, including pregnancy, childbirth, post-natal health, breastfeeding, and specifically perinatal and infant mental health, are important issues for many Tasmanian women. Sexual and reproductive health is also a key issue for women in Tasmania.

Access to information, the prevention of chronic disease and the promotion of healthy living are key components to this Strategy. Achieving positive health and wellbeing outcomes for women requires a consistent effort from individuals, communities and governments.



Research has demonstrated that the health needs of women differ through stages of their life cycle. The evidence of the past twenty years has confirmed the importance of taking a life course approach, preventing the accumulation of health risk factors and giving girls and women age-appropriate health care they require.

WOMEN'S HEALTH
TASMANIA, SUBMISSION



What the Consultation told us

Almost 80 per cent of survey respondents agreed they can easily access health services and knew how to find mental health and sexual health services.

One third of respondents indicated they did not make their own health needs a priority. Reasons included being time-poor due to long work hours and taking care of others' needs which took priority.

Of those who provided further information, key issues were the accessibility and affordability of services, in particular medical specialists and child psychologists. Some reported waiting considerable periods to get specialist help for deteriorating medical conditions. The lack of bulk-billing practices in Tasmania was a key issue as was out of pocket expenses for many low-income respondents.

More than a quarter of respondents who provided further information raised concerns about the accessibility and responsiveness of mental health services.

What the Tasmanian Government is doing

- Identifying health needs particular to women and girls and delivering appropriate healthcare and health-promoting services.
- Reducing cancer mortality and morbidity through screening, early detection, community engagement and health promotion.
- Implementing the *Healthy Tasmania Five Year Strategic Plan* July 2016.
- Implementing *Rethink Mental Health: A long-term plan for health and wellbeing 2015-2025*.
- Implementing the *Tasmanian Suicide Prevention Strategy 2016-2020*.
- Coordinating a coalition to promote breastfeeding.
- Providing counselling and support services to women and girls.
- Implementing *Strong Liveable Communities: Tasmania's Active Ageing Plan 2017-2022* to support older Tasmanians in making informed choices about their health and wellbeing.
- Implementing the *Tasmanian Carer Action Plan 2017-2020*.
- Promoting women's and girl's increased participation in sport, recreation and physical activity.
- Implementing *Tasmania's Affordable Housing Strategy 2015-2025* including new and improved crisis accommodation for women and children.



What we can do together

- Work to facilitate women's and girl's access to appropriate health care services throughout their lifetime, recognising some groups of women experience greater prevalence of health risks, poorer engagement with healthcare and poorer health outcomes.
- Promote breast and other cancer screening for women and raise awareness of the incidence of heart disease in women.
- Improve mental health services for women and girls experiencing mental health issues, to ensure support is provided in the right place at the right time.
- Ensure the new Mental Health Best-Practice Framework for the State Service responds to the mental health needs of female employees.
- Use the new Tasmanian Suicide Register as a tool for better understanding female suicide in Tasmania.
- Develop and implement consistent statewide Perinatal and Infant Mental Health Services.
- Continue work to decrease smoking in women and girls, particularly during pregnancy.
- Raise awareness of the risks associated with the consumption of alcohol during pregnancy.
- Provide lactation breaks and breastfeeding facilities for all Tasmanian State Service employees with parental responsibilities.
- Build on the foundations of good health throughout school years and provide information and support for healthy body image.
- Support women and girls to be active participants in managing their own health.
- Address barriers to women's and girl's participation in sport, recreation and physical activity.
- Provide greater support to women and girls as carers, noting primary carers experience a lower level of general health compared to other women.
- Strengthen our efforts to provide appropriate and affordable housing.
- Implement *Accessible Communities: Tasmania's Disability Framework for Action 2018-2021*.



Good health and wellbeing positively affects the lives of women and girls in many ways, enhancing quality of life, education and the ability to participate socially and economically in the community.



'Breastfeeding makes a substantial difference to the health of infants and their mothers. This in-turn benefits the wider community through increased productivity and reduced costs to the health care system...The Tasmanian Government should take leadership by creating breast feeding friendly workplaces within the Tasmanian State Service. Development of a whole-of-government breastfeeding and work policy is needed.'

BREASTFEEDING
COALITION TASMANIA,
SUBMISSION



SPOTLIGHT ON

BreastScreen Tasmania Mobile Units

BreastScreen Tasmania is part of BreastScreen Australia – a national breast screening program that aims to continue to reduce deaths from breast cancer through early detection of the disease. It provides a free screening mammogram every two years to women between the age of 50 and 74 years throughout Tasmania. While women in the target age group are particularly encouraged to participate, all women over the age of 40 years are eligible for the program.

In addition to two permanent clinics, BreastScreen Tasmania operates two fully-equipped mobile units for women who are unable to attend a clinic in Hobart or Launceston. This has enabled BreastScreen Tasmania to extend its free breast screening service to eligible women in the State. The mobile units visit various rural and remote locations around Tasmania.

Each year, approximately 30,000 women have a breast screening mammogram through BreastScreen Tasmania.

Implementation

Governance

The Department will oversee the implementation of the Strategy. It will convene a Tasmanian Women's Strategy Group, including representatives from key Tasmanian Government agencies, to ensure there is an integrated and coordinated approach in implementing the Strategy.

The Tasmanian Women's Council provides advice to the Tasmanian Government on issues important to women and girls, and contributes to the development of strategies to address inequality and increase women's and girl's participation in society. Through its Terms of Reference, the Council will assist the Government to meet the Strategy's objective and will actively monitor its implementation.

Many of the levers that affect outcomes for women across each of the four priority areas lie within the jurisdiction of the Australian Government. Through the Council of Australian Governments (COAG) and other intergovernmental forums, the Tasmanian Government will continue to be a strong advocate and negotiator for joint national strategies to improve women's economic, health, safety and social wellbeing.

Monitoring and Evaluation

The Minister for Women will annually communicate progress on implementation of the Strategy to the Tasmanian community.

The Tasmanian Government will continue to inform policy and service development using evidence based practice. *The Women and Girls Fact Sheets* will be updated biennially to provide a statistical snapshot for Tasmania. The Fact Sheets were an initiative of the *Tasmanian Women's Plan 2013-2018*.



Glossary

Sex

Biological and physiological characteristics distinguishing males, females and intersex.

Gender

Gender is the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men or women or other including transgender. Gender identity is the internal sense of being a woman, man or another category including transgender.

Gender equality

The equal rights, responsibilities and opportunities of women, men, trans and gender-diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities and opportunities will not depend on their gender.

Gender equity

Recognises that people may have different needs and power related to their gender and that these differences can be identified and addressed in a manner that rectifies gender related imbalances.

Gender stereotypes

Simplistic generalisations about the gender attributes differences and roles.

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