

TASMANIAN WOMEN'S STRATEGY 2018-2021

Consultation Report

CONTENTS

CONSULTATION METHODOLOGY	3
SECTION 1: Written Submissions - Summary	6
SECTION 2: Survey Responses	9
Introduction	9
Economic Empowerment	16
Leadership and Participation.....	20
Safety	24
Health and Wellbeing	26
Final Questions	30

Consultation Methodology

The *Tasmanian Women's Strategy 2018-2021* (the Strategy) was developed by Communities, Sport and Recreation (CSR). This report has been prepared to summarise the data collected during consultations undertaken to inform the Strategy.

Public consultations were conducted in the form of both an online survey and a written submission process.

Tasmanian Government agencies assisted CSR in the development of the Strategy.

The Tasmanian Women's Council also provided advisory and promotional support throughout the consultation process and development of the Strategy.

A summary of these consultation methods as well as a summary of the data received is provided below.

ONLINE SURVEY

To help inform the Strategy, an online survey was developed using Survey Monkey software.

The survey ran for five weeks, from early September 2017 to mid-October 2017. The survey was promoted in a number of ways, including via:

- The Department of Premier and Cabinet's website;
- The Tasmanian Government's Women's website;
- The Tasmanian Government's Women's Facebook page;
- Key Tasmanian women's organisations;
- Facebook and Instagram advertising;
- Tasmanian Government media releases; and
- A notice of motion from the Minister for Women, Jacqui Petrusma MP.

Respondents were given the opportunity to enter a draw for a \$100 gift voucher, which was drawn randomly and awarded after the survey had closed.

A total of 1,391 people completed the survey, which contained 52 questions. The questions related to the following issues representing key areas of women and girls' lives:

- Economic Empowerment;
- Leadership and Participation;
- Safety; and
- Health and Wellbeing.

The questions under these issues related to respondents' activities and experiences and highlighted issues that they perceived as barriers to women's involvement in those areas.

At the end of the survey, respondents were asked final questions about their views on gender equality, and were given the opportunity to add further comments, not reflected in earlier responses. Remaining questions pertained to demographics and caring roles.

The data from the survey questions are discussed in this report under issue areas. Most questions had a relatively high response rate but it should be noted that not all participants answered all questions. Numbers of responses and question type (that is, multiple choice, open-ended, rating scale) are provided against each question.

Where available, 2016 Census data is provided alongside the survey demographic data, in order to demonstrate how well the survey respondents represented the general Tasmanian population. This is purely for indicative purposes as definitions and methods of data measurement differ between the survey and the Census.

WRITTEN SUBMISSIONS

In addition to the online survey, CSR also called for written submissions in the same timeframe.

Thirteen in-depth written submissions were received: eleven from Tasmanian organisations and two from individuals.

The written submissions template allowed for comment under the issues mentioned or comment on 'other' women's issues.

The Government appreciates and values the time people and organisations took to prepare their written submissions and to share their views. While the full body of these submissions is not included in this report, the focus points are summarised under issues in Section I of this report.

GOVERNMENT AGENCY CONSULTATION

Tasmanian Government agencies assisted CSR to develop the whole of government Strategy. Many agencies are responsible for actions from the Strategy.

TASMANIAN WOMEN'S COUNCIL

The Tasmanian Women's Council (the Council) provides advice to the Tasmanian Government on issues of importance to women and contributes to the development of strategies that address disadvantage and increase the participation of women in all aspects of community life.

A consultation meeting was held with the Council to inform the development of the *Tasmanian Women's Strategy*. Through its Terms of Reference, the Council will assist the Government to meet the Strategy's objective and will actively monitor its implementation.

Members of the Council are appointed by the Minister for Women, with their selection based on membership of key women's organisations or ongoing contact with formal or informal women's networks. The Council reflects the diversity of women across the State and includes representatives from both rural and isolated communities.

The Council meets four times a year. Communiqués following meetings can be found on the women's website: women.tas.gov.au.

EFFECTIVENESS OF CONSULTATIONS

Overall, the methods used to consult with the community were deemed effective, because the promotional and marketing methods used facilitated access to a broad cross-section of the Tasmanian community. The overwhelming response to the online survey, and the in-depth written submissions provided by a number of key stakeholder organisations, have provided a rich resource of data from which to draw the observations and recommended initiatives.

SECTION I: Written Submissions - Summary

Thirteen in-depth written submissions were received; eleven from organisations and two from individuals. Some submissions made comment on all focus areas while others commented on just one or two issues. The key recommendations raised in the submissions were for all levels of government, the private sector as well as the wider community, and are summarised below.

Gender equity

- Provide strong leadership and education to promote cultural change to achieve equality.
- Address the interconnected systems of disadvantage for women.
- Ensure Tasmanian state policies embrace systems that foster women's economic empowerment.
- Develop tools to combat negative gender stereotyping in everyday sexism, and address conscious and unconscious bias so as to promote gender equality.
- Ensure robust anti-discrimination laws are in place to protect women.
- Ensure that all cohorts of women are empowered including women in regional, rural and remote areas.

Financial security

- Focus on and address critical issues for women in the workplace such as job insecurity, low wages and underemployment.
- Restore wages for workers affected by penalty rate cuts in some of Tasmania's lowest paid industries such as cleaning (roles which are predominantly performed by women).
- Ensure that women in 'caring' industries are appropriately remunerated for their work.
- Take action to reduce the gender pay gap between men and women.
- Establish a portable long-service leave scheme covering community services such as disability and aged care sectors, contract cleaning and security services.
- Address the cumulative effect of the lack of pay equity, homeownership and superannuation holdings which results in poverty experienced by many older women in single households.
- Take action to redress the large superannuation savings gap between Australian men and women through supporting an approach that considers intervention along the accumulation pathway of an individual throughout life.
- Develop strategies to attract, retain, develop and advance women in male dominated areas of employment such as construction.

- Investigate and implement strategies to increase women's participation in Science, Technology, Engineering, Mathematics and Medicine (STEMM) occupations.
- Address the culture of long working hours and lack of flexibility in employment which results in women leaving specific professions.
- Provide greater support for women's entrepreneurship and innovation, including a Tasmanian Women's Innovation network.
- Develop strategies to address multiple digital technology disadvantages faced by some cohorts of women.
- Develop diverse strategies to build women's economic empowerment.
- Build women's capacity to negotiate work rights, conditions, pay and combat negative work cultures, harassment and discrimination.
- Promoting a more equal sharing of caring and parenting responsibilities between men and women.
- Provide flexible working conditions for both men and women to accommodate caring responsibilities, and support for women returning to work.
- Recognise the value of care work by providing increased support and incentives for carers through development and educational opportunities.

Leadership and Participation

- Promote women's leadership across government, industry and the community sector;
- Model gender balance on leadership and influence, and support smaller Tasmanian organisations to do the same.
- Investigate a range of incentives, including quotas and targets to increase the number of women in senior leadership positions within the State Service.
- Address issues of conscious and unconscious bias in employment and board appointments.

Health and well-being

- Support women to be informed, supported and active decision makers in their own health.
- Advocate for the Australian Government to develop a new National Women's Health Policy.
- Take a leadership role in creating breastfeeding friendly workplaces and policies within the Tasmanian State Service.
- Increase the supply of universally designed social housing options to support ageing in place and the community.

- Provide better access to affordable and appropriate housing for women and girls, noting in particular an increase in the number of older women who are experiencing homelessness.
- Focus on preventing elder-abuse in aged care settings and investigate the need for greater legislative protection.

Family Violence

- Develop and implement a broader range of remedies to address new forms of online harassment and abuse of women and girls.
- Encourage employers in the business and community sectors to provide family violence leave.
- Better understand and address the impact of cultural values that underpin violence, especially for migrant women experiencing family violence.
- Ensure specific issues for women with disability and older women are addressed in preventing and responding to family violence.
- Broaden the focus of Tasmanian law to capture violence occurring within households and relationships that includes other family members.
- Provide better access to affordable, appropriate and safe housing for women and girls, noting in particular an increase in the number of older women who are experiencing homelessness.
- Prioritise resourcing of specialised family violence and women's organisations to prevent and respond to family violence through direct support to women and broader community education.

SECTION 2: Survey Responses

The online survey contained 52 questions. A number of questions related to the key issues outlined in Section 1. The remaining questions related to demographics and caring roles.

The data from the survey questions are summarised below in the order questions were asked. Most questions had a relatively high response rate but it should be noted that not all participants answered all questions. Numbers of responses and question type (i.e. multiple choice, open-ended, rating scale) are provided against each question.

Note: Percentages of respondents are calculated based on total number of respondents of the survey, and therefore respondents who skipped questions are included in this calculation. The highest response rate for each question is highlighted in blue.

INTRODUCTION

Question 1: Enter your email address for a chance to win a \$100 Coles Myer or iTunes voucher (Optional – email addresses will not be used to identify survey responses).

1,031 respondents provided their email address and one respondent was drawn randomly to receive \$100 voucher.

Question 2: What is your age in years? (Multiple choice – 1,386 responses)

Table 1: Breakdown of respondents' age groups

Answer options	Respondents %	Census 2016 – Tasmanian female population by age %
Under 14	0.22	15.74
14 to 17	0.86	4.69
18 to 24	7.19	7.85
25 to 34	18.69	11.4
35 to 44	26.96	11.99
45 to 54	23.72	13.88
55 to 64	15.89	14.24
65 to 74	5.25	11.25
75 or older	0.86	8.96
TOTAL	99.64	100

Question 3: What is your postcode? (Open-ended response – 1,379 responses)

Postcodes were sorted by region. Due to typographical errors in some responses, a number of postcodes were unable to be identified.

Table 2: Regional breakdown of respondents

Region	Respondents %	Census 2016 figures – Tasmanian females %
South	71.6	50.2
North	13.44	28
Northwest	11.14	21.8
Unknown	2.08	N/A
TOTAL	98.26	100

Question 4: Which of the following best describes your employment/study status? (Multiple choice – 1,386 responses)

Table 3: Respondents' employment status

Employment status	Respondents %	Census 2016/Labour Force, Tasmania, October 2017 options	Census 2016/Labour Force, Tasmania, October 2017 – Tasmanian females %
Employed, working full-time	44.14	Employed full-time	19.77
Employed, working part-time/casual	29.69	Employed part-time	25.41
Not employed, looking for work	3.16	Unemployed, total	2.34
Not employed and not looking for work	3.59		
Retired	7.05	Retirement age (65+)	20.21
Attending school/college	2.37	Type of educational institution attending by sex	13.72

Attending post-school education	6.18	Type of educational institution attending by sex	6.99
TOTAL	96.18		88.44

An additional 'Other' category was included in the survey, allowing for respondents to provide an open-ended response. However, this was not included in the breakdown above as the percentages were skewed by respondents providing an open-ended response as well as selecting another category.

Question 5: Which of the following best describes your current relationship status?
(Multiple choice – 1,385 responses)

Table 4: Respondents' relationship status

Relationship status	Respondents %	Census 2016 responses	Census 2016 – Tasmanian females %
Single	18.91	Never married	30.82
Partnered (married or de facto including same-sex de facto)	69.52	Married	44.66
Widowed	1.73	Widowed	9.59
Divorced	6.25	Divorced	11.34
Separated	3.16	Separated	3.29
TOTAL	99.57		99.5

Question 6: Do you have dependent children? (Multiple choice – 1,382 responses)

Table 5: Dependent children status

Dependent children	Respondents %	Census 2016 responses	Census 2016 – Tasmanian females %
Yes	43.93	Cared for child	30.03
No	55.43	Did not care for child	61.99
TOTAL	99.36		92.02

Question 7: Do you provide unpaid care to someone who, because of a disability, mental illness, ageing conditions (such as frailty), chronic illness or pain, requires assistance with everyday tasks? (Multiple choice – 1,381 responses)

Table 6: Respondents' carer status

Carer	Respondents %	Census 2016 responses	Census 2016 – Tasmanian females %
Yes	13.59	Provided unpaid assistance	13.88
No	85.69	Did not provide unpaid assistance	77.38
TOTAL	99.28		91.26

Question 8: Are you the primary carer of your grandchildren? (Multiple choice – 1,381 responses)

Table 7: Grandparents' primary carer status

Grandparents primary carer status	Respondents %
Yes	0.93
No	46.59
Not applicable	51.76
TOTAL	99.28

Note: This level of data is not officially collected, therefore the respondent statistics cannot be compared to the population.

Question 9: Aboriginal and Torres Strait Islander identity. (Multiple choice – 1,380 responses)

Table 8: Aboriginal and Torres Strait Islander identity

Identity	Respondents %	Census 2016 responses	Census 2016 – Tasmanian females %
Aboriginal	2.73	Aboriginal and/or Torres Strait Islander	4.6
Torres Strait Islander	0.07		
Both	0.14		
Neither	96.26	Not indigenous	89.37
TOTAL	99.2		93.97

Question 10: Do you identify as a person with a disability? (Multiple choice – 1,379 responses)

Table 9: Disability status

Disability	Respondents %	Survey of Disability, Ageing and Carers (SDAC) 2015, Tasmania responses	SDAC 2015, Tasmania females %
Yes	6.76	Persons with disability	18.6
No	92.38	N/A	81.4
TOTAL	99.14		100

Question 11: Do you identify as lesbian, gay, bisexual, transgender or intersex? (Multiple choice – 1,384 responses)

Table 10: LGBTI identity

Identity	Respondents %
Yes	6.83
No	92.67
TOTAL	99.5

Note: Data on LGBTI Australians is not official, therefore it is difficult to compare the respondent statistics with the population.

Question 12: In which country were you born? (Multiple choice – 1,386 responses)

Table 11: Country of birth

Country	Respondents %	Census 2016 responses	Census 2016 – Tasmanian females %
Australia	86.92	Australia	80.6
Other (please specify)	12.74	Other	12.11
TOTAL	99.66		92.71

Other countries listed by respondents included:

- Canada
- Chile
- China
- Colombia
- Czech Republic
- France
- Germany
- India
- Iraq
- Ireland
- Hungary
- Malaysia
- Maldives
- Malta
- Netherlands
- New Zealand
- Papua New Guinea
- Philippines
- Singapore
- South Africa
- South Korea

- Russia
- United Kingdom
- United States
- Vietnam
- Zambia
- Zimbabwe

Question 13: What language do you speak at home? (Multiple choice – 1,384 responses)

Table 12: Language at home

Language	Respondents %	Census 2016 responses	Census 2016 – Tasmanian females %
English	99.21	English	88.33
Other (please specify)	0.29	Other	5.53
TOTAL	99.5		93.86

Other languages listed by respondents included:

- Auslan
- Cantonese
- Hungarian
- Spanish

ECONOMIC EMPOWERMENT

Question 14: It is easy for women to find employment that utilises their skills/qualifications. (Multiple choice – 1,304 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	20	441	718	125	87
Percentage	1.44	31.7	51.62	8.99	6.25

Question 15: It is easy for women to find flexible employment (e.g. employment that accommodates family and caring commitments, volunteering, study, sport and recreation activities). (Multiple choice – 1,303 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	16	173	799	315	88
Percentage	1.15	12.44	57.44	22.65	6.33

Question 16: I have experienced barriers to employment and/or promotion. (Multiple choice – 1,298 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	249	590	403	56	93
Percentage	17.9	42.42	28.97	4.03	6.69

Question 17: My workplace supports flexible working arrangements. (Multiple choice – 1,303 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	229	560	185	47	282	88
Percentage	16.46	40.26	13.3	3.38	20.27	6.33

Question 18: I feel comfortable in my current financial situation (considering debt, savings, income, bills). (Multiple choice – 1,305 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	100	618	430	157	86
Percentage	7.19	44.43	30.91	11.29	6.18

Question 19: I can understand, plan and manage my financial situation to support myself and my family. (Multiple choice – 1,305 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	227	859	197	22	86
Percentage	16.32	61.75	14.16	1.58	6.18

Question 20: I know where to go for information about financial planning and superannuation. (Multiple choice – 1,302 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	182	768	309	43	89
Percentage	13.59	55.21	22.21	3.09	6.4

Question 21: I will retire comfortably on my superannuation. (Multiple choice – 1,307 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	48	290	477	365	127	84
Percentage	3.45	20.85	34.29	26.24	9.13	6.04

Question 22: Would you like to add any comments in addition to your answers above? (Open-ended response – 351 responses)

Respondents were given the option to provide comment on women and economic empowerment. Responses were analysed for key issues. The key issues that emerged were around superannuation and financial literacy.

Superannuation

64.43 per cent of the respondents who answered Question 21 (842 people) disagreed that they will be able to retire comfortably on their superannuation. This topic was a major theme in the additional information section.

The following issues were identified:

- Receiving no superannuation when on maternity leave;
- Receiving less superannuation due to working part-time or casually;
- Separating/divorcing from a partner/spouse, leading to a significantly worse financial position (including in superannuation);
- Having to work beyond retirement age due to little superannuation;
- Needing other investments (e.g. property) due to superannuation not being sufficient; and
- Employers failing to pay superannuation.

Financial literacy

While a significant proportion of respondents to the closed questions felt comfortable in their financial planning skills and knew where to go if they needed support in this area, financial literacy was a recurring theme in the additional comments.

The following issues were identified:

- Skills in financial literacy not being taught at school;
- Spouses/partners having financial literacy, causing issues in the event of separation or divorce;
- Difficulty finding financial planning advice that is free or low-cost for people living on low incomes;
- Financial planning becoming more complicated and difficult to get a clear forecast of retirement position; and
- Financial counselling/planning/advice is too often attached to banks or super/investment funds.

Flexible work practices

Many women reported their workplaces were supportive of flexible work practices. However, respondents believed there are ongoing issues with this.

The following issues were identified:

- Workplaces only supporting flexible working arrangements for some people, if at all;
- Ongoing stigma attached to not working full-time; and
- Removing the stereotype of flexible work being just for women.

Question 23: My work/life balance allows me to do the things that I want. (Multiple choice – 1,308 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	91	558	425	115	119	83
Percentage	6.54	40.12	30.55	8.27	8.55	5.97

LEADERSHIP AND PARTICIPATION

Question 24: I actively participate in my community (e.g. community/school/sports groups, events, volunteer programs, boards and committees). (Multiple choice – 1,257 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	241	526	429	61	134
Percentage	17.33	37.81	30.84	4.39	9.63

Question 25: I contribute to decisions about issues that affect me in my home. (Multiple choice – 1,256 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	640	561	48	7	135
Percentage	46.01	40.33	3.45	0.5	9.7

Question 26: I contribute to issues that affect me in my workplace. (Multiple choice – 1,256 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	169	588	209	47	243	135
Percentage	12.15	42.27	15.03	3.38	17.47	9.7

Question 27: I contribute to decisions about issues that affect me in my community. (Multiple choice – 1,252 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	95	640	476	41	139
Percentage	6.83	46.01	34.22	2.95	9.99

Question 28: I have opportunities to pursue leadership roles in my workplace.
(Multiple choice – 1,253 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	126	437	312	95	283	138
Percentage	9.06	31.42	22.43	6.83	20.35	9.92

Question 29: I have opportunities to pursue leadership roles in my community.
(Multiple choice – 1,252 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	91	596	512	53	139
Percentage	6.54	42.85	36.81	3.81	9.99

Question 30: I have had limited leadership opportunities. (Multiple choice – 1,248 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	92	529	550	77	143
Percentage	6.61	38.03	39.54	5.54	10.28

Question 31: Women are well represented in senior leadership roles in my workplace.
(Multiple choice – 1,253 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	198	412	240	133	270	138
Percentage	14.23	29.62	17.25	9.56	19.41	9.92

Question 32: Women are well represented in senior leadership roles in my community (e.g. school committees, community associations, sporting organisations). (Multiple choice – 1,240 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	101	613	460	66	151
Percentage	7.26	44.07	33.07	4.74	10.86

Question 33: Women are well represented in senior leadership roles in the business sector. (Multiple choice – 1,241 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	15	184	720	322	143
Percentage	1.08	13.23	51.76	23.15	10.28

Question 34: Women are well represented in senior leadership roles in the public service. (Multiple choice – 1,241 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	26	276	686	253	150
Percentage	1.87	19.84	49.32	18.19	10.78

Question 35: Women are well represented in politics (local, State and Commonwealth governments). (Multiple choice – 1,251 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	17	255	651	328	140
Percentage	1.22	18.33	46.8	23.58	10.06

Question 36: Female politicians are as respected as male politicians. (Multiple choice – 1,248 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	24	203	602	419	143
Percentage	1.73	14.59	43.28	30.12	10.28

Question 37: Would you like to add any comments in addition to your answers above? (Open-ended response – 218 responses)

Respondents were given the option to provide comment on women in leadership. The main issue that emerged was in regard to the treatment of female politicians compared to male politicians.

Treatment of female politicians

The respondents overwhelmingly commented on the treatment of female politicians in the media and in society.

Respondents pointed to former Prime Minister Julia Gillard as an example of how standards are different for female politicians compared to male politicians, with a strong focus on how they look and how they dress rather than their performance in their chosen career.

SAFETY

Question 38: I feel safe in my own home. (Multiple choice – 1,242 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	495	688	52	7	149
Percentage	35.59	49.46	3.74	0.5	10.71

Question 39: I feel safe in public areas in my community. (Multiple choice – 1,243 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	189	809	232	13	148
Percentage	13.59	58.16	16.68	0.93	10.64

Question 40: I feel safe at my workplace. (Multiple choice – 1,242 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	353	591	53	11	234	149
Percentage	25.38	42.49	3.81	0.79	16.82	10.71

Question 41: I feel safe at my place of study. (Multiple choice – 1,242 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	N/A	Unknown
Responses	105	276	27	4	830	142
Percentage	7.55	19.84	1.94	0.29	59.67	10.71

Question 42: I know how and where to access services that support victims of violence, including family violence and sexual assault. (Multiple choice – 1,241 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	217	736	265	23	150
Percentage	15.6	52.91	19.05	1.65	10.78

Question 43: Would you like to add any comments in addition to your answers above? (Open-ended response – 172 responses)

Respondents were given the option to provide comment on safety issues for women. Responses were analysed for key issues. The key issues that emerged were around feeling unsafe in public areas and access to services.

Feeling unsafe in public areas

A number of respondents stated that they could not be alone in public areas such as parks, especially at night. Respondents also noted feeling unsafe if they were in vulnerable states such as being intoxicated.

Some respondents commented that this was a demographic-related issue rather than a gender-related issue, choosing to avoid particular areas they thought were more unsafe than others.

Access to services

A large number of respondents stated that knowledge about services and access to these services to support women was not an issue. However, many respondents commented that actually receiving the support was difficult and recounted instances where they sought support to no avail. Many respondents found there was a lack of rental accommodation available, which made it difficult to leave violent situations.

Many respondents stated that overall services dealing with family violence were under-resourced and underfunded.

HEALTH AND WELLBEING

Question 44: I can easily access health services in my community. (Multiple choice – 1,237 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	218	746	226	47	154
Percentage	15.67	53.63	16.25	3.38	11.07

Question 45: I make my health needs a high priority. (Multiple choice – 1,235 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	219	601	371	44	156
Percentage	15.74	43.21	26.67	3.16	11.21

Question 46: I regularly participate in sport or active recreation activities. (Multiple choice – 1,233 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	219	481	437	96	158
Percentage	15.74	34.58	31.42	6.9	11.36

Question 47: I know how and where to find sexual health information and services. (Multiple choice – 1,235 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	208	851	165	11	156
Percentage	14.95	61.18	11.86	0.79	11.21

Question 48: I know how and where to find mental health information and services.
(Multiple choice – 1,236 responses)

	Strongly agree	Agree	Disagree	Strongly disagree	Unknown
Responses	226	784	201	25	155
Percentage	16.25	56.36	14.45	1.8	11.14

Question 49: Would you like to add any comments in addition to your answers above? (Open-ended response – 197 responses)

Respondents were given the option to provide comment on health and wellbeing issues for women. This section received a large and varied response relative to other open-ended questions. Responses were analysed for key issues. The key issues are summarised below:

- Accessibility of services;
- Affordability of services;
- Quality of services;
- Health priorities for women;
- Knowledge of services;
- Mental health;
- Sexual health;
- Dental health; and
- Health in the workplace.

Accessibility of Services

The following issues were identified by respondents:

- Extremely long wait periods to see specialists (resulting in a deterioration of their condition while waiting) for an appointment and finding the right specialist;
- Accessing female staff as a victim of sexual assault;
- Needing to travel interstate for treatment as no local specialist available (specialist paediatric services);
- Difficulty in finding a medical practice that's open outside working hours;
- Long waiting periods to see a general practitioner in some medical practices; and
- Some medical practices not accepting new clients as their books are full.

Accessibility was also raised as a major issue in rural communities, where respondents raised the following issues;

- Continuity of care;
- Centralisation of services meaning patients had to travel long distances for treatment for those living in rural areas;
- Associated high transport costs to get to medical services (particularly where there are ongoing complex and ongoing health needs in a family); and
- Difficulty in accessing recreational opportunities for people with disabilities in regional communities.

Affordability

The following issues were identified:

- A lack of bulk-billing medical practices in Tasmania (most prevalent issue raised);
- Significant out-of-pocket expenses when needing specialist treatment;
- Out-of-pocket expenses for low income working people visiting their local GP;
- The need to cancel appointments due being unable to meet the gap payment.
- Inability to make a follow-up appointment due to cost; and
- The Medicare limit on rebates for counselling, which is limited to ten sessions per annum.

Quality of services

Identified issues included:

- Lack of joined-up service delivery;
- Poor patient-doctor communications;
- Not feeling understood by the treating doctor;
- Inappropriate behaviour by service provider;
- A perceived decline in compassionate and holistic care of the patient; and
- The need for improved public mental health services for young people.

Health Priorities for Women

Respondents mentioned that health was a low priority for them for reasons including:

- The need to work long hours as a single parent to support the family;
- Lack of flexibility in the workplace to enable participation in sport and recreation;
- Difficulty in finding time to fit in exercise given work and caring responsibilities;

- The view that children's needs come first for many women and there is little time left to focus on their own health;
- The expense of child-care in making time available for participation in organised sports; and
- Access to affordable gyms and events making it difficult for women on low incomes to participate.

Knowledge of health services

Some respondents indicated that while they personally had good health knowledge from working in the health sector, many clients and other members of the public may not have the same level of awareness.

A number of respondents pointed out that knowledge of services does not mean women and children can access them in a timely and affordable way.

Some respondents indicated knowledge of a limited range of health services, such as GP services, and said they would rely on their local doctor to provide information on other health services.

The need for more advertising of health services was noted.

Mental Health

Respondents identified the following issues:

- Knowing what professional support is available for carers of those with mental illness;
- The quality of mental health services and the stretched resources within the public mental health system;
- The lack of psychiatric beds in public hospitals;
- Finding the best available service amongst private practitioners;
- The long wait list for professional help from psychologists (in particular child psychologists); and
- The need for better mental health services for young people.

Dental Care

The key issues raised in relation to dental care was the waiting time to access the public dental service, and the cost of private dental services.

Health in the workplace

A number of respondents raised work related health issues as matters that should be addressed.

These included:

- High caseload levels in some positions and resulting stress;
- Lack of workplace support during menopause;

- Lack of understanding of chronic and mental illness in the workplace; and
- Difficulty in changing shifts to accommodate medical appointments.

FINAL QUESTIONS

Question 50: I think gender equality is... (Open-ended response – 1,040 responses)

Respondents were given the option to provide an open-ended response outlining what they think gender equality is. Responses were analysed for key issues, which are summarised below.

'Gender equality is...':

- a work in progress;
- to be taught from an early age;
- accommodating workplaces;
- safety in the community; and
- valuing people.

Many respondents agreed that women are not equal yet, however positive work has been achieved and is continuing to be worked on.

Question 51: Supporting women and girls is important because... (Open-ended response – 1,007 responses)

Respondents were given the option to provide an open-ended response outlining why they think supporting women and girls is important. Responses are summarised below.

'Supporting women and girls is important because...':

- Because women and girls are half the population;
- Because women and girls are underrepresented and not listened to;
- Because women and girls are of equal value;
- Because women and girls are deserving of respect; and
- Because women and girls still face barriers in society, including safety.

Question 52: Final comments – is there anything else you would like to tell us? (Open-ended response – 361 responses)

Due to the broad nature of the final question, there are no consistently recurring issues across the comments. Comments ranged from personal experiences with sexism and observations about society towards gender in general.



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