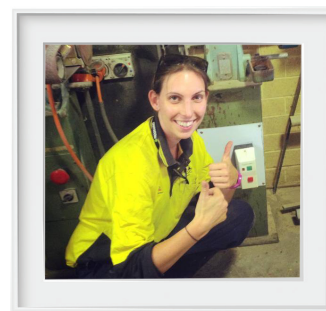




2015

Women's Report Card



An indicator report of Western Australian women's progress



Minister's Foreword

The benefits of improved gender equity are great – for women and men, organisations, our economy and community. While we have made progress, there is more to do. The 2015 Women's Report Card builds on the work of previous editions to provide the most comprehensive and unique compilation of information about the status and progress of Western Australian women across four areas – leadership, economic independence, women's safety and justice, and health and wellbeing. It provides a valuable evidence base for initiatives which support women's progress in Western Australia.

Since the last Women's Report Card in 2012, there have been improvements in several areas including female labour force participation, which increased to 61% in 2014. It is significant that in the same period more men accessed flexible work arrangements to care for children than ever before. Sharing family responsibilities opens up opportunities for women's increased engagement with the workforce, and their career progression.

The data in this report indicate that progress on several fronts is slow but there is growing momentum. Government, private and community organisations, women and men need to continue to work together to build on our achievements. Data will play an important role in understanding and measuring our progress towards gender equity.

The work of my Women's Interests portfolio is driven by evidence – data, research and consultation. Two Women and Superannuation resources were developed in response to evidence which highlights women's financial vulnerability in retirement. Similarly, Being Board Ready: A Guide for Women is a tool to improve women's representation on boards. Statistics show that, while the percentage of women on corporate boards is improving, the rate of growth is still slow with 12.3% of ASX200 directors being female in 2012, compared with 8.3% in 2010. Several scholarship programs support women to take up and pursue careers including in traditionally male dominated, and usually well paid, occupations.

I encourage individuals and organisations to make use of this important resource to increase their understanding, inform their policies and strategies and support their decision-making across all areas that affect women. The Western Australian community will be more productive, fairer, healthier, safer and enriched when women are able to fully contribute to and benefit from economic, social, cultural and political participation.

A handwritten signature in blue ink that reads "Liza Harvey".

Hon Liza Harvey MLA
MINISTER FOR WOMEN'S INTERESTS

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(Top row, L-R) Astrid Vasile, Company owner and Executive Chair of the Australia-Indonesia Businesswomen's Network; Nicole O'Keefe, Chairperson TradeUp Australia; Julie Shuttleworth, Fortescue Metals, former WA Business Woman of the Year

(Middle row, L-R) Caroline Robinson, former WA and Australian Rural Woman of the Year; Lynne Craigie, President WA Local Government Association; Jackie Jarvis, Forest Products Commissioner, WA Rural Woman of the Year 2014

(Bottom row, L-R) Dr Vanessa Guthrie, Managing Director/CEO Toro Energy; Sabina Shugg AO, Founder Women in Mining WA; Helen Charlesworth, Chair Carers WA

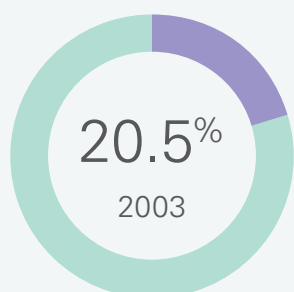
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WA Women at a Glance

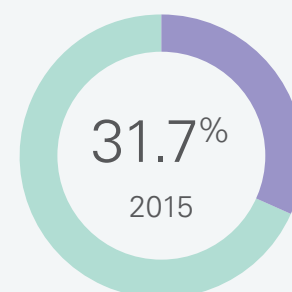
This chapter showcases some of the indicators in this report's four focus areas: leadership, economic independence, safety and justice, and health and wellbeing. The data is presented in infographics and provides a snapshot of the more detailed data and information in each area. Also included are photos of some of the many WA women who are making important contributions to our community.

AT A GLANCE

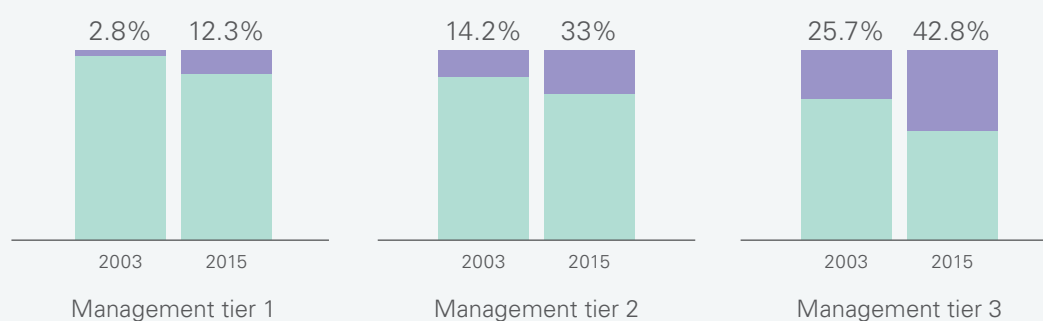
Leadership



The proportion of women in the WA public sector's senior executive service (SES) increased from 20.5% in 2003 to 31.7% in 2015.



Between 2003 and 2015, the representation of women in leadership roles in local government increased, however representation declined with seniority and remains low at senior levels:



2002



2012

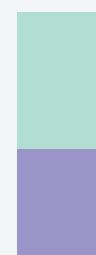
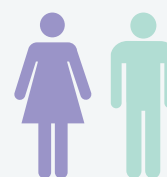
In 2012, seven (3.5%) ASX 200 companies had a female chief executive officer (CEO) compared with four (2%) companies in 2002.



12%

The proportion of female directors on ASX 200 boards remained at about 8% from 2002 to 2010. Between 2010 and 2012 it increased to 12%.

43.6%



The proportion of female members of all WA Government boards and committees was 43.6% in 2015.

The proportion of women in the Western Australian Parliament remained relatively steady in the Legislative Assembly between 1996 and 2013 at about 22% and doubled in the Legislative Council from 20.1% to 41.7%.



Dr Ruth Shean, Director General Department of Training and Workforce Development



Diane Smith-Gander, President Chief Executive Women and ASX 200 director



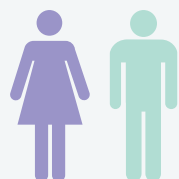
Sue Ash AO, CEO UnitingCare West and Partnership Forum Member

AT A GLANCE

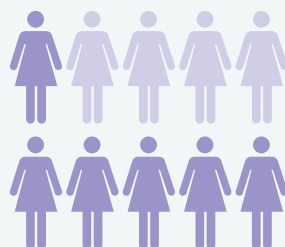
Economic Independence



25.4%



In 2014, the gender pay gap for full-time employees in WA was 25.4% compared with 18.5% nationally.



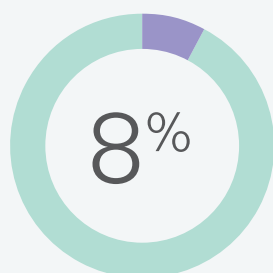
61%

Women's labour force participation rate increased from 43% in 1978 to 61% in 2014.



40%

Over the period 1979 to 2014, about 40% of women in the workforce worked part-time.



The proportion of females enrolled in vocational education courses in engineering and related technology fields remained steady between 2006 and 2014 at about 8%.

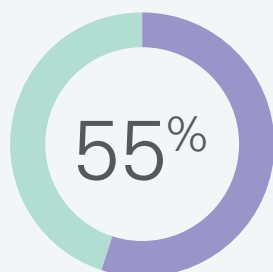
Between 2005 and 2014 more than 70% of women used flexible work arrangements to care for children. Over the same period, the percentage of men who used flexible work arrangements to care for children increased from 30.8% to 44.3%.

In 2013-14, women's average superannuation balances were 38% less than men's, \$83,110 compared with \$134,800.



\$83,110

\$134,800



Between 2002 and 2014, women comprised over 55% of university enrolments.

In 2011, women comprised 80% of the employees in the health care and social assistance industry and 72% of the education and training sector.

In 2011, women comprised less than 25% of the workforce in the construction; mining; manufacturing; transport, postal and warehousing; and electricity, gas, water and waste services industries.



Tracey Horton, Past President Chamber of Commerce and Industry WA and Company Director



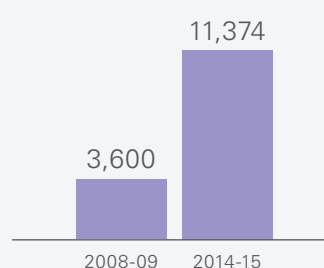
Emma Stephenson, WA Apprentice of the Year 2013



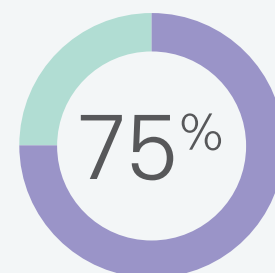
Reverend Dr Lucy Morris, CEO Baptistecare

AT A GLANCE

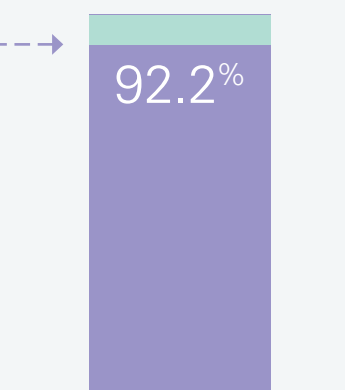
Safety and Justice



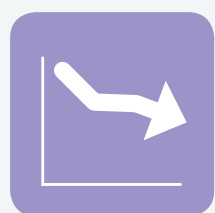
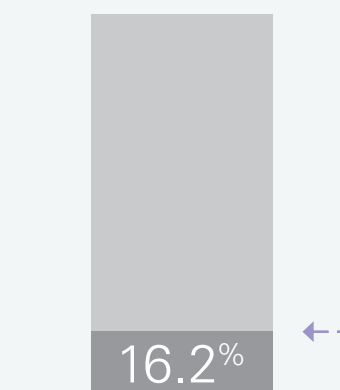
The number of reported incidents of family and domestic violence against a female rose from 3,600 in 2008-09 to 11,374 in 2014-15 and the proportion of female victims remained relatively constant at around 75%.



In 2014, the proportion of sexual assaults committed against females was 92.2%.



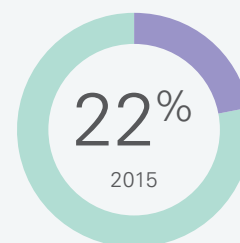
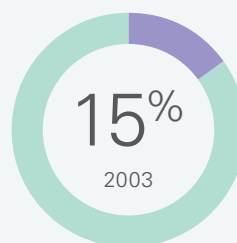
In 2013, the proportion of sexual assault cases which resulted in proceedings against an offender was 16.2%.



The number of sexual harassment claims made to the Equal Opportunity Commission by females decreased between 2009-10 and 2014-15, notably from 66 in 2012-13 to 32 in 2014-15.



The rate of female offenders per 100,000 of population decreased steadily from 1085.6 in 2008-09 to 644.6 in 2013-14.



The proportion of female police officers in the WA Police increased from 15% in 2003 to 22% in 2015.



Michelle Fyfe APM, Assistant Commissioner WA Police



Angela Hartwig, CEO Women's Council for Domestic and Family Violence Services



Elspeth Hensler, barrister and 2015 Woman Lawyer of the Year

AT A GLANCE

Health and Wellbeing



The median age of WA mothers giving birth gradually increased from 30.2 years in 2003 to 30.6 years in 2014, and continued to be lower than the national median age of 30.9 years in 2014.



The proportion of WA women participating in cervical cancer screening declined from 64% in 1997-98 to nearly 56% in 2012-13.

The proportion of WA women participating in breast cancer screening increased from 57% to 60% between 2000-01 and 2012-13.



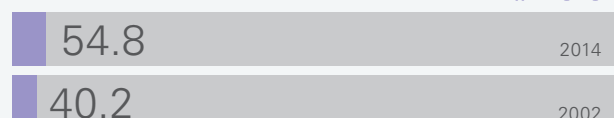
The percentage of births by caesarean increased, from 15.6% of all births in 1986 to 33.9% in 2011.

Female life expectancy increased from 81.9 years in 1998 to 84.8 years in 2014.

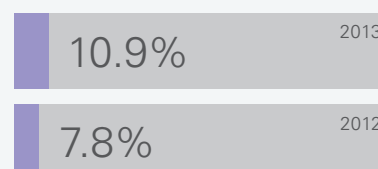


Heart disease was the leading cause of death among WA women between 2007 and 2014.

Between 2003 and 2015, over 45% of WA women did not exercise enough.



Dialysis continued to be the leading cause of hospitalisation for women in WA, with the rate per 1,000 women increasing from 40.2 in 2002 to 54.8 in 2014.



mental
HEALTH

The percentage of women in WA receiving treatment for mental health issues rose from 7.8% in 2012 to 10.9% in 2013.



Andrea Creado, CEO Ishar Multicultural Women's Health Centre



Jenn Morris OAM, dual Olympic gold medallist and Partner Deloitte



Angie Paskevicius, CEO Holyoake and 2015 Telstra Western Australian Business Woman of Year

2

Introduction

The 2015 Women's Report Card presents fact-based information to raise awareness of the status of Western Australian (WA) women. It contributes to the evidence base which underpins actions to address the barriers to women's progress and promote the benefits of greater gender equity.

This report provides reliable information to inform discussion, debate and advocacy. Public, private and community sector organisations can also use this information to develop policies and take action to support women's progress and to achieve gender equality. The report also fulfils the State Government's continuing commitment to provide regular updates on the status and progress of WA women.

This report recognises that barriers to women's progress persist and that there is a shared responsibility to improve the status of women and address the barriers to their progress.

Scope and structure of this report

This report presents information about both the status and progress of WA women. It is structured around four areas that are central to women's life experiences and opportunities, and gender equity in our community. These are:

- Leadership
- Economic independence
- Safety and justice
- Health and wellbeing.

Data, descriptive analysis and a new section detailing some key milestones and achievements are presented under each area. In addition, a demographic profile provides an overview of WA women, including ethnicity, where they live, life expectancy, fertility, prevalence of disability, caring responsibilities, family and living arrangements, and religious affiliation.

Outcomes and indicators

Enhancing the status and progress of women requires a multi-layered, cross-sector approach involving government; the corporate and not-for profit sectors; unions; community (eg. advocacy, cultural, social and sporting) organisations; academia; and individuals. A range of international, national, local, public and corporate instruments advance goals, objectives and outcomes which contribute to improving the status and progress of women, and gender equity. Examples of these include:

- 1975 Declaration on Gender Equality (International Labour Organisation)
- 1979 Convention on the Elimination of all forms of Discrimination Against Women (United Nations)
- *Sex Discrimination Act 1984* (C'wealth)
- *Equal Opportunity Act 1984* (WA)
- 50:50 Vision (Australian Local Government Association)
- ASX Corporate Governance Principles and Recommendations on Diversity (Australian Stock Exchange)
- National Plan to Reduce Violence against Women and their Children 2010-2022 (Australian Government)
- *Workplace Gender Equality Act 2012* (C'wealth)
- Action Plan for Enduring Prosperity (Business Council of Australia)
- Increasing the Number of Women in Senior Executive Positions (Business Council of Australia)
- Skilling WA – A workforce development plan for Western Australia (Department of Training and Workforce Development)
- Strategic Plan 2014-2018 (Department of Local Government and Communities)
- Western Australia's Family and Domestic Violence Strategy to 2022 (Department of Child Protection and Family Support)
- Western Australian Women's Health Strategy 2013-2017 (Department of Health)
- 30% by 2018 (Australian Institute of Company Directors).

This report presents aspirational, desired outcomes for women in each of its four areas. These outcomes aim to capture the results of effective change and progress which improves the status of women and achieves greater gender equity.

Outcomes have been included only where a corresponding indicator could be presented. The indicators provide key statistics depicting change or providing evidence of progress towards these outcomes. Stakeholder feedback, existing policy issues and priorities, consideration of national gender indicators, comparable reports in other jurisdictions, and the availability of relevant, reliable data and resources informed which indicators were included in this report. When considered together, the outcomes and indicators provide a framework for readers to reach conclusions about the progress of WA women.

Data

This report includes nearly 90 indicators and over 500 statistics about WA women.

All of the indicators continued from the 2012 Women's Report Card have been updated in this report. This report includes the following new indicators:

- Percentage of females in senior positions in other public sector management (Figure 3)
- Average superannuation balances at or approaching preservation age (55-64 years) (Table 8)
- Average superannuation balances (15 years and over) (Table 9)
- Recipients of welfare payments (WA, September 2013) (Figure 21)
- Western Australian female home ownership and rental (Figure 22)
- Rate of female homelessness 2006 and 2011 (Figure 23)
- Percentage of employees by industry (Figure 26)
- Family and domestic violence incidents report to police (WA, financial year) (Table 22)
- Count of violence restraining order (domestic and family) application granted in WA by gender (Figure 27)
- Count of family and domestic violence offenders processed by offence type (Table 24)
- Complaints to the Equal Opportunity Commission (WA, females) (Table 29)
- Sexual harassment complaints to the Equal Opportunity Commission (WA, females) (Table 30);
- Offender rate per 100, 000 by sex (Table 32)
- Fertility rate (births per women) (Figure 36)
- Teenage birth rates (WA) (Table 37)
- Birth and termination rate WA females (Table 39)
- Birth and termination rate WA teenage females (Table 40)

The latest available data were used in the preparation of this edition of the Women's Report Card. It draws on:

- published and unpublished large-scale survey data from the Australian Bureau of Statistics (ABS)
- WA government survey data
- WA government administrative data that is associated with a specific program.

The report contains information from a variety of sources. While results are carefully checked for consistency with past results and every effort is taken to ensure the consistency of the queries and databases upon which the results are based, there remains the possibility that variations may impact the reported trend. Variations may be due to a number of issues, include amendments made to databases, changes in circumstances and variable coding, and variations in syntax used to perform the individual queries. Although all due care has been exercised in the preparation of this document, data is provisional and subject to revision and no responsibility is accepted for any errors or omissions.

Generally the indicators in this report showcase whole of adult population data. It is recognised that women are a diverse group and some disaggregated data is presented, however data and resource limitations mean this diversity is not reflected across all indicators.

All data are subject to measurement error, especially population estimates. Caution should be used when directly comparing change in results across data points within an indicator. Unless otherwise stated, the statistics refer to WA women aged 18 years of age or older.

Who will find this report useful

This report is designed to be accessible to a broad audience. Both women and men will find the report informative. The issues it highlights are important community issues. The report aims to raise awareness of these issues and act as a catalyst for community conversations and ultimately action.

It is also intended to be used by decision makers in government, business and the community sectors, as well as members of the public. The information can inform action across government, business and community to further address the barriers and inequities impacting WA women. The information will also be of interest to students, researchers and academics.

Reference group and acknowledgements

The preparation of this report was supported and guided by members of 2015 Women's Report Card Reference Group:

Chair

Vanessa Harvey, Department of Local Government and Communities (DLGC)

Members

- Michelle Bolitho and Melanie Williams, Department of Commerce
- Yvonne Loveland, Local Government Managers Association Western Australia
- Sarah Mumme and Sue Nye, Western Australian Council of Social Service
- Kathy Blitz-Cokis, WA Health
- Melissa Pickering and Natalie Pizzata, WA Local Government Association.
- Detective Inspector Sue Young, WA Police
- Rachel Sackville-Minchin, Sarah French and Lisa Le, DLGC

This group made valuable contributions to the selection of indicators, the development of the report structure, access to information to report on the indicators and the analysis of the indicators. Their expertise and commitment to this important initiative is greatly appreciated.

In addition to the reference group, staff from the following organisations also generously contributed ideas and/or information to the report:

- Department of the Attorney General
- Department of Commerce
- Department of Education and Training (C'wealth)
- Department of the Premier and Cabinet
- Department of Health
- Department of Training and Workforce Development
- Equal Opportunity Commission WA
- Public Transport Authority of Western Australia
- WA Police
- UnionsWA.

Past editions

The Women's Report Card was first published in 2004 and again in 2006, 2009 and 2012.

An Indigenous Women's Report Card was released as a supplement to the Women's Report Card in 2005, followed by an Indigenous Women's Report Card Summary in 2006. Data and analysis relating to WA Aboriginal women and also culturally and linguistically diverse women has been included in this report where possible.

Copies of these reports are available through the State Library of Western Australia and the Department of Local Government and Communities.

Feedback

Your feedback on the 2015 Women's Report Card would support the Department of Local Government and Communities to improve future editions. Please go to www.dlgc.wa.gov.au to complete a short survey and provide your comments on the 2015 Women's Report Card.

3

Demographic Profile

This chapter provides an overview of the population of WA women, including age, cultural diversity, location, life expectancy, fertility and disability rates, caring responsibilities, living arrangements, family composition and religious affiliations. It draws on a range of recent, single 'point in time' data sources.

Number, sex ratio and age

In 2014, women comprised 49% (969, 000) of WA's estimated total population, over 18 years of age, of 1.97 million people.¹ Nationally, women made up 50.7% (9.2 million) of the population.²

In 2014, WA and the Northern Territory were the only state and territory where males outnumbered females.³ The sex ratio (number of males per 100 females) in WA was 102.4. The location with the highest sex ratio in WA, and also Australia, was the East Pilbara (349.3).⁴ Other locations with high sex ratios (over 170.0) included Roebourne, Ashburton, Meekatharra, Leinster-Leonora and Murray. Mining is a significant activity in all these locations.⁵

As shown in **Figure 1**, up until the age of 59, there are fewer women than men in WA.⁶ Between the ages of 60 and 69, the numbers are approximately equal, at just over 120,000 of each gender. However, from the age of 70 onwards women marginally outnumber men, which is consistent with the higher life expectancy of women. The age bracket of 20-29

had the largest number and biggest proportion of both women (7.5%) and men (8.1%) in WA with approximately 200,000 of each gender.

Aboriginal WA women

In the 2011 Census, Aboriginal WA women comprised 2.4% (20,903) of WA's estimated total population over 18 years of age. It was estimated that WA's 20,903 Aboriginal women comprised 51.6% of WA's estimated Aboriginal population over 18 years of age (40,526).⁷

There were approximately similar numbers of Aboriginal WA women and men in all age brackets up to the age bracket of 80+ years.⁸ In the bracket 80+ years, the number of Aboriginal WA women was double that of Aboriginal WA men. The age bracket 0-9 years had the highest concentration of Aboriginal WA females.⁹ Reflective of lower Aboriginal life expectancy and a higher average fertility rate, a high proportion (63 %) of WA's Aboriginal population was aged between 0 and 29 years.¹⁰



Figure 1
WA population estimate pyramid 2014, the percentage of males and females in each age group

Source: Australian Bureau of Statistics. June 2014. Table 4. Estimated Resident Population, States and Territories. Cat no. 3101.0

Cultural diversity and immigration

WA is one of the most culturally diverse states in Australia.¹¹ A significant proportion of WA women (36.2%) were born overseas. Nationally, 29.5% of women were born overseas.

WA is home to people from more than 190 countries, speaking approximately 270 languages and dialects (including around 50 Aboriginal and Torres Strait Islander languages).¹² In 2011, 15.7% of women spoke a language other than English.¹³

In the calendar year 2014, 52.2% or 8,636 migrants to WA were women, which was slightly higher than the national figure of 50.1%.¹⁴

Life expectancy

WA women continue to have a longer life expectancy than men. In 2013, WA women lived to be almost 85 years while men had an average lifespan of 80 years.¹⁵

Life expectancy was significantly lower for Aboriginal and Torres Strait Islander people, although the pattern of longer lived women is similar. 2012 data showed that Aboriginal WA women lived on average just over 70 years, while Aboriginal men lived until 65 years of age.¹⁶

Location of women

Most WA women live in Perth. The 2011 Census data showed a greater proportion of WA women than men lived in greater Perth (78.9% of women compared with 76.3% of men)¹⁷ and 0.3% or 2,665 women did not have a permanent address, which was lower than WA men (0.5%).

Fertility rate

WA women had a similar fertility rate to the national average. In 2014, WA women had 1.87 children compared to Australian women who had 1.80 children.¹⁸

Aboriginal women had much higher fertility rates, both in WA and across Australia. In 2014, Aboriginal WA women had 2.86 children per woman.¹⁹

In 2014²⁰, the median age of WA mothers was 30.6 years, which was a little less than the national median age of 30.9 years. The 30-34 year age bracket had the highest fertility rate of 122.1 births per 1,000 WA women, followed by women aged 25-29 years with 98.6 births per 1,000 women in 2014.²¹ The fertility rate for teenagers in WA was 15.2 births per 1,000 women.²²

Disability

Nationally in 2012²³, 19% of females and 18% of males of all ages reported having a disability. In WA, the figures were slightly lower, at 16.8% of women and 15.8% of men, of all ages.

Disability rates among different age groups was fairly similar between WA females and males, with lower rates for females in the 5-14 year age bracket and higher rates from the 70-74 year and upwards age brackets.²⁴

Carers

Carers provide ongoing care, support and assistance to a person with disability or a chronic illness, including mental illness, or who are frail aged, without receiving a wage for the care provided. In WA and nationally, women continue to fulfil the majority of caring responsibilities. In 2012²⁵, it was estimated there were 236,800 WA carers of whom 135,400 were women. In all age groups in WA, there are more women than men taking on a carer role, with the highest concentration in the 45-64 year age range.²⁶ The more recent General Social Survey 2014 estimated there were over 320,000 WA carers.²⁷ Estimates of the number of carers tend to be conservative in part due to low rates of carer self-identification.

Recently, there has been a growing recognition of and support for grandcarers; another group which fulfils a caring role within our community. Grandcarers provide primary informal care, akin to a parent, for their grandchildren when the children's parents are unable or unwilling to do so. There is limited data available about this group, however one recent report suggests that grandcarers tend to be single females aged in their 50s and 60s.²⁸

Marital status

Census data from 2011 showed approximately half (50.9%) of WA women were married.²⁹ The proportion of WA women who were married was slightly lower than men (51.5%). NB: Not all married persons were co-habiting.

WA women outnumbered men in the divorced, separated and widowed categories, with the greatest difference being in the widowed category (7.7% of women compared to 2% of men).³⁰

Just over a quarter (28.2%) of women in WA had never married, which was lower than men (35.5%).³¹

Family and living arrangements

According to the Census 2011, there were 84,785 single parent families in WA and 82% of these families were headed by a female.³² Women also made up 52.4% of single person households.³³

Of the WA population, 28.9% were living as couples with children/dependents and 24.9% were living as couples with no children/dependents.³⁴

The proportion of women living in married and de facto opposite sex arrangements were slightly higher than men: 45.9% of women compared to 44.1% of men, and 10% of women compared to 9.3% of men respectively.³⁵

It was estimated that there were 2,698 female same-sex couples in WA, which was marginally higher than the number of male same-sex couples (2,244).³⁶

Religious affiliation

Reflecting its multicultural composition, WA has an incredible diversity of religious faiths, with more than 130 religions being practised.³⁷

Census data from 2011 showed Christianity continued to be the predominant religion in WA, with 63.5% of women identifying as Christian.³⁸ After Christianity, a significant number of women identified as not having any religious affiliation (21.6%), followed by Buddhism (2.6% of women), Islam (1.4%) and Judaism (0.3%).³⁹ These trends were similar for men.⁴⁰

4

Leadership

This chapter focuses on the area of leadership and examines the participation of WA women in leadership roles in the public, business and community sectors, and also elected government positions.

Globally, nationally and in WA, women continue to be underrepresented in leadership positions. It is well established that significant barriers to women reaching leadership roles in the boardroom, workplace and in public and community life persist. Recent Perth-focused research⁴¹ found the barriers to progression in the corporate sector in WA include:

- traditional culture – largely due to the historic importance of the mining, energy and construction sectors, WA has a highly masculine corporate and social culture. This perpetuates gender roles and stereotypes and contributes to heightened levels of direct and indirect discrimination including in recruitment, selection, performance and progression decisions
- limited support to manage caring responsibilities – ‘a perfect storm of factors’ is identified in Perth which included fewer childcare places per capita, less available spousal and extended family support and less flexible work practices in the mining, energy and construction sectors
- gender and pay – in essence, WA’s high gender pay gap
- operational roles – very few women progress through operational roles and experience in these roles is a key criterion for progressing through to leadership roles, particularly in the mining, energy and construction sectors.

Consequently, women’s movement into leadership positions has been limited and improvement is slow. WA, particularly in the corporate sector, has lagged behind achievements nationally and most other states.⁴² The potential organisational benefits of greater gender equity in leadership are significant and include talent attraction, retention and engagement, and better financial performance and decision making.⁴³

Outcomes

Desired outcomes in the area of leadership include:

- WA women participate fully at leadership levels within organisations.
- WA women participate fully in appointed and elected offices.

- WA leadership is comprised of and benefits from the full range of human expertise, experience and skills.

Indicators

The indicators in this chapter contribute to understanding how WA is progressing towards achieving these outcomes:

- Senior positions in public authorities
- Business leadership
- Elected and appointed positions in government
- Community leadership

Senior positions in public authorities

Greater gender diversity in leadership and decision making roles can contribute to positive outcomes for organisations⁴⁴, and also communities. Research⁴⁵ shows that diverse groups make better decisions than homogenous groups. Diverse groups bring new information and perspectives which can enhance decision making. They can also promote continuous learning within the group.⁴⁶

Greater gender diversity in leadership can also make institutions and policies more representative.⁴⁷ A 2012 World Bank report recognised that women’s participation in decision making institutions can result in ‘policies, programs, and laws that are quite different from those that would have emerged without it.’⁴⁸ This is particularly relevant for public authorities that act in the public interest to deliver improved community outcomes.

Figures 2 to 5 show the representation of women in management roles in WA public authorities which include the public sector, local governments and universities. The management levels referred to in the figures are defined as:⁴⁹

- SES refers to the senior executive service and generally comprises positions classified at equivalent level 9 or above, with specific management and/or policy responsibilities.
- ‘Tier 1: Directs and is responsible for the public authority, as well as its development as a whole. Has ultimate control of, and responsibility for, the upper layers of management. Typical titles include

director general, chief executive officer, general manager, executive director and commissioner.

- Tier 2: Reports to tier 1. Assists tier 1 by implementing organisational plans. Is directly responsible for leading and directing the work of other managers of functional departments. May be responsible for managing professional and specialist employees. Does not include professional and graduate staff, such as engineers, medical practitioners and accountants, unless they have a primary management function.
- Tier 3: Reports to tier 2. Formulates policies and plans for areas of control. Manages a budget and employees. Does not include professional and graduate staff, such as engineers, medical practitioners and accountants, unless they have a primary management function.'

WA public sector

In March 2015, 72.2% of the WA public sector workforce was female⁵⁰, an increase of 5% since 2008.

Women made up most – between 65% and nearly 80% – of the public sector workforce at the lower salary bands (level 6 and below).⁵¹ Approximately 80% of public sector employees in level 1 and level 2 bands were women.⁵²

Of the women working in the WA public sector, nearly half (47.5%) worked part-time compared to 13.9% of all men.⁵³

As shown in **Figure 2**, the proportion of women in WA's senior executive service (SES) has been gradually increasing and in March 2015 was 31.7%. This was higher than Tasmania (over 25%), comparable with Queensland (over 30%) and lower than the Australian public service (nearly 40%) and South Australia, Victoria, New South Wales and the Northern Territory (over 40%).

The proportion of women in tier 1 increased from 20.3% in 2003 to 27.3% in 2014. Over the same period, 2003 to 2014, the percentage of women in tier 2 has increased from 27.1% to 36.2% and for tier 3 increased from 30.1% to nearly 41.7%.

Figure 3 presents data about 'other public authorities'. These are public sector entities and non-public sector authorities (such as government trading enterprises, the WA Police and electorate offices). In these organisations, the number of women in tier 1 positions declined from 10.5% in 2009 to nearly 6% in 2015. Over the same period, 2009 to 2015, the proportion of women in tier 2 was fairly constant at around 20%. Tier 3 included the most female managers, and increased from nearly 19% in 2009 to 24% in 2015. Reflective of their corporate operations, representation of women in senior roles

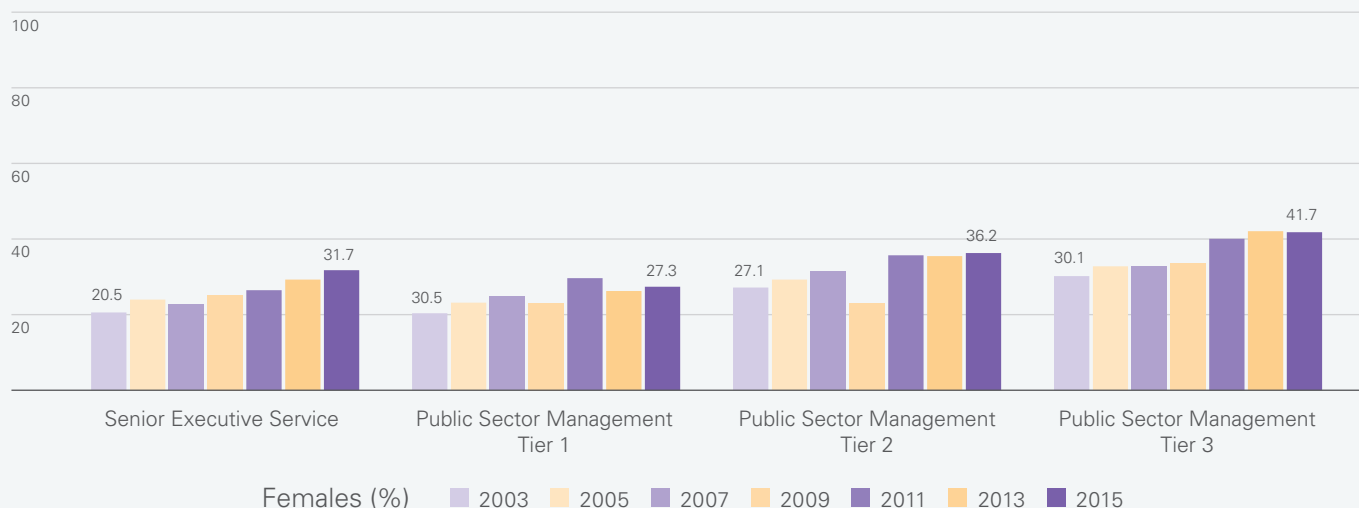


Figure 2
Percentage of females in senior positions in WA public sector management

Source: Director of Equal Opportunity in Public Employment. Annual Report 2003-2015. Government of Western Australia, Perth.
Data as at 31 March 2015 for 2015 and 30 June for 2003 – 2013.

in government trading authorities has tended to align more closely with representation in the corporate sector than the public sector.

Local government

As shown in **Figure 4**, the representation of women in senior local government roles has increased in the

last 12 years, however remained low in the most senior roles. In management tier 1, it increased from 2.8% in 2003 to 12.3% in 2015. Over the same period, the proportion of women in management tier 2 roles more than doubled from around 14% in 2003 to 33% in 2015. Since 2009, the proportion of women in management tier 3 roles has been around 40%.

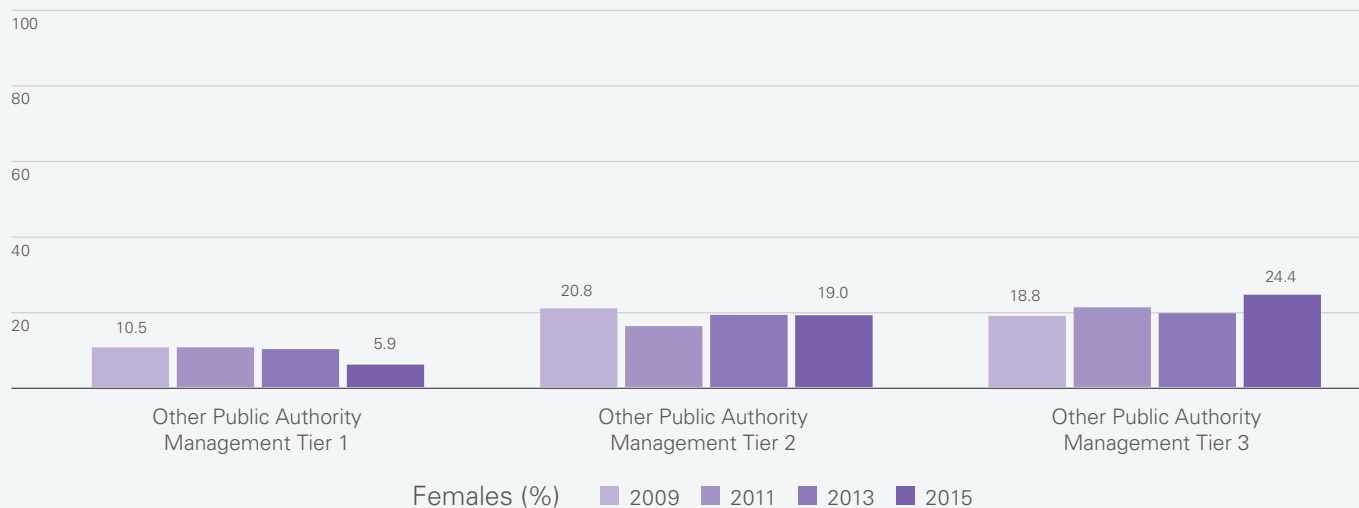


Figure 3
Percentage of females in senior positions in other public sector authorities

Source: Director of Equal Opportunity in Public Employment. Annual Report 2003-2015. Government of Western Australia, Perth.
Other public authorities includes government trading enterprises, the Police Force and electorate offices.
Other Public Authorities data not published until 2009.

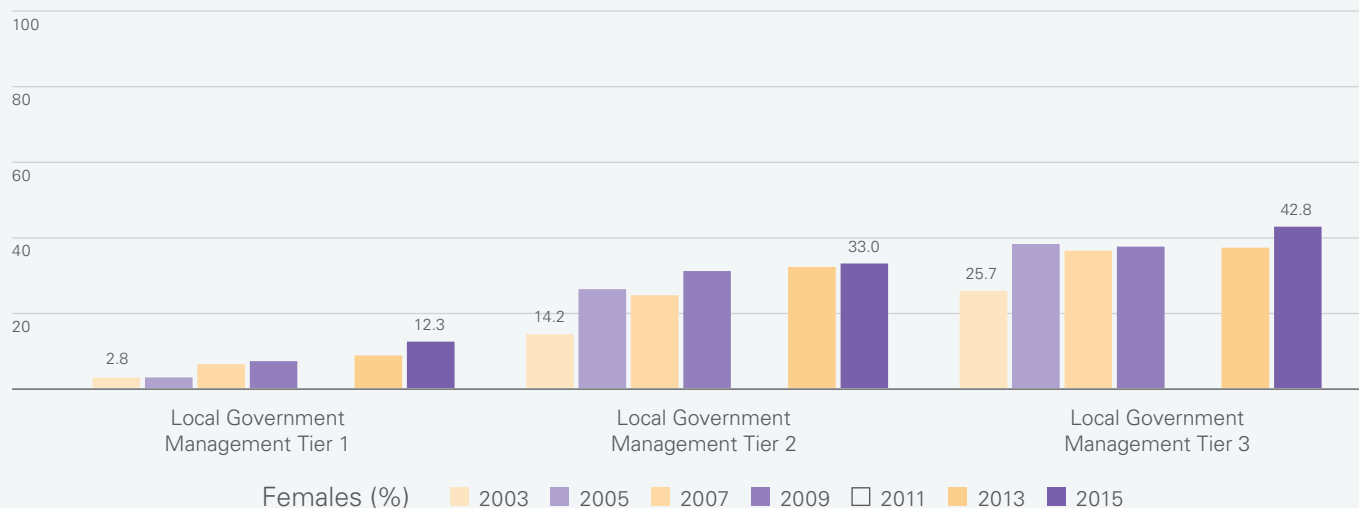


Figure 4
Percentage of females in senior positions local government

Source: Director of Equal Opportunity in Public Employment. Annual Report 2003-2015. Government of Western Australia, Perth.
For 2011, the reporting date for local governments was changed from December 2011 to March 2012. This change resulted in no local government data for 2011.

Research about the under-representation of women at the chief executive officer (CEO) level of local government in WA identified masculinity as a significant and valued leadership attribute.⁵⁴ While this was not unique to local government, other Australian public and private institutions were identified as actively challenging this traditional leadership model. The research also identified the power of mayors and elected members over CEO employment, especially recruitment, as a likely barrier to overcoming these biases about leadership.⁵⁵

Public universities

The proportion of women in leadership positions in WA's four public universities is shown in **Figure 5**. The representation of women in management tier 1 remained steady at 25% between 2003 and 2015. Female representation remained fairly constant at nearly 30% in management tier 2 and increased in management tier 3 between 2003 and 2015 from 30.3% to 44.5%.

Business leadership

There is a significant and growing body of evidence, often referred to as the 'business case', regarding the benefits of greater gender equity in corporate

leadership.⁵⁶ The 2015 *Filling the Pool* report noted 'the economic argument for gender equality is firmly established, clear and compelling.'⁵⁷ A range of studies have identified that companies with more women on their boards outperform those with fewer women.⁵⁸ For example, a 2010 McKinsey study of just over 100 mainly large corporations in Asia, Europe and the United States of America found that the companies with three or more women in senior management scored more highly, than companies with no women in senior management, on a measure of organisational performance which considered capability, environment and values, innovation, direction and leadership.⁵⁹ The Workplace Gender Equality Agency has identified the benefits of organisational gender equality as contributing to:

- attracting the best employees
- reducing the cost of staff turnover
- enhancing organisational performance
- improving access to target markets
- minimising legal risks
- enhancing reputation.⁶⁰

ASX 200

Between 2002 and 2012, the (now) Workplace Gender Equality Agency collected information on women in executive management and board director positions through the Australian Census of Women in Leadership.⁶¹

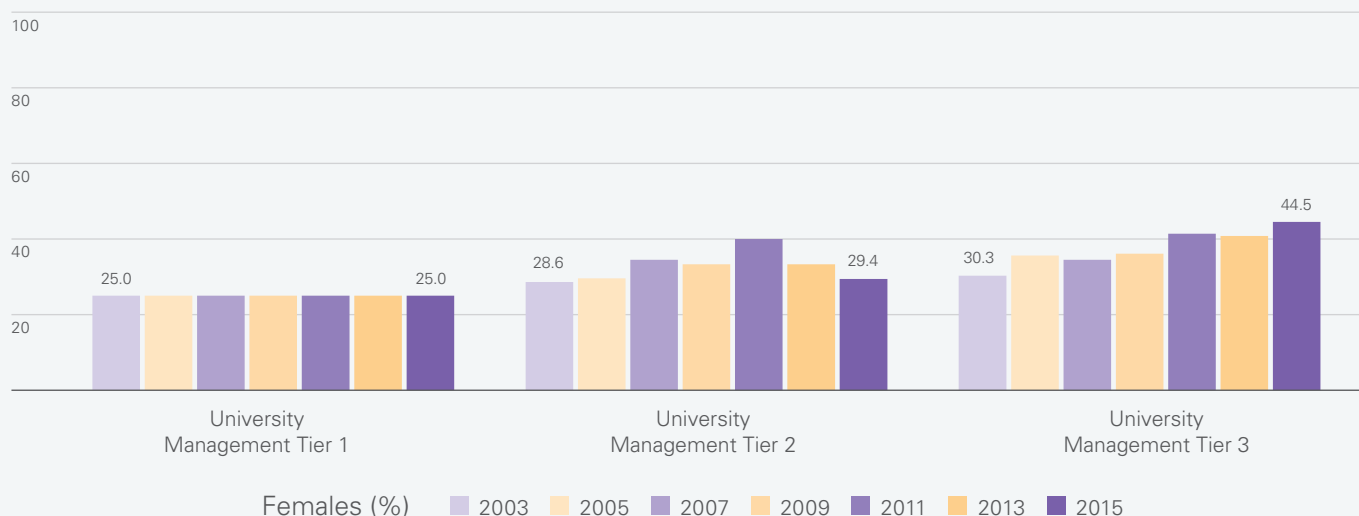


Figure 5
Percentage of females in senior positions in university

Source: Director of Equal Opportunity in Public Employment. Annual Report 2003-2015. Government of Western Australia, Perth.
Data as at 31 March 2015 for 2015 and 30 June for 2003 – 2013. There are four university management tier 1 positions in WA.

Table 1 presents data from the census and shows the proportion of senior corporate positions held by women in ASX 200 companies changed very little between 2002 to 2012.⁶²

In 2012, 3.5% or seven companies had a female CEO compared with 2% or four companies in 2002.⁶³

Nationally in 2012, women comprised nearly 10% of executive key management personnel (Executive KMP). Executive KMP are defined as the executive members of the group of persons who have 'authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity'.⁶⁴ In WA, women held less than 5% of these roles, placing WA behind Victoria, Queensland, South Australia and New South Wales.⁶⁵

Experience in line or operational positions, where the individual has direct responsibility for profit and loss or client service, has been identified as significant to achieving the most senior leadership positions within companies.⁶⁶ At executive level, women tend to occupy support rather than line or operational positions. In 2012, 6% of total executive KMP line positions and 22% of total executive KMP support positions were female.⁶⁷

As shown in Table 1, 3% or six boards had a woman as chair in 2012, compared with 2% or four boards in 2002. Between 2002 and 2010, the proportion of women who were directors on ASX 200 boards was steady at around 8%. Between 2010 and 2012, the percentage of women on ASX 200 boards as directors increased from 8.4% to 12.3%. In 2011, the ASX's Corporate Governance Council principles and recommendations relating to gender diversity took effect.

The Australian Institute of Company Directors (AICD) also tracks board appointments to the ASX 200 and monitors progress towards its target of ASX 200 boards comprising 30% female directors by the end of 2018.⁶⁸

As at 31 October 2015, women comprised 21.3% of all directors on ASX 200 boards.⁶⁹

Generally since 2008 increasing numbers of women were selected to fill ASX 200 board vacancies. The proportion of female new appointments to vacant director positions on ASX 200 boards has increased overall from 8% of new appointments in 2008 to 25% in 2010 to 22% in 2012 to 30% in 2014.⁷⁰ As at 31 October 2015, 33% of new appointments to ASX 200 boards in 2015 were women.⁷¹

In relation to the AICD's board diversity target of 30% female directors, as at 31 October 2015, 39 companies' boards or 19.5% of ASX 200 companies had met the target.⁷² These companies were:

- AMP Limited
- Asaleo Care Limited
- Bank of Queensland Limited
- Boral Limited
- Brambles Limited
- BT Management Investment Limited
- Cardno Limited
- Coca-Cola Amatil Limited
- CSR Limited
- Dexs Property Group
- Duet Group
- Fortescue Metals Group Ltd
- Henderson Group PLC
- IOOF Holdings
- Japara Healthcare Limited
- JB Hi-Fi Limited

Table 1
Percentage of females in key management positions in ASX 200 companies

Positions held by a female (%)	2002	2004	2006	2008	2010	2012
Chief Executive Officers	2	2.3	3.5	2	3	3.5
Executive Key Management Personnel*				7	8	9.7
Chairs	2	1.1	2	2	2.5	3
Director	8.2	8.6	8.7	8.4	8.3	12.3

National data.

*Prior to 2010 this is reported as executive management team.

Source: Equal Opportunity for Women in the Workplace Agency. Australian Census of Women in Leadership 2002, 2004, 2006, 2008, 2010, 2012. Australian Government.

- Liquefied Natural Gas Limited
- Macquarie Group Limited
- Medibank Private Limited
- Metcash Limited
- Mirvac Limited
- Navitas Limited
- Orora Limited
- Pacific Brands Limited
- Perpetual Limited
- QANTAS Airway Limited
- Recall Holdings Limited
- Retail Food Group Limited
- SEEK Limited
- Slater & Gordon Limited.
- Spark Infrastructure Trust
- Stockland Corporation Ltd
- Suncorp Group Limited
- Super Retail Group Limited
- Telstra Corporation Limited
- Trade Me Group Limited
- Veda Group Limited
- Woolworths Limited.⁷³

Of the ASX 200, 50% or 100 companies required one more female board member to meet the target, 32 companies or 16% required two or more female board members, and 29 companies or 14.5% had no female board members.⁷⁴

Chamber of Commerce and Industry Western Australia (CCI WA)

In 2015, and since 2013, the positions of CEO and chairperson of the board of WA's peak corporate representative and advocacy organisation, the Chamber of Commerce and Industry WA (CCI WA), have been held by women. In 2015, the CCI WA's board comprised 25% women, including the chairperson.⁷⁵

Self-employed women

The proportion of women who are owner-managers of businesses also indicates the extent to which women are taking on business leadership roles. Between 2008 and 2015, the proportion of WA women who were owner-managers of enterprises was over 30% (see **Table 2**). This figure peaked in 2014 at nearly 35%.⁷⁶

Research conducted in 2013⁷⁷ identified the flexibility of self-employment, particularly in terms of balancing child rearing responsibilities and work commitments, as a likely attraction for women. It found that for women, but not for males, an increase in the number of young children they had increased the likelihood of them transitioning from paid employment to self-employment.⁷⁸

Females aged 55 years and over were also found⁷⁹ to be more likely to enter, and less likely to leave, self-employment compared with females aged younger than 55 years. This trend was also apparent for males.

Elected and appointed positions in government

Women's representation in elected and appointed positions in government remains a key measure of women's status, participation and influence in society and also their contribution to public policy development.

Table 2
Percentage of female enterprise owner managers in Western Australia

(%)	2008	2009	2010	2011	2012	2013	2014	2015
Female	32.2	34.2	30.9	33.5	32.4	32.7	34.9	33.3

Owner Manager (Incorporated/Unincorporated) Enterprise.

Data for Feb reporting period of each year

Source: Australian Bureau of Statistics. Labour Force & Supplementary Surveys. 6202.0 Customised data. 2015.

Representation in the Western Australian and Australian Parliaments

In 2013, in the Western Australian State Parliament, 22% of parliamentarians in the WA Legislative Assembly were women, a proportion which has remained relatively stable since 1996 (**Figure 6**). In the Legislative Council, representation doubled from 20.1% in 1996 to 41.7% in 2013 (Figure 6).

In the Australian Parliament in 2013, Western Australian women comprised 33.3% of the WA elected positions in both houses of Parliament (**Figure 7**).

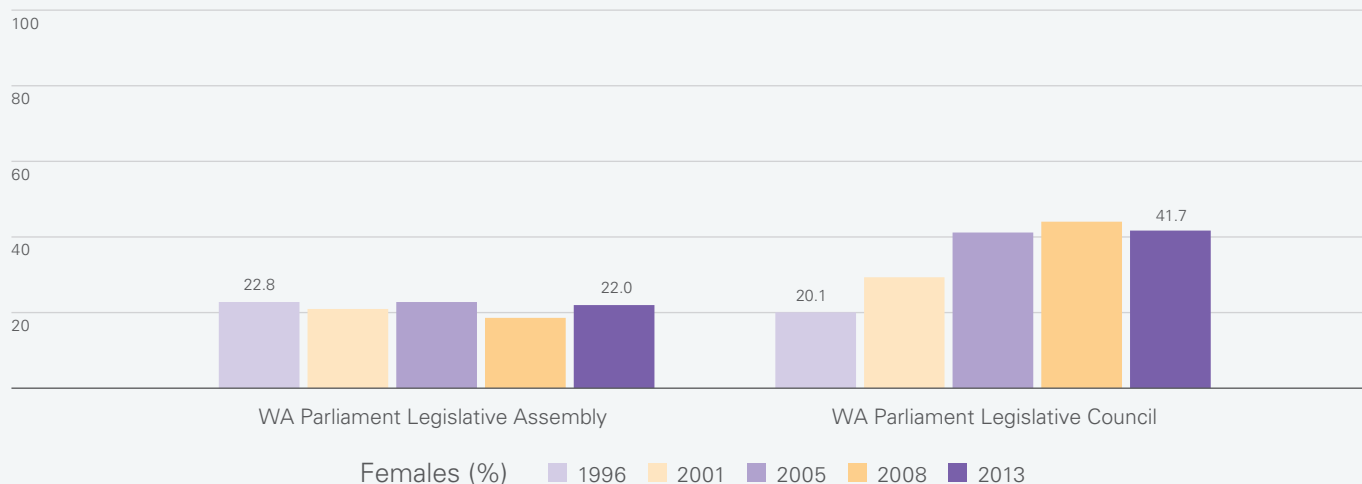


Figure 6
Percentage of females in elected positions in WA Parliament

Source <http://www.elections.wa.gov.au/elections/state/past-elections>

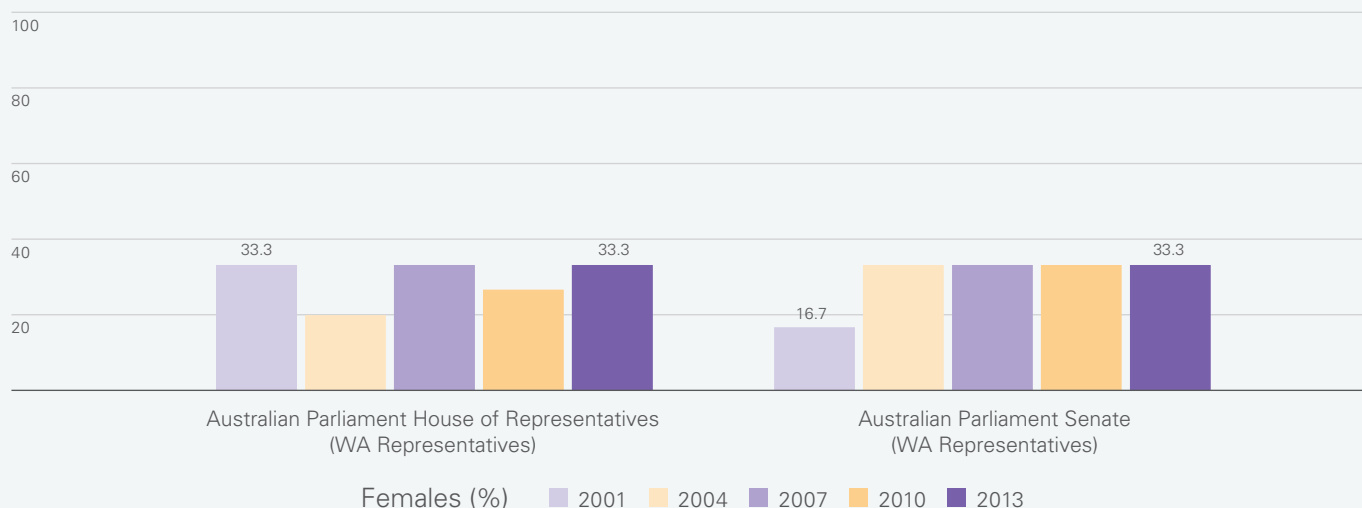


Figure 7
Percentage of females in elected positions in Australian Parliament

Source <http://www.elections.wa.gov.au/elections/state/past-elections> accessed March 2015

Local government

As shown in **Figure 8**, between 2005 and 2013, the proportion of women elected as councillors to local government remained relatively steady at around 30%. In 2015, it peaked at 33.3%.

Recent research found that between 1999 and 2013, women comprised 29.5% of the candidates in local government elections; female participation peaked at 34.2% in 2003.⁸⁰ The proportion of women contesting local government elections in metropolitan and non-metropolitan areas was similar; 29.2% compared with 29.8%.⁸¹ Of the women who contested local government elections, a greater proportion of women were elected, relative to the proportion of women who were candidates.⁸² Between 1999 and 2013, 29.5% of candidates were female and 31.6% of elected councillors were female.⁸³

In 2013, just over a quarter of local government presidents were women, while mayors comprise the lowest proportion of women in elected positions in local government at 22.2% (Figure 8). The proportion of mayors also slightly decreased in 2013, continuing the trend since 2007 (Figure 8).

Western Australian Local Government Association

In 2015, for the first time, the positions of CEO and president of the Western Australian Local Government Association (WALGA), Western Australia's peak representative organisation for local governments, were held by women.⁸⁴ Women also comprised 36% of WALGA's state council.⁸⁵

Government boards and committees

Government boards and committees are important advisory and decision-making entities. The number of women serving on government boards and committees indicates the level of influence women can have in relation to public policy, infrastructure and services.

The proportion of female members of Australian government boards has been around 40% since 2012 (**Table 3**). Between 2013 and 2015 in WA, the proportion of women on WA government committees and boards has increased from 41% to 43.6%.

Appointments to some WA government boards are subject to approval by WA cabinet (not all WA government boards are subject to cabinet approval of appointments). **Table 4** shows

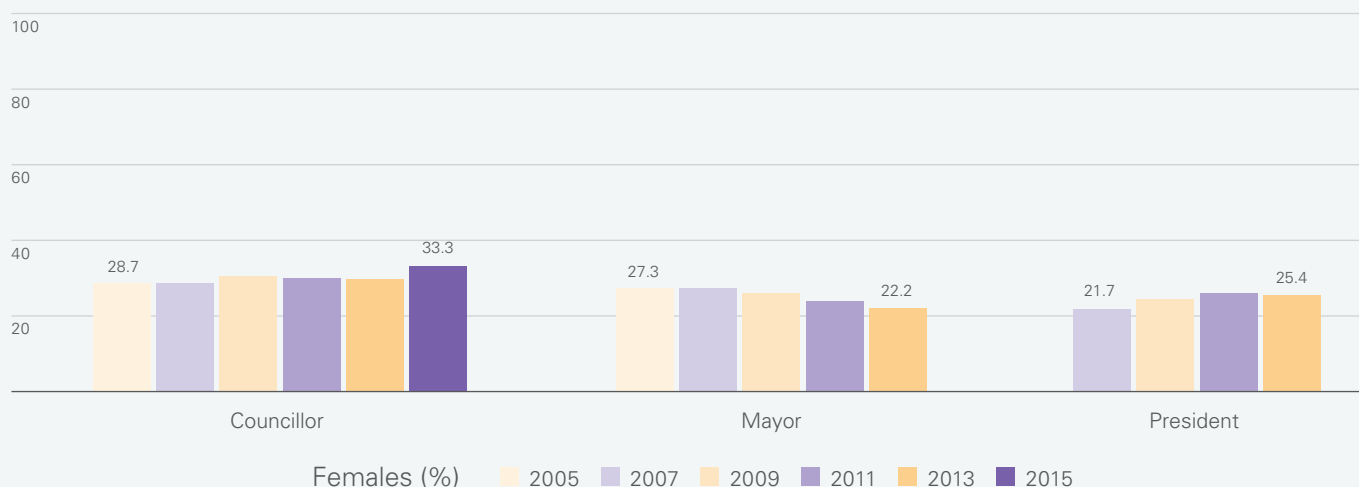


Figure 8
Percentage of females in elected Western Australian local government officials

President data not available for 2005.

President and Mayor data for 2015 not available at time of publishing.

Source: Department for Local Government. Unpublished Data.

Table 3
Percentage of females in Australian and Western Australian government boards and committees

Female (%)	2012	2013	2014	2015
Australian government*	38.4	41.7	39.7	39.1
WA government**		41	42	43.6

* Source: Department of Families, Housing, Community Services and Indigenous Affairs. Office for Women. Gender Balance on Australian Government Boards Report 2013-14 and 2014-15.

** Source: Department of the Premier and Cabinet. Government of Western Australia. Customised data. 2015.

Note: WA Government Boards are separate to Australian Government Boards. That is, WA government boards are not a sub-set of Australian government boards and the reported percentages are taken from different board member populations.

Table 4
Percentage of females in Western Australian Government boards and committees appointed by Western Australia Cabinet

Female (%)	2003	2006	2008	2011	2014
Western Australian government boards and committees	28	31	32	35.5	35.2

Source: Department of the Premier and Cabinet. Boards and committees receiving Cabinet consideration. Government of Western Australia. Customised data. 2015.

Note: Boards and committee members appointed by WA Cabinet.

that among the WA government boards and committees whose members are appointed by cabinet, the proportion of female members increased from 28% in 2003 to 35.2% in 2014.

In 2015, 24.5% of all WA government boards and committees had a female chair.⁸⁶

Community leadership

The representation of women in executive and board roles within the community (not-for-profit) sector and other community organisations, and also women's recognition in civic awards contributes to understanding women's progress in the area of leadership. To date, limited information and data is available.

Community sector

It has been estimated that women comprise more than 80% of the community sector workforce.⁸⁷

A 2012 survey conducted by the YWCA Australia, Australian Council of Social Service and Women on Boards⁸⁸ found that participation of women

on boards and senior management positions in the community sector was higher than in other sectors, both public and private. Women occupied 51% of all board director roles and 60% of senior management positions in the organisations surveyed.⁸⁹ However, as boards members, women were less likely than men to hold formal office bearer positions — 44% of boards surveyed had a woman as a president; 37% as a vice president; 31% as treasurer; and 35% as secretary.⁹⁰

The survey also identified that women were more likely to sit on community sector boards with lower financial turnover — women were more likely than men to be on boards of organisations with a financial turnover of less than \$1 million and men were more likely than women to be on the boards of organisations with financial turnovers greater than \$1 million.⁹¹

In relation to senior management roles, the survey found senior management teams comprised 60% women and 40% men.⁹² However, barriers to women in leadership in the community sector persist as illustrated by a 2013 qualitative research paper⁹³, which examined the experiences of seven female leaders of community sector organisations, and found prevalent and unacknowledged gender discrimination.

Western Australian Council of Social Service

In 2015, the position of CEO and 55% of the Board of the Western Australian Council of Social Service, Western Australia's peak representative organisation for the community sector, were held by women.⁹⁴

UnionsWA

Unions are one segment of the community where data regarding WA women's participation in leadership roles is able to be presented. UnionsWA is the peak decision making body for unions in WA. Its council is the peak decision making body for the WA trade union movement and consists of the president, senior vice president, four vice presidents, secretary, assistant secretary and council members nominated from affiliated unions.⁹⁵ UnionsWA's executive is a smaller leadership group and consists of president, senior vice president, four (4) vice presidents, secretary, assistant secretary and twenty (20) executive members.⁹⁶

Figure 9 shows that between 2003 and 2015 the representation of women at council level increased from 25.4% to 40.8%. Participation at the executive level has remained steady at approximately 40% since 2009.

In 2015, the secretary of UnionsWA, a position equivalent to the CEO, is female.⁹⁷

Civic awards

The Order of Australia was established in 1975 as the preeminent national honours system. It provides the highest recognition for outstanding achievement and meritorious service.⁹⁸ National data shows that between 2001 and 2015, 30% of all nominations for the Order of Australia (General Division) were female.⁹⁹ Over the same time period, 63% of female nominees received an Order of Australia.¹⁰⁰ Of the 145 Western Australians awarded the Officer of the Order of Australia, 25 were female.¹⁰¹

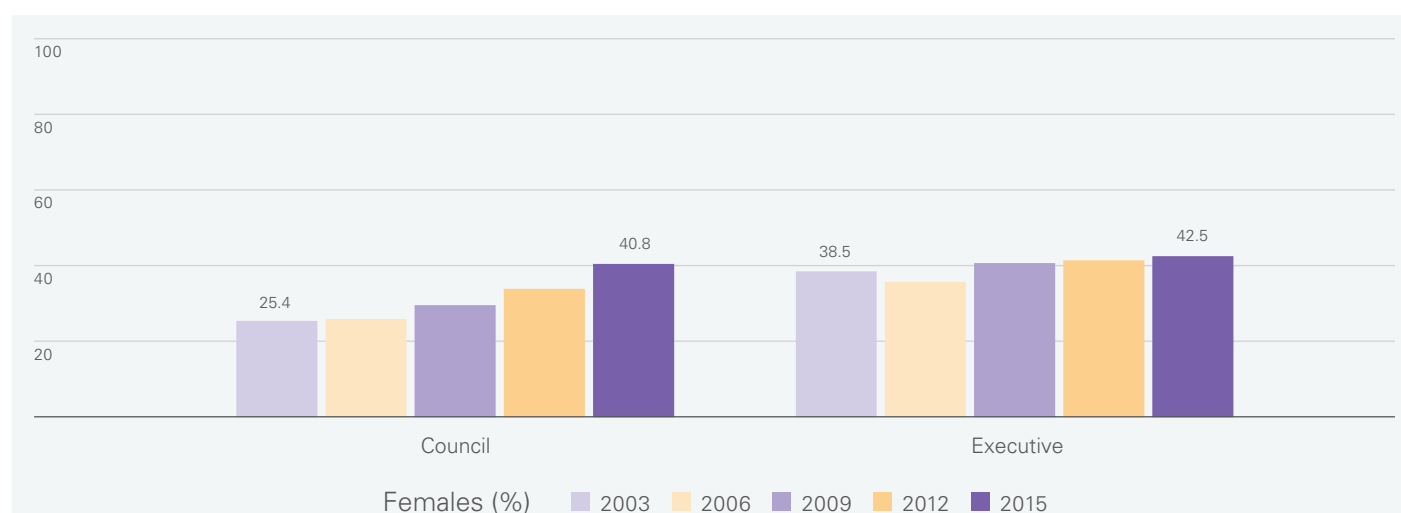


Figure 9
Percentage of females in delegates to the peak decision making body of UnionsWA

Council members are nominated from affiliated unions. The number of representatives depends on the size of the union.
Source: UnionsWA. Unpublished Data 2015.

Since 2012, the Western Australian of the Year Awards have recognised Western Australians who make a significant contribution to WA.¹⁰² Between 2012 and 2015, of the four (4) award recipients in each category:

- zero (0) women have been awarded Western Australian of the Year
- one (1) woman has been awarded the Aboriginal Award
- one (1) woman has been awarded the Arts and Culture Award
- zero (0) women have been awarded the Business Award
- three (3) women have been awarded the Community Award
- zero (0) women have been awarded the Professions Award
- one (1) woman has been awarded the Sport Award and
- one (1) woman has been awarded the Youth Award.¹⁰³



This sub-section includes some milestones, generally achievements by individual women or developments in regulatory instruments, relevant to the area of leadership. They provide further evidence of how WA is progressing toward achieving the desired outcomes in this area.

~ 1911 ~

WOMEN ALLOWED ON WESTERN AUSTRALIAN LOCAL GOVERNMENTS

Women were first allowed on to Western Australian local governments (formerly road boards) in 1911.¹⁰⁴

~ 1921 ~

FIRST FEMALE MEMBER OF WA STATE PARLIAMENT AND WA LEGISLATIVE ASSEMBLY

Edith Cowan was elected to the Legislative Assembly as the member for West Perth on 12 March 1921. She was the first woman elected to the Western Australian Parliament and any Australian Parliament.¹⁰⁵

~ 1943 ~

FIRST WA FEMALE MEMBER OF THE AUSTRALIAN PARLIAMENT

Senator Dorothy Tangney, Senator for Western Australia, was the first WA woman elected to the Australian Parliament and Australia's first female Senator.¹⁰⁶

~ 1949 ~

FIRST WA FEMALE AUSTRALIAN CABINET MINISTER

Florence Cardell-Oliver became Australia's first female Cabinet Minister on 7 October 1949 when she was appointed the Western Australian Minister for Health, Supply and Shipping.¹⁰⁷

~ 1954 ~

FIRST FEMALE MEMBER OF WA LEGISLATIVE COUNCIL

Ruby Hutchinson was the first female member of the Western Australian Legislative Council when she was elected on 22 May 1954.¹⁰⁸

~ 1983 ~

FIRST WA FEMALE MEMBER OF THE HOUSE OF REPRESENTATIVES

Wendy Fatin was the first WA woman elected to the Australian Parliament's House of Representatives in 1983.¹⁰⁹

~ 1990 ~

FIRST WA FEMALE PREMIER

Hon Carmen Lawrence MLA was sworn in as Western Australia's first female Premier on 12 February 1990.¹¹⁰

~ 2001 ~

FIRST ABORIGINAL FEMALE MEMBER OF WA PARLIAMENT

Carol Martin was the first Aboriginal woman elected to the Legislative Assembly, the first Aboriginal woman elected to the Western Australian Parliament and any Australian state Parliament.¹¹¹

~ 2006 ~

**FIRST FEMALE PRESIDENT OF
THE CHAMBER OF COMMERCE
AND INDUSTRY WA**

Dr Penny Flett AO was elected the first female President of the Chamber of Commerce and Industry WA.¹¹²

~ 2007 ~

**FIRST FEMALE LORD MAYOR
OF THE CITY OF PERTH**

Lisa Scaffidi was elected the first female Lord Mayor of the City of Perth.¹¹³

~ 2011 ~

**ASX ADOPTED DIVERSITY
REPORTING REQUIREMENTS**

ASX Corporate Governance Council Principles and Recommendations on Diversity were introduced and required ASX listed companies to report on diversity, including gender diversity at board level.^{114A}

~ 2011 ~

**WA WOMEN'S HALL OF
FAME ESTABLISHED**

In the centenary of International Women's Day, 100 women were inducted into the inaugural WA Women's Hall of Fame, which recognises and celebrates the achievements of Western Australian women.^{114B}

~ 2013 ~

**FIRST WA FEMALE MINISTER
FOR FOREIGN AFFAIRS**

Hon Julie Bishop MP is the first WA female to be sworn in as Australia's Minister for Foreign Affairs.¹¹⁵

~ 2013 ~

**FIRST FEMALE CHAIR AND
CEO OF ASX 200 COMPANY**

Dr Vanessa Guthrie's appointment as Chief Executive Officer of Toro Energy in 2013 combined with current chair Erica Smyth, was the first time an ASX 200 company had a female CEO and chair.¹¹⁶

~ 2014 ~

**FIRST FEMALE PRESIDENT
AND CEO OF THE CHAMBER OF
COMMERCE AND INDUSTRY WA**

Tracy Horton was appointed President of the Chamber of Commerce and Industry WA in 2013 and Deidre Willmott chief executive officer in 2014, the first time CCI WA had a female president and CEO.¹¹⁷

~ 2014 ~

FIRST FEMALE GOVERNOR OF WA

Her Excellency the Honourable Kerry Sanderson AO was sworn in as the 32nd Governor of Western Australia.¹¹⁸

~ 2015 ~

**WA FEMALE APPOINTED PRESIDENT
OF CHIEF EXECUTIVE WOMEN**

In January 2015, Diane Smith-Gander became president of Chief Executive Women.¹¹⁹

~ 2015 ~

**FIRST FEMALE PRESIDENT OF
WESTERN AUSTRALIAN LOCAL
GOVERNMENT ASSOCIATION**

Lynn Craigie elected first female President of the Western Australian Local Government Association.¹²⁰

5

Economic Independence

This chapter focuses on the area of economic independence. It outlines the participation of WA women in education and training at various levels, including secondary school completion, vocational education and training, and higher education. It presents information about women's incomes and housing status, as well as data and analysis of workforce participation and the impact of caring responsibilities.

A range of economic and social factors compromise the financial independence of many women, impair women's earning power and accumulation of superannuation throughout their working lives, and contribute to women being more likely than men to live their older years in poverty. These factors include the composition of the Western Australian economy, workforce segregation, historic and persistent work value determinations which result in traditionally feminised jobs being paid less, inflexible work practices, and access to childcare and other supports to manage caring responsibilities and work commitments.

Outcomes

Desired outcomes in the area of economic independence include:

- WA women attain financial independence, including in retirement.
- WA girls and women participate in a broad range of education and training fields, including in disciplines traditionally dominated by men such as science, technology, engineering and maths (STEM).
- WA women have access to secure and affordable housing.
- WA women receive the same pay as men for doing the same work or work of comparable value.
- The participation of WA women in the workforce is supported and expanded.
- WA women and men are supported to share caring responsibilities.

Indicators

The indicators in this chapter contribute to understanding how WA is progressing towards achieving these outcomes:

- Education and training
- Income
- Housing
- Labour force participation
- Work and caring responsibilities.

Education and training

Participation in education and training provides pathways to opportunities and greater choice in life. Education and training can improve opportunities for higher-paying careers, enhance mobility and improve access to leadership roles.

Several recent reports¹²¹ highlight the importance of acquiring skills in STEM fields to access employment opportunities and career progression through to leadership roles. It was estimated that jobs requiring STEM skills grew at approximately 1.5 times the rate of other jobs in recent years – by 14% compared to 9% between 2006 and 2011.¹²² Experience in operational roles requiring STEM skills was regarded as almost a pre-requisite to reach senior roles in most Perth corporate organisations.¹²³

Participation rates by gender

Secondary school

Since 2006, Western Australian students have generally been required to participate in full-time secondary school or an approved training program until the end of the year in which they turn 17 years of age.¹²⁴ Between 1998 and 2014, approximately 80% of all students stayed in school. Since 1998, the proportion of females completing Year 12 has been higher than for males and has generally remained around 85% between 1998 and 2014 (**Figure 10**).

The school completion rate for Aboriginal females has been lower than for all females. Over the period 1998 to 2014, the general trend for WA Aboriginal females was one of increasing completion rates, peaking at 61% in 2013.

Vocational education and training and higher education

The vocational education and training (VET) and higher education sectors each deliver qualifications under the Australian Qualifications Framework (AQF). One way of differentiating between VET and higher education is by reference to the AQF qualifications delivered by each sector as shown in **Table 5**.

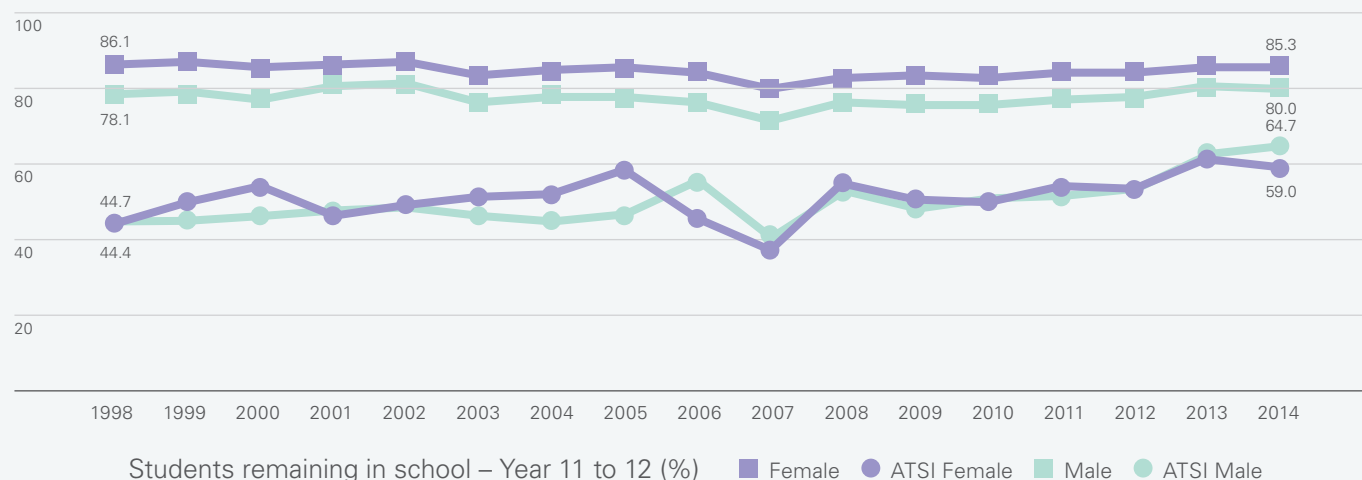


Figure 10
School retention rates by gender (WA)

Source: Australian Bureau of Statistics. Schools, Australia, 2014 (Cat. No. 4221.0).

Table 5
Vocational education and training and higher education sector qualifications

Australian Qualification Framework (AQF) education	VET sector	Higher
Certificates	Y	
Diploma	Y	Y
Advanced Diploma	Y	Y
Associate degree in some specialised areas (for example, Aviation, or Hospitality Management and Business)	Y	
Bachelor Degree		Y
Graduate Certificate		Y
Graduate Diploma		Y
Bachelor Honours Degree		Y
Masters Degree		Y
Doctoral Degree		Y

Source: As cited in Department of Training and Workforce Development. 2014. A Revision of Skilling WA – A Workforce Development Plan for Western Australia: Discussion Paper 4, page 5.

Female participation in VET and higher education has remained consistently high since 2006 and 2002 respectively. In 2014, women comprised 43% of VET enrolments (Figure 12) and more than half (57%) the enrolments in higher education (Figure 11).

Between 2006 and 2014, women comprised over 42% of VET enrolments (Figure 12).

Between 2002 and 2014, women comprised over 55% of higher education enrolments (Figure 11).

Apprenticeships and traineeships

As at 30 June 2014, WA females represented 9% of apprentices and 42% of trainees, as illustrated in Figure 13.

Women have consistently comprised less than 13% of apprentices since 2002 (Figure 13). A suite of government, corporate and community initiatives aim to support women's increased participation in apprenticeships and traineeships in traditionally male dominated fields.¹²⁵

Participation by field

Vocational education and training – subject areas most female students study

Since 2006, the subject areas female VET students were most likely to study have been 'management and commerce', 'education', and 'society and culture' (Table 6).

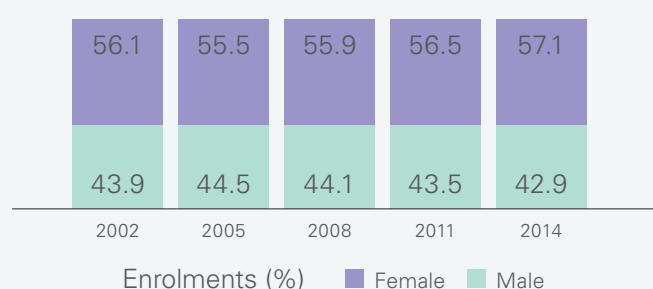


Figure 11
Higher education enrolments
by gender (WA)

Source: Department of Education – Higher Education Statistics Data Cube (uCube) which is based on the student and staff data collections. 2015.

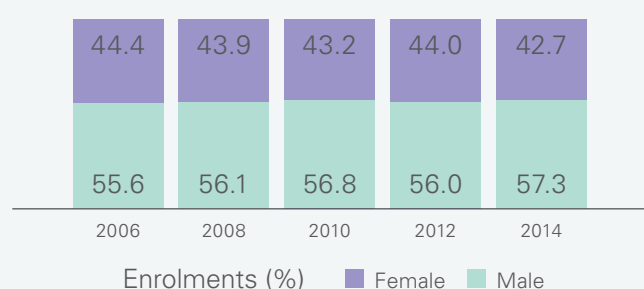
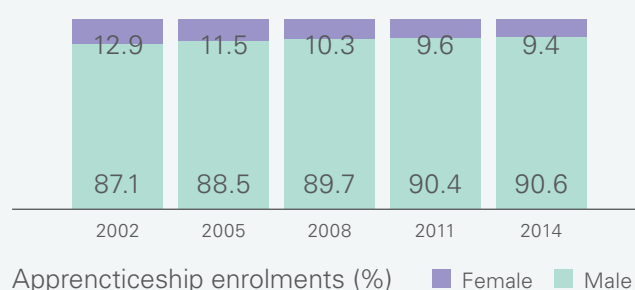
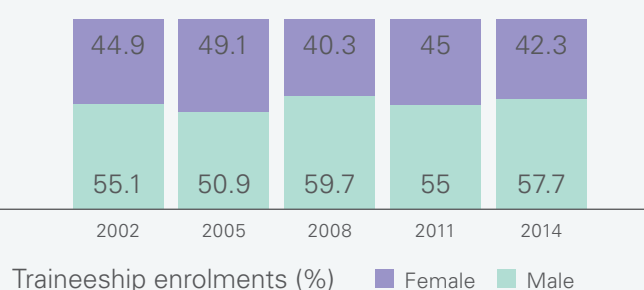


Figure 12
Vocational education and training
enrolments by gender (WA)

Derived from number of course enrolments for each full collection year.
Source: Department of Training and Workforce Development, VET Enrolment Statistics Unit. 2006-2010, customised data 2012, 2012-2014, Customised data. 2015.



Apprenticeship enrolments (%) Female Male



Traineeship enrolments (%) Female Male

Figure 13
Participation in traineeships and apprenticeship by gender (WA)

Data shown is for 30 June each year as at April 2015. As further data are received, the number of reported contract commencements, completions and cancellations may increase, and these in turn affect in-training numbers. Contract attributes such as employment type (e.g. full-time, part-time, school-based), project (eg. Youthskills) and employer site may change over time, causing numbers to fluctuate. Figures may differ from those published earlier in the WRC 2012.
Source: Department of Training and Workforce Development, VET Enrolment Statistics Unit, Customised data 2015.

Table 6
Female vocational education and training enrolments by field (WA)

Percentage of female VET course enrolment	2006	2008	2010	2012	2014
Management and commerce	26.6	26.4	26.1	24.7	20.6
Education	10.5	10.1	11.3	14.3	17.7
Society and culture	20.0	17.3	14.5	16.1	17.4
All other fields	42.9	46.2	48.1	44.9	44.3

VET enrolment fields – three courses with the largest number of female enrolments 2006 to 2014.
Derived from number of course enrolments for each full collection year.

Source: Department of Training and Workforce Development, VET Enrolment Statistics Unit.
2006-2010, customised data 2012, 2012-2014, Customised data. 2015.

As shown in Table 6, this trend continued in 2014. Of all female VET enrolments, the three subject areas with the highest number were 'management and commerce', 'education', and 'society and culture' (20.6%, 17.7% and 17.4% of course enrolments respectively). There was a decrease in the proportion enrolled in 'management and commerce' and an increase in 'education' enrolments between 2011 and 2014 (Table 6).

Vocational education and training – subject areas with the highest proportion of female students

Between 2006 and 2014, the courses of 'health', 'food, hospitality and personal services' and 'society and culture', had the largest representation of female course enrolments (**Figure 14**). The proportion of females enrolled in the 'health' course increased considerably from 50% in

2008 to 69% in 2014 (Figure 14). Over the same period, the proportion of female 'food, hospitality and personal services' and 'society and culture' course enrolments remained fairly steady and were 66% and 65% respectively in 2014.

Vocational education and training – subject areas with the lowest proportion of female students

Between 2006 and 2014, 'information technology', 'architecture and building' and 'engineering and related technologies' were generally the VET courses with the smallest proportion of female course enrolments (Figure 14). The proportion of females enrolled in 'information technology' fluctuated more than other subject areas. It decreased from 34% in 2006 to 18% in 2010, increased to over 28% in 2012, then decreased to 23% in 2014 (**Figure 15**). The proportion of female course enrolments in

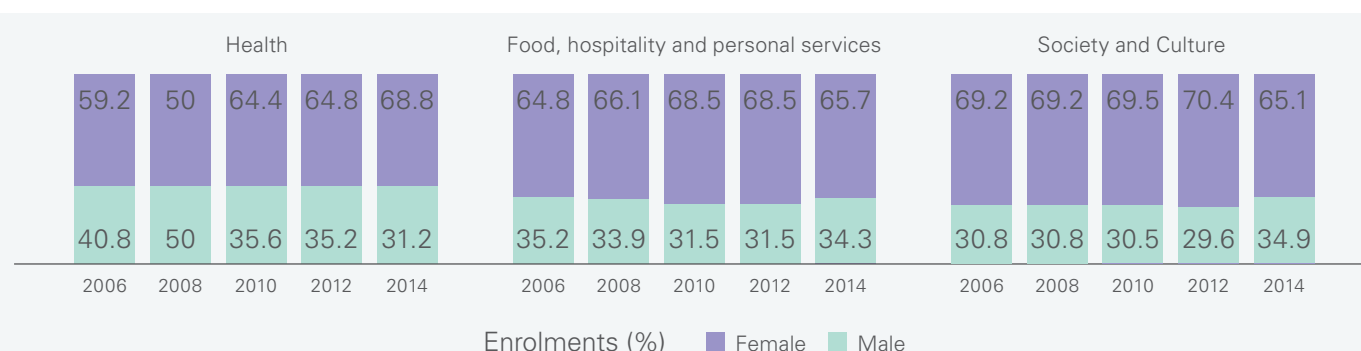


Figure 14
Vocational education and training fields with highest representation of females (WA)

Derived from number of course enrolments for each full collection year.

Source: Department of Training and Workforce Development, VET Enrolment Statistics Unit. 2006-2010, customised data 2012, 2012-2014, Customised data 2015.

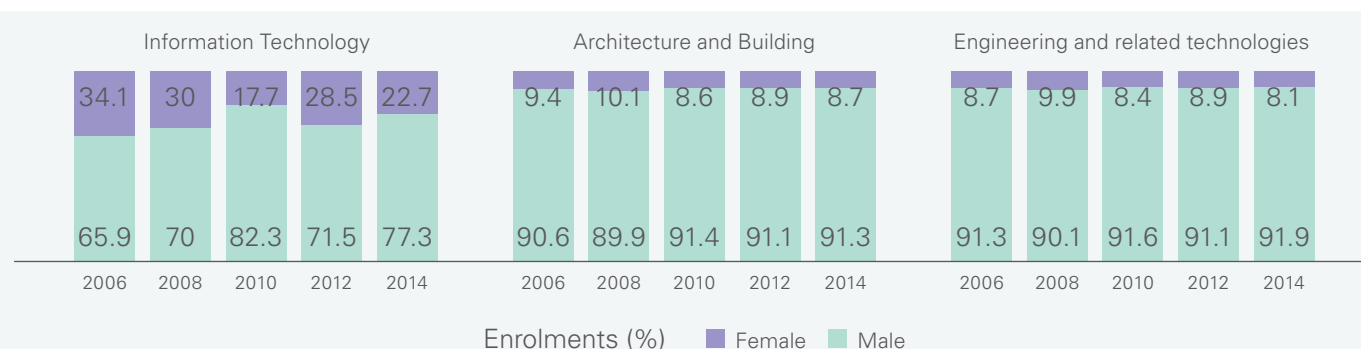


Figure 15
Vocational education and training fields with lowest representation of females (WA)

Derived from number of course enrolments for each full collection year.

Source: Department of Training and Workforce Development, VET Enrolment Statistics Unit. Customised data. 2015.

'architecture and building', and 'engineering and related technologies' was consistently under 10% between 2006 and 2014 (Figure 15).

Higher education – courses most female students study

As shown in **Table 7**, in 2014 the three higher education courses most likely to be studied by women were 'society and culture', 'health' and 'management and commerce', each comprising of just over 20% of female enrolments or, when combined, nearly two-thirds of all female higher education enrolments..

Between 2002 and 2014 'health' courses increased as a proportion of all female enrolments and 'management and commerce' courses decreased as a proportion of all female enrolments (Table 7).

Higher education – courses with the highest and lowest representation of female students

Females consistently comprised the majority of the student group in the higher education fields of 'education', 'health' and 'society and culture' between 2002 and 2014 (**Figure 16**).

Female enrolments in the fields of 'engineering and related technologies' and 'information technology' remained low between 2002 and 2014 (**Figure 17**).

Females comprised a minority of students in the higher education fields of 'engineering and related technologies' (16.5% in 2014) and 'information technology' (20% in 2014) (Figure 17). Enrolments in 'food, hospitality and personal services' has had a high level of volatility in gender representation over the period observed in Figure 17.

Income

Average full-time earnings

Figure 18 presents WA employees' average full-time before tax weekly earnings as reported by employers. Historically and persistently, women's average full-time weekly earnings are less than men's. In 2015, the average weekly earnings for women were \$1,373.80 compared with \$1,857.60 for men; a difference of \$438.80 per week (Figure 18).

Full-time weekly earnings for men and women have increased progressively between 1995 and 2015 (Figure 18). The average weekly earnings for women in 2015 (\$1,373.80) were 2.5 times higher than 1995 earnings (\$547.30). Earnings for men increased 2.6 times (\$705.50 in 1995 to \$1,857.60 in 2015) over the same period.

Table 7
Female higher education reenrolments by field (WA)

Percentage of female higher education students enrolled in each field	2002	2005	2008	2011	2014
Society and Culture	23.3	22.5	19.8	21.0	22.1
Health	15.0	16.2	19.1	20.7	21.7
Management and Commerce	26.2	26.6	26.5	24.4	21.4

Higher enrolment fields – three courses with the largest number of female enrolments in 2014.

Source: Department of Education – Higher Education Statistics Data Cube (uCube) 2014

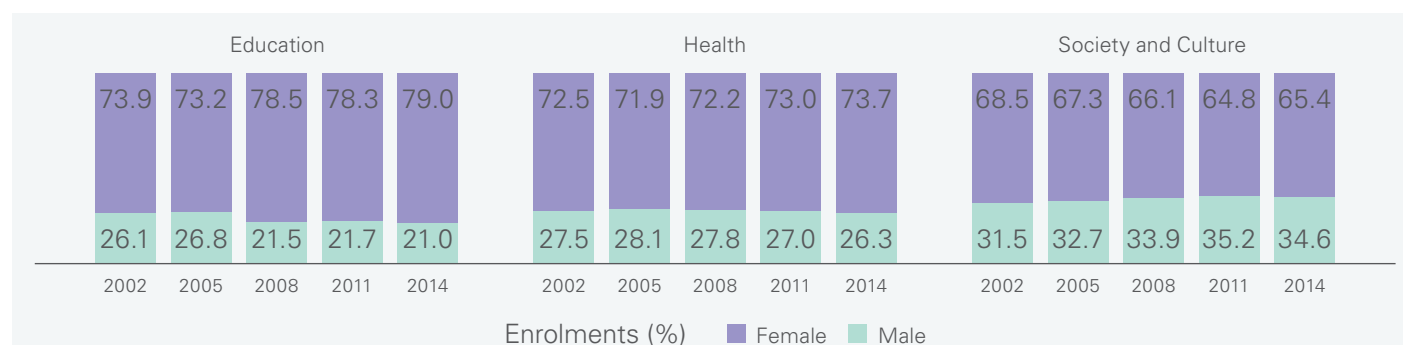


Figure 16
Higher education fields with highest representation of females (WA)

Source: Department of Education – Higher Education Statistics Data Cube (uCube) 2014.

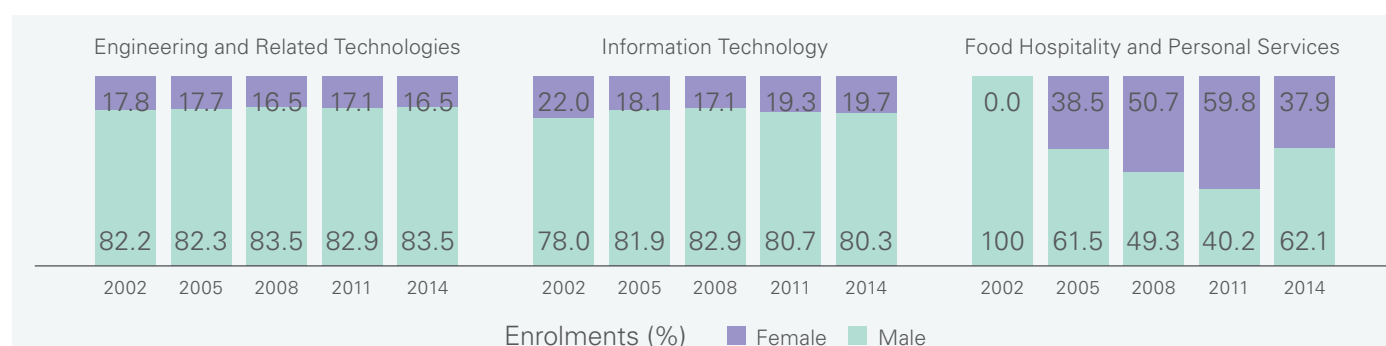


Figure 17
Higher education fields with lowest representation of females (WA)

The total number of enrolment for Food Hospitality and Personal Services is relatively low which may attribute to the fluctuation over time.

Source: Department of Education – Higher Education Statistics Data Cube (uCube) 2014.

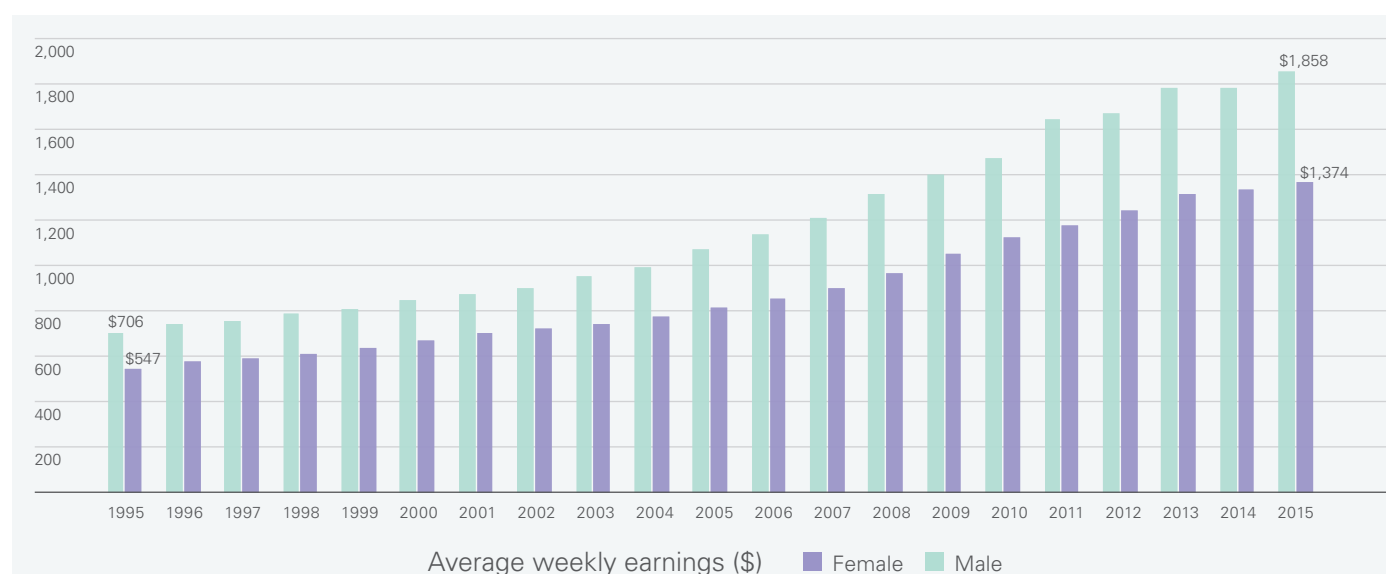


Figure 18
Average full-time weekly earnings by gender May 1995-May 2015 (WA)

Source: Australian Bureau of Statistics. Average Weekly Earnings Timeseries. 1994- 2014 . Tbl 11E. WA (Dollars) – Trend (Cat. No. 6302.0) May release data.

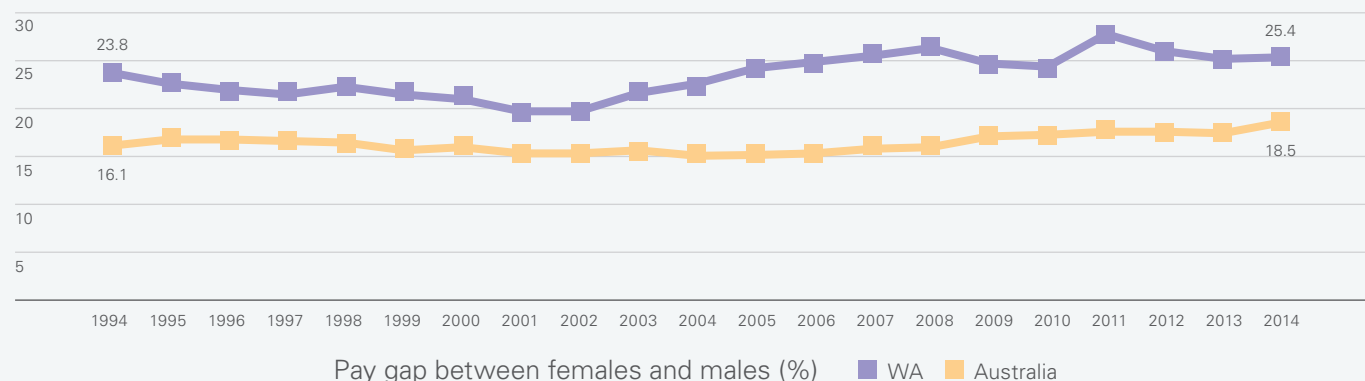


Figure 19
Gender pay gap 1995 to 2015 (WA and Australia)

Source: Australian Bureau of Statistics. Average Weekly Earnings, Western Australia (Dollars) – Trend (Cat. No. 6302.0) May release data.

Gender pay gap

The gender pay gap refers to the difference in average full-time weekly earnings of men and women and is considered a key indicator of equity between men and women. The gender pay gap is caused by a number of factors including less women in senior management positions, the impact of caring responsibilities on women's career progression, career breaks, discrimination, undervaluing of women's skills and wage/salary setting methods and a highly sex segregated workforce with male dominated industries and roles historically paid more than female dominated industries and roles.¹²⁶

Between 1994 and 2014, the gender pay gap for full-time employees in WA and also nationally generally increased, however the increase was greater in WA. That is, the gender pay gap is not improving and women continue to have substantially lower income than men. In 2014, WA women received about 75% of men's average weekly earnings, a gender pay gap of 25.4%. Nationally, women received 81.5% of the men's earnings (a gap of 18.5%) (**Figure 19**).

WA's higher gender pay gap has been attributed to a range of factors including the significance of the mining, resources and energy sectors – usually well-paying, male dominated industries – in the WA economy, WA's workplace culture, the lower numbers of WA women in senior roles, the impacts of WA's isolation on family support to share caring responsibilities and access to childcare.¹²⁷

Direct share ownership

Direct ownership of shares can indicate a level of knowledge and/or confidence in personal financial management and also greater financial independence.¹²⁸ Women generally report lower confidence in their ability to invest than men (63% compared to 75%).¹²⁹

Figure 20 shows that between 2004 and 2014, rates of direct share ownership have declined nationally among women and men, and that women were less likely than men to be direct share owners. In 2014, 27% of Australian women were direct share owners compared with 38% of men (**Figure 20**).

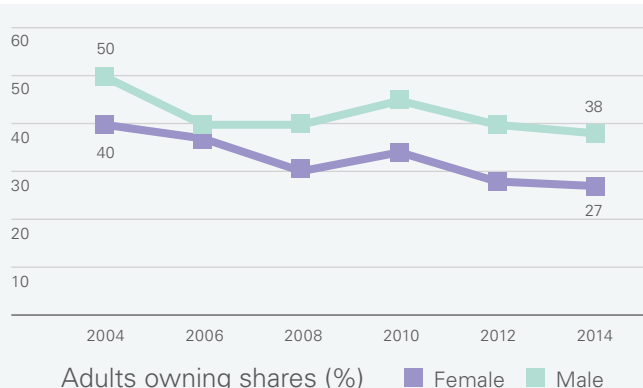


Figure 20
Direct share ownership by gender (National)

Source: Australian Securities Commission (ASX) Australian Share Ownership Study (2004, 2006, 2008, 2010, 2012, 2014).

Superannuation

Superannuation is an important source of retirement income. Women are less likely than men to have superannuation and when they do, are likely to have a lower account balance than men.¹³⁰ There are a number of reasons for women's lower superannuation amounts including women having more time out of the paid labour force for caring responsibilities, and women being more likely to be employed in part-time and/or lower paid occupations.

Table 8 shows the average superannuation balance of women and men aged between 55 and 64 years. This age span generally aligns with the superannuation preservation age. The superannuation preservation age is the age at which a person can access their superannuation if they are retired or have started a transition to a retirement income stream.¹³¹ Women have much lower average superannuation balances than men as they approach retirement; with women's average balance in 2013-14 being \$180,013 compared with \$321,993 for men (Table 8). This indicates that more recently retired females than males would be likely to rely on the Age Pension in their retirement.

Between 2003-04 and 2013-14, the average superannuation balances of women and men at or approaching retirement doubled, with women's superannuation balances increasing at a slightly higher rate than men; 2.1 times compared to 2.0 times (Table 8).

Table 9 shows the disparity in the average superannuation balances of women and men aged 15 years and over. In 2013-14, women's average superannuation balance was \$83,110 and men's \$134,100.

Research by Australian Superannuation Funds of Australia Ltd showed that in 2011-12:¹³²

- only 10.3% of females had more than \$100,000 in superannuation, compared with 18.2% of males
- 14.4% of females had balances between \$40,000 and \$100,000, compared with 19.6% of males
- for those on earnings of approximately \$70,000 a year, balances were \$29,000 for women and \$38,000 for men
- for women aged 30 to 34 years, average balances were \$14,000 compared to \$20,000 for men, and
- approximately 60% of females aged 65 to 69 reported having no superannuation.

Average balances, balances at preservation age and the proportion of retirees with superannuation are expected to increase in the future as the compulsory superannuation system matures and the rate of compulsory contributions rises to 12% of wages (currently scheduled for 1 July 2025).¹³³ In particular, women should have increased superannuation due to more paid labour force participation than previous generations. More widespread adoption of some employers' initiatives to pay superannuation during parental leave would also positively impact women's superannuation balances.

Table 8
Average superannuation balance at or approaching preservation age (55-64 yrs)

	2003-04	2005-06	2007-08	2009-10	2011-12	2013-14
Males	\$160,196	\$176,927	n/a	\$245,743	\$252,536	\$321,993
Females	\$82,675	\$108,130	n/a	\$158,211	\$144,461	\$180,013

Source: Australian Bureau of Statistic. Survey of Income and Housing 2003-2014 cited in Gender Indicators, Australia, August 2015 (Cat. No. 4125.0).

Table 9
Average superannuation balance (15 yrs and over)

	2003-04	2005-06	2007-08	2009-10	2011-12	2013-14
Males	\$65,587	\$78,444	n/a	\$104,659	\$111,749	\$134,800
Females	\$32,739	\$45,508	n/a	\$65,817	\$68,494	\$83,110

2007-08 – missing data (survey did not include superannuation question)

Source: Australian Bureau of Statistic. Survey of Income and Housing 2003-2014 cited in Gender Indicators, Australia, August 2015 (Cat. No. 4125.0).

Weekly income range of Western Australian families with children

Table 10 shows the proportion of one parent and couple WA families in 2011. Sole parent families are more commonly female-headed households.

In 2011, 48% of sole parent households had a weekly income of less than \$1000, compared with 9% of couple families.

Welfare

The Australian Government makes a range of payments to individuals and families when individuals cannot support themselves or to assist with certain costs, such as those of raising children. Welfare payments as a person's primary source of income indicate lower levels of financial independence.

Other than the Newstart and Youth Allowances, a greater proportion of Western Australian women than men receive the welfare payments identified in **Figure 21**. The higher rate of receipt of the age pension by women is reflective of women's longer life expectancy and lower superannuation balances, and in relation to carer and parenting payments, of women's primary fulfilment of caring responsibilities.

Table 10
Weekly income range of Western Australian families with children

2011 (%)	One parent family	Couple family
\$1-\$399	11.5	1.0
\$400-\$999	36.7	7.6
\$1,000-\$1,999	26.3	26.4
\$2,000-\$3,499	10.2	35.8
\$3,500 or more	1.1	11.5

Source: Australian Bureau of Statistics. Census of Population and Housing, Counts and Proportions of Families, by Family Type and Weekly Family Income, 2011 for Family Records

Housing

Housing status (home owner, renter or homeless) can be an indicator of a person's economic security and financial independence. Between 2001 and 2011, the number of WA females owning a house increased, however as a proportion of the female population, the rate of female home ownership has decreased slightly (73% to 70%) and the rate of renting has increased (24% to 27%) (**Figure 22**). A similar trend is evident among WA women from culturally and linguistically diverse (CaLD) backgrounds and WA males and is part of a broader trend of decreasing home ownership.¹³⁴

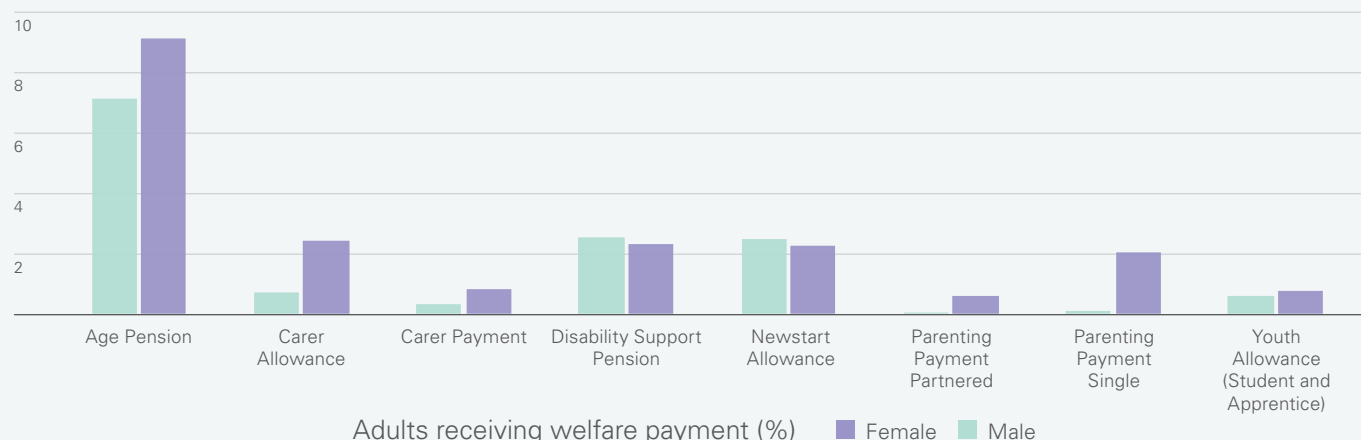


Figure 21
Recipients of welfare payments (WA, September 2013)

Source: <http://data.gov.au/dataset/dss-payment-demographic-data>

Source: Estimated Residential Population – ABS, Australian Demographic Statistics, Cat. 3101.0

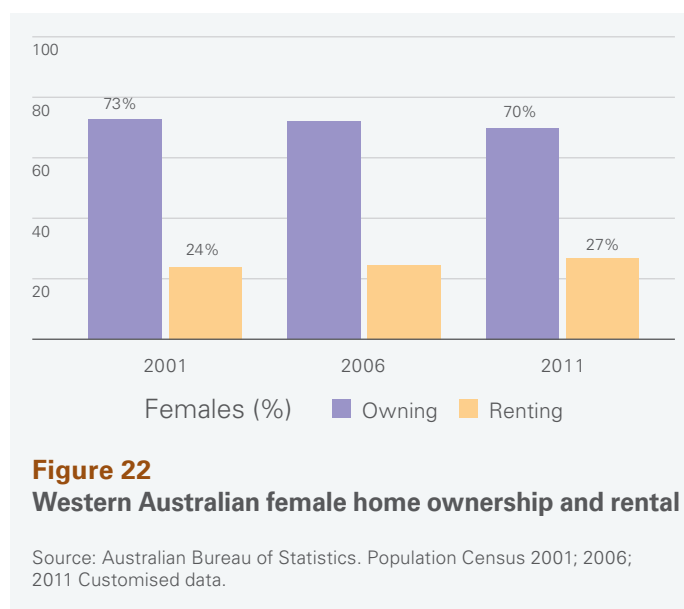
Among WA Aboriginal women, there is a significantly higher proportion of home renters than home owners. In 2011, non-Aboriginal WA women were nearly three times more likely than Aboriginal WA women to be a home owner and WA Aboriginal women were more than 18 times more likely to be renting.¹³⁵ Between 2001 and 2011, the rate of home ownership among WA Aboriginal women increased from 21% to 25%.¹³⁶

A 2014 report on housing affordability in WA¹³⁷ found that in 2011-12:

- Single parent, low income households with a mortgage were more likely to be in housing stress than any other group.
- 28% of single parent low income households were paying more than 30% each week in mortgage repayments. This compared with 10% of couple households.
- 39% of households headed by females were paying more than 30% of their income in rent, compared with 25% of female headed households in 2003-04.

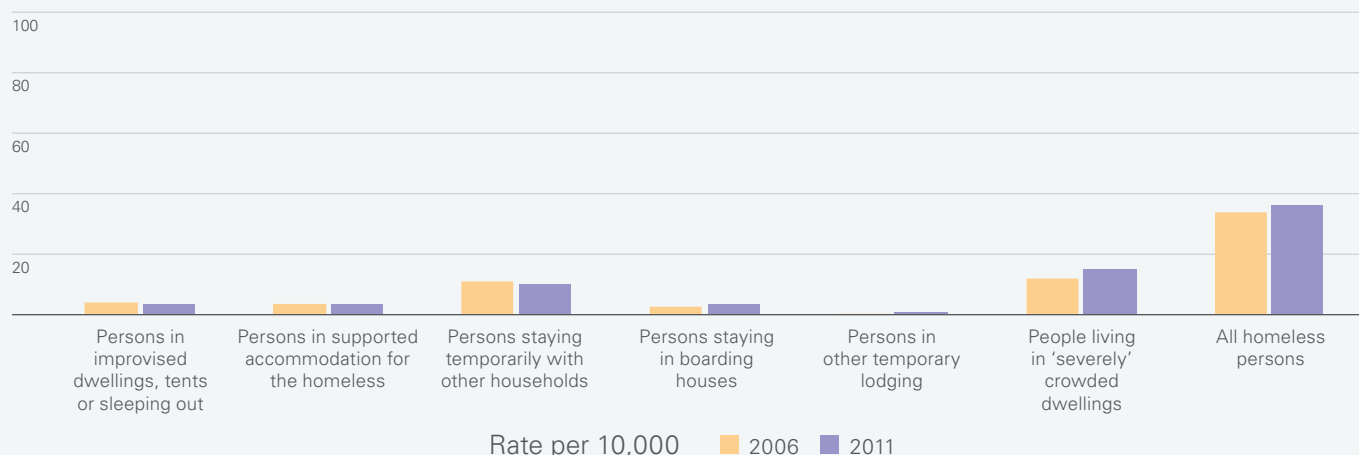
Homelessness

Between 2006 and 2011, the rates of homelessness among WA women was lower than males and remained constant, other than in the category of 'person living in severely crowded dwelling' which increased. According to the 2011 Census, there



were 4,236 women and 5,356 men experiencing homelessness in WA. In 2011, the highest rates of homelessness among WA women were recorded in the categories of 'person living in severely crowded dwelling' (15%) and 'person staying temporarily with other households' (10%).

Family and domestic violence has been identified as a major factor contributing to women's homelessness.¹³⁸ Recent research also identified older women in WA as potentially being a growing cohort who are experiencing homelessness or living in a precarious housing.¹³⁹



Labour force participation

Between 1979 and 2014, there has been a gradual and generally steady increase in total female workforce participation from 43% to 61% and a decrease in the size of the gap between female and male workforce participation rates (**Figure 24**).

In 2014, while narrowing, there continued to be a sizeable gap (17%) in the workforce participation rate of women and men, 61% compared with 78%. The rate of female workforce participation reached 50% in 1988, increased to 60% in 2007 and peaked at 61.5% in 2012.¹⁴⁰

In 2014, WA's female workforce participation rate (61%) was higher than the national rate (59%). WA's male participation rate was also higher than the national rate.¹⁴¹

Between 1979 and 2014, participation rates in WA:

- for persons aged 15 years to 19 years, declined for women from 63% to 56% and also for men 67% to 55%;
- for persons aged 20 years to 64 years, increased for women from 51% to 72%, and declined for men from 91% to 89%; and
- for persons aged 65 years and over, increased for both women and men, from 3% to 10% for women, and 10% to 20% for men.¹⁴²

Part-time employment

Since 1993, the part time employment rate for WA females (15 years and over) has remained generally steady with over 40% of WA women in the labour

Table 11
Female labour force participation by age (WA)

Percentage WA females	1979	1986	1993	2000	2007	2014
15–19 years	63.4	69.3	60.1	63.3	67.5	56.2
20–64 years	50.9	57.7	62.9	67.5	71.1	72.3
65 years and over	2.6	2.8	2.6	2.9	6.3	10.0
Total	43.7	49.2	53.1	56.7	59.8	61.0

Source: Australian Bureau of Statistics. Labour Force, Australia, Detailed – Electronic Delivery (6291.0.55.001), Mar 2015.

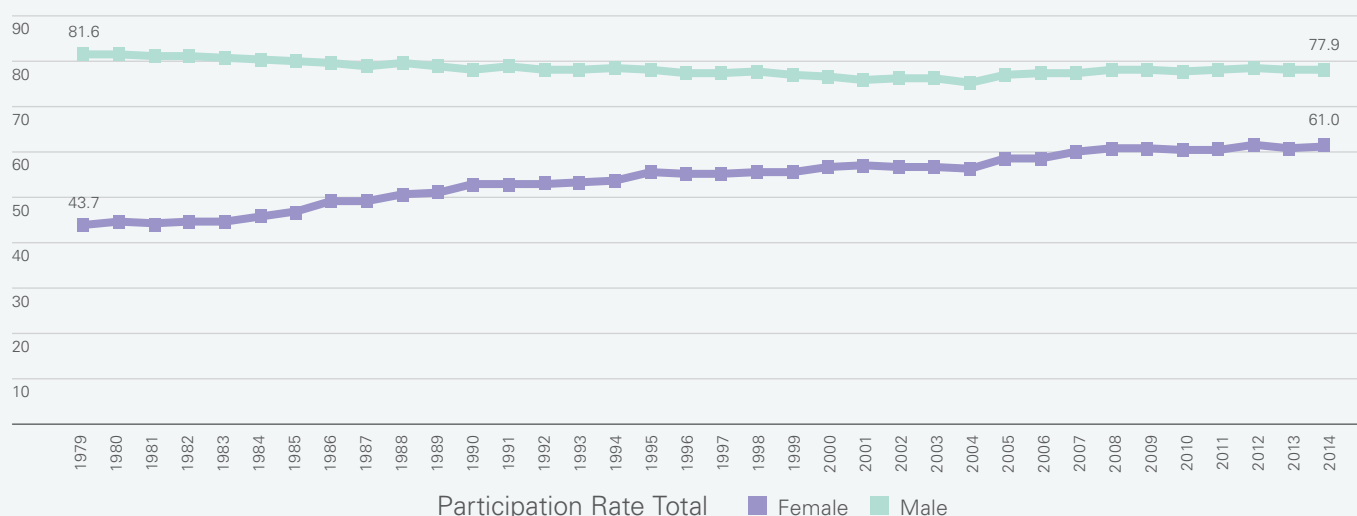


Figure 24
Labour force participation rate for 15 years and over (WA)

Australian Bureau of Statistics. Labour Force, Australia, Detailed – Electronic Delivery (6291.0.55.001), Mar 2015.

force working part-time (**Table 12**). In 2014, the part-time employment rate for WA females was 42.6% and for males was 12.1%

Part-time workers who preferred to work more hours and were available to start are considered to be underemployed. In 1979, 5.6% of part-time female employees were underemployed. In the years 1993, 2000 and 2014, approximately 10% of part-time employed women were seeking more hours of work (**Table 13**). In 2014, this was double the proportion of part-time employed males seeking more hours.¹⁴³

Unemployment

Table 14 shows the unemployment rate for women in WA between 1979 and 2014. Since 2000, it has been less than 5% (Table 14).

In 2014, the unemployment rate for WA women and men was similar (4.6% and 4.5% respectively). For female youth (aged 15 to 19 years) unemployment was high but lower than for males, 12.3% compared to 16.1%. For females aged 65 years and over, the 2014 unemployment rate of 1.1% was a quarter of the rate (4.1%) for males aged 65 years and over.¹⁴⁴

Table 12
Females in the labour force working part-time by age (WA)

Percentage employed females	1979	1986	1993	2000	2007	2014
15–19 years	21.4	30.9	48.4	61.2	61.20	67.3
20–64 years	39.5	39.2	40.5	42.6	43.70	41.6
65 years and over	63.2	62.2	85.2	75.3	66.60	73.8
Total	39.7	39.4	40.9	42.8	44.10	42.6

Employed Part-time: Employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

Source: Australian Bureau of Statistics. Labour Force, Australia, Detailed – Electronic Delivery (6291.0.55.001), Mar 2015.

Table 13
Under-employment amongst part-time employed females (WA)

Percentage employed females	1979	1986	1993	2000	2007	2014
Employed part-time, seeking more hours	5.6	6.6	9.9	10.0	7.0	9.8

Underemployed: Part-time workers who preferred to work more hours and were available to start work (with those hours) in the reference week or within four weeks.

Source: Australian Bureau of Statistics. Labour Force, Australia (cat. 6202.0), 2014.

Table 14
Unemployment rate of Western Australian females by age

Percentage WA females	1979	1986	1993	2000	2007	2014
15–19 years	21.5	17.5	20.3	13.4	9.3	12.3
20–64 years	7.1	6.9	8.4	4.6	2.9	4.7
65 years and over	1.1	0.5	-	0.3	1.0	1.1
Total	7.0	6.8	8.3	4.6	2.9	4.6

Source: Australian Bureau of Statistics. Labour Force, Australia, Detailed – Electronic Delivery (6291.0.55.001), May 2015.

Participation by sector

Female representation in the WA workforce continued to be highest in the areas of 'health care and social assistance' and 'education and training' (**Figure 25**). In 2011, women comprised 80% of the employees in the 'health care and social assistance' industry and 72% of the 'education and training' sector. Industries with a majority female workforce such as 'accommodation and food services', 'retail trade' and 'health care and social assistance' were also among the lowest earning industries.

Women comprised 25% or less of the workforce in five industries: construction; mining; manufacturing; transport, postal and warehousing; and electricity, gas, water and waste services (Figure 25).

Figure 26 compares male and female workforce participation by sector and reflects the high degree to which women and men work in different industries. This in turn is reflected in female and male average weekly earnings and the gender pay gap.

Work and caring responsibilities

A major enabler of women's ability to study, work, maintain and advance their careers and fulfil leadership roles is the capacity to combine work and family.¹⁴⁵ Between 2006 and 2012, the proportion of female employees who were able to access the following flexible work arrangements increased:

- Women able to choose when holidays are taken, increased from 70.8% to 79.6%
- Women entitled to paid leave, increased from 72.3% to 76.8%
- Women who had an agreement with employer to work flexible hours increased from 26.1% to 32.3% (**Table 15**).

Between 2009 and 2012, the proportion of female employees with guaranteed minimum hours increased slightly from 80.3% to 82.6% (Table 15).

Between 2006 and 2012, the proportion of female employees who had some say in their start and finish times declined from 43.6% to 40.5% in 2009 and remained around those levels (40.8%) in 2012 (Table 15).

Flexible work arrangements are often used to care for children. Between 2005 and 2014, the proportion of mothers in WA who used flexible work arrangements to care for children initially increased from 76.5% in 2005 to 79% in 2011 then declined to 73% in 2014. Over the same period, the proportion of fathers in WA who used flexible work arrangements to care for children increased from 31% in 2005 to 44% in 2014 (**Table 16**).

Table 15
Flexible work arrangements for female employees (WA)

Percentage employed females	2006	2009	2012
Able to choose when holidays are taken	70.8	74	79.6
Entitled to paid holiday leave	72.3	72.6	76.8
Had some say in start and finish times	43.6	40.5	40.8
Had an agreement with employer to work flexible hours	26.1	31.6	32.3
Guaranteed minimum hours*	N/A	80.3	82.6

*Change in question format therefore 2009 not comparable to 2006.

Source: Australian Bureau of Statistics. Working Time Arrangements 2012, 2009, 2006 (Cat. No. 6342) (customised data).

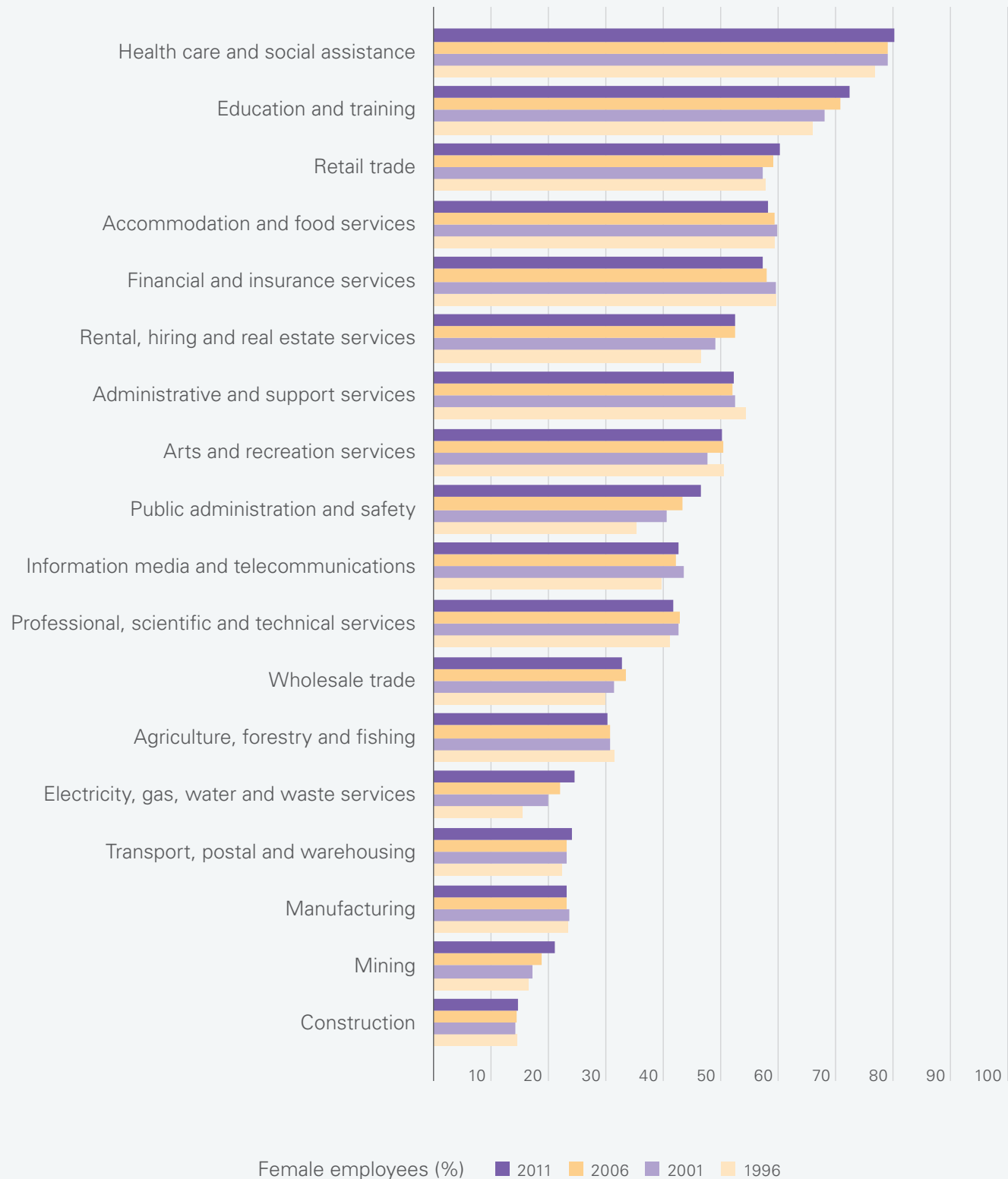


Figure 25
Percentage of female employees by industry (WA)

Source: Australian Bureau of Statistics. Census of Population and Housing Western Australia (Cat. No. 2068.0).

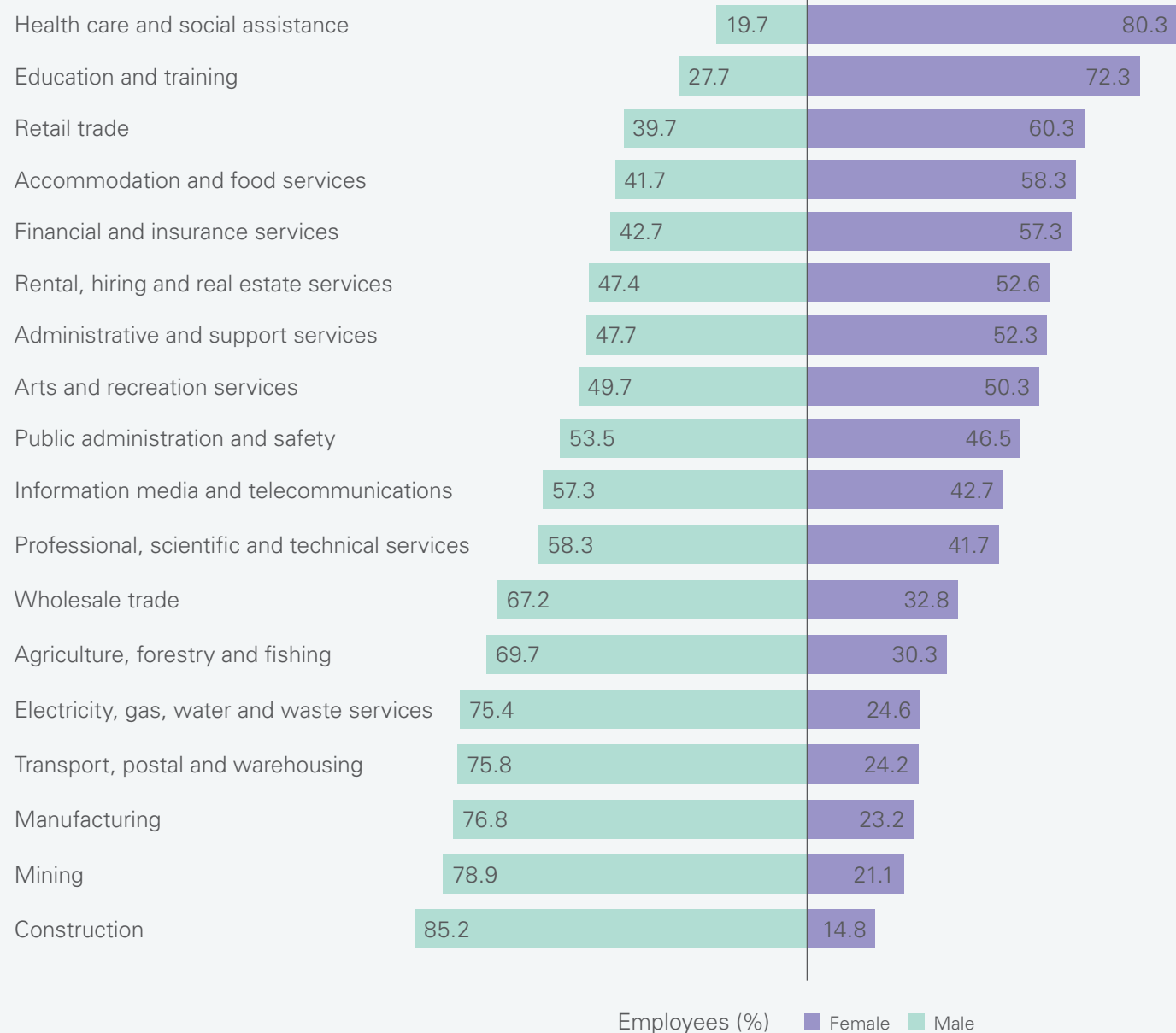


Figure 26
Percentage of employees by industry (2011, WA)

Source: Australian Bureau of Statistics. 2011 Census of Population and Housing Western Australia (Cat. No. 2068.0)

Table 16
Use of flexible work arrangements to care for children (WA)

Percentage families with children	2005	2008	2011	2014
Mother used flexible work arrangements	76.5	77	79	73.2
Father used flexible work arrangements	30.8	42	38	44.3

Source: Australian Bureau of Statistics. Childhood Education and Care, Australia, 2005, 2008, 2011, 2014. Additional DataCube (Cat. No. 4402).

In 2014, flexible working hours and part-time work were the flexible work arrangements most frequently used by working mothers, although their use declined from 2011 (**Table 17**). In 2014, 18.1% of WA mothers worked from home.

The proportion of children requiring additional formal care indicates an unmet care need. The absence of this care may impact the ability of the child's parent/carer/guardian to undertake other activities such as study, work or other caring responsibilities. Between 2002 and 2014, the proportion of children aged up to 11 years requiring additional formal care varied from as low as 3% in 2008 to 10% in 2014 (**Table 18**). Between 2011

and 2014, the proportion of children requiring additional formal care doubled from 5% to 10.1%.

Recent Perth-focused research identified limited access to childcare as being a major barrier to women's workforce participation and career advancement. Western Australia was found to have the lowest number of childcare places per capita compared with other Australian states, and the lowest number of available places for before and after school care.¹⁴⁶

A recent report, involving a small sample of survey participants, identified grandparents – predominantly grandmothers – providing childcare for their grandchildren as being an

Table 17
Work arrangements used to care for child, by gender (WA)

Percentage families with children and an employed parent/guardian	2008 Mothers	Fathers	2011 Mothers	Fathers	2014 Mothers	Fathers
Flexible working hours	47	34	49	29	43.2	32.4
Part-time work	42	5	46	3	39	2.4
Work at home	21	12	14	9	18.1	10.5
Shift work*					4.8	7
Any other arrangement	12	6	10	7	5.6	1.5

Note: Respondents can select multiple work arrangements.

*Shift work is new in 2014.

Source: Australian Bureau of Statistics. Childhood Education and Care, Australia, 2008, 2011, 2014. Additional DataCube (Cat. No. 4402).

Table 18
Percentage of children requiring additional formal care (WA)

Children for whom (additional) formal care was required within the previous four weeks (%)	2002	2005	2008	2011	2014
Within the previous four weeks	4.2	5.1	3	5	10.1

Includes both children who did not usually attend formal care or preschool for whom formal care or preschool was required, and children who usually attended formal care or preschool for whom any/additional formal care or preschool was required.

Source: Australian Bureau of Statistics. Childhood Education and Care, Australia, 2002, 2005, 2008, 2011, 2014 (cat. no. 4402.0).

'intergenerational trade-off between grandmothers' workforce participation and mothers' workforce participation'. It concluded some grandmothers were changing their work arrangements to allow their daughters and daughters-in-law to work.¹⁴⁷

Carers

A carer is a person who provides informal, ongoing assistance, help, support or supervision, to individuals with disability or who are frail-aged, or have long-term health conditions, without receiving a wage or salary for the care provided. A primary carer is a person who provides the most informal assistance to a person with one or more of these issues. WA was the first Australian jurisdiction to extend legal recognition to carers through the *Carers Recognition Act 2004*.

Spouses and other family members provide the bulk of care. While often providing many intrinsic rewards, being a primary carer can also impact negatively on a carer's income, their participation in education, training, paid work and recreational activities, their health and wellbeing, and social relationships.¹⁴⁸ Caring responsibilities also impact women's retirement incomes, with lower workforce participation and generally lower rates of pay resulting in lower superannuation balances.¹⁴⁹

Women are disproportionately likely to fulfil caring roles and comprise 70% of WA's primary carers (**Table 19**).

Female primary carers' participation in the labour force has increased from 44% in 2009 to 50% in 2012 (**Table 20**). Over the same period female workforce participation increased from 61% to 65%.

Table 19

Percentage of females who are carers and percentage of primary carers who are female

(%)	2009	2012
Carers (all WA females)	12.9	11.7
Primary Carers (female)	70.1	69.3

Source: Australian Bureau of Statistics. Disability, Ageing and Carers Survey 2012 (Cat. No. 4430).

Table 20

Labour force participation of female primary carers compared to WA population

Percentage in labour force	2009	2012
Primary carers	44	50
WA adult population	61	65

Source: Australian Bureau of Statistics. Disability, Ageing and Carers Survey 2012 (Cat. No. 4430).



This sub-section includes some milestones, generally achievements by individual women or developments in regulatory instruments, relevant to the area of women's economic independence. They provide further evidence of how WA is progressing toward achieving the desired outcomes in this area.

EDUCATION AND TRAINING

~ 1914 ~

FIRST FEMALE TO QUALIFY AS A PHARMACIST IN WA

Honorina Mary Lyons was the first female to qualify as a pharmacist in WA in 1914.¹⁵⁰

~ 1979 ~

FIRST FEMALE RHODES SCHOLAR FROM WA

Wendy Carlin was the first female Rhodes Scholar from WA.¹⁵³

~ 1923 ~

GRADUATE WOMEN WESTERN AUSTRALIA (FORMERLY AUSTRALIAN FEDERATION OF UNIVERSITY WOMEN WESTERN AUSTRALIA) WAS FOUNDED

The inaugural meeting was held on 22 June 1923 in the UWA physics lecture room with 30 women attending. It was established to serve and empower women and girls through education and advocacy.¹⁵¹

~ 1990 ~

FIRST FEMALE VICE-CHANCELLOR OF A WA UNIVERSITY

Professor Fay Gale became the first female Vice-Chancellor of a WA University (UWA).¹⁵⁴ Professor Gale was only the second woman in Australia to hold such a senior university position.

~ 2000 ~

FEMALE CO-FOUNDED LEADING WA EDUCATION FOUNDATION

Annie Fogarty AM co-founded the Fogarty Foundation which focuses on innovative programs and initiatives that advance education, are WA focused and aim to have a long term impact.¹⁵⁵

~ 1963 ~

FIRST FEMALE PROFESSOR APPOINTED AT THE UNIVERSITY OF WESTERN AUSTRALIA (UWA)

Mary Lockett's appointment as a professor of pharmacology in 1963 was the first female professorial appointment at the UWA.¹⁵²

TRADITIONALLY MALE DOMINATED SECTORS AND OCCUPATIONS

~ 1979 ~

FEMALE LED THE EXPLORATION TEAM WHICH FOUND THE ARGYLE DIAMOND DEPOSIT

Maureen Muggeridge led the exploration team which found the world's largest diamond deposit, Argyle Diamonds, in 1979 in the Kimberley region.¹⁵⁶

~ 1986 ~

WOMEN IN ENGINEERING WA ESTABLISHED IN WA¹⁵⁷

~ 1998 ~

WOMEN IN TECHNOLOGY WA FOUNDED IN WA¹⁵⁸

~ 1999 ~

WA FEMALE BECAME A MEMBER OF THE ORDER OF AUSTRALIA FOR SERVICE TO MATHEMATICS

Professor Cheryl Praeger AM, pure mathematician, became a Member of the Order of Australia for service to mathematics. In 2015 she was inducted into the WA Science Hall of Fame.¹⁵⁹

~ 2003 ~

WOMEN IN MINING WA FOUNDED

Sabina Shugg AM, engineer and first woman in WA to gain the WA first-class mine manager's certificate of competency, founded Women in Mining WA.¹⁶⁰

~ 2006 ~

FIRST WA FEMALE APPOINTED CHIEF SCIENTIST OF WESTERN AUSTRALIA

Professor Lyn Beazley AO appointed Chief Scientist of Western Australia.¹⁶¹
In 2013 she was inducted into the WA Science Hall of Fame.¹⁶²

~ 2007–2015 ~

WA FEMALE RECIPIENTS OF WA APPRENTICE OF THE YEAR AWARD

Ashlee Scinocco, furniture maker, awarded 2008 WA Apprentice of the Year.¹⁶³

Ailin Gay, retail baker, awarded 2011 WA Apprentice of the Year.¹⁶⁴

Emma Stevenson, electrical tradesperson and instrument technician, awarded 2013 WA Apprentice of the Year.¹⁶⁵

~ 2009 ~

WA FEMALE AWARDED 2009 TELSTRA AUSTRALIAN BUSINESS WOMAN OF THE YEAR

Georgina Rinehart, chair of the Hancock Prospecting Group, an exploration and mining company group, awarded 2009 Telstra Australian Business Woman of the Year.

~ 2010 ~

WA FEMALE AWARDED 2010 MALCOM MCINTOSH PRIZE FOR PHYSICAL SCIENTIST OF THE YEAR

Dr Katherine Trinajstic awarded 2010 Malcom McIntosh Prize for Physical Scientist of the Year.¹⁶⁶

WA FEMALE AWARDED 2010 TELSTRA AUSTRALIAN BUSINESS WOMAN OF THE YEAR

Denise Goldsworthy, managing director of two of Rio Tinto's subsidiary companies, Dampier Salt (DSL) and Hismelt awarded 2010 Telstra Australian Business Woman of the Year.

~ 2014 ~

TRADEUP AUSTRALIA FOUNDED

Sarah Jayne Flatters founded TradeUP Australia to encourage women to see skilled trades as a viable career option.¹⁶⁷

MILESTONES IN THE REGULATION OF PAY EQUITY

In WA, two workplace relations systems operate – the state workplace relations system and the national workplace relations system. Developments in both systems and employment law have contributed to the advancement of pay equity (equal pay for the same work and equal pay for work of equal value) in the WA workforce.

~ 1907 ~

HARVESTER CASE

The case introduced the concepts of a minimum wage and wages based on the economic needs of employees rather than a market for labour. In setting a basic wage of seven shillings a day, it was decided that fair and reasonable pay for an unskilled labourer should be based on 'the normal needs of the average employee, regarded as a human being living in a civilised community'.

The average employee referred to in the decision is a male worker supporting a wife and three children.¹⁶⁸

~ 1912 ~

THE FRUIT-PICKERS CASE

In the Fruitpickers Case, the Australian Conciliation and Arbitration Commission established several principles regarding the basic wage for adult female employees:

females performing (unskilled) 'female work' (e.g. fruitpacking) should be paid a female rate which was determined on the basis of individual needs;

females performing 'male work' (e.g. blacksmiths) should be paid the same rate as males;

where males and females are in competition (e.g. fruitpicking), the male rate should apply to both.

The basic female rate was tentatively set at 75% of the male basic wage.¹⁶⁹

~ 1926 ~

STATE BASIC WAGE ESTABLISHED

The WA Arbitration Court established the State basic wage with men paid £4 5s per week and women £1 5s 11d per week.¹⁷⁰

~ 1943 ~

FEMALE BASIC WAGE INCREASED TO 75%

To attract more women into the workforce during World War II, the female basic wage was increased to 75% of the male wage.¹⁷¹

~ 1961 ~

SOME OCCUPATIONS PAID 100% OF THE MALE BASIC WAGE

Members of Parliament, journalists, pharmacists, policewomen and barmaids received 100% of the male basic wage for the first time.¹⁷²

~ 1969 ~

EQUAL PAY PRINCIPLE

This decision of the Commonwealth Conciliation and Arbitration Commission established an equal pay principle; it granted 'equal pay for equal work' meaning that where women performed 'equal work' alongside men they should receive equal pay. However, equal pay was not applicable 'where the work in question is essentially or usually performed by females but is work upon which male employees may also be employed'.¹⁷³

~ 1972 ~

EQUAL PAY CASE

This decision of the Commonwealth Conciliation and Arbitration Commission provided for equal pay for work of equal value. Before 1972 male and female jobs are compared to see if they are basically identical. After 1972 work is compared to see if it is very similar in content or tasks. Some employers sought to avoid the equal pay decisions by reclassifying, or renaming, women's jobs. This was particularly widespread after the 1972 decision, with one survey finding that more than 60% of employers reclassified women's jobs onto a different (and lower) scale to men in similar work.¹⁷⁴

~ 1980 ~

SAME MINIMUM WAGE FOR MALE AND FEMALES IN WA

The WA Industrial Commission fixed the same minimum wage rate for both male and female adult employees based on federal principles.¹⁷⁵

~ 2002 ~

OBJECTS OF INDUSTRIAL RELATIONS ACT 1979 (WA) AMENDED

The objects of the *Industrial Relations Act 1979* (WA) were amended to include the words 'to promote equal remuneration for men and women for work of equal value.'¹⁷⁶

~ 2012 ~

SOCIAL AND COMMUNITY SERVICES AWARD DECISION

The first successful pay equity claim in the federal industrial relations system resulted in workers in the female-dominated social and community services sector being granted pay rises of up to 41% by the Fair Work Commission after successfully establishing that their work had been undervalued on the basis of gender.¹⁷⁷

6

Safety and Justice

The focus in this chapter is on women's experiences and perceptions of safety in their families, communities and workplaces. While the majority of women are not subject to violence, threat of violence, discrimination or harassment, a significant number of women experience these issues. Living with violence, or threat of violence, has social, emotional and financial implications for women and impacts on the state's economy.

This chapter also provides information on women's interactions with the legal and justice system, both professionally and as offenders.

Outcomes

Desired outcomes in the area of safety and justice include:

- WA women are safe and free from violence, discrimination and harassment in their homes, at work and in the community.
- Perpetrators stop their violence and are held accountable for their actions.
- WA Aboriginal women's imprisonment and involvement in the criminal justice system are reduced.
- WA women fully participate in positions of influence and leadership in the justice system.

Indicators

The indicators in this chapter contribute to understanding how WA is progressing towards achieving these outcomes:

- Safety in families and households
- Safety in the community
- Workplace safety and discrimination
- Offending and imprisonment
- Perception of safety
- Women working in the legal/justice system.

Safety in families and households

"The greatest danger to the safety and wellbeing of women and children in Western Australia is from people they know, within their homes and families".¹⁷⁸

This section presents population data that shows the risks WA women face of experiencing family and domestic violence or sexual assault. While both men and women can be affected by these issues, women are at greater risk than men of violence from a current or former partner.¹⁷⁹ Women's risk of sexual assault in a domestic violence context is substantially higher than men's.¹⁸⁰

Women who experience family and domestic violence are at increased risk of negative health outcomes compared with women who have not experienced violence.¹⁸¹ Family and domestic violence is also one of the main reasons women experience homelessness, or seek housing assistance, during their lifetime.^{182 183} Overwhelmingly, the economic and social costs of family and domestic violence are borne by victims, with the community also bearing significant costs.¹⁸⁴

Table 21 shows the hospitalisation rates of women related to assault. Between 2002 and 2014, on average, approximately 6.7 out of every 10,000 women in WA were hospitalised due to an assault by an intimate partner each year. Aboriginal women are up to 45 times more likely to experience family violence compared to non-Aboriginal women.¹⁸⁵ The Australian Bureau of Statistics has reported that half of all Aboriginal women and children report experiencing family violence. Among non-Aboriginal women and children the reported rate of family violence is between one in three and one in five.¹⁸⁶

Table 21
Hospitalisation related to assault by relationships (WA), rate per 10,000 adult females

Offender's relationship with victim	2002	2005	2008	2011	2014
Intimate partner	3.6	6	6.3	8.1	7.3
Parent	0	0.1	0.1	0.1	0.1
Other family member	0.5	1.1	1.1	1.3	1.4

Age adjusted rate per 10,000

Source: WA Hospital Morbidity Data System (2002-2014). Customised Report. Nov 2015.

Family and domestic violence incidents reported to police

Table 22 shows a steady increase in numbers of reported family and domestic violence incidents. A range of factors could explain the increase in reported incidents including greater awareness, improved police response to victims and an actual increase in incidents of violence. The figures consistently show that around 75% of reported incidents are made by women.

While reports of family and domestic violence have increased, evidence indicates that it remains vastly under-reported. Around 80% of women experiencing violence by their current intimate partner had never contacted the police and only 42% of women who had experienced violence by their previous partner had ever contacted the police about the violence.¹⁸⁷ Research identifies barriers to disclosure of domestic violence including low self-esteem, depression, anxiety, social and economic isolation, and fear.¹⁸⁸ Additional barriers to reporting family and domestic violence have been identified among Aboriginal people, people from rural and remote communities, people from culturally and linguistically diverse backgrounds, people with disabilities and gay, lesbian, bisexual, transgender and intersex people.¹⁸⁹

Family and domestic violence is a leading cause of women's homelessness and demand for housing services.

Table 23 shows that nearly half of all females accessing specialist homelessness services did so to escape family violence. The majority of clients of specialist homelessness services who were escaping family and domestic violence were females (66%) and children aged 14 and under (22%).¹⁹⁰

Violence restraining orders

Under the *Restraining Orders Act 1997*, a person can apply for a Violence Restraining Order (VRO) for family violence or other non-family personal violence situations. **Figure 27** shows that since 2012, the number of VRO applications by women that were granted has remained constant at around 4,300 per year. This equates to approximately 80% of all VROs. By comparison, in 2014-15 applications by men that were granted VROs represented 16% of the total. Breaches of VROs have steadily increased since 2011-12. In 2014-15, there were nearly 2,200 breaches against the 4,354 VROs that had been sought by women.

Table 22
Family and domestic violence incidents report to police (WA, financial year)

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Number of incidents reported to police (female victims, WA)	3,660	6,429	7,300	7,412	9,251	10,432	11,374
Female (victims) (%)	71.8	72.2	73.0	75.0	74.5	74.7	74.6

Source: WA Police Business Analysis and Evaluation Unit. National Survey of Community Satisfaction with Policing. Customised Unpublished Data. 2015.

Table 23
Accommodation support related to domestic violence (WA)

Female SHS clients	2011-12	2012-13	2013-14
Total number of clients	12,595	13,093	13,201
Females escaping domestic violence (%)	53.1	45.1	48.4

Source: Australian Institute for Health and Welfare. Specialist Homelessness Services (SHS) Demographic Public Data cube, (2011/12 and 2012/13). Australian Institute for Health and Welfare. Specialist Homelessness Services (SHS) Annual Report 2013-14, Additional Materials.

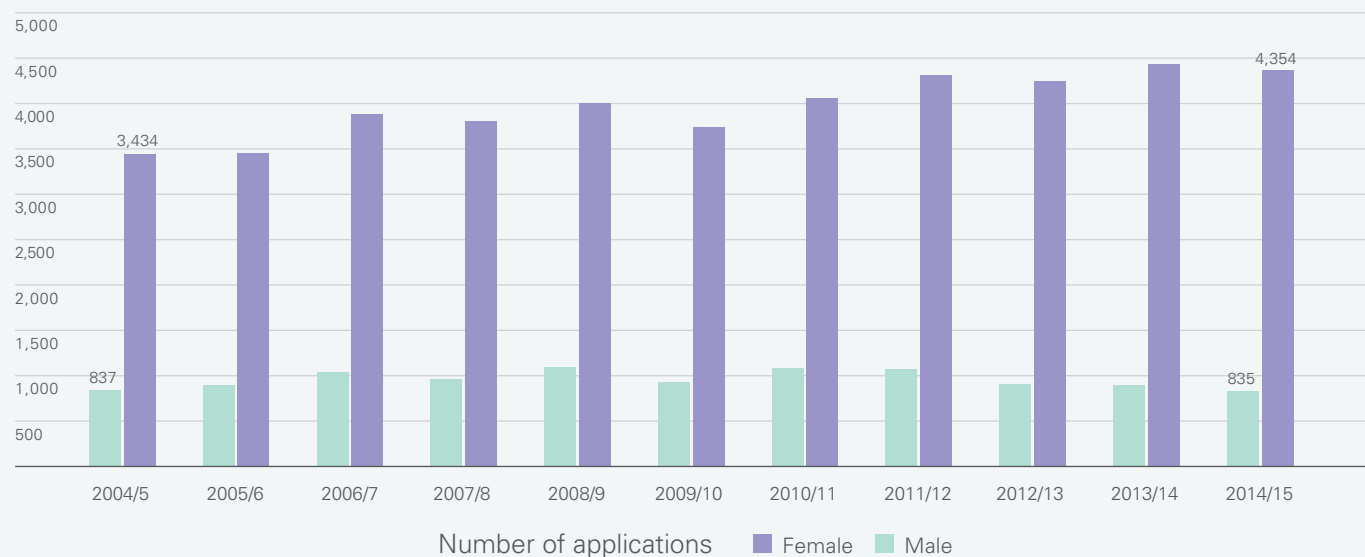


Figure 27
Count of violence restraining order (domestic and family) application granted in WA by gender

Source: Department of the Attorney General, customised data, 2015.

In March 2015, to encourage better protection for victims of violence the State Government announced that a new category of Family Violence Restraining Order (FVRO) would be introduced. The announcement indicated that the FVRO will no longer require victims to provide evidence of a specific act of violence. Rather a risk management approach would be adopted, which will require consideration of information from government agencies and funded organisations in relation to risk behaviour.¹⁹¹

Offence types

In 2014-15, six women were victims of homicide due to family violence in Western Australia (**Table 24**), which represents a decrease from previous years. Table 24 also reports the number of assaults and sexual assaults processed by police per year. In 2014-15, police processed 2,282 assaults and 57 sexual assaults against women in a family and domestic violence context.

Table 24
Count of family and domestic violence offenders processed by offence type

Female (victim)	2011-12	2012-13	2013-14	2014-15
Homicide	10	14	11	6
Assault	2,360	2,403	2,167	2,282
Sexual assault	59	66	70	57
Breach of restraint order	1,667	1,932	2,005	2,194
Other	297	316	266	345

Other includes deprivation of liberty, threatening behaviour and robbery.

Sexual assaults includes recent and historical sexual assault.

Homicide includes murder, manslaughter and attempted murder.

Assaults include domestic assault.

Source: WA Police Business Analysis and Evaluation Unit. National Survey of Community Satisfaction with Policing. Customised Unpublished Data. 2015.

Safety in the community

This section provides information on women's safety, and perception of safety, in a broad context, including outside the home environment. Women are less likely than men to experience physical violence by a stranger in a public space. Women are also less likely to be sexually assaulted by a stranger than by a person who is known to them, such as a partner or family member.¹⁹²

Between 2002 and 2010, there was a small decrease in the percentage of women who were victims of physical or threatened violence (**Table 27**).

The rates shown include assaults or threats by a stranger, as well as incidents where the perpetrator was known to the victim.

Sexual assault and other crimes against the person

Table 25 shows the rate of sexual assault incidents that were reported within 90 days of occurring. Seven out of every 10,000 WA women reported being victims of sexual assault in 2014, a slight reduction since 2010. Overall, more than 90% of sexual assaults were committed against women. More than 99% of sexual assaults are committed by a male perpetrator.¹⁹³

Very few sexual assault cases are prosecuted. As many as one in six women who have been sexually assaulted do not tell anyone about the incident.¹⁹⁴

Table 26 shows that in 2013, only 16.2% of reported sexual assault cases resulted in proceedings against the offender. The barriers to successful prosecution of sexual assault offences are complex. Cases may be withdrawn at the victim's request or on the prosecutor's assessment of the prospect of conviction. Successful prosecutions are more likely when the defendant and victim are not known to each other, or when the assault involved a weapon.¹⁹⁵ Trends show that the number of investigations finalised and the number resulting in proceedings against the offender have declined in WA since 2010. Attrition along the justice chain is recognised as an issue that needs to be addressed to improve criminal justice outcomes.

Safety on public transport, at home and in the local area

Women's perception of their personal safety in their homes and in public spaces may be influenced by factors including their own experiences of crime and their knowledge of other women's experiences. Feelings of safety can affect use of public spaces and social interactions. Measuring perceptions of safety in the community is valuable in the context of planning and urban design, which can contribute to women's experience of safety.

Figure 28 and **Figure 29** show that, between 2012 and 2014¹⁹⁶, almost all women surveyed reported feeling safe during the day on board buses and trains and at stations and interchanges. Feeling safe on public transport allows women who use public transport to move freely around and between public spaces and may impact these women's capacity to contribute to their community. Feelings of safety at night were substantially lower than during the day.

The majority of women surveyed (88.7% in 2014) feel safe or very safe in their homes during the day, and 71.7% feel safe or very safe in their homes at night (**Figure 30**). Despite this, about two-thirds of women (66%) report that they are concerned or very concerned about becoming a victim of a house break in (**Figure 31**). Nearly 42% are afraid of being physically assaulted in a public place (**Figure 31**) and this figure has remained relatively steady since 2009.

With the emergence of social media, the concept of community has broadened and shifted. A growing issue for women are attacks in the online environment including threats of sexual violence, derogatory comments about appearance or 'revenge porn' (when intimate photos are published without consent).¹⁹⁷ Cyber abuse and cyber stalking are also increasingly becoming issues for women who experience family and domestic violence, as noted by the Western Australian Law Reform Commission.¹⁹⁸ There have been recent improvements in the policies of major social media platforms to address this issue, but progress and policies are inconsistent.

Table 25**Reported sexual assault victimisation rate against WA females**

Recent sexual assault*	2002	2005	2008	2011	2014
Rate per 10,000 WA adult females	8.2	10.1	10.0	8.01	7.07
Sexual assaults committed against females** (%)	91.6	95.2	92.4	93.8	92.2

* Recent sexual assault includes aggravated (penetration, indecent dealing) sexual assault and non-aggravated (indecent, procure, record) sexual assault offences reported to police within 90 days of occurrence.

** percentage for known gender.

Source: WA Police Business Analysis and Evaluation Unit. WA Police Frontline Management System (IMS) and Offence Information System. Customised Data. 2015 (2011 to 2014).

Table 26**Outcome of reported sexual assault offences (WA)**

Reported sexual assault cases in WA persons* (%)	2010	2011	2012	2013
Investigation finalised**	46.1	41.6	39.8	38.7
Resulting in proceedings against offender***	27.2	21.2	16.8	16.2

* included males and females victims, all figures as at 30 days from reporting.

** Number of cases finalised/total number of cases reported.

*** Number of cases where offender proceeded against/total number of cases reported.

Source: Australian Bureau of Statistics. Recorded Crime – Victims, Australia, 2010 Western Australia (Cat. No. 4510).

Table 27**Women aged 15 yrs and over, experience of selected personal crimes (WA)**

Experienced crime in the last 12 months – victimisation rate (%)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Physical assault	2.7	2.7	2.5	3.1	2.7	2.3
Threatened assault	3.8	2.8	3.6	3.4	3.2	3.6

Change in format and data source from 2012 due to availability of current data.

Source: Australian Bureau of Statistics. Crime Victimisation (4530)

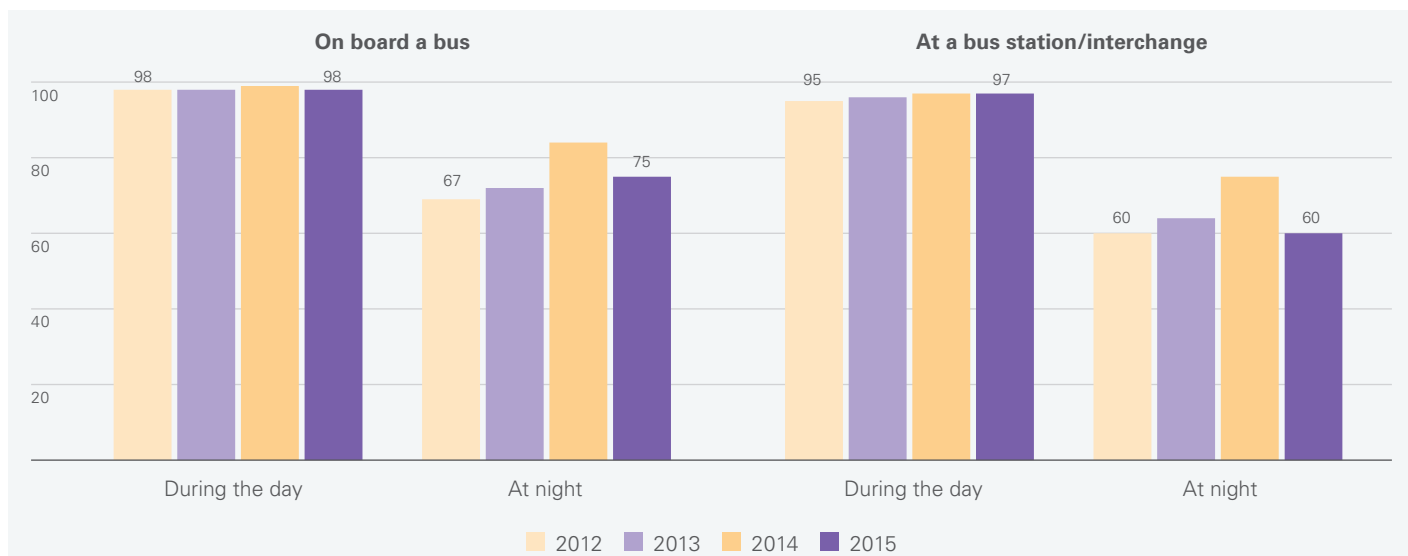


Figure 28
Percentage of females who usually or always feels safe when using WA public transport (bus)

Source: Public Transport Authority of Western Australia, Transperth Passenger Satisfaction Monitor (unpublished data), 2015.

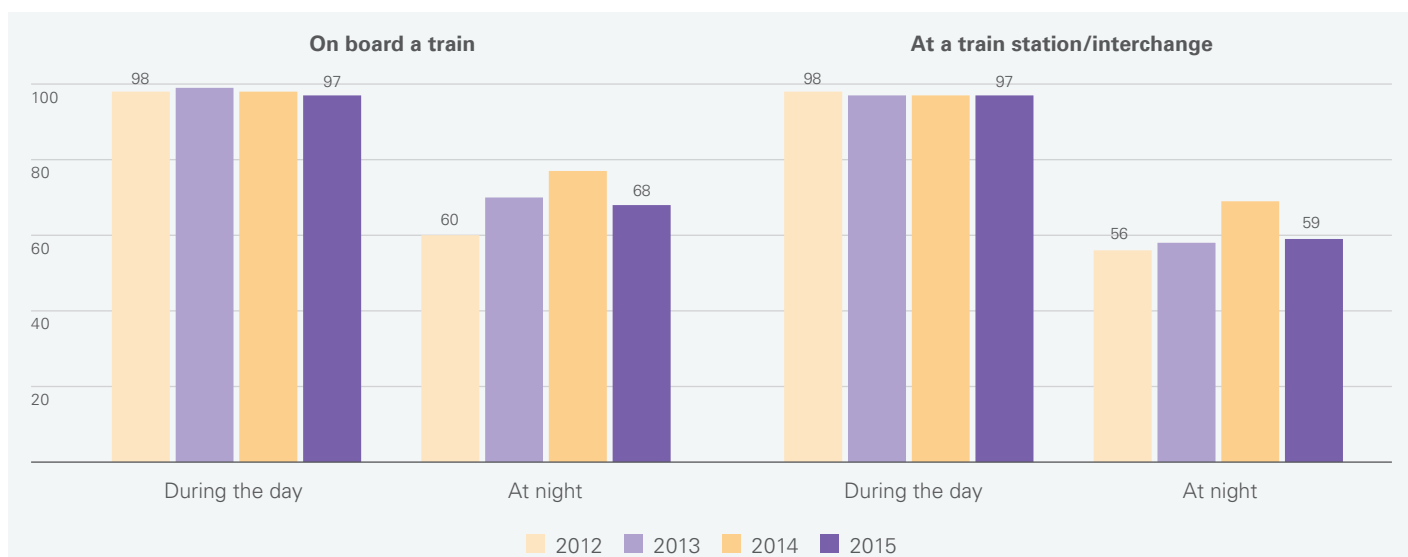
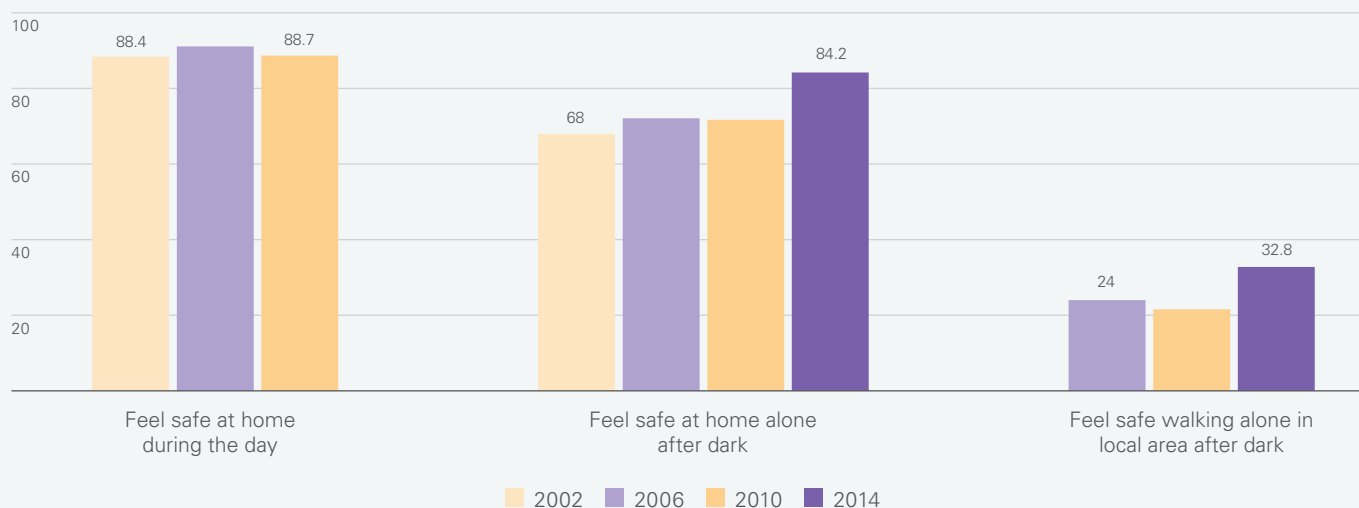


Figure 29
Percentage of females who usually or always feels safe when using WA public transport (train)

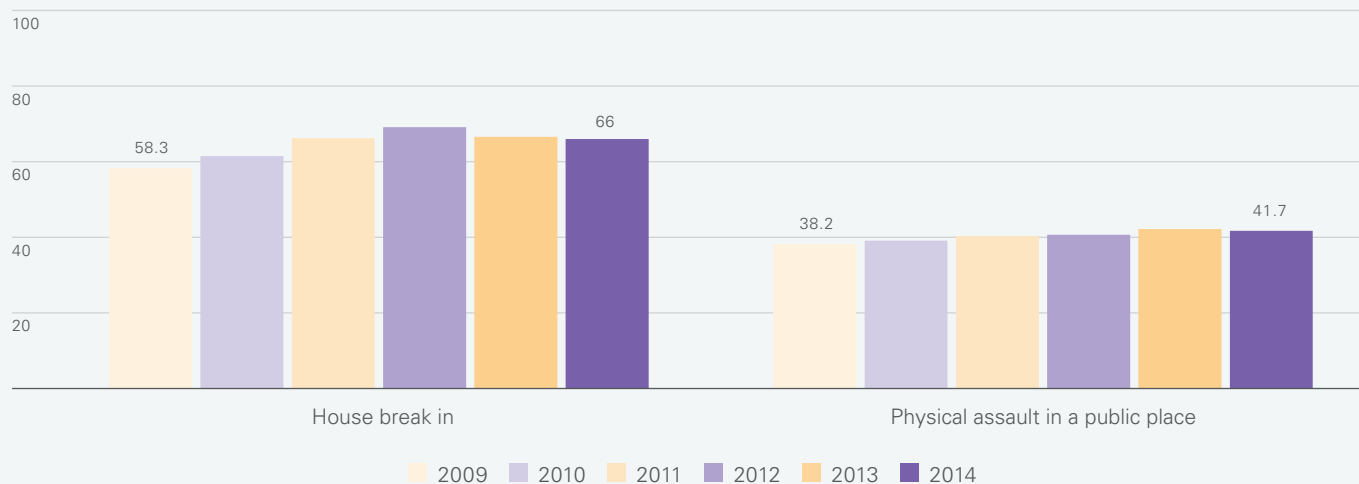
Source: Public Transport Authority of Western Australia, Transperth Passenger Satisfaction Monitor (unpublished data), 2015.

**Figure 30****Percentage of females who feel safe or very safe at home and in local area (WA)**

Feeling of safety walking alone in local area after dark was not available in 2002.

Feeling of safety at home during the day was not available in 2014.

Source: ABS General Social Survey (cat. No. 4159.0) 2002, 2006, 2010.

**Figure 31****Percentage of females who feel concerned or very concerned about being a victim of crime (WA)**

Source: WA Police Business Analysis and Evaluation Unit. National Survey of Community Satisfaction with Policing. Unpublished Data. 2015.

Workplace safety and discrimination

Women are more likely than men to be in casual, low-paid or low-status work, which may increase their vulnerability to workplace harassment or violence. Even in fields such as the medical profession, reports indicate that sexual harassment is a pervasive problem.¹⁹⁹

Table 28 shows workers compensation claims from women relating to harassment, bullying and violence in the workplace. Total numbers decreased in 2011-12 before rising again over the following years. Reported assault of female workers has, however, risen since 2009-10.

Complaints received by the WA Equal Opportunity Commission

Table 29 shows the number and percentages of complaints received by the WA Equal Opportunity Commission that are made by women. Since 2009, the top three types of discrimination reported by females were identified as sexual harassment, impairment or disability, and victimisation.

In 2013-14, the most common areas of discrimination reported by women revolved around pregnancy, sexual harassment and family responsibility.

Table 30 also shows that sexual harassment complaints decreased significantly from 2009-10 to 2014-15 but are still overwhelmingly made by women. In 2014-15, 100% of sexual complaints were made by women.

Table 28
Reported violence in the workplace (WA)

Number of female workers compensation claims	2009-10	2010-11	2011-12	2012-13	2013-14*
Being assaulted by a person or persons	179	179	163	191	226
Exposure to workplace or occupational violence	76	83	54	59	49
Work related harassment and/or workplace bullying	6	5	11	6	8
Other harassment	54	82	59	63	76
Total violence/harassment/bullying	315	349	287	319	359

Classification groups taken from Type of Occurrence Classification System 3rd Edition Revision 1 (TOOCS).

Data from worker's compensation claims where one or more days/shift are lost from work.

*2013/14 preliminary data.

Source: Department of Commerce, WorkSafe Division (WA), WA worker's compensation lost time injury and disease claims, 2013-14 preliminary data snapshot.

Table 29
Complaints to Equal Opportunity Commission (WA, females)

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Number of females	201	210	225	238	136	202
Females (%)	54.0	51.3	49.7	58.0	44.4	60.0

Source: Equal Opportunity Commission unpublished data.

Table 30
Sexual harassment complaints to the Equal Opportunity Commission (WA, females)

Sexual Harassment	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Number of females	54	56	57	66	25	32
Females (%)	88.5	77.8	74.0	80.5	86.2	100.0

Source: Equal Opportunity Commission unpublished data.

Offending and imprisonment

Since 2009, the imprisonment rate for women has risen steadily apart from a small decrease in 2011 (**Table 31**). In 2014, the rate of imprisonment was nearly 50 per 100,000 adult women in WA. This figure was the second highest of all Australian jurisdictions (behind NT) and almost twice the national rate of 28.9 per 100,000 adult females.²⁰⁰ In the 2014 report on the 20th Anniversary Review of the 1994 Chief Justice's Gender Bias Taskforce, it was noted that there is currently a paucity of research into the high rates of imprisonment of women in WA.

Women from Aboriginal and Torres Strait Islander backgrounds continue to be overrepresented in the justice system. In 2014, the imprisonment rate for Aboriginal and Torres Strait Islander women was 866 per 100,000, more than 17 times greater than the general Western Australian female population.²⁰¹

Table 32 shows that in 2013-14, female offenders represented 644 per 100,000 adult women in Western Australia. The rate of offending has fallen steadily each year between 2008-09 and 2013-14, in contrast to the increasing rate of imprisonments. The reason for this increase is unclear, but it may be due to the higher use of imprisonment in WA's higher courts, and the increased rate of women on remand.²⁰²

Women working in the legal/justice system

The legal profession attracts a high number of women and can offer varied roles and flexible work practices, in addition to relatively high salaries and opportunities to help people in need.²⁰³ A survey of women in the profession found that the majority experienced the work as personally satisfying and had good job flexibility, including the ability to work from home.²⁰⁴ However, less than half the women surveyed felt they had appropriate opportunities to advance their career in their current organisation.²⁰⁵ The Gender Bias Taskforce Report indicates that female law graduates continue to earn less than male law graduates.²⁰⁶ This means that women in the legal profession are starting their careers at a disadvantage.

Since 2009, the percentage of female law students has remained steady at almost 60% (**Figure 32**). High attrition rates for women result in a wide gap between the number of women entering the profession and those who progress to senior levels.²⁰⁷ Evidence indicates that despite the availability of flexible workplaces in the legal profession, many women exited large commercial law firms due to lack of understanding or support from employers in relation to family responsibilities.²⁰⁸

Table 31
Western Australian female imprisonment rate

Imprisonment rate	2009	2010	2011	2012	2013	2014
All females (per 100,000 adult population)	41.4	45.4	40.8	46.1	47.2	49.9
ATSI females (per 100,000 adult population)	731.4	821.7	674.7	834.7	775	866.7

ATSI: Aboriginal and Torres Strait Islander. Data reported in census on 30 June each year.

Source: Australian Bureau of Statistics. Corrective Services, Australia (Cat no. 4512), 2015, March Quarter (Table 5 and Table 14).

Table 32
Offender rate per 100,000 by sex (WA)

Western Australia	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Males	3,424.8	3,285.2	2,643.9	2,259.0	2,077.4	2,096.6
Females	1,085.6	1,082.4	868.9	734.9	688.4	644.6

Source: Australian Bureau of Statistics. Recorded Crime – Offenders, 2013-14 (Cat no. 4519).

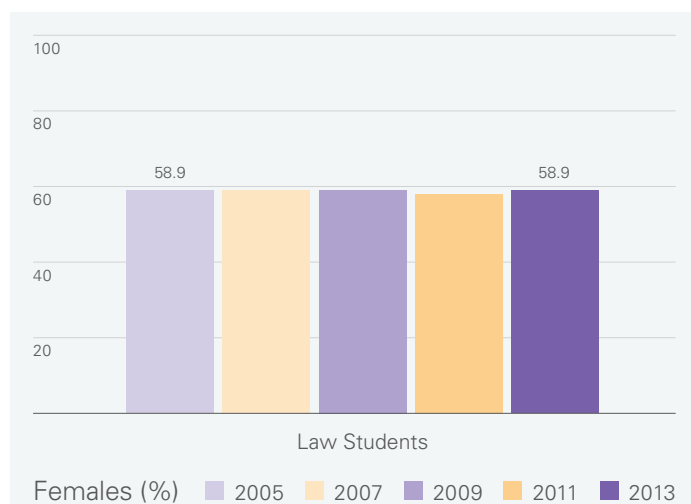


Figure 32
Percentage of law students (WA, females)

Source: Department of Education, Employment and Workplace Relations. Students, Selected Higher Education Statistics Number of Law Students (Customised Data). Australian Government. 2015.

Figure 33 shows that the rate of female legal practitioners has increased slowly from 41% in 2006-07 to 48.6% in 2014-15. However, this has not translated to an increase in the rates of female equity partners and barristers, which have remained relatively steady during the same period.

Queen's and Senior Counsel

In 2004, it was estimated 4.8% of Queen's Counsel were women.²⁰⁹ By 2008, the proportion of women who were Queen's and Senior Counsel had increased to 10%.²¹⁰ It remained at that level (10%) in 2015.²¹¹



Figure 33
Percentage of barristers, legal practitioners and equity partners (WA, females)

Source: Legal Practice Board of WA Annual Reports 2006/07 – 2014/15.

Judiciary

Table 33 shows the proportion of women in the judiciary in several courts and a tribunal in WA. Between 2003 and 2013, the proportion of women in each court (Family, Magistrates, District and Supreme) jurisdiction increased. The highest proportion of female judicial officers are in the Family Court (53%).

In 2015, 28% of the WA judiciary (Supreme Court, District Court and Magistrates Court) was female, which was the lowest rate across Australia.²¹²

Women working in the Western Australia Police

Women's representation in the WA Police is comparable with women's representation in other traditionally male dominated industries and occupations. The proportion of female police officers in WA has increased gradually since 2003 to 22% in 2015 (**Table 34**). In 2015, 20% of Aboriginal liaison officers and 41% police auxiliary officers were female. This equates to 1,321 female police officers, two Aboriginal liaison officers and 117 police auxiliary officers.

Women are under-represented in the most senior ranks of WA Police. In 2015, two of the 13 most senior positions (commissioner, deputy commissioners and assistant commissioners) are held by women.²¹³

Table 33
Representation of WA women in the judiciary (WA)

Female (%)	2003	2008	2013
State Administrative Tribunal (Created in 2005)	–	33	0
Family Court	38	54	53
Magistrates Court	18	31	40
District Court	23	25	26
Supreme Court	12	20	20

Source: Women Lawyers of WA. 2014. 20th Anniversary Review of the 1994 Chief Justice's Gender Bias Taskforce Report. September 2014. Perth. p239-240.

Table 34
Western Australian police service staff

Female (%)	2003	2006	2009	2012	2015
Police Officers	15.0	18	20.0	21	22
Police Auxiliary Officers*				41	41
Aboriginal Police Liaison Officer	27.0	33	29.0	27	20

Source: Western Australian Police. Annual Report 2006-2014.

*Police Auxiliary Officers are not fully sworn police officers but have undertaken a 12-week, role-specific training program at the WA Police Academy.



This sub-section includes some milestones, generally achievements by individual women or developments in regulatory instruments, relevant to the area of women's safety and justice. They provide further evidence of how WA is progressing towards achieving the desired outcomes in this area.

~ 1917 ~

FIRST FEMALE POLICE CONSTABLES

Helen Dugdale and Laura Chipper became Western Australia's first female police constables.²¹⁴

~ 1923 ~

FIRST FEMALE ENTITLED TO PRACTISE AS A LAWYER IN WA

Women were able to practise as lawyers following the passage of the *Women's Legal Status Act 1923*.²¹⁵

~ 1930 ~

FIRST FEMALE ADMITTED TO LEGAL PRACTICE IN WA

Alice May Cummins was admitted to legal practice in WA.²¹⁶

~ 1931 ~

FIRST FEMALE TO PRACTISE LAW IN WA

Enid Russell became the first woman to practise law in WA.²¹⁷

~ 1947 ~

FIRST FEMALE POLICE SERGEANT

Ethel Scott was the first woman to be promoted to police sergeant in Western Australia.²¹⁸

~ 1957 ~

WOMEN ENTITLED TO SERVE ON WA JURIES

The *Jury Act 1898* was amended to provide women with the opportunity to serve on juries.²¹⁹ This did not include Aboriginal women who did not gain the right to sit on juries until 1962.

~ 1974 ~

FIRST WOMEN'S REFUGE OR EMERGENCY ACCOMMODATION FOR WOMEN AND THEIR CHILDREN

Nardine (formerly the Women's Centre Action Group) was established and started providing emergency accommodation for women and their children.²²⁰

~ 1982 ~

RESTRAINING ORDERS FIRST INTRODUCED

Restraining orders were first introduced in WA by way of amendments to the *Justices Act 1902 (WA)*.²²¹

~ 1984 ~

**EQUAL OPPORTUNITY ACT
1984 (WA) ENACTED**

The *Equal Opportunity Act 1984* was introduced and included provisions providing protection from discrimination on the basis of gender and harassment in employment.²²²

~ 1985 ~

FIRST FEMALE WA JUDGE

Antoinette Kennedy was appointed the first female judge in Western Australia.²²³

~ 1987 ~

**FIRST FEMALE JUSTICE OF THE
HIGH COURT OF AUSTRALIA**

Mary Gaudron QC appointed first female justice of the High Court of Australia.²²⁴

~ 1994 ~

**FIRST FEMALE WA
QUEEN'S COUNSEL**

Hon Christine Wheeler AO, QC became Western Australia's first female queen's counsel.²²⁵

~ 1997 ~

**RESTRAINING ORDERS
ACT INTRODUCED**

The Restraining Orders Act 1997 was introduced to provide assistance to victims of family and domestic violence.²²⁶

~ 2004 ~

FIRST FEMALE WA CHIEF JUDGE

Antoinette Kennedy was appointed the first female head of a jurisdiction in Western Australia.²²⁷

~ 2004 ~

**FIRST FEMALE ASSISTANT
COMMISSIONER OF POLICE,
WESTERN AUSTRALIA POLICE**

Barbara Etter was appointed the first female assistant commissioner of the Western Australia Police.²²⁸

~ 2009 ~

**WA STRATEGIC PLAN FOR
FAMILY AND DOMESTIC
VIOLENCE LAUNCHED**

Western Australia's Family and Domestic Violence Strategy to 2022 was launched as the overarching long-term policy document for Western Australia's implementation of Australia's national family and domestic violence strategy.²²⁹

~ 2012 ~

**OMBUDSMAN GAINS FAMILY
AND DOMESTIC VIOLENCE
FATALITY REVIEW FUNCTION**

The Western Australian Ombudsman commenced a new function to review family and domestic violence fatalities.²³⁰

7

Health and Wellbeing

This chapter focuses on the priority area of women's health and wellbeing, and examines a range of issues including lifestyle factors, reproductive and sexual health, leading causes of death and chronic illness and community involvement, which are reflective of WA women's physical and mental health and overall wellbeing.

Women have particular health and wellbeing needs and can experience obstacles and opportunities that impact their health and wellbeing. Gender is a social determinant of health and can also influence exposure to various other social determinants of health – such as income, employment, education, social/physical environment, health practices and culture – that can lead to health inequalities.²³¹ Good health and wellbeing supports women to achieve their full potential.

Outcomes

Desired outcomes in the area of women's health and wellbeing include:

- WA women are healthy and have a positive sense of wellbeing.
- WA women have access to health services which reflect their needs according to their life stage, race, social, cultural, psychological and economic circumstances.
- The gap in life expectancy and health outcomes between Aboriginal and non-Aboriginal women is closed.
- WA women have knowledge of the risks, choices and access to services in relation to their sexual and reproductive health.
- WA women lead healthy lifestyles and are not exposed to injury, illnesses and diseases.
- Aboriginal and culturally and linguistically diverse women's lower participation rate in breast and other cancer screenings is addressed to reduce the incidence of cancers in these groups.

Indicators

The indicators in this chapter contribute to understanding how WA is progressing towards achieving these outcomes:

- Lifestyle and risk factors
- Sexual, reproductive and maternal health
- Illness, injury and access to services
- Mental health and wellbeing
- Community involvement
- Lifestyle and risk factors

Life expectancy at birth

Life expectancy provides an indication of the general health of the population. Increased life expectancy at birth is indicative of improvements in the population's social, economic and environmental circumstances including access to health care, rates of infant mortality, diet and sanitation.

Since 1998, life expectancy at birth for women in WA has increased from 81.9 years to 84.8 years (**Figure 34**). In WA, as in Australia and most other countries, women's life expectancy is longer than men's.

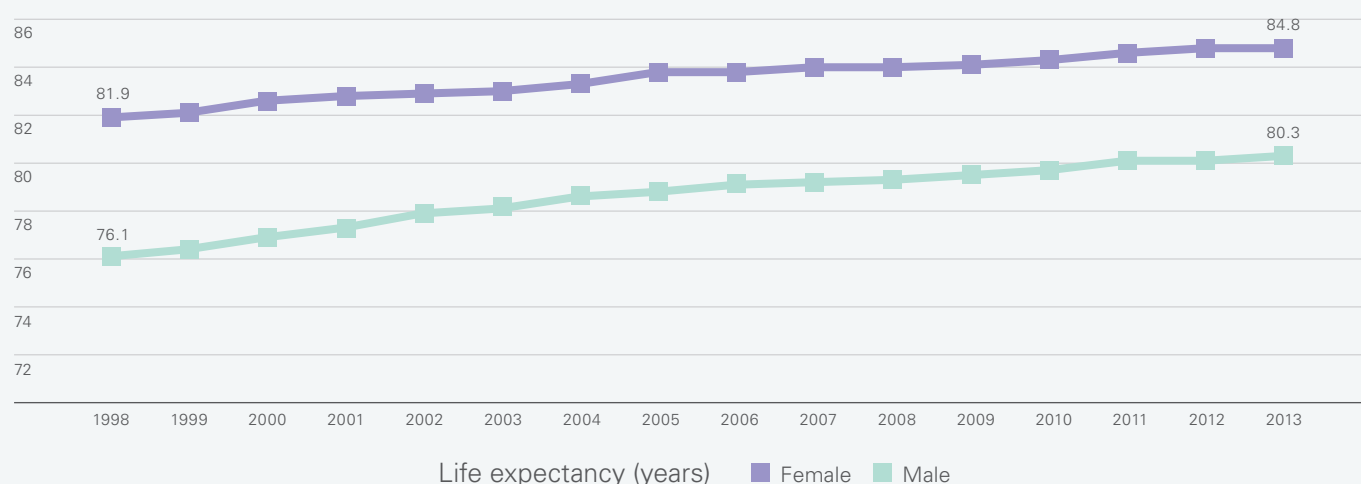


Figure 34
Life expectancy at birth in years by gender (WA)

Source: Department of Health WA. Health and Wellbeing Annual overview and trends annual report 2013.

There are differences in life expectancy between population groups. In WA, Aboriginal women and women who are socially and economically disadvantaged, on average, live shorter lives than the rest of the female population.²³² In 2011, the difference in life expectancy between Aboriginal and non-Aboriginal women in WA was estimated to be the widest of all states and territories with a gap of 12.5 years.²³³ Nationally the gap in life expectancy between Aboriginal and non-Aboriginal women was estimated to be 9.7 years; 72.9 years compared with 82.6 years.²³⁴

Lifestyle behaviours

Some of the lifestyle behaviours associated with poorer health outcomes and premature death are smoking, excessive consumption of alcohol and insufficient exercise.²³⁵ **Figure 35** presents the prevalence of these lifestyle behaviours. A decreasing incidence of these risk factors indicates improvements in women's health and wellbeing. Good health and wellbeing supports women to participate more fully in the community and to enjoy a higher quality of life for longer.

There continues to be a relatively consistent decrease in the prevalence of smoking by Western Australian women, from 16.1% in 2003 to 10.5% in 2013 (Figure 35). Smoking during pregnancy is well recognised as being a significant contributing factor to the development of complications during a pregnancy affecting women and the foetus.²³⁶ The rates of smoking during pregnancy by WA women and WA Aboriginal women are both declining. However, in 2011 the rate of smoking during pregnancy was four-and-a-half times higher for Aboriginal women than non-Aboriginal women.²³⁷

Excessive alcohol consumption has been identified as a major cause of liver disease, brain damage, accidents including road accidents, domestic and public violence and crime.²³⁸ The prevalence of alcohol consumption at levels presenting a long-term risk of harm has trended around 24% since 2003, however decreased to just over 19% in 2013 (Figure 35).

Alcohol consumption during pregnancy is associated with particular risks, including fetal alcohol spectrum disorders (FASD).²³⁹ The FASD are a range of physical, cognitive, behavioural and neurodevelopmental abnormalities that result from the fetus's exposure to maternal alcohol consumption during pregnancy.²⁴⁰ Regular heavy drinking (four or more standard drinks

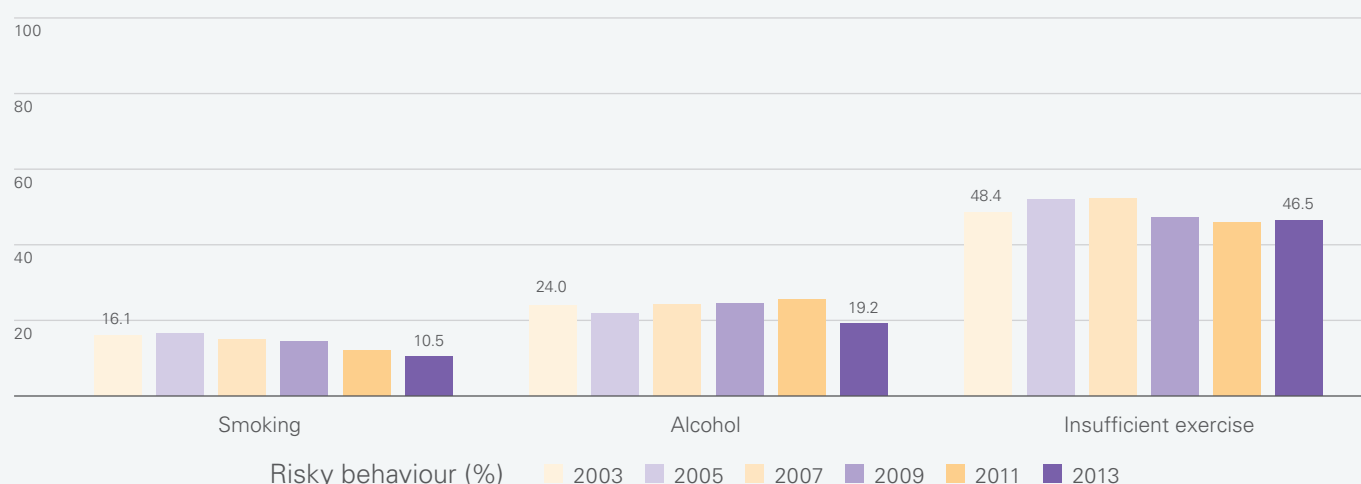


Figure 35
Percentage of WA women reported risky lifestyle behaviours

Smoking: Daily or occasional. Females aged 16 years and over.

Alcohol: Long term harm is defined as having more than 2 standard drinks on any one day. Females aged 18 years and over.

Insufficient exercise: Less than 150 minutes of moderate physical activity over 5 or more sessions per week. Females 16 years and over.

Source: Department of Health WA. Western Australian Health and Wellbeing Surveillance System. Customised Report 2015.

in one sitting at least once weekly) or binge drinking (more than five drinks in one sitting) is strongly associated with FASD-related characteristics.²⁴¹

Insufficient exercise is considered to be less than 30 minutes exercise per day over five days of the week.²⁴² The prevalence of WA women undertaking insufficient physical activity has fluctuated over time. There was an increase in levels of insufficient physical activity from 48% in 2003 to 52% in 2007, followed by a gradual decrease to 46% in 2011, where it remained in 2013 (Figure 35). This indicates a high number of WA women not undertaking sufficient exercise for long term health.

Overweight and obese individuals are significantly more likely to experience poor health outcomes including increased risk of injury, poorer outcomes from injury such as longer hospital stays, and higher risk of complications including death.²⁴³ The prevalence of obesity in women has generally trended upwards from 22% in 2003 to 25% in 2007, to nearly 28% in 2013 (**Table 35**).

Research by the National Eating Disorders Collaboration²⁴⁴ indicated that the prevalence of eating disorder behaviour in Australia is increasing

in parallel with the increase in obesity. This research found that nationally eating disorders are estimated to affect approximately 9% of the total population (females and males of all ages).²⁴⁵ For young females, eating disorders represent the third most common chronic illness and the second leading cause of mental disorder disability.²⁴⁶ Eating disorders are also emerging as issues for older women, with stressful life changes such as marriage, pregnancy, menopause, and divorce identified as potential triggers. As many as 25% of people seeking treatment for eating disorders are women over the age of 30 and eating disorder behaviours have been identified in women in their 70s and 80s.²⁴⁷

Self-reported health status

The prevalence of women reporting their health status as 'excellent/very good' did not appear to change significantly between 2005 and 2013 (**Table 36**). Throughout this time period, the prevalence of 'excellent/very good' health status was higher for the 16 to 64 years age group compared to those aged 65 years and over. To some extent, this can be attributed to the increased incidence of disability associated with ageing.²⁴⁸

Table 35
Percentage of females age 16 and over by body weight classification

Percentage of females (aged 16 and over)	2003	2005	2007	2009	2011	2013
Not overweight or obese	43.3	43.5	42.4	40.1	40.3	41
Overweight	33.5	29.6	31.9	32.6	32.8	31.5
Obese	21.9	25.9	25.2	26.5	25.9	27.8

Excludes adults who were classified as underweight based on BMI.

Source: Department of Health WA. Health and Wellbeing Annual overview and trends annual report 2013

Table 36
Self-reported health status among WA women

Very good/excellent (% women)	2005	2007	2009	2011	2013
16-64 years	65.7	64.8	63.9	62.9	n/a
65+ years	44.2	46.3	43	45	n/a
All adult women	62.2	61.8	60.5	60	60

Females aged 16 years and over.

Age breakdown not published in 2013 report.

Source: Department of Health WA. Health and Wellbeing Annual overview and trends annual report 2013

Sexual, reproductive and maternal health

Women face particular sexual, reproductive and maternal issues which can impact upon their ability to experience good health and wellbeing.

Births and terminations

Fertility rate

In 2014, WA's total fertility rate was 1.87 babies per woman, which continued the downward trend of the previous six years from the 2008 peak of 2.08 babies.²⁴⁹ The national trend over the same time period was comparable (**Figure 36**). Declining fertility rates can reflect women's increased participation in education and employment and also their experience of higher general living standards.²⁵⁰ Women's increased access to birth control is another likely contributing factor.²⁵¹

For WA Aboriginal women the total fertility rate has fluctuated and was higher than the fertility rate for all WA women and nationally. From 2003 to 2006,

the total birth rate was relatively stable at around 2.4 babies, trending upwards to 2.79 babies in 2008, declining to 1.93 babies in 2010 and increasing to 2.86 babies in 2014.²⁵²

Age of mothers

The median age of WA mothers giving birth has gradually increased from 30.2 in 2003 to 30.6 in 2014, and was lower than the national median age of 30.9 years in 2014.²⁵³

Between 1981 and 2011, there was a steady increase in the number of WA females over 35 years old giving birth, and a decline in the number of teenagers giving birth (**Figure 37**). In 2011, one in five Western Australian women who gave birth were 35 years of age or older, compared with one in 20 in 1980. Over the same time period, the proportion of teenagers giving birth halved (Figure 37).

WA Aboriginal women, in general, gave birth at a younger age than non-Aboriginal WA women.²⁵⁴ Among non-Aboriginal WA women, the highest proportion of those who gave birth in 2011 was in the 30-34 year age group (31.2% of births).²⁵⁵ For Aboriginal women, the highest proportion was

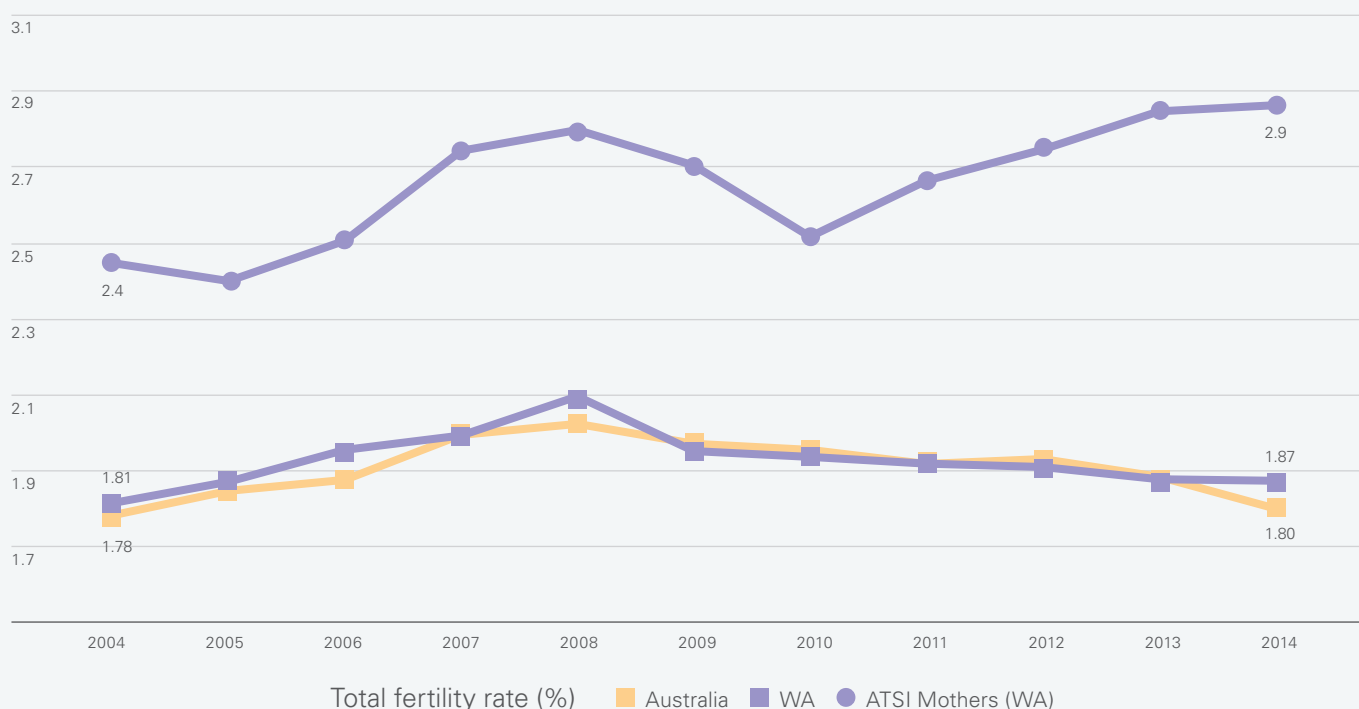


Figure 36
Fertility rate (birth per women)

Source: Australian Bureau of Statistics. Births, Australia, 2014 Cat.3301.0.

in the 20-24 year age group (33.5%).²⁵⁶

Teenage birth rate

Teenage birth is associated with short and long-term risks, in relation to health and social and economic outcomes, for mother and child.²⁵⁷ The teenage birth rate in WA declined between 1986 and 2011 (**Table 37**). In 2011, the birth rate was 18.1 births per 1,000 teenage women. Over the same time period, the birth rate for WA teenage Aboriginal women was higher; nearly eight times higher in 1986 and declining to nearly seven times higher in 2011.

Caesarean births

Caesarean section has been identified as increasing the risk of adverse health outcomes for mothers and their babies.²⁵⁸ Since 1985, the international healthcare community has considered the 'ideal rate' for caesarean sections to be between 10% and 15%.²⁵⁹ More recent research showed that when caesarean section rates rise towards 10% across a population, the number of maternal and newborn deaths decreases. When the rate goes above 10%, there is no evidence that mortality rates improve.²⁶⁰ The proportion of live babies being delivered by caesarean section, both elective and emergency, in

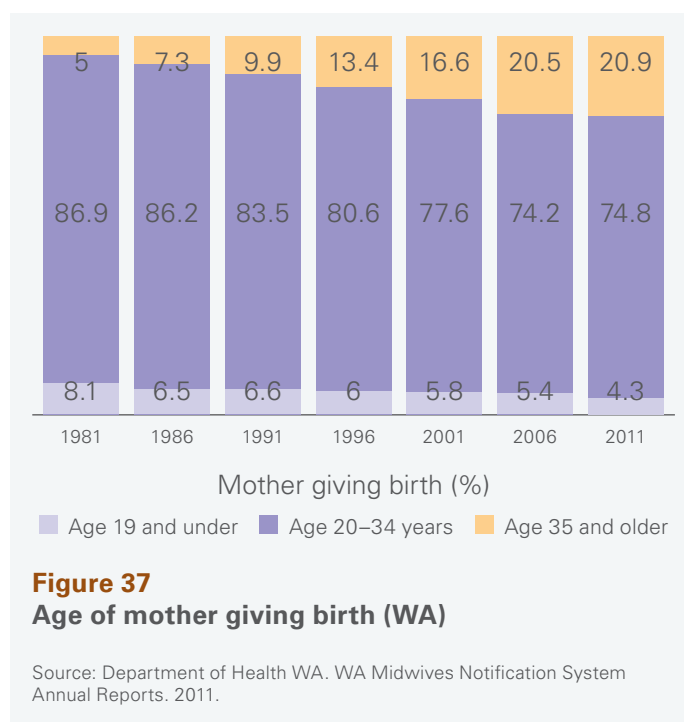


Table 37
Teenage birth rates (WA)

Age specific birth rate
(per 1,000 females
aged 15-19 years)

	1986	1991	1996	2001	2006	2011
Total population	25.1	25.9	24.4	20.9	21.3	18.1
Aboriginal	145.8	162.1	125.9	112.9	118	93.5
Non Aboriginal	19.4	19.6	19.6	16.2	16.1	13.9

Source: Department of Health WA. WA Midwives Notification System Annual Reports. 2011.

Table 38
Births delivered by caesarean (WA)

All births (%)	1986	1991	1996	2001	2006	2011
Elective	7.8	9.6	11.4	15.3	18.7	17.2
Emergency	7.8	8.9	9.1	12.3	14.0	16.7
Total caesarean	15.6	18.5	20.5	27.6	32.7	33.9

Source: Department of Health WA. WA Midwives Notification System Annual Reports. 2011.

Western Australia continues to increase from nearly 16% in 1986 to nearly 34% in 2011 (**Table 38**).

Termination rate

Between 2002 and 2012, the termination rate per 1000 women aged 15 to 44 years decreased from 19.6 to 16.4. In the same period, the birth rate per 1000 women increased from 57.7 to 64.8 (**Table 39**). The average age of WA women having a termination was 27 years in 2012.²⁶¹ Between 2002 and 2012, the termination rate per 1000 women aged 15 to 19 years decreased from 23 to 14.4. In the same period, the birth rate decreased from 20.9 to 17.1. Between 2006 and 2010, there was a higher termination than birth rate, with 2012 being the first year in which the termination rate was lower than the birth rate for teenage females (**Table 40**).

Sexually transmissible infections

The prevalence of sexually transmissible infections (STIs) among women is an important indicator of women's sexual and reproductive health. High levels of STIs continue to occur in WA, with young people and Aboriginal people disproportionately affected.²⁶²

Chlamydia is the most commonly reported STI in WA.²⁶³ Increasing rates of chlamydia and gonorrhoea in WA women are of particular concern due to the risk of these diseases to women's long-term sexual health, and also newborn health. If left untreated, both chlamydia and gonorrhoea can lead to infertility and/or pelvic inflammatory disease, and increase the chances of contracting other infections. Pregnant women can pass chlamydia on to their babies, causing serious eye and lung infections.²⁶⁴ Gonorrhoea can also be spread from mother to baby at birth and is a cause of blindness in newborns.²⁶⁵

Genital chlamydia rates have increased every year from 2006 to 2012, declining to a notification rate for WA women of 571 per 100,000 women in 2014 (**Table 41**).

Table 41 also presents the rates of gonorrhoea notification for WA females. These rates fluctuated over time, dropping markedly in 2010 before returning to around 2006 levels in 2012, and then declining again in 2014.

Table 39
Birth and termination rate WA females

Birth and termination rate
(per 1,000 women
age 15-44 yrs)

	2002	2004	2006	2008	2010	2012
Birth rate	57.7	58.8	64.7	66.4	64	64.8
Termination rate	19.6	18.4	19.1	19.0	17.5	16.4

Source: Department of Health, Induced Abortions in WA 2010-12, 2013 report.

Table 40
Birth and termination rate of WA teenage females

Birth and termination rate
(per 1,000 teenage
women 15-19 yrs,
includes under 15 yrs)

	2002	2004	2006	2008	2010	2012
Birth rate	20.9	19.8	21.3	20.8	17.8	17.1
Termination rate	23	21.8	23.5	22.3	18.6	14.4

Source: Department of Health, Induced Abortions in WA 2010-12, 2013 report.

Table 41
Notification rates for gonorrhoea and chlamydia (WA females)

Rate per 100,000 person years	2006	2008	2010	2012	2014
Chlamydia	371	507	560.7	628.9	571.4
Gonorrhoea	69.6	63.2	43.8	68.8	60.1

Source: Department of Health WA. Notifiable Disease Data (2005-14). Customised report, June 2015.

Cervical cancer screening

Nationally, cervical cancer accounts for less than 2% of all female cancers, with a relatively low incidence of seven new cases per 100,000 women in 2014. Cervical cancer is a rare outcome of persistent infection with one or more cancer-causing types of human papillomavirus (HPV). Infection with genital HPV types is extremely common, with infection rates of this sexually transmitted infection peaking in women in young adulthood. Most HPV infection is cleared by the immune system within a year. However, in up to 10% of women the infection can persist, and in a very small number of women, persistent infection with HPV may lead to cervical cancer. In Australia, primary prevention of cervical cancer is through vaccination against HPV by means of a national vaccination program which commenced in April 2007.²⁶⁶

Cervical cancer screening programs contribute to reductions in incidence of advanced cervical cancers and related mortality. In WA and nationally, the proportion of women participating in cervical cancer screening has declined from 64% in 1997-98 to nearly 56% in 2012-13 in WA and nearly 63% to 58% nationally (**Figure 38**).

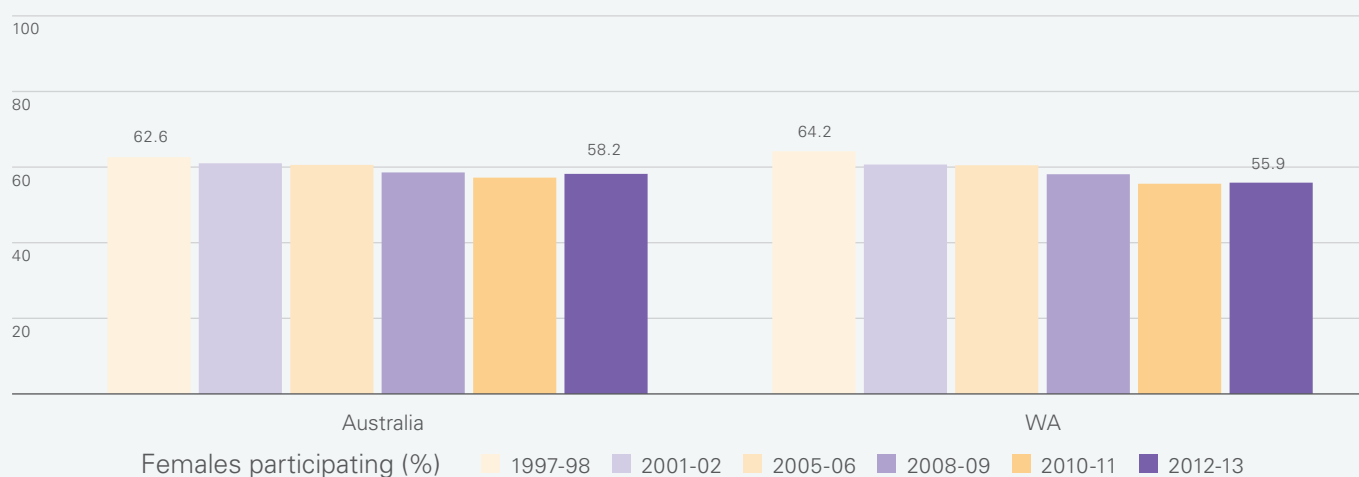


Figure 38
Cervical cancer screening participation

Participation in the National Cervical Screening Program: % women (aged 20-69 yrs) participating in a two year period.

Source: Australian Institute of Health and Welfare, Cervical screening in Australia 2007-2008 Cancer series no. 54. Cat. No. CAN 50. Canberra: AIHW.

Illness, injury and access to services

Breast cancer screening

In 2015, breast cancer was estimated to be the third most commonly diagnosed cancer in Australia.²⁶⁷ It is estimated that a woman's risk of being diagnosed with breast cancer by her 85th birthday is one in eight.²⁶⁸ Breast cancer is also the most common cancer in Aboriginal females.²⁶⁹ Aboriginal women have a higher risk of dying from breast cancer than non-Aboriginal women, which could be partly explained by their lower participation rates in breast cancer screening.²⁷⁰

Screening mammograms are an effective means of detecting breast cancer earlier and increasing the rate of survival. The proportion of eligible WA women participating in screening tests for breast cancer increased slightly from 57% to 60% between 2000-01 and 2012-13 (**Figure 39**).

WA Aboriginal women are significantly less likely to participate in breast cancer screening procedures than the total WA female population. WA women from CaLD communities have higher participation rates than the total WA female population (Figure 39).

Leading causes of death

Identifying the leading causes of illness and death in WA women allows us to see where improvements can be made when lifestyle is a contributing factor.

Ischaemic heart disease (includes diseases related to reduced blood supply to the heart, such as coronary artery disease) continued the leading cause of death among females (**Table 42**). There is a low awareness of this fact among women.²⁷¹

Table 42 shows that between 2009 and 2013, the five leading causes of death among WA females were ischaemic heart disease, malignant neoplasms



Figure 39
Breast screening participation (women aged 50-69 years)

Source: BreastScreen WA, Customised data, 2015.

Table 42
Top five leading causes of death (WA, females)

Standardised Death Rate (per 100,000 females)	2007	2009	2010	2011	2012	2013
Ischaemic heart diseases (I20-I25)	66.9	62.5	54.8	54.2	48.5	47.5
Malignant neoplasms of digestive organs (C15-C26)	36.5	38.4	31.6	30.5	30.5	31.9
Cerebrovascular diseases (I60-I69)	39.3	35.8	37.0	33.0	33.4	30.8
Organic, including symptomatic, mental disorders (F00-F09)	17.5	22.8	24.6	21.5	25.6	23.7
Malignant neoplasms of respiratory and intrathoracic organs (C30-C39)	26.3	27.2	24.0	23.4	28.2	23.1

International Disease Classification codes.

Source: ABS Causes of Death, Australia (3303.0). Underlying Causes of Death (Western Australia, all females), 2013.

(cancer) of the digestive organs (stomach, intestine, liver etc), cerebrovascular diseases (conditions caused by problems that affect the blood supply to the brain such as stroke and dementia), organic, including symptomatic mental disorders (mental illness) and malignant neoplasms (cancer) of the respiratory and intrathoracic organs (lung, throat etc). During this period, the death rate for ischaemic heart disease and cerebrovascular diseases declined, with a greater decline for ischaemic heart disease (Table 42).

Between 2006 and 2010, the five leading causes of death for Aboriginal women were impaired glucose regulation and diabetes, ischaemic heart disease, cerebrovascular diseases, transport accidents and diseases of the liver.²⁷²

Common chronic health conditions

Arthritis, injury and mental health problems continued to be the three most prevalent chronic health conditions for women between 2007 and 2013. In 2013, almost one in five WA women were diagnosed with or treated for a mental health condition (Table 43).

Causes of hospitalisation

Between 2002 and 2014, the three most frequent reasons for hospitalisation for women continued to be dialysis, chemotherapy and 'other specific procedures and healthcare'. While the causes have remained the same, the rates of hospitalisation for these procedures increased annually up to 2012 — around 2% for dialysis, 4% for chemotherapy and 3% for

Table 43
Three most common chronic health conditions (WA, females)

Percentage of females aged over 25 years with condition diagnosed or treated in past 12 months	2007	2009	2011	2013
Arthritis	28.1	27.2	26.9	26.3
Injury	19.5	17.3	21.7	19.4
Mental health	15.9	16.7	18.2	19.1

Injury – injuries in the past 12 months that required treatment by a health care professional.

Mental health – Current mental health problems diagnosed in the past 12 months.

Source: Radomiljac, A and Joyce, S. Health and Wellbeing of Adults in Western Australia 2013, Overview and Trends. Department of Health, Western Australia, 2014.

'other specific procedures and healthcare'. Between 2012 and 2014 the rates of hospitalisation for dialysis continued to increase, from 53% to 55%, while the rates for chemotherapy and 'other specific procedures and healthcare' declined slightly, from 34% to 32% and 19% to 15% respectively (**Table 44**).

Aboriginal women are over-represented by a large margin in relation to dialysis, which is the leading cause of hospitalisation for that group. The proportion of women being hospitalised for dialysis who were Aboriginal has increased from 29% in 2002 to 44% in 2014. Over the same period, only 1% of the women hospitalised for chemotherapy and 2% of the women hospitalised for 'other specific procedures and healthcare' were WA Aboriginal women.²⁷³

In 2011, 36.2% of women in WA were from CaLD backgrounds.²⁷⁴ The proportion of women in WA was 36.2% in 2011.²⁷⁵ The proportion of women from CaLD backgrounds who were hospitalised for dialysis generally trended around 30% between 2003 and 2012, and declined to 25% in 2014. Over the same time period women from CaLD backgrounds comprised approximately 40% of all women who were hospitalised for chemotherapy, and increasing to 48% in 2014. For 'other specific procedures and healthcare', about one third of the women hospitalised were from a CaLD background.²⁷⁶

Women with disabilities

Women with disabilities face particular disadvantages and barriers in a range of areas including general and reproductive health, and also education, employment,

safety, violence and justice.²⁷⁷ The Australian Bureau of Statistics measures the incidence of disability as the proportion of WA women with a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities. In 2012, 19% of WA women 15 years and over reported having a disability; a decrease from 21% in 2009 and 24% in 2003.²⁷⁸

Access to female general practitioners

The availability of female general practitioners (GPs) can support increased access to healthcare for women who show a preference for a female practitioner.²⁷⁹ Historically, there have been fewer female GPs than male. The proportion of female GPs in Western Australia increased from 2006 (30%) to 2009 (41%), then declined slightly in 2012 (38%) (**Figure 40**).

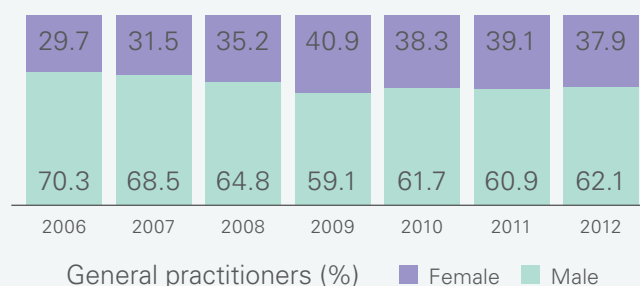


Figure 40
General practitioners by gender (WA)

Information on the number of practices and number of GPs was self-reported by Divisions of General Practice through the Annual Survey of Divisions.

Source: Australian Government Department of Health and Ageing and Primary Health Care Research and Information Service. Summary Data Report of the Annual Survey of Divisions of General Practice.

Table 44
Top three causes for hospitalisation (WA, females)

Rate per 1,000 WA females	2002	2004	2006	2008	2010	2012	2014
Dialysis	40.2	48.8	49.6	48.6	49.8	53	54.8
Chemotherapy	22	23.8	25.3	26.5	28.6	34.1	32.2
Other specific procedure and health care	12.6	12.7	14.7	17.4	16.6	18.9	15

Age Standardised Rate (18yrs and over) per 1,000 person years.

Source: Department of Health WA. WA Hospital Morbidity Data System. Customised Report 2002-2014.

Mental health and wellbeing

Good mental health is a sense of wellbeing, confidence and self-esteem.²⁸⁰ Mental health is characterised by a person's ability to cope with daily stressors and make a productive and positive contribution to the community. Good mental health supports women to maintain physical health, and promotes positive personal, professional and community life experiences. It is estimated one in five Western Australians experiences mental health problems each year and nearly half the population will experience a mental health problem at least once in their lifetime.²⁸¹ The mental health conditions most commonly experienced by women in WA in 2013 were stress related problems, anxiety and depression (**Table 45**).

In 2013, a higher proportion of WA females reported being diagnosed with a mental health issue and receiving treatment for mental health compared with males. The prevalence of 'high/very high' psychological distress for WA women was higher than for men, 10% and 6% respectively in 2013. For females, distress decreased from 2003 to 2007, then increased in 2008 to levels similar to 2003 (**Figure 41**). In 2013, 11% of WA women reported receiving treatment for a mental health condition during the last year, an increase from 8% in 2009 (**Table 46**).

Women are more likely to be hospitalised as a result of self-inflicted injury and have lower suicide rates compared with men.²⁸² Nationally, rates for females hospitalised as a result of intentional self-harm were at least 40% higher than male rates between 1999-00 to 2011-12, with female cases

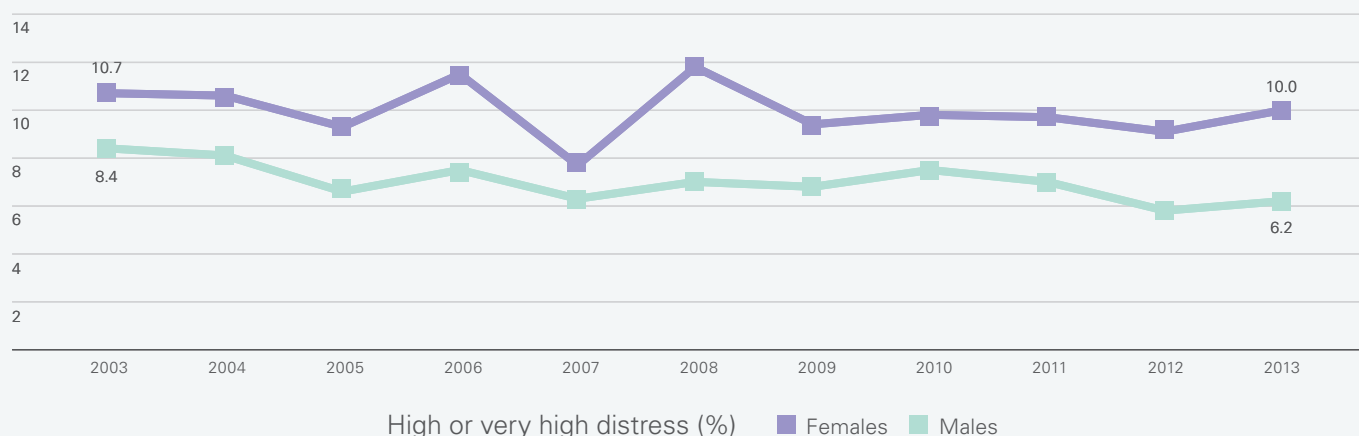


Figure 41
Prevalence of psychological distress by gender (WA)

Psychological distress measure based on Kessler K-10, Table presents % of high and very high psychological distress. Adults aged 16 years and over.

Source: Radomiljac, A and Joyce, S. Health and Wellbeing of Adults in Western Australia 2013, Overview and Trends. Department of Health, Western Australia, 2014.

Table 45
Prevalence of common mental health conditions (WA, females)

Percentage of females	2006	2007	2008	2009	2010	2011	2012	2013
Anxiety problem	7.7	7.7	9.4	7.2	9.7	9.9	9	11.4
Depression	7.8	8.6	10.6	10.1	10	10.9	9.5	11.4
Stress related problem	9.6	10.7	11.8	9.9	11.4	11.1	9.7	12

Data in table presents self report of mental health conditions diagnosed by a doctor in the previous 12 months.

Source: Radomiljac, A and Joyce, S. Health and Wellbeing of Adults in Western Australia 2013, Overview and Trends. Department of Health, Western Australia, 2014.

Table 46
Current treatment for mental health condition by gender (WA)

Percentage of WA adults
receiving treatment
for a mental health condition
during the last 12 months

	2007	2008	2009	2010	2011	2012	2013
Females	7.6	9.9	8.4	9.2	9.8	7.8	10.9
Males	5.4	4.6	6.6	5.9	4.9	6.3	6.3

Adults aged 16 years and over.

Source: Health and Wellbeing of Adults in Western Australia 2013 Overview and Trends.

outnumbering male cases most significantly in the teen years.²⁸³ In 2013, suicide death rates for females (five deaths per 100,000 population per year) were about one third of those for males (16 deaths per 100,000 population per year).²⁸⁴

Perinatal mental health is also an important issue for women, their children, families and the broader community. Perinatal mental health is the emotional and psychological wellbeing of women – encompassing the influence on infant, partner and family – and commencing from preconception, through pregnancy and up to 36 months after birth.²⁸⁵ It has been estimated between 13% and 25% of women experience mental illness during the perinatal period.²⁸⁶

Community involvement

Women's involvement in their immediate and broader community – their participation in sport or voluntary activities and interaction with others – can be an indicator of their physical and mental wellbeing. Social engagement and community involvement can contribute to better outcomes for women in terms of health and wellbeing, and can also contribute to enhanced profession or employment outcomes through access to networks.

Sport and physical activity

Women's participation in sport and physical activity generally has a positive effect on their health and wellbeing. Regular physical activity can reduce the risk of developing, and improve the prognosis of, a range of health conditions, including cardiovascular disease, breast and other cancers, type 2 diabetes,

obesity, osteoporosis and dementia. Sport and physical activity can also provide individual, societal and community benefits through increased social interaction and integration.

The sport and physical recreation rate presented in **Figure 42** refers to WA women playing a sport or undertaking physical recreation in the previous 12 months. The participation of women in sport or recreation has decreased from 70% in 2005-06 to 60.8% in 2013-14 (Figure 42). In terms of age distribution, in 2013-14, women aged under 65 years continued to be far more likely to participate in sport or recreation (ranging from 61% to 70%) compared to women over 65 (48%).

Volunteering

Volunteering refers to the provision of unpaid help willingly undertaken in the form of time, service or skills, to an organisation or group, excluding work done overseas. A recent report estimated the socio-economic and cultural value of volunteering to Western Australia in 2015 to be \$39 billion.²⁸⁷

Approximately one third (32.6%) of WA women volunteered at least once in 2014, continuing a downward trend from 2006 (38.7%). The 2014 rate was comparable with the national volunteering rate of 33.5% for Australian women.²⁸⁸ In 2014, more WA women than men volunteered, 32.6% compared with 28.45%.²⁸⁹



Figure 42
Participation in sport and physical recreation by age (WA female)

Sport and physical recreation: Classification of activity as sport and recreation was left to opinion of the respondents.

Source: Australian Bureau of Statistics. Participation in Sport and Recreation Australia (cat 4177).

Social interaction

In 2010, most women (96%) had contact with friends and family outside of their household.²⁹⁰ This figure has remained steady since 2002.

The proportion of women who provide unpaid assistance to persons living outside the household decreased from 57% in 2006 to 51.9% in 2010, and in 2014 it was 55.4%.²⁹¹

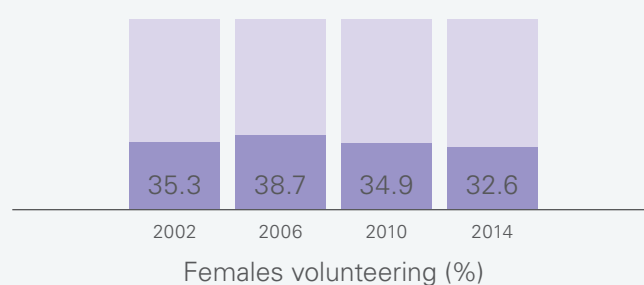


Figure 43
Volunteering in the community (WA)

Excludes those compelled to volunteer (ie student placement, work for the dole).

Source: ABS General Social Survey (cat. no. 4159.0) 2014.



This sub-section includes some milestones, generally achievements by individual women or developments in regulatory instruments or infrastructure, relevant to the area of health and wellbeing. They provide further evidence of how WA is progressing toward achieving the outcomes in this area.

~ 1897 ~

FIRST WOMAN TO ESTABLISH A MEDICAL PRACTICE IN PERTH

In 1897 Roberta Jull (1872–1961) was the first woman to establish a medical practice in Perth.

She became active in social welfare, public health and politics. In 1918, Jull became the first Medical Officer of Schools in the Western Australian Public Health Department and took a leading role in the infant health movement.²⁹²

~ 1909 ~

400 PEOPLE MET AT GOVERNMENT HOUSE ABOUT THE ESTABLISHMENT OF A MATERNITY HOSPITAL

On 8 November 1909, the Women's Service Guild convened a meeting in the Government House Ballroom attended by 400 people to discuss the establishment of a maternity hospital. At the time, there wasn't a dedicated public maternity hospital in Perth. There were several private maternity clinics and charitable organisations primarily providing services to the poor. From the meeting, a committee, which included Edith Cowan, Mary Molloy (the wife of the Lord Mayor), Deborah Hackett and James Battye, was formed to work towards creating the hospital.²⁹³

~ 1916 ~

KING EDWARD MEMORIAL HOSPITAL OPENED

On 14 July 1916 King Edward Maternity Hospital opened and provided 20 maternity beds. In the hospital's first two years, there were almost 1,000 births.²⁹⁴

~ 1936 ~

AUSTRALIA'S FIRST FEMALE OLYMPIAN COMPETED AT THE BERLIN OLYMPICS

Born in Perth, Evelyn de Lacy was Australia's first female Olympian.

She competed at the Berlin Olympics in swimming.²⁹⁵

~ 1977 ~

FIRST WOMEN'S HEALTH CENTRE OPENS IN WESTERN AUSTRALIA

A women's health centre is a non-government, community based, feminist service that provides choices for women to determine their individual health needs. Women's Health Care House was established in 1977 with the primary aim of providing quality health care to socially disadvantaged women in Western Australia.²⁹⁶

~ 1981 ~

FIRST FEMALE IN WA TO BE NAMED ANZAC OF THE YEAR

Dorothea Boyle was the first female in Western Australia to be named ANZAC of the Year. The award was for her long service in the social welfare area.²⁹⁷

~ 1991 ~

BREASTSCREEN AUSTRALIA AND NATIONAL CERVICAL SCREENING PROGRAM ESTABLISHED²⁹⁸

~ 1998 ~

ABORTION REMOVED FROM WESTERN AUSTRALIA'S CRIMINAL CODE

~ 2003 ~

PROFESSOR FIONA STANLEY AC AWARDED AUSTRALIAN OF THE YEAR

Epidemiologist and child health expert, Professor Fiona Stanley AC was awarded Australian of the Year in 2003.²⁹⁹

~ 2005 ~

DR FIONA WOOD AWARDED AUSTRALIAN OF THE YEAR

Plastic surgeon and 'Spray on Skin' pioneer, Dr Fiona Wood was awarded Australian of the Year in 2005.³⁰⁰

~ 2012-2015 ~

WA WOMEN AWARDED WA VOLUNTEER OF THE YEAR AWARDS

- 2012 Excellence in Volunteer Management Award – Sheryl Foster
- 2012 Western Australian Youth Volunteer of the Year (dual recipient) – Caitlin Harwood
- 2012 Western Australian Youth Volunteer of the Year (dual recipient) – Holly Ransom
- 2013 Excellence in Volunteer Management Award – Sue Hedley
- 2013 Western Australian Volunteer of the Year – Dr Dawn Butterworth
- 2013 WA Lifetime Contribution to Volunteering (dual recipient) – Ruth Reid OAM
- 2014 Excellence in Volunteer Management – Fran Rafferty
- 2014 Lifetime Contribution to Volunteering – Joan Muhling
- 2014 Western Australian Youth Volunteer of the Year – Miranda Cummings
- 2015 Lifetime Contribution to Volunteering Award – Betty Fairclough
- 2015 Western Australian Youth Volunteer of the Year – Kirsten Beidatsch³⁰¹

~ 2013 ~

INAUGURAL WESTERN AUSTRALIAN WOMEN'S HEALTH STRATEGY 2013-2017³⁰²

~ 2015 ~

LETITIA ANNE LEACH AWARDED ANZAC OF THE YEAR AWARD IN THE CENTENARY OF GALLIPOLI YEAR³⁰³

~ 2015 ~

WA WOMEN INDUCTED INTO WESTERN AUSTRALIA'S SPORTING HALL OF CHAMPIONS

Athletes who have demonstrated outstanding sporting achievement at the highest level, were a product of the WA sporting system or established their reputation while living in WA, and have been retired for five years can be inducted into the Hall of Fame. Thirty-five women are among the 120 champions inducted since 1985:

ALLANA SLATER, GYMNASTICS	KATE STARRE, HOCKEY
ANNETTE SIMPER, NETBALL	LESLEY HUNT, TENNIS
BARBARA WALL, SQUASH	LORRAINE MCCOULOUGH-FRY, DISABLED SWIMMING
BRIDGETTE GUSTERSON, WATER POLO	LORRAINE PACKHAM, HOCKEY
CHRISTINE STANTON, ATHLETICS	LOUISE SAUVAGE, WHEELCHAIR RACING
CONNIE HICKS, LAWN BOWLS	LYN MCKENZIE, SWIMMING
DANIELLE WOODHOUSE, WATER POLO	LYNNE BATES, SWIMMING
DECIMA HAMILTON, ATHLETICS	MARIAN AYLMOORE, HOCKEY
DIXIE INGRAM, ATHLETICS	MAVIS GRAY, HOCKEY
ELSMA MERILLO, NETBALL	MAXINE BISHOP, GOLF
ELSPETH DENNING-CLEMENT, HOCKEY	MAY CAMPBELL, HOCKEY
EVELYN WHILLIER, SWIMMING	MICHELLE HAGER, HOCKEY
GAYE TEEDE, NETBALL	PRIYA COOPER, SWIMMING
JACQUI PEREIRA, HOCKEY	RECHELLE HAWKES, HOCKEY
JEAN WYNNE, HOCKEY	SHARON BUCHANAN, HOCKEY
JILL MCINTOSH, NETBALL	SHELLEY TAYLOR-SMITH, MARATHON SWIMMING
JODIE COOPER, SURFRIDING	SHIRLEY DE LA HUNTY, ATHLETICS
	WENDY PRITCHARD, HOCKEY ³⁰⁴

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