



**Australian Government**

**Department of the  
Prime Minister and Cabinet**

**Office for Women**

## **BEIJING+25 NATIONAL REVIEW REPORT**

The 2019 national review report on  
Australia's implementation of the  
Beijing Declaration and Platform for  
Action



## Table of Contents

INTRODUCTION .....	1
SECTION ONE – Priorities, achievements, challenges and setbacks .....	1
Chapter 1.    Achievements, challenges and set-backs over the past five years .....	1
<i>Case Study 1: Wesfarmers Curragh traineeships forging new paths for Indigenous women .....</i>	<i>8</i>
Chapter 2.    Top five priorities 2014-2019.....	9
Chapter 3.    Intersectional discrimination .....	14
Chapter 4.    Implication of humanitarian crises .....	16
Chapter 5.    Top five priorities 2019-2024.....	16
SECTION TWO – Progress across 12 critical areas of concern.....	22
<b>Inclusive development, shared prosperity and decent work .....</b>	<b>22</b>
Chapter 6.    Women in paid work and employment .....	22
Chapter 7.    Unpaid care and domestic work .....	23
Chapter 8.    Austerity measures .....	25
<b>Poverty eradication, social protection and social services .....</b>	<b>25</b>
Chapter 9.    Poverty among women and girls .....	25
Chapter 10.    Social Protection .....	27
Chapter 11.    Health outcomes.....	28
Chapter 12.    Education .....	32
<b>Freedom from violence, stigma and stereotypes .....</b>	<b>35</b>
Chapter 13.    Violence against women.....	35
Chapter 14.    Actions prioritised in last 5 years to address violence against women and girls.....	37
Chapter 15.    Prevention strategies.....	42
Chapter 16.    Actions taken in the last 5 years re: online abuse .....	43
Chapter 17.    Actions taken in last 5 years re portrayal of women and girls in the media .....	45
Chapter 18.    Actions taken for women experiencing multiple forms of discrimination .....	47
<i>Case Study 2: Kunghah .....</i>	<i>52</i>
<b>Participation, accountability and gender-responsive institutions .....</b>	<b>55</b>
Chapter 19.    Actions in the last 5 years to promote participation in public life and decision-making? .....	55
<i>Case Study 3: Wiyi Yani U Thangani (Women’s Voices) .....</i>	<i>56</i>
Chapter 20.    Actions in the last 5 years to increase participation in media and ICT .....	57
Chapter 21.    Track gender-responsive budgeting.....	58
Chapter 22.    Track overseas development aid .....	59
Chapter 23.    National Strategy / Action Plan for gender equality.....	59
Chapter 24.    Implementation of CEDAW, UPR and other human rights mechanism.....	59

Chapter 25.	National Human Rights Institutions .....	60
<b>Peaceful and Inclusive societies .....</b>		<b>62</b>
Chapter 26.	Actions in the last 5 years on women, peace and security agenda .....	62
Chapter 27.	Actions in the last 5 years in conflict prevention .....	64
Chapter 28.	Actions in the last 5 years to enhance accountability for violations of International Humanitarian Law and International Human Rights Law .....	65
Chapter 29.	Actions in the last 5 years to eliminate discrimination against the girl child .....	66
<b>SECTION THREE – National Institutions and Processes .....</b>		<b>69</b>
Chapter 30.	National machinery .....	69
Chapter 31.	Sustainable Development Goals process .....	71
Chapter 32.	Formal mechanisms for participation in BDPFA and 2030 Agenda .....	71
Chapter 33.	National plan/strategy for SDG Implementation .....	72
Chapter 34.	Actions in last 5 years to integrate gender into environmental policies .....	73
Chapter 35.	Actions in last 5 years to integrate gender into disaster risk reduction, climate resilience and mitigation.....	76
<b>SECTION FOUR – Data and Statistics .....</b>		<b>77</b>
Chapter 36.	Top three areas of progress in past 5 years.....	77
Chapter 37.	Top three priorities for strengthening national gender statistics over next 5 years .	80
Chapter 38.	Indicators for monitoring progress on SDGs.....	81
Chapter 39.	Data collection and compilation for SDG 5 .....	82
Chapter 40.	Disaggregation in major surveys.....	83

## INTRODUCTION

This Report on Australia's implementation of the Beijing Declaration and Platform for Action, covering the period 1 May 2014 – 1 May 2019, has been finalised during a caretaker period of the Commonwealth Government of Australia. This Report is authored by the Department of the Prime Minister and Cabinet.

### SECTION ONE – Priorities, achievements, challenges and setbacks

#### Chapter 1. Achievements, challenges and set-backs over the past five years

##### *Leadership and participation in public life*

- 1.1 Australia has made gains in many areas of women's participation in public life since its last report in 2014.
- 1.2 More than 1.3 million jobs have been created in the Australian economy since 2013, with the majority (56.7%) taken up by women. The gender workforce participation gap has narrowed due to both the long-term trend of rising female participation and falling men's participation. Women's workforce participation (ages 15 plus) is at a near high of 60.6%, compared to 70.7% for men.<sup>1</sup>
- 1.3 The gender pay gap is also closing in Australia. The gender pay gap has narrowed to 14.2%, from 18.7% in November 2014.<sup>2</sup>
- 1.4 Australia has strived to remove barriers to participation for women:
  - From January 2016, Australian women have been able to apply for all Australian Defence Force roles, including combat roles. On 26 October 2018, section 43 of the *Sex Discrimination Act* was repealed to give effect to this commitment. Subsequently, on 14 December 2018 Australia withdrew its reservations to Article 11(1)(b) and (c) of the *Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)*.
  - To support more Aboriginal and Torres Strait Islander women in the workforce, the Government delivers a range of Indigenous-specific employment programs to address the barriers to employment faced by Aboriginal and Torres Strait Islander women and men. These include Vocational, Training and Employment Centres (VTECs) and the *Employment Parity Initiative*. The female Aboriginal and Torres Strait Islander employment rate has increased from 43.2% in 2006 to 45% in 2018.<sup>3</sup> Additionally, more Aboriginal and Torres Strait Islander women are entering into the labour market, the participation rate has risen from 51.1% in 2006 to 53.9% in 2016.<sup>4</sup>
  - In 2015, the Government introduced the ***Indigenous Procurement Policy (IPP)*** to provide Aboriginal and Torres Strait Islander businesses greater opportunity to increase their share of Government procurement. In the first two years of implementation of the IPP, 4,880 contracts were awarded to 956 Indigenous owned business with a total value of \$594 million.<sup>5</sup> The 2018 ***Indigenous Business Sector Strategy*** aims to increase Aboriginal and Torres Strait Islander entrepreneurship with a focus on supporting Aboriginal and Torres Strait Islander women and youth into business.

<sup>1</sup> 6202.0 Labour Force data, Australian Bureau of Statistics, February 2019.

<sup>2</sup> 6302.0 Average Weekly Earnings, seasonally adjusted, Australian Bureau of Statistics, November 2018.

<sup>3</sup> 2018 Closing the Gap Report.

<sup>4</sup> 2018 Closing the Gap Report.

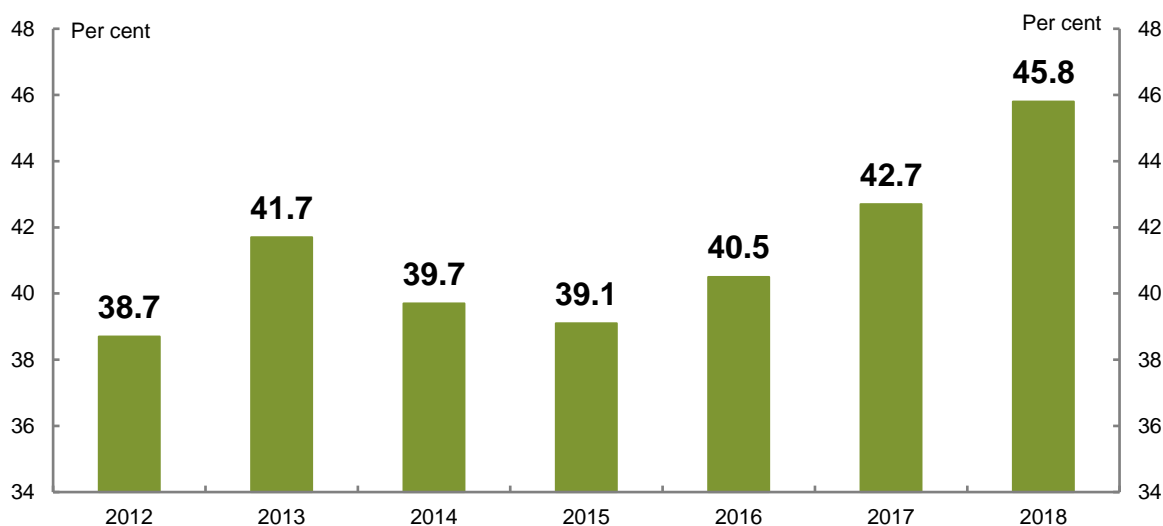
<sup>5</sup> Department of the Prime Minister and Cabinet, *Indigenous Procurement Policy*, <https://www.pmc.gov.au/indigenous-affairs/economic-development/indigenous-procurement-policy-ipp>.

- The Government also delivers the remote-focused **Community Development Program** (CDP). CDP is delivered in 60 regions and more than 1,000 communities across Australia to ensure around 30,000 job seekers are participating in activities that benefit the community. About 11,240 Indigenous women are currently involved in CDP: approximately 20,200 Indigenous women have participated in CDP since 1 July 2015.

1.5 Representation of women on government boards has been a focus of national, state and territory governments, with notable success. The Australian Government set a target of women holding 50% of Australian Government board positions overall, with men and women holding at least 40% of positions on individual boards. The Government’s **BoardLinks** program connects qualified women with opportunities on Australian Government boards. State and territory governments have set a similar target.

- As at 30 June 2018, women held 45.8% of positions on federal government boards, with 53.1% of new appointments in the 2017-18 financial years being women (Chart 1).

**Chart 1: Proportion of women on Government Boards**



Source: Gender Balance on Australian Government Boards (2018).

- In the Australian Capital Territory, women held 48% of government board positions, as at November 2018.
- The Queensland Government’s **Women on Boards** Initiative has seen the representation of women on Queensland Government boards go from 31% in 2015 to 47% in 2018.
- Tasmania’s **Women on Boards Strategy** has seen women on government boards and committees rise to 44.04% as at 31 December 2018. The **Tasmanian Women’s Register** has contributed to this success.
- In Western Australia, women comprise 47.45% of board members on government boards. The **OnBoardWA** website has contributed to this success.
- In the Northern Territory, 40.85% of government board members are women, increased from 36% in August 2016.

1.6 State and territory governments also have a number of measures to increase women and girls’ participation in public life.

### Women's economic security

- 1.7 The 2018 **Women's Economic Security Statement (WESS)**, with \$119 million in funding over four years, includes:
  - \$18 million in grants through a women's start-up fund, **Boosting Female Founders**, to increase entrepreneurship opportunities for women
  - \$3.6 million for the **Future Female Entrepreneurs program** for around 55,000 girls and young women, to encourage entrepreneurialism and self-employment.
- 1.8 WESS seeks to achieve financial empowerment, financial resilience and financial security for Australian women by:
  - boosting their education and skills
  - supporting their financial capacity and empowerment
  - helping them to get a job or return to work
  - helping them to establish and grow their businesses
  - working with the private sector to reduce the 'flexibility gap' and gender pay gap
  - helping women to improve their economic recovery if critical life events, such as separation or domestic violence, occur.
- 1.9 In 2018, the Australian government announced measures to assist women experiencing domestic violence and separation to participate in the economy. Measures include:
  - extending early release of superannuation on compassionate grounds to victims of family and domestic violence
  - support to Good Shepherd Microfinance to expand the *No Interest Loan Scheme* to 45,000 women experiencing family and domestic violence
  - the extension of *Specialist Domestic Violence Units* and *Health Justice Partnerships*, including funding for additional financial support services.
- 1.10 States and territories similarly recognise the importance of women's economic security.
  - Tasmania has a **Financial Security for Women Action Plan 2018-2021**, that focuses on:
    - improving outcomes for women in paid employment
    - increasing women's participation in science, technology, engineering, mathematics and medicine (STEMM)
    - building women and girls financial capabilities
    - supporting women in business
    - addressing cost of living impacts on women.
  - South Australia's '*Investing in Women's Futures*' policy targeted all South Australian women, delivering initiatives and actions to support women's economic wellbeing across their lifetime by:
    - encouraging the undertaking of study, skills and employment in non-traditional areas, particularly science, technology, engineering and mathematics (STEM)
    - improving financial literacy
    - increasing economic wellbeing to reduce violence against women
    - providing support during parental leave and when returning to work
    - helping to manage caring responsibilities through access to a range of flexible work arrangements
    - educating women on superannuation and saving for retirement.

*Improvements to key legislation*

- 1.11 Australia protects and promotes the right to equality and the right of freedom from discrimination through legislation, policies and programs at federal, state and territory levels.
- 1.12 Australia continuously reviews its legislative frameworks to ensure the elimination of structural barriers to equality:
- The *Sex Discrimination Act 1984* (Cth) was amended in 2013 to provide for protections against discrimination on the basis of sexual orientation, gender identity and intersex status in specified areas of public life.
  - The Northern Territory is currently reviewing the *Anti-Discrimination Act (NT)* to: consider modernising gender and sexuality protections and language; introduce new protections to protect potentially vulnerable groups; introduce specific anti-vilification laws; extend coverage of sexual harassment provisions; and introduce a representative complaints model to address systemic discrimination.
  - On 27 February 2019, the Queensland Parliament passed the *Human Rights Act (2019)* (Qld) which, amongst other things, recognises the equal and inalienable human rights of all human beings.
  - On 7 December 2017, the Australian Parliament passed the *Marriage Amendment (Definition and Religious Freedoms) Act 2017* (Cth) providing for marriage equality in Australia. The right to marry under Australian law is no longer determined by sex or gender. Australia also recognises same-sex marriages occurring overseas. Marriage equality at the federal level led to changes at state and territory level:
    - The Queensland Parliament passed legislative amendments to ensure that Queenslanders who have undergone gender reassignment surgery no longer have to divorce their partner to have their gender legally recognised.
    - New South Wales passed legislation changing 53 Acts and Regulations to bring New South Wales laws into line with the amendment. The reforms included incorporating gender-inclusive or gender-neutral language to ensure laws do not exclude couples due to sex. New South Wales also removed the requirement that a married person divorce before registering a change of sex.
    - On 29 November 2018, the Northern Territory Legislative Assembly passed a bill that removed the requirement for a person to be unmarried before being able to apply to legally change their gender. In addition, the bill removed the requirement for sex reassignment surgery to be undertaken before a person's gender on their birth certificate can be amended, and also allows an option for a non-gender specific descriptor to be registered on a certificate. The new law came into effect on 5 December 2018.
  - A Model Law framework and a national system for sharing information on domestic violence orders was developed under the ***National Plan to Reduce Violence against Women and their Children 2010-2022 (the National Plan)***.



*Increased prevention initiatives to address gender-based violence and gender stereotypes and norms*

- 1.13 The Australian Government recognises the importance of investment in addressing gender stereotypes and norms as part of its primary prevention and early intervention measures. The **Fourth Action Plan of the National Plan to Reduce Violence against Women and their Children 2010-2022** have focused on:
- promoting community involvement in challenging discrimination and gender stereotyping
  - building positive attitudes, beliefs and social norms to confront controlling, aggressive and ultimately violent behaviour
  - advancing gender equality.
- 1.14 The Fourth Action Plan has an enhanced focus on primary prevention. As part of the Commonwealth investment to support the Fourth Action Plan of the National Plan a portion is provided for prevention strategies.<sup>6</sup> This includes Australia's first national prevention strategy to stop domestic and family violence and sexual assault.
- 1.15 Measures aimed at primary prevention under the *National Plan* include:
- the national **Stop it at the Start** primary prevention media campaign, which recognises that violence against women starts with disrespectful behaviour
  - the launch of **Change the Story**, a shared framework for the primary prevention of violence against women and their children
  - creation of **Changing the Picture**, a national resource supporting the prevention of violence against Aboriginal and Torres Strait Islander women
  - the National Community Attitudes towards Violence against Women Survey, the Personal Safety Survey and the national workplace sexual harassment prevalence survey
  - National Outcome Standards for Perpetrator Interventions
  - work undertaken with culturally and linguistically diverse communities to develop and implement locally-led prevention strategies
  - development of a **Family Safety Pack** to provide information to men and women coming to Australia with information about Australia's laws and a woman's right to be safe.
- 1.16 States and territories have also developed primary prevention measures:
- The Northern Territory's **Fathering and Grandfathering Strategy** has a focus on reducing gender-based discrimination and barriers men face regarding their involvement in family life and parenting duties.
  - New South Wales has also focused on changing negative stereotypes and norms through the **Women's Strategy 2018-2022**.
  - Victoria has newly established a **Prevention Agency** to strengthen primary prevention, lead work on community engagement, and research and evaluation, following recommendations of the Victorian Royal Commission into family violence.

*Educational, Health and Wellbeing Outcomes for Aboriginal and Torres Strait Islander Women and Girls*

- 1.17 The educational outcomes of Aboriginal and Torres Strait Islander women and girls continues to improve. Over the last ten years, higher education enrolments for Aboriginal and Torres Strait Islander women have doubled from 6,348 in 2008 to 12,790 in 2017.<sup>7</sup> In 2018, 66.8% of Aboriginal and Torres Strait Islander women aged 20 to 24 completed a Year 12 or equivalent qualification compared to 63.7% of Aboriginal and Torres Strait Islander men of the same age.<sup>8</sup> To support these ongoing improvements, the Government has invested in the **1967 Referendum**

<sup>6</sup> Source: <https://ministers.dss.gov.au/media-releases/4626>.

<sup>7</sup> Department of Education and Training, 2008 and 2017.

<sup>8</sup> 2018 Closing the Gap Report.

**50<sup>th</sup> Anniversary Education Package**, which provides a range of activities specific to women and girls to encourage greater levels of Year 12 attainment and successful transition to tertiary education.

- 1.18 The life expectancy gap between Aboriginal and Torres Strait Islander women and non-Indigenous women is closing and maternal health rates among Aboriginal and Torres Strait Islander women have improved.<sup>9</sup> The Government's **National Aboriginal and Torres Strait Islander Health Plan 2013-23** guides policies and programs to improve health outcomes and the **Indigenous Australians' Health Programme** delivers high quality, comprehensive and culturally appropriate health services for Aboriginal and Torres Strait Islander people.

## Challenges

### *Gender-based violence*

- 1.19 Violence against women and girls is not only a violation of their human rights, it is a barrier to full participation in their communities and economies. Despite increased government expenditure, violence against women continues to occur at alarming rates in Australia.
- 1.20 Family and domestic violence disproportionately affects Aboriginal and Torres Strait Islander women and girls. For instance, the hospitalisation rate for family violence-related assaults for Aboriginal and Torres Strait Islander women was 32 times the rate than for non-Indigenous females. Incarceration rates among Indigenous women are also disproportionately high, with the rate increasing in recent years.
- 1.21 These community safety issues present significant barriers to achieving positive social, educational and economic outcomes for women, their families and their communities. The Government is addressing this challenge through its support for the Fourth Action Plan which includes a focus on Aboriginal and Torres Strait Islander women and children.
- 1.22 Further, data collection remains a challenge. There has been an increase in people accessing support services. However, it is difficult to assess whether this is correlation or causation.
- 1.23 The *National Plan* has been supported by significant financial investments by the Commonwealth, states and territories.
- 1.24 Other initiatives are also underway to help improve Australia's response to gender-based violence and the evidence-base to inform government policies:
- The **Australian Domestic and Family Violence Death Review Network** is an initiative of state and territory death review processes, and is endorsed by all state and territory Coroners and the Western Australian Ombudsman. It aims to build data for a national understanding of domestic and family violence deaths to improve policy responses and prevent future deaths.
  - The Australian Human Rights Commission is conducting an inquiry into workplace sexual harassment, led by the Sex Discrimination Commissioner, Ms Kate Jenkins. The Inquiry will build on the outcomes of the expanded 2018 AHRC workplace sexual harassment prevalence survey, and will examine the nature and prevalence of sexual harassment in Australian workplaces, the drivers of this harassment, and measures to address sexual harassment.

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<sup>9</sup> 2018 Closing the Gap Report.

### Occupational segregation

- 1.25 The Australian labour market remains gender segregated by industry and occupation. As at November 2018, 29.5% of Australian workers were employed in industries where one gender represented more than three quarters of the industry's workforce.<sup>10</sup>
- 1.26 Women continue to be underrepresented in leadership positions. As at August 2017, four out of every five Australian businesses had a male Principle Manager.<sup>11</sup>
- 1.27 Australian governments are working to address gender segregation in the workforce:
- The Rural Industries Research and Development Corporation (RIRDC – trading as AgriFutures Australia) supports the annual **Rural Women's Award**, to recognise, support and inspire women to use and develop their skills to benefit their industry and community. This initiative aims to address low levels of diversity (72.0% of the Agriculture, Forestry and Fishing sector is currently male<sup>12</sup>), and increase women's under-representation in industry-level decision making. RIRDC also funded research to show how diversity in leadership can benefit rural industries ([Diversity in decision-making in rural industries](#), July 2017).
  - The Australian Federal Police has implemented a suite of new initiatives to increase women's participation in federal policing services and address the recommendations of the 2016 Cultural Change: Gender Diversity and Inclusion in the Australian Federal Police Report, including:
    - measures to de-identify promotion selection processes
    - Safe Place Initiative to provide holistic support and advice for those that are experiencing, have experienced or are aware of sexual assault, sexual harassment, serious bullying and harassment within or connected to the workplace
    - special measure targeting women only for sworn entry level programs
    - fast track of female candidates through recruitment gateways
    - promotion and implementation of family friendly workplace policies such as the *Flex by Default* policy; *Women in Law Enforcement Mentoring Strategy*.

In 2018, the total proportion of women in the AFP has increased from 34% in 2012 to 37.7%.
  - Tasmania's **Women behind the Wheel program**, launched as part of Truck Week 2016, to support women in transport and logistics careers, particularly in truck driving roles.
  - The Western Australian Government's **Expanding Career Options for Women** scholarships, aims at increasing women and girls' participation in science, technology, engineering and mathematics, to attract women to occupations that have less than 25% female representation.
  - Australian Capital Territory's **Women in Emergency Services Strategy**, implemented from 2015, has focused on increasing the participation of women in this sector to 50%. Progress towards achieving this target continued in 2018, with 22% of new recruits being women.
  - Victoria's **Women in Transport program** aims to: attract and skill women for careers in the transport industry; increase the percentage of women working for public transport operators from 18% to 25% by 2020; and increase the percentage of women in senior roles within public transport agencies from 33% to 50% by 2020.
  - New South Wales' **Supporting and Linking Tradeswomen program** delivers try-a-trade workshops for girls in rural, remote and regional schools. The tradeswomen teach girls how to use carpentry tools while mentoring them on careers in typically male dominated trades.

<sup>10</sup> ABS cat. no. 6291.0.55.003, Labour Force, Australia, Detailed, Quarterly, November 2018.

<sup>11</sup> ABS cat. No. 8172.0 - Management and Organisational Capabilities of Australian Business, 2015-16.

<sup>12</sup> ABS cat. no. 6291.0.55.003, Labour Force, Australia, Detailed, Quarterly, November 2018.



Wesfarmers Curragh Mine traineeship program for Aboriginal and Torres Strait Islander women, Oothungs in Mining (Sisters in Mining), a two-year traineeship focused on maximising employment opportunities for Aboriginal and Torres Strait Islander women, and increasing the number of women in the traditionally male-dominated mining industry. Since its first intake in 2014, the program has supported nine Indigenous women through two-year traineeships, giving these local women the opportunity for a great start in a resources sector career. The program is focused on maximising employment opportunities for disadvantaged Indigenous women in Central Queensland, and increasing the number of women in the traditionally male-dominated mining industry. Graduates are awarded a relevant nationally recognised qualification. Alumni continue to work in the mining sector and a number are mentors for other trainees.

#### *Intersectional challenges faced by Aboriginal and Torres Strait Islander women and girls*

- 1.28 Aboriginal and Torres Strait Islander women and girls in Australia face intersectional challenges in overcoming compounded disadvantage. A key area of focus for the Australian Government is working with the states and territories to ensure that the refreshed *Closing the Gap* agenda includes gender as a cross cutting priority.
- 1.29 Another priority for the Government is addressing barriers for Aboriginal and Torres Strait Islander women entering the job market, particularly given that Aboriginal and Torres Strait Islander women and girls often have caring responsibilities at an earlier age than non-Indigenous women. Accessing jobs from remote locations can add an additional level of complexity to employment opportunities for Aboriginal and Torres Strait Islander women and girls. The Government is addressing this challenge by promoting Aboriginal and Torres Strait Islander participation in business, and delivering programs that support quality employment opportunities for Aboriginal and Torres Strait Islander women and girls.
- 1.30 The ***Wiyi Yani U Thangani (Women's Voices) Project***, supported by Government funding, is a national conversation led by the Aboriginal and Torres Strait Islander Social Justice Commissioner, to elevate the voices of Aboriginal and Torres Strait Islander women and girls, discussed further at Chapter 19.

*Addressing homelessness for older women*

- 1.31 Older women are the fastest growing cohort of homeless Australians.
- 1.32 A contributing factor to the growing risk of homelessness for older women is decreasing home ownership rates. People who retire without owning a home, are at a greater risk of homelessness, poverty and housing stress. Related and compounding factors include the retirement savings gap and older women's disproportionate reliance on the Age Pension, as well as increases in private rental costs.
- 1.33 A number of initiatives have been introduced to address this challenge:
- The Australian Human Rights Commission is working with the property and finance industries, government departments, housing organisations and other interested parties, to develop a suite of innovative solutions to address the rising risk of homelessness for single older women.
  - The Australian Capital Territory Government has also invested additional funding to support frontline homelessness services that support women and children. It has committed to establishing a dedicated older women early intervention homelessness service. An allocation has been made to establish a new homelessness service for older women. The objectives of the new homelessness service are to address gaps in service delivery by:
    - preventing older women from falling into crisis and experiencing homelessness without appropriate intervention
    - addressing key emerging service gaps for older women who have limited financial means and whose current housing situation is untenable.
  - New South Wales has a ***Social and Affordable Housing Fund***, established with \$1.1 billion in seed capital. This fund aims to increase new dwellings, and has focused on housing for older women as one of the important cohorts to support.

**Chapter 2. Top five priorities 2014-2019**

- X** Eliminating violence against women and girls
- X** Access to health care, including sexual and reproductive health and reproductive rights
- X** Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- X** Women's entrepreneurship and women's enterprises
- X** Changing negative social norms and gender stereotypes

- 2.1 The focus of the activities of the Office for Women over the reporting period 2014-2019 has been women's safety, economic security and leadership. Many states and territories have similar priorities in their respective policies and implementation plans.

*Eliminating violence against women and girls*

- 2.2 The *National Plan* is the key national strategy for addressing violence against women and their children. States and Territories also have complementary policy frameworks and/or implementation plans in place. These include the Northern Territory's ***Safe, Respected and Free from Violence Framework 2018-2028***, New South Wales' ***Sexual Assault Strategy 2018-2021***, and Queensland's ***Domestic and Family Violence Prevention Strategy 2016-2026***.
- 2.3 The First Action Plan under the *National Plan* laid a strong foundation by establishing essential national infrastructure and innovative services. The Second and Third Action Plans built on this by increasing community involvement in actions preventing the violent crimes of domestic and family violence and sexual assault. They focused on women and communities that have diverse experiences of violence, on strengthening and integrating services and systems, and on

improving responses to perpetrators. They also continued to improve the evidence base around violence against women and their children and to disseminate research that could inform policy and practice.

2.4 The *Fourth Action Plan* will be supported by funding and initiatives in all jurisdictions. In 2019, the Commonwealth Government committed \$328 million to support the *Fourth Action Plan*. This funding will be targeted at prevention, to stop violence before it starts, as well as supporting survivors of violence.

2.5 The federal, state and territory governments continue to support frontline services to gender-based violence, as well as prevention measures with new initiatives include:

- From December 2018, all national system employees are entitled to five days of unpaid family and domestic violence leave each year to deal with the impact of family and domestic violence. This allows those impacted by family and domestic violence (including part-time and casual employees), to undertake activities such as making arrangements for their own safety or the safety of a close relative, attending urgent court hearings or accessing police services. Some state and territory governments have also introduced similar measures. For example, Western Australia and New South Wales introduced ten days of family and domestic violence leave for state public sector employees.
- One-stop-shop services: recognise that women experiencing, or at risk of, family violence have a variety of service needs that are best addressed holistically; reduce the burden placed on women to retell their stories; and independently approach numerous government and non-government organisations to obtain the support they need. For example: the **Family Advocacy and Support Service** at family courts and registries, which integrates the delivery of specialist legal assistance with social and other support services at critical points in the family law legal process. State and territory governments have also implemented one-stop-shop services, such as the Australian Capital Territory *Family Safety Hub*, NSW *Safer Pathway* program, and the Western Australian ‘one-stop hubs’ under the *Stopping Family and Domestic Violence* policy.

#### Access to healthcare, including sexual and reproductive health and rights

2.6 Australia has universal health coverage and is committed to ensuring that all Australian women are able to access appropriate health services. Free access to public hospital services, and partially or completely subsidised access to medical services (through the *Medical Benefits Schedule*), and medications (through the *Pharmaceutical Benefits Scheme*), are available to all Australian residents and certain categories of visitors to Australia.

2.7 All Australian state and territory governments provide a wide range of health services for all Australians including specific services for women’s health.

2.8 Recent legislative and policy amendments have helped ensure women’s sexual and reproductive health and rights are fulfilled:

- Several state and territory governments have amended legislation to ensure that women can safely approach clinics offering abortion and fertility/contraception services by establishing ‘exclusion zones’ around relevant clinics.
- Several state and territory governments have legislated to legalise or decriminalise elective termination of pregnancy. For example, the Northern Territory passed the *Termination of Pregnancy Law Reform Act 2017* (NT), which reformed the law to ensure equity of access to health services, enabling reasonable and safe access by women to terminations; and regulating health practitioners who perform pregnancy terminations.



*Right to work and rights at work*

- 2.9 Data collected by the Workplace Gender Equality Agency from non-public sector employers with more than 100 employees indicates the number of employers with a flexible work policy or strategy has increased since 2014. Under the *Fair Work Act 2009*, employees with 12 months' service have a right to request flexible working arrangements in a range of circumstances, including parents and carers of school-aged children and younger, carers, those with a disability, aged 55 or over, or experiencing or caring for a member of their immediate family who is experiencing, family or domestic violence. Employers can refuse a request on reasonable business grounds.
- 2.10 Other programs support parents to return to the workplace after a period out of paid employment for caring responsibilities. *ParentsNext* provides eligible parents of young children with support to help them proactively plan and prepare for future employment. *ParentsNext* aims to help break the cycle of intergenerational welfare dependency, increase female labour force participation and help Close the Gap in Aboriginal and Torres Strait Islander employment. Between 2 July – 31 December 2018, 66,800 parents commenced in the program, of which 63,206 (95%) were female.
- 2.11 In Western Australia, under the ***Minimum Conditions of Employment Act*** 1993 (WA) an employee who has been on a period of parental leave has the enforceable right to request a return to work on a modified basis. An employer must agree to this request unless the employer is not satisfied that the request is genuinely based on the employee's parental responsibilities or there are grounds to refuse the request relating to the adverse effect of the request on the conduct or operations of the employer and those grounds would satisfy a reasonable employer. The onus lies on the employer to justify a refusal.

*Women's entrepreneurship and women's enterprises*

- 2.12 In Australia, women are increasingly becoming business operators. Across Australia there has been a 54% increase in the number of women business operators over the past two decades. Just over a third of Australia's business operators are women (34%), and their numbers are increasing.<sup>13</sup> Despite these advances, women remain substantially under-represented as entrepreneurs.
- 2.13 In February 2019 there were 734,300 women business operators (business owner managers) in Australia (or 34.8% share of all business operators). The number and share of women business operators in Australia has increased over the past 12 months by 37,700 and 1.4% (from 696,600 and 33.4% respectively).<sup>14</sup>
- 2.14 There are a number of measures at federal, and state and territory level which support women's entrepreneurship and women's enterprises:
- ***New Business Assistance with New Enterprise Incentive Scheme*** (NEIS) provides individuals not in employment, education or training with accredited small business training and personalised mentoring and support in the first year of their new business. Eligible participants may also have access to income support for up to 39 weeks while starting their business. *NEIS* has helped more than 170,000 people start their own business since it commenced more than 30 years ago. Since 1 July 2015, 50% of all people who have started a business with NEIS are women.

<sup>13</sup> Note: Business operators are defined as owner managers of incorporated and unincorporated enterprises. Source: ABS cat. no. 6291.0.55.001, [Labour Force, Australia, Detailed](#), January 2019.

<sup>14</sup> ABS Characteristics of Employment (Cat. No. 6291.0.55.001), February 2019.



- The Government's **Entrepreneurship Facilitators program** promotes and encourages entrepreneurship by providing information and advice about starting and running a business, providing tailored mentoring, and referring people to appropriate services that will help them start and run their own business. Facilitators have provided mentoring and assistance to more than 25,000 people since they started providing services. Approximately 60% of people receiving the comprehensive element (one-on-one or small group support) are women.
- The **Future Female Entrepreneurs Program** will engage around 55,000 girls and young women nationwide through a digital platform and in-person workshops. The aim of the program is to equip girls and young women across Australia with the knowledge and skills to start their own small businesses and create employment opportunities for themselves and for others.
- The Tasmanian Government supports the growth of new businesses through its Innovation Hubs, **Enterprize – Tasmania's Start-Up Space**, to encourage entrepreneurship and assist start-ups to commercialise their ideas. This infrastructure provides a sound framework to develop opportunities to build the economic empowerment of Tasmanian women through innovation and entrepreneurship.
- New South Wales' **Boosting Business Innovation Program** connects small businesses with research organisations. Women-focussed initiatives include workshops to teach coding skills to female students and grants for female entrepreneurs, and 'lunch and learn' series for female leaders and innovators.

#### *Changing negative social norms and gender stereotypes*

- 2.15 **Our Watch** aims to drive nation-wide change in culture, behaviours and power imbalances that lead to violence against women and their children.
- Our Watch was established by the Commonwealth and Victorian governments in June 2013 as a key initiative under the National Plan.
- 2.16 Current activities aim to change ingrained community attitudes and behaviours:
- The Line campaign aims to challenge rigid gender stereotypes and encourage young men to develop positive personal identities.
  - The National Sporting Organisations Initiative aims to help sporting organisations to embed gender equality and respectful relationships into their networks and communities.
  - The Doing Nothing Does Harm campaign aims to empower the broader community to undertake appropriate bystander action when it is safe to do so.
  - The No Excuse for Abuse campaign aims to raise awareness on the non-physical forms of violence, and indicators that identify them.
- 2.17 The Queensland Government delivers initiatives that help build capacity to change social and cultural norms which perpetuate gender stereotyping and inequality. This has included the development of gender equality action plan templates for use by both government and non-government organisations, and the production of online resources to support all government and non-government organisations to conduct better gender analysis.
- 2.18 New South Wales supports the Inspiring the Future Australia campaign which broadens the horizon of female students by connecting them with female professionals. The program aims to show girls the range of careers available and challenge gender stereotypes.

### Chapter 3. Intersectional discrimination

- X Women living in remote and rural areas
- X Indigenous women
- X Racial, ethnic or religious minority women
- X Women living with disabilities
- X Women with diverse sexual orientations and gender identities
- X Younger women
- X Older women
- X Migrant women

#### Example 1 – Aboriginal and Torres Strait Islander women

- 3.1 Australian governments are committed to improving the social and economic conditions for Aboriginal and Torres Strait Islander women and girls, recognising that they experience compounding forms of intersecting discrimination. Aboriginal and Torres Strait Islander women and girls may also experience additional forms of discrimination based on remoteness and disability.
- 3.2 Some states and territories have also conducted consultations with Aboriginal and Torres Strait Islander communities. For example, the South Australian Government facilitated eleven *Aboriginal Women's Gatherings* between 2014 and 2018. These gatherings provide an opportunity for Aboriginal and Torres Strait Islander women to meet locally with government and non-government agencies to discuss their rights, experiences and support options. It is also an opportunity for the South Australian Government to receive input from women who might otherwise not engage with government.
- 3.3 The 2018 theme for NAIDOC (National Aborigines and Islanders Day Observance Committee) was *Because of Her, We Can*. This theme celebrated the invaluable contribution that Aboriginal and Torres Strait Islander women have made, and continue to make, to their families and communities and to their rich history and culture.
- o In line with the NAIDOC week theme, the Government announced \$550,000 in grants to eleven Aboriginal and Torres Strait Islander women's organisations to deliver targeted projects to address family violence and support women's leadership to build strong families and communities.
  - o The Australian Capital Territory Government hosted a NAIDOC luncheon to celebrate and acknowledge this contribution with a panel discussion consisting of four leading Aboriginal and Torres Strait Islander women sharing their life journey, and providing advice on what we all can do to help the next generation reach their potential.

#### Example 2 – Women living with disabilities

- 3.4 Australian governments are committed to improving the lives of women and girls with disabilities including their families and carers, through its disability reform agenda.
- 3.5 The ***National Disability Strategy 2010-2020*** (the Strategy) is Australia's overarching framework for improving the lives of people with disability in Australia, including women and girls. The Strategy seeks to ensure greater collaboration and coordination by all Australian governments, industry and communities.
- 3.6 One of the priority policy areas covered by the Strategy is to ensure that people with disability have their rights promoted, upheld and protected. Further, the Strategy acknowledges that men and women with disability may face different challenges by reason of their sex, or experience the

same issues in different ways, and it is based on non-discrimination, and equality between women and men.

- 3.7 The online disability awareness training package *Let's Talk Disability* is an example of Australia's federal court system working to promote and address the rights of persons with disability. *Let's Talk Disability* has been developed to assist federal court staff to develop knowledge, skills and awareness to work effectively with people with disability, and to assist them to access justice in the courts. Specifically, the package assists court staff to:
- recognise that society and its various barriers interact with a person's impairment to limit their participation and access
  - recognise that there are many different types of disability and that persons with disabilities have specific and diverse experiences, needs and preferences
  - identify and understand how barriers can prevent persons with disabilities from accessing justice in the courts
  - understand how to better assist clients with disabilities, including how to access and use the main services for persons with disabilities.

### Example 3 – Older Women

- 3.8 The Australian Government is currently working with communities and the aged care sector to reform care and empower older women. Australian Government priorities include:
- protecting older women from abuse, neglect and violence
  - improving older women's access to high-quality aged care and social services
  - increasing older women's workforce participation and retirement savings to ensure long-term economic security and protection from homelessness.
    - Since July 2018, a new ***Collaborative Partnership on Mature Age Employment*** has been working with employers to reduce age discrimination and promote the benefits of employing older workers. The *Collaborative Partnership* is part of the Government's response to the Australian Human Rights Commission's 2016 *Willing to Work* inquiry. Improving knowledge of employee rights and employer obligations will benefit women and facilitate the workforce participation of women.
- 3.9 States and territories are also responding to the particular vulnerabilities, needs and experiences of older women:
- The Northern Territory Government funded Darwin Community Legal Service (DCLS) to undertake an ***Elder Abuse Prevention Project in 2017-18***. This project, in addition to gathering evidence on the nature and prevalence of elder abuse in the Northern Territory, provides an information line and referral service, resources on preparation of Wills and Powers of Attorney, advanced personal planning, financial planning and security, Centrelink, scams and cyber-safety. Assessment of this project noted that women were predominantly the victims of elder abuse and that the most common form of abuse was financial abuse.
  - The Tasmanian Government released ***Strong, liveable communities: Tasmania's Active Ageing Plan 2017-2022*** in May 2017. There are four action areas: to support Tasmanians to age well and overcome systemic barriers to participation: health; lifelong learning; participation; and security. The Strategy includes initiatives to assist women to be financially prepared for later life, and actions to support awareness of, and improve our response to elder abuse.

## Chapter 4. Implication of humanitarian crises

- 4.1 Many of the migrants and refugees who come to Australia each year are escaping conflict in other countries. Australia welcomes this addition to our multicultural nation. Nearly half of Australia's population was born overseas or had at least one parent born overseas, coming from at least 200 different countries.
- 4.2 Australia's policies emphasise the importance of integration, founded on mutual respect, adherence to Australian law and values, a balance of shared rights and responsibilities.
- 4.3 Australia's policies, programmes and support services aim to address the unique and diverse needs of all Australian women, including those escaping from humanitarian crises overseas:
- The federal government supports the Harmony Alliance, which is an alliance of civil society organisations that seeks to: enable an effective voice for migrant and refugee women in domestic and international policy; and advance migrant and refugee women's participation in economic, social, cultural, civil and political life.
  - The **Humanitarian Settlement Program** supports humanitarian entrants to build the skills and knowledge needed to become self-reliant and active members of the Australian community. Services are delivered through a needs-based case management approach to assist entrants achieve key settlement outcomes in areas such as Housing, Employment and Education.
  - The **Careers Pathways** pilot assists humanitarian entrants within the first five years of settlement in Australia, with vocational level English, to support the use of their professional skills or qualifications to find work in the same or similar occupations. The program has support 788 clients over the period December 2018, including 320 women.
  - **Tasmania's Multicultural Policy 2014** promotes cross-cultural respect, the valuing of diversity, fair and equitable access to government services, and the opportunity for social, political and economic participation. The three priority areas of action are: building community relations, enhancing access and equity and fostering social and economic participation, and community development. A new Policy and Action Plan are due for release in 2019.
  - Western Australia's **Policy Framework for Substantive Equality** in 2005 (updated 2013), which initially focused on addressing institutional racism in the provision of public services. While race discrimination was the focus, agencies were also required to consider the intersectionality of other characteristics and sex was one of these.

## Chapter 5. Top five priorities 2019-2024

- X** Equality and non-discrimination under the law and access to justice
- X** Eliminating violence against women and girls
- X** Gender-responsive budgeting
- X** Digital and financial inclusion for women
- X** Other – addressing mental health issues for young women and girls

- 5.1 In addition to the issues identified in the above checklist, Australian government, civil society and national human rights institutions, prioritise:
- participation and representation
  - right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
  - women's entrepreneurship and women's enterprises

- unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services).

5.2 These issues are not included in this section as they are extensively covered elsewhere in this paper.

## Equality and non-discrimination - domestically and internationally

- 5.3 Australia protects and promotes the right to equality and the right to be free from discrimination through legislation, policies and program at federal, State and Territory levels.
- The federal *Sex Discrimination Act 1984* (Cth) is the key legislative instrument which gives effect to Australia's obligations under CEDAW.
- 5.4 The Parliamentary Joint Committee on Human Rights<sup>15</sup> (the Committee) was established under the *Human Rights (Parliamentary Scrutiny) Act 2011* (Cth), in March 2012 with the purpose of enhancing understanding for, and consideration of, human rights in Australia. Its mandate includes examining all legislation that comes before the federal parliament for compatibility with the seven core conventions to which Australia is a party, and reporting to parliament. It can also initiate inquiries into matters referred to it by the Attorney-General.
- In its routine work, the Committee utilises a scrutiny-dialogue model; that is, where legislation raises human rights concerns, the Committee's usual approach is to seek a response from the legislation proponent (usually the relevant minister with portfolio responsibility for the legislation), or else draw the matter to the attention of the proponent on an advice-only basis. Any response from the legislation proponent is subsequently considered and published alongside the Committee's concluding report on the matter.
  - The Committee regularly considers women's human rights as part of its routine scrutiny work examining the human rights compatibility of legislation. The Committee has considered the right to work, maternity leave, equality and non-discrimination and privacy. The Committee has also considered the human rights of women in its inquiry function.
- 5.5 Australia is also a strong advocate internationally for gender equality and women's empowerment.
- Gender equality and women's empowerment are at the centre of Australia's foreign policy, human rights advocacy, economic diplomacy and development programs:
    - The 2017 Foreign Policy White Paper is explicit – gender equality is a core Australian value, and is a foundation of our international engagement.
    - The White Paper commits Australia to continue efforts to strengthen the rules-based international order, which is crucial to addressing gender inequality.
  - Australia's international *Gender Equality and Women's Empowerment Strategy* reinforces gender equality as a key priority across our international engagement, focused on women's leadership, decision-making and peace-building, economic empowerment and ending violence against women.
  - Australia works within multilateral and regional fora – for example, the United Nations, the Commonwealth, G20, APEC, ASEAN, IORA, and MIKTA – to pursue gender equality.
  - Gender equality is a key priority for Australia during our term on the Human Rights Council from 2018-2020.
  - Australia's stepped up engagement in the Pacific will support a more resilient region and help address long term challenges including recognition of the essential role of women in achieving better development outcomes:
- 5.6 Australia has been a party to CEDAW since 1983, as well as other key human rights treaties. Australia is also a signatory to CEDAW's Optional Protocol. Australia is committed to a strong

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<sup>15</sup> [https://www.aph.gov.au/joint\\_humanrights](https://www.aph.gov.au/joint_humanrights).

multilateral human rights system, and carefully considers in good faith all recommendations received from human rights mechanisms, including treaty bodies and special mandate holders.

### Eliminating violence against women and girls

- 5.7 All Australian governments are continuing efforts to eliminate violence against women and their children through the development and implementation of the *Fourth Action Plan* of the *National Plan to Reduce Violence against Women and their Children*. The *Fourth Action Plan* will build on the reforms and programs funded through existing action plans and bring together work in domestic, family and sexual violence across the Commonwealth government, state and territory governments, and the community, private and research sectors. This will support a whole-of-community approach to stopping domestic, family and sexual violence.
- 5.8 The *Fourth Action Plan* (2019-2022) will maintain the focus of the *National Plan* on generational change, through focusing on both primary prevention and the service responses for victims of domestic, family and sexual violence. Its development is supported by consultation across levels of government, the sector and the community.
- 5.9 All states and territories implement strategies, policies and programs with the aim of eliminating violence against women and girls:
- The Northern Territory will prioritise, amongst other things, supporting the wellbeing of children and families in the territory, as outlined in *Safe, Thriving and Connected: Generational Change for Children and Families, 2018-2023*. The Northern Territory Government is investing \$229.6 million over five years to deliver major reforms to improve the operation of the child protection and youth justice systems and ensure that those young people and families who find themselves involved with these systems have a chance to turn things around and make better choices for themselves in the future.
  - In March 2019, the South Australian Government launched a new women's safety strategy to complement the *National Plan to Reduce Violence Against Women and their Children 2010-22* and provide South Australian specific actions to prevent and respond to domestic, family and sexual violence. *Committed to Safety: A framework for addressing domestic, family and sexual violence*, seeks to create a safe and supportive community where domestic, family and sexual violence is not tolerated in any form through three pillars of action: Primary Prevention; Service and Support; and Justice (Legislative, Statutory and Community). The South Australian Government has committed \$11.9 million over the next four years on domestic violence initiatives, with further investment occurring over the four-year life of the framework.
  - The Western Australian Government is currently developing a ten-year *Strategy for Reducing Family and Domestic Violence* (the Strategy). This Strategy will guide a whole-of-government approach to protecting adult and child victims, engaging and responding to perpetrators, and working towards earlier intervention and prevention. Strengthening family and domestic violence service networks and service integration will also be a key priority.
  - New South Wales is investing \$390 million over four years to support victim-survivors of domestic and family violence to rebuild their lives and to hold perpetrators to account, working across government to coordinate services and improve effectiveness. This investment focuses on the *Safer Pathway* program, which creates a fundamental change in how agencies and organisations support victim's safety.

### Digital and Financial Inclusion for Women

- 5.10 Australian men and women have similar levels of digital inclusion. However, within the Digital Ability sub-index, we see a marked difference in their attitudes towards learning about new technology (women scored 6.8 points less than men). This difference is greatest between younger men and women, with the gap reducing with age.<sup>16</sup>
- 5.11 To address these differences, it is important that governments support women and girls into science, technology, engineering and mathematics (STEM) learning and careers. Being STEM literate and having an understanding of the importance of science and technology in society and its role in addressing Australia's challenges is going to be more and more important for everyone as technology progresses. For instance, in May 2017, the Government established the Indigenous Girls' Science, Technology, Engineering and Mathematics (STEM) Academy – a national investment over ten years, to support high achieving Aboriginal and Torres Strait Islander girls seeking to pursue education and careers as STEM qualified professionals or as teachers with STEM teaching qualifications.
- 5.12 State and territory governments will also undertake measures to enhance women's participation in the financial and digital economy. For example, Tasmania has developed the **Financial Security for Women Action Plan 2018-21**. It is the first in a series of action plans under the **Tasmanian Women's Strategy 2018-21**, and was informed by public submissions and survey responses, as well as research findings and statistical data on women's financial security. The Strategic Priorities under the Plan are to: improve outcomes for women in paid employment; increase women's participation in STEM; build women and girls financial capabilities; support women in business; and address cost of living impacts.

### Addressing mental health issues for young women and girls

- 5.13 The Commonwealth Department of Health oversees strategies, policies and plans for improving the mental health of Australians. The Fifth National Mental Health Plan commenced in 2016.
- 5.14 The Australian Government funds a number of mental health initiatives targeted at supporting children and young people. The **headspace** network provides access to youth-friendly community-based services for young people aged 12-25 years who have, or who are at risk of, mental illness in four key areas – mental health, related physical health, alcohol and other drug use, and social and vocational support. There are currently 109 **headspace** centres operational across Australia. The **headspace** model of services is also offered through free, confidential and anonymous telephone and web-based support, called **eheadspace**.
- 5.15 Young people aged 5 to 25 year can access **Kids Helpline**, a free 24/7 phone and online counselling service funded by the Government. Information and advice can be obtained on a wide range of issues, including mental health, alcohol and other drug issues, abuse, bullying or violence, eating disorders and a range of associated problems such as relationship difficulties, loneliness and homelessness.
- 5.16 Under the **Be You** national education initiative, teachers and early childhood workers are provided with free access to information, advice and support so that they can teach children and young people skills for good social and emotional development, work together with families, and recognise and get help for children and young people with mental health difficulties. The **National Workforce Centre for Child Mental Health** is also assisting professionals and services

<sup>16</sup> *Measuring Australia's Digital Divide: The Australian Digital Inclusion Index 2017*, RMIT University.



- who work with children to identify, support and refer children at risk, including those who have experienced trauma.
- 5.17 The Australian Capital Territory (ACT) Government has taken a number of steps to better understand and support the mental health and wellbeing of women and girls in the ACT, who have higher levels of anxiety and depression than their male counterparts as well as women and girls elsewhere in Australia. A research project has been undertaken to further investigate the underlying causes of psychological distress in young women in the ACT. Work in this area is considering both the health services required to support young women and girls, and the cultural aspects that may be contributing to increased mental health concerns for women and girls in the ACT, such as gender stereotypes and gendered expectations.
- 5.18 Through ACT schools we are providing **Respectful Relationships Education** to change behaviour, to improve gender equality and reduce gender-based violence both of which have significant impacts of the mental health and well-being of young women and girls.
- 5.19 The ACT Government has also established the **Office for Mental Health and Wellbeing** to further investigate these issues.
- 5.20 New South Wales funds a range of specialist mental health services for women, infants and their families, including **Community-based Perinatal and Infant Mental Health services**. This includes a telehealth perinatal psychiatry service for perinatal women in rural and remote areas and mental health screening and support programs for all pregnant and new mothers detained in custody.

#### Gender-responsive budgeting and improving the evidence base for gender-responsive policies

- 5.21 Building effective gender-responsive policies requires a solid evidence base, and all governments are working on improving data collection activities and innovating new ways of capturing data to support policy-making.
- 5.22 An initiative that will be reinstated in 2020-21 is the **Time Use Survey**. This national survey aims to measure and contextualise economic activity to help identify opportunities for greater national productivity:
- An advantage of the Time Use Survey is that it can accurately capture data on unpaid caring and domestic work, which, in Australia, is still predominantly undertaken by women.
  - The survey was designed to collect data on community participation (including voluntary work, leisure, fitness and health activities) and travel.
- 5.23 Since 2016-17, the Queensland Budget has included a **Women's Budget Statement** demonstrating the Queensland Government's commitment to creating more pathways to prosperity and equality for Queensland's women and girls.
- 5.24 In 2016, the Tasmanian Government released a Valuing Gender Inclusion model for agencies, business and the community on how to achieve gender equitable outcomes when planning new programs and services, or reviewing and modifying existing ones. Guidelines for Tasmanian Government agencies include information about why gender inclusive models are important, as well as tools and resources to help agencies develop gender inclusive policies and programs. The toolkits provide a step-by-step guide to help agencies become gender aware – to consider the implications and impacts for women, men and gender diverse people throughout the policy, program or service development and implementation processes.

## SECTION TWO – Progress across 12 critical areas of concern

## Inclusive development, shared prosperity and decent work

## Chapter 6. Women in paid work and employment

- X Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- X Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- X Taken measures to prevent sexual harassment, including in the workplace
- X Improved financial inclusion and access to credit, including for self-employed women
- X Other – Supporting women to undertake traditionally male dominated roles

## Example 1 – Supporting Aboriginal and Torres Strait Islander women and girls

- 6.1 Australian governments are deeply committed to supporting Aboriginal and Torres Strait Islander women and girls to gain the knowledge and skills to ensure their economic prosperity, and have implemented a number of strategies to this end.
- o **Indigenous Advancement Strategy** programs support young women’s education and aspirations, enhance women’s cultural connection, and develop girls’ and women’s leadership capabilities
  - o The **Indigenous Business Sector Strategy** (2018) increases Indigenous entrepreneurship with a focus on supporting Indigenous women and youth into business
  - o The Government’s **Indigenous Procurement Policy** enhances opportunities for Indigenous businesses to increase their share of Government procurement
  - o The **Indigenous Girls’ Science, Technology, Engineering and Mathematics (STEM) Academy**, a \$25 million ten year investment, supports high achieving Aboriginal and Torres Strait Islander girls seeking to pursue education and careers as STEM qualified professionals or as teachers with STEM teaching qualifications.
- 6.2 In 2016, the employment rate for Indigenous female Australians was almost 45%, up from 43.2% in 2006.<sup>17</sup> Additionally, more Aboriginal and Torres Strait Islander women are entering into the labour market, with their participation rate rising from 51% in 2006 to almost 54% in 2016.<sup>18</sup>
- 6.3 States and territories also have programs that support Aboriginal and Torres Strait Islander women into work. For example, the Northern Territory Police Service have increased paid parental leave for primary care givers, strengthened access to flexible work arrangements, and are implementing a Special Measures Plan to increase recruitment of Indigenous employees.

## Example 2 – Supporting working parents

- 6.4 Australian governments support working parents through a multitude of measures, for example:
- o Some states and territories have prioritised implementation of flexible working arrangements. For example, South Australia’s *Flexible Workplace Futures project* focused on improving the productivity and innovation of the public sector by adopting more flexible ways of working in the public sector. In the New South Wales public service, implementation of the *Making Flexibility Count* policy has seen a significant increase in men accessing flexible work arrangements for childcare related reasons. (Currently, 42.5% of working men who are

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<sup>17</sup> 2018 Closing the Gap Report.

<sup>18</sup> 2018 Closing the Gap Report.

- parents use flexible work arrangements, compared to 67.1% of working women who are parents.)
- 6.5 The Australian Human Rights Commission supports working women through research and advocacy. For example, The **National Review into the prevalence, nature and consequences of discrimination in relation to pregnancy at work and return to work after parental leave**.<sup>19</sup> The Report identifies leading practices and strategies for employers supporting pregnant employees and those returning from parental leave.
- 6.6 In Victoria, a pilot program to conduct gender audits of organisations aims to measure performance in five key areas: equal pay for comparable work, recruitment and promotion; leadership development and mentoring; flexible working; and organisational culture. The audit process has provided objective, measurable evidence of performance in these five areas.
- 6.7 The Office for Women in Victoria has engaged the Victorian Equal Opportunity and Human Rights Commission to undertake **'Raise It'**, a project that has involved the development of conversation starter kits now being piloted in a range of workplaces. The work aims to improve employee confidence to report sexism, sexual harassment, and to shift thinking and attitudes in gendered cultures.
- This program includes the provision of training and materials that challenge the underlying gender stereotypes that drive gender discrimination and sexual harassment in the workplace. The conversation starter kits provide prompts, and information to help people address the underlying stereotypes, attitudes, behaviours and norms that drive the increased risk of sexual harassment. The programs work to build awareness and skills in workplaces to prevent and respond across a range of related areas, including sexual harassment, pregnancy, parental leave and return to work entitlements.
- 6.8 In New South Wales public service parental leave provisions were extended to provide parental leave for public service employees becoming parents through altruistic surrogacy or permanent out of home care arrangements. The new entitlements reflect the changing nature of parenting.

## Chapter 7. Unpaid care and domestic work

- X Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- X Expanded childcare services or made existing services more affordable
- X Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- X Promoted decent work for paid care workers, including migrant workers
- X Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- X Other – promoted flexible working arrangements

- 7.1 Unpaid carers should be recognised for their role in providing care and support to vulnerable individuals, and are encouraged to access community based supports and financial assistance from all Australian governments.

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<sup>19</sup> Australian Human Rights Commission, *'Supporting Working Parents: Pregnancy and Return to Work National Review – Report'*, 2014, <https://www.humanrights.gov.au/our-work/sex-discrimination/publications/supporting-working-parents-pregnancy-and-return-work>.

- 7.2 Australian women currently carry a greater load of unpaid caring work—including housework, child care, or care for family/household members with a disability, a mental illness, or those who are frail, aged or have a long-term medical condition—than men.
- 7.3 This is a major barrier to workforce participation, quality employment, equal pay and the long-term economic security for women.
- 7.4 The latest data shows that men did 5.5 hours of paid labour per day on average, compared to 3.5 hours for women. Women spent an average of 5.2 hours per day on housework and caring, compared to men who spent an average of 3.3 hours per day.<sup>20</sup>
- 7.5 Women comprise 92% of primary carers for children with disability, 70% of the primary carers for parents, and around half of the primary carers of partners.<sup>21</sup>
- 7.6 Aboriginal and Torres Strait Islander women are more likely to have children at an earlier age than non-Indigenous women, with one quarter of Aboriginal and Torres Strait Islander women having their first child by the age of 20,<sup>22</sup> often before connecting with the workforce.<sup>23</sup>
- 7.7 Australian governments acknowledge that unpaid labour for caring, predominantly done by women, generates enormous value in the Australian economy.

#### Example 1: Valuation for unpaid work

- 7.8 The Office for Women in Victoria commissioned work to calculate the exact value of unpaid work to the community. This project developed a model for costing the value of unpaid work in Victoria, to enable a detailed calculation of this value for different gender/age/social groups. The value was calculated at a value of \$206.25 billion in Victoria in 2017-2018 and the opportunity cost method was calculated at a value of \$205.58 billion.
- 7.9 The report also found that women spend 13.8 more hours per week on unpaid work and care than men, with women spending 9.3 additional hours on childcare than men. This means women spend an additional four working months' worth of time per year on unpaid work and care than men, and 1.4 additional working months on paid and unpaid work combined.
- 7.10 At the national level, the Government is re-instating the Time Use Survey from 2020-21. The time use survey will contribute to the contemporary evidence base at the national level to measure women's, and men's, contribution to unpaid child care and domestic work.

#### Example 2: Recognition of unpaid carers

- 7.11 The *Tasmanian Carer Policy 2016* recognises the commitment of unpaid Tasmanian carers and supports them in their caring role, and their active participation in economic, social and community life for themselves and the people for whom they care. The *Tasmanian Carer Action Plan* has been developed to implement the Carer Policy. *Carers Tasmania* promotes awareness and recognition of carers, and provides support services for carers. The Tasmanian government also funds the Mental Health Council of Tasmania to provide information to carers of people with mental illness and build their capacity to participate and advocate.
- The Carer Policy is implemented through government departmental promotion of the availability of support for carers on their staff. This includes induction packages, staff

<sup>20</sup> *The Household, Income and Labour Dynamics in Australia Survey: Selected Findings from Waves 1 to 16*, Melbourne Institute Applied Economic and Social Research, 2018.

<sup>21</sup> *Caring in the Community*, Australia, Australian Bureau of Statistics, Catalogue no. 4436.0, 2012.

<sup>22</sup> Australian Institute of Health and Welfare, May 2018, *Teenage mothers in Australia 2015*, <https://www.aihw.gov.au/getmedia/6976ff0b-4649-4e3f-918f-849fc29d538f/aihw-per-93.pdf.aspx?inline=true>

<sup>23</sup> Australian Government, 2017. *Towards 2025 An Australian Government Strategy to Boost Women's Workforce Participation*.

newsletters, and management training to ensure that managers and colleagues are aware of their rights as carers, responsibilities of employees with caring responsibilities and where to find resources to support them.

- 7.12 The Western Australian Government has a similar policy in place to support the estimated 320,000 unpaid carers across the State, the majority of whom are women. The Department of Communities provides annual funding to Carers WA to deliver State-wide carer services which support carers to build their capacity to care, as well as to maintain a balance between their caring responsibilities and their own wellbeing and pursuing life goals.

## Chapter 8. Austerity measures

- 8.1 The Commonwealth Government budget repair strategy requires new spending to be offset by reductions in spending elsewhere.
- 8.2 While a high level review specifically assessing the impact of savings measures on women and men has not been undertaken, in developing, implementing and evaluating policy, Cabinet Ministers and their departments consider the impact of policy proposals on a cross-section of cohorts in the Australian population. This includes, but is not limited to, women, Indigenous Australians, young and senior Australians, small businesses and those living in Australia's rural and remote regions. Portfolios are able to contribute to this process by using their expertise to identify when proposals are likely to have significant impacts as individual policies are developed across the APS.
- 8.3 Further, at the time such proposals are brought forward for consideration by the Cabinet, the views and interests of women are represented by the Minister for Women, who is supported by the Office for Women within the Department of the Prime Minister and Cabinet.
- 8.4 In 2018, federal public service employees totalled 150,594 people, with 59% of employees being women. In 2013, the federal public service employed 166,138 people, with 58% of employees being women.

## Poverty eradication, social protection and social services

### Chapter 9. Poverty among women and girls

- X** Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- X** Broadened access to land, housing, finance, technology and/or agricultural extension services
- X** Supported women's entrepreneurship and business development activities
- X** Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- X** Introduced/strengthened low-cost legal services for women living in poverty

### Australia's social security system

- 9.1 The foundation of the Australian social security system is a 'safety net' system of cash transfer payments to individuals designed to support the basic living standards of all Australians and increase their social and economic participation.
- 9.2 It is a means-tested, residence-based system, designed to provide income support to people who, for reasons such as age, unemployment, disability or caring responsibilities, are unable to support themselves. As a non-contributory system, eligibility is not based on past income or contributions, or taxes paid during a person's working life. Income and assets tests apply and are

considered the fairest way to ensure that funds are directed to those in the community who need help the most.

- 9.3 The amount of income support a person receives is based on their circumstances, including age, marital status, whether they are responsible for children, their capacity to work and the level of their income and assets.
- 9.4 Income support payments fall into two groups, pensions and allowances; pensions are generally paid at higher rates, reflecting the different roles of these two types of payments.
- Working-age allowance payments, such as Newstart Allowance, are designed to provide a safety net for people who require financial assistance, while maintaining incentives for people to join or return to the workforce where they are able.
  - Pensions are designed to acknowledge that some people face additional barriers such as age, disability or caring responsibilities that make it difficult for them to support themselves through paid employment.
- 9.5 Income support payments are regularly indexed to ensure they maintain their purchasing power.
- 9.6 Where recipients have additional costs, such as those associated with renting in the private market and raising children, supplementary payments such as Rent Assistance and Family Tax Benefit are available. Other supplementary benefits that may be payable depending on the recipient's circumstances include Pharmaceutical Allowance, Carer Allowance, Remote Area Allowance, Telephone Allowance and Mobility Allowance. Concession cards enable the cardholder to access reduced pharmaceutical items and medical services, which increase their economic security.

#### Example 1 – Commonwealth Rent Assistance (CRA)

- 9.7 In 2018-19, the Commonwealth Government will spend an estimated \$4.5 billion in CRA to assist more than 1.3 million individuals and families meet their rental costs. This includes around 936,000 women. It is estimated that around 64% of them would be paying more than 30% of income on rent without CRA. This proportion drops to 39% after CRA, helping to reduce poverty among women by reducing the cost of renting, and broadens access to housing.
- 9.8 States and territories also have housing programs to support women:
- In 2018-19, the Australian Capital Territory ACT Government invested in nine programs within the Specialist Homelessness Sector that exclusively support women, with or without, accompanying children. Programs include crisis accommodation, transitional housing and supported accommodation, domestic violence counselling, education, financial management and advocacy.
  - In the 2018, the Western Australian Government introduced amendments to the *Residential Tenancies Act 1987*, to give protection and reduce likelihood of homeless people, primarily women, who have endured family and domestic violence. These provisions will allow them to break lease without penalty or to assume responsibility for the tenancy if not in their name, and they retain the property.
  - In New South Wales ***Rent Choice Start Safely*** provides short to medium-term financial support for people escaping domestic or family violence. The subsidy helps people secure private rental accommodation so they do not have to return to the violent situation. New tenancy reforms enable tenants who need to escape circumstances of domestic violence to end their tenancy immediately and without penalty.

#### Example 2 – Early interventions for vulnerable people

- 9.9 Under Australia's welfare system, groups identified as at most risk of persistent disadvantage include young parents and carers, Aboriginal and Torres Strait Islander peoples, people with disability and older unemployed people. Older women are particularly vulnerable to later-in-life homelessness, due to factors including a lack of retirement funds, financial dependence, and family and domestic violence.
- 9.10 The **Australian Priority Investment Approach to Welfare** (the Approach) focuses on improving the wellbeing and life outcomes of people at most risk of long-term welfare dependency. The Approach uses actuarial analysis to estimate the future welfare trajectories of the Australian population. It highlights pathways in and out of disadvantage for at-risk groups and enables identification of critical intervention points across the life course. An important objective of the Approach is to address the intergenerational risks of welfare dependency. Recent analysis has shown, for example, that young people aged 22 to 24 who spent more than 80% of their childhood with parents or guardians receiving income support are nearly three times more likely to be on welfare today than children whose parents did not receive income support.
- 9.11 Using insights from the Approach, the Commonwealth Government is implementing a **Try, Test and Learn Fund** (TTL Fund) to trial new or innovative approaches to assist some of the most vulnerable in society into stable, sustainable employment with two tranches of funding in 2016-17 and 2017-18. Evidence gathered about the effectiveness of interventions from the TTL Fund, which ceases on 30 June 2020, will be used to inform and improve future Australian Government policy. Current TTL Fund projects assisting women and girls include projects for young parents; migrants and refugees; students; and young carers.
- 9.12 Further information on the Approach and the TTL Fund can be found at: <https://www.dss.gov.au/review-of-australias-welfare-system/australian-priority-investment-approach-to-welfare>.

### Example 3 – Legal assistance

- 9.13 The **National Partnership Agreement on Legal Assistance Services 2015-20** (the NPA) commenced on 1 July 2015, providing funding to legal aid commissions and community legal centres for the provision of legal assistance services. The NPA requires legal assistance service providers to plan and target their services towards people experiencing financial disadvantage and to people who fall within one or more of 11 priority client groups. Providers are also required to meet performance benchmark targets on the provision of services to people experiencing financial disadvantage.
- 9.14 Prior to the commencement of the NPA, the provision of services to financially disadvantaged clients was not a universal requirement for legal assistance providers in receipt of Commonwealth funding.
- 9.15 Many states and territories have similar programs:
- The Queensland Government provides dedicated support for women in correctional facilities including specialised and culturally specific re-entry services and bail court programs to assist Queensland women in their transition back into society. These services provide financial, housing, legal, victim, and other essential social supports to assist the women to strengthen their social capacity whilst in custody and post-release.

## Chapter 10. Social Protection

- X** Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- X** Introduced or strengthened conditional cash transfers

**Example 1 – social assistance to help with rising energy costs**

- 10.1 The rising cost of energy has presented challenges for both governments and communities in Australia. Governments have sought to protect those most vulnerable and reduce the cost of living impacts:
- The Tasmanian Government has capped electricity price rises at CPI for three years; provides financial assistance to families to meet the cost of energy through the **Energy Hardship Fund**; is working with TasWater and Local Government to freeze water and sewerage price rises in 2019-20, and cap future price rises to no more than 3.5%.

**Example 2 – helping women to acquire financial skills and start their own business**

- 10.2 Women's precarious financial and economic position mean that they are more likely to head households living in poverty.
- 10.3 The Office for Women in Victoria has funded the **Stepping Stones** program. It is a 3 year micro-enterprise development program, which aims to support women to become more financially confident and secure by setting up their own small business. The program will provide tailored support and mentoring to participants, specialised business skills training, and access to zero or low-interest micro-finance to enable participants to take their entrepreneurial idea to the next stage. The program will engage a total 100 women over three years, with a focus on women from culturally and linguistically diverse backgrounds, women aged 50 years and over, and women in rural and regional areas of Victoria.
- 10.4 The Western Australian Government is supporting the **Economic Empowerment Project** for women who have experienced economic abuse as a factor of family and domestic violence. The project delivers financial literacy skills training and mentoring for women to empower them to leave abusive relationships and build capacity to attain financial independence.

**Chapter 11. Health outcomes**

- X** Promoted women's access to health services through expansion of universal health coverage or public health services
- X** Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- X** Undertaken gender-specific public awareness/health promotion campaigns
- X** Provided gender-responsiveness training for health service providers
- X** Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services

- 11.1 During the past five years, the Australian Government has implemented a number of health services to expand or complement Australia's universal health system, Medicare, to improve health outcomes for Australian women and girls.

**Promoted women's access to health services through expansion of universal health coverage or public health services.**

- 11.2 In 2017, the Australian Government implemented the renewed **National Cervical Screening Program**, which replaced the two-yearly Pap tests for women aged 18 to 69 years of age with a five-yearly human papillomavirus (HPV) Cervical Screening Test for participants aged 25 – 74 years. The renewed **National Cervical Screening Program** is estimated to reduce cervical cancer



incidence and mortality by up to 30% when compared to the two-yearly Pap test program.<sup>24</sup> The National Cervical Screening Program is complemented by HPV vaccinations offered to boys and girls as part of Australia's National Immunisation Program.

11.3 In 2013-14, the Australian Government expanded the **BreastScreen Australia** target age range from women 50-69 years of age to women 50-74 years of age. In 2017-18, BreastScreen Australia was supported to continue to actively invite women aged 70-74 years of age to screen for the early detection of breast cancer. Participation for 70 to 74 year old women nationally has increased from 26% in 2008-09 to 53% in 2015-16.

11.4 State and territory initiatives:

- In 2014 the Northern Territory government launched a 4WD **BreastScreenNT** bus service, which delivers the breast screening services to women living in rural and remote locations.
- South Australia has the highest participation rate in Australia in breast cancer screening. In 2014-16, **Breast Screen SA** had an approximate increase of 30% in participation for both women from a non-English speaking background and Aboriginal and Torres Strait Islander women.
- Participation rates in Aboriginal and Torres Strait Islander women aged 50–69 have increased, from around 32%–33% for all reporting periods between 2001–2002 and 2011–2012 to 39% in 2015–2016.

**Expansion of specific health services for women and girls, including sexual and reproductive health services, mental health, maternal health and HIV services.**

11.5 In 2016, additional Medicare items were made available for sexual and reproductive health related services through the listing of specific professional attendance services by sexual health medicine specialists.

11.6 In addition to services under Medicare, the Australian Government has expanded health services for women and girls, including:

- In 2014-15, the Australian Government announced the **Better Start to Life** approach expanded the delivery of two existing child and maternal health programs.
  - Through this program the Government expanded the **Australian Nurse-Family Partnership Program** (ANFPP) from three to 13 sites. This program aims to improve pregnancy outcomes by helping women engage in good preventive health practices; support parents to improve their child's health and development; and help parents develop a vision for their own future, including continuing education and finding work.
  - ANFPP data is showing positive outcomes for mothers and babies who participate in the program including high rates of early access to antenatal care, high rates of breastfeeding, very high rates of fully immunised one and two year olds (exceeding non-Indigenous national immunisation rates), lower rates of low birth weight infants compared to the national rate for Indigenous babies and low rates of childhood injuries and accidents.<sup>25</sup>
  - As part of the **Better Start to Life** approach, the Australian Government expanded the **New Directions: Mothers and Babies Service** (NDMBS) program from 85 to 136 sites

<sup>24</sup> Jie-Bin Lew et al (2017). Primary HPV testing versus cytology-based cervical screening in women in Australia vaccinated for HPV and unvaccinated: effectiveness and economic assessment for the National Cervical Screening Program. *The Lancet Public Health*. Volume 2, February 2017.

<sup>25</sup> ANFPP Data is published via the annual report at <https://www.anfpp.com.au/proven-results/publications>

nationally. NDMBS provides Aboriginal and Torres Strait Islander families with young children access to antenatal care, standard information about baby care, practical advice and assistance with breastfeeding, nutrition and parenting; monitoring of developmental milestones, immunisation status and infections; and health checks for Aboriginal and Torres Strait Islander children before starting school.

- In 2017, the Australian Government launched the **MumSpace** website,<sup>26</sup> which offers free access to evidence-based mental health support tools, apps, helplines and resources for pregnant woman and new mothers. The resources available on the *MumSpace* website include the **MumMoodBooster** online tool, a self-directed cognitive behavioural therapy treatment program for women with, or at risk of, perinatal depression.

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<sup>26</sup> <https://www.mumspace.com.au/>.

### Gender-specific public awareness/health promotion campaigns

11.7 In 2016, the Australian Government launched the **Girls Make Your Move** campaign to raise awareness of the benefits of physical activity among young women aged 12-21 years. The campaign encourages and supports young women to be more active and to find an activity they enjoy, whether it be recreation, sport or other physical activity. Since 2018, the campaign has reached 83% of girls aged 12–19; and, of those who saw the campaign, 23% indicated they had done more physical activity or sport due to seeing the campaign.

### Improved access to health services for Aboriginal and Torres Strait Islander women and girls

11.8 Access to culturally safe health services is fundamental to the health of Aboriginal and Torres Strait Islander people. Improving the cultural competency of health care services can increase Aboriginal and Torres Strait Islander peoples' access to health care, increase the effectiveness of care, and improve the disparities in health outcomes. The Australian Government continues to support Aboriginal Community Controlled Health Services, which deliver holistic, culturally competent and safe primary health care, and serve as a model for all health services as they strive to improve health outcomes for Aboriginal and Torres Strait Islander people.

Improvements have resulted:

- There have been improvements in Aboriginal and Torres Strait Islander child and maternal health rates, including increases in the frequency and timing of access of antenatal care, reductions in the rate of maternal smoking during pregnancy and low birthweight babies, and increases in immunisation rates. These emerging trends are expected to result in further reductions in child mortality rates.<sup>27</sup>
- Closing the life expectancy gap and improving the overall health and wellbeing outcomes of Aboriginal and Torres Strait Islanders is a priority for the Australian Government. The life expectancy of Indigenous females in 2012 was 73.7 years and for males it was 69.1 years; for non-Indigenous women it was 83.1 years and for men it was 79.7 years.<sup>28</sup>

11.9 The **Australian Human Rights Commission** is a member of the national *Close the Gap* campaign, a civil society coalition that is co-chaired by the Aboriginal and Torres Strait Islander Social Justice Commissioner. The campaign's goal is to close the health and life expectancy gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians within a generation. The campaign is built on evidence that shows that significant improvements in the health status of Aboriginal and Torres Strait Islander peoples can be achieved within short timeframes through targeted investments into healthcare services and the social determinants of health. These include key underlying factors such as power, inclusion, housing, education, employment, and social support networks and services, as examples.

11.10 The New South Wales **Aboriginal Maternal and Infant Health Service** (AMIHS) aims to improve the health of Aboriginal women during pregnancy and decrease perinatal morbidity and mortality for Aboriginal babies in NSW. The Service is delivered through a continuity-of-care model, where midwives and Aboriginal health workers collaborate to provide a high quality maternity service that is culturally sensitive, women centred, based on primary health-care principles and provided in partnership with Aboriginal people.

11.11 The National Aboriginal and Torres Strait Islander Women's Alliance (NATSIWA) worked with the University of Queensland and Share the Dignity to improve access to water and hygiene for Aboriginal and Torres Strait Islander women and girls in remote areas of Australia.

<sup>27</sup> 2018 Closing the Gap Report.

<sup>28</sup> 2018 Closing the Gap Report

## Chapter 12. Education

- X Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- X Promoted safe, harassment-free and inclusive educational environments for women and girls
- X Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- X Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood

### Example 1 – supporting Aboriginal and Torres Strait Islander students to complete secondary education

- 12.1 Australian governments recognise that equitable access to education is fundamental to reducing the impact of barriers caused by disadvantage and poverty. It is also acknowledged that a child's health, safety and wellbeing contribute to educational participation and attainment.
- 12.2 Attendance rates for Aboriginal and Torres Strait Islander students in primary and secondary schooling have been stable since 2014, sitting at approximately 83%, compared to 93% for non-Indigenous students.<sup>29</sup> Aboriginal and Torres Strait Islander girls are more likely to attend school than Aboriginal and Torres Strait Islander boys, with the gender gap more pronounced in Indigenous youth compared to their non-Indigenous peers.<sup>30</sup>
- 12.3 Since July 2014, through the **Children and Schooling Program**, the Government has invested more than \$400 million in activities designed to help over 25,000 Aboriginal and Torres Strait Islander students stay engaged, complete their school education and make successful post-school transitions. This includes over \$105 million for mentoring, leadership and education projects for Aboriginal and Torres Strait Islander girls. More than 15,500 Aboriginal and Torres Strait Islander girls and young women have benefited from this investment.

### Example 2 – training in emerging fields, including STEM

- 12.4 In 2018, the Australian Capital Territory Government initiated the **Women in Trades Grants Program**. The program is designed to improve women's participation in traditionally male-dominated trades by providing skills and training in the form of pre-apprenticeships, apprenticeships, traineeships and other relevant methods of training. The program aligns with the objectives of the National Partnership on the Skilling Australians Fund, to improve employment outcomes by supporting Australians to obtain skills and training through increasing apprenticeships and traineeships and other related employment-related training.
- o Projects funded under the *Women in Trades Grants program* have integrated nationally accredited vocational education and training, including off-job and on-job training, professional and personal development, mentoring, employer training and support, and advocacy for gender equity in the workplace. By supporting and educating employers, the projects also aim to create more inclusive worksite cultures, free of discrimination and bias, and generate more employment opportunities for women in trades as a result.

<sup>29</sup> 2018 Closing the Gap Report.

<sup>30</sup> Nicholas Biddle and Anneke Meehl, 2016, *The Gendered Nature of Indigenous Education Participation and Attainment*, Centre for Aboriginal Economic Policy Research, p. 5.

- 12.5 New South Wales 2018-2019 **Teaching Agriculture in Rural Schools** project is designed to enhance quality teaching and learning in Agriculture syllabuses. A female agriculture teacher is funded to lead professional learning both virtually and face to face for rural agriculture teachers.
- 12.6 The Northern Territory's **STEM in the Territory Strategy 2018-22** focuses on STEM education for all young Territorians to assist students to develop skills essential for emerging industries. This commitment aligns with the objectives outlined in the National STEM Action Plan. Examples of STEM activities under the Strategy in 2018 include:
- 12 schools have taken advantage of the lending library and have engaged in supported professional learning
  - Students from remote communities are being involved in enterprise ventures introducing them to knowledge and skills for new and emerging industries
  - Casuarina Senior College is working with industry groups as part of the Pathways in Technology pilot. The focus technology pathway is maritime engineering
  - The Northern Territory government is investing significant funding to improve school infrastructure that will support STEM delivery, including \$39.5 million invested over five years in a new STEM centre at Bullocky Point including new library facilities and a fabrication laboratory
  - **SySTEMic Collaboration program**, which requires that at least 50% of the students are female. It is an industry partnership with Engineers Australia and 12 local engineering firms. The program commenced in 2018 as a pilot, with participants gaining skills in public speaking, critical thinking and problem solving skills and a new understanding of the engineering industry. The program is continuing in 2019 and additional schools across the Northern Territory are expected to create the own location relevant program.
  - The Northern Territory government is currently constructing of a new multi-million dollar STEAM (Science, Technology, Engineering, Arts and Mathematics) Centre at Darwin High School. The facility will provide urban students and student from remote communities enrolled in the Northern Territory School of Distance Education with modern new classrooms, hands-on workshops and state-of-the-art laboratories. Planning stage one commenced in 2017 with construction starting in 2018.
- 12.7 The Queensland **STEM Girl Power Initiative** is a 12-month strategy to engage more girls in the STEM learning pathway and to build teacher capability. Included in the initiative is meeting STEM role models at the **STEM Girl Power Camp** and developing and implementing STEM projects in their local community.
- 12.8 The South Australian Research and Development Institute (SARDI) awards a science bursary to a female graduate every year who is currently studying post-graduate qualifications in agriculture, fisheries, natural resource management or forestry science at a tertiary institution in South Australia.
- 12.9 The Western Australian Department of Education has a range of initiatives to support the improvement of science, technology, engineering and mathematics (STEM) teaching and learning in public schools. Many of these initiatives include a focus on sub-groups under-represented in STEM education, training and employment, such as female students.

### Example 3 - Refugee Employment Support Program

- 12.10 New South Wales' **Refugee Employment Support Program (RESP)** is a four-year initiative delivered in Western Sydney and the Illawarra.

- 12.11 RESP aims to support up to 6,000 refugees and 1,000 asylum seekers into sustainable and skilled employment through a variety of tailored support including additional training, English language improvement, mentoring, work experience, business skills development and recognition of overseas skills and qualifications.

- 12.12 RESP launched on 1 July 2017 and, to date, has:
- o enrolled 4,549 participants, including 1,838 women aged between 18 and 55 years (40% of the cohort)
  - o achieved 1,233 sustainable and skilled employment outcomes.
- 12.13 RESP does not have a set target for female participants yet has maintained a steady enrolment ratio of 60% male to 40% female throughout the first 18 months of the Program.

#### Example 4 – Tasting Success (mentoring female apprentice-chefs)

- 12.14 TAFE New South Wales' *Tasting Success* is a women chefs' mentoring program introduced to increase the likelihood that women will complete their apprenticeship and embark on a hospitality career that brings them to senior leadership positions in the restaurant industry.
- 12.15 With the support of a number of industry partners, the program aims to provide an opportunity for women, especially those from disadvantaged backgrounds, to access opportunities to work with top level chefs. Its primary focus is women in their second or third years of Certificate III Hospitality (Commercial Cookery – Trade).
- 12.16 Women accounted for 38% of total enrolments in this qualification in 2017 (compared to 52% of TAFE NSW's total enrolments). Approximately twenty students are selected each year to receive 35 hours of mentoring with a leading chef over an eight month period to complement their coursework and apprenticeship experience. Activities with mentors might include shadowing the mentor in their workplace or participating in menu and recipe development. Since its inception, more than 200 women have participated in the program.

#### Freedom from violence, stigma and stereotypes

##### Chapter 13. Violence against women

- X Intimate partner violence/domestic violence, including sexual violence and marital rape
- X Sexual harassment and violence in public places, educational settings and in employment
- X Violence against women and girls facilitated by technology (e.g. cyber violence, online stalking)
- X Femicide/Feminicide
- X Child, early and forced marriages
- X Trafficking in women and girls

#### An Overview

- 13.1 Australia is firm in the view that violence against women is unacceptable and cannot be tolerated. Violence against women is a complex social problem, the root cause of which is gender inequality, in particular gender stereotypes that excuse violence supporting attitudes.
- 13.2 All levels of government deliver policies, programs and legislation that seek to support women and girls to live lives free from violence.
- 13.3 Non-government entities also provide support for victims of gender based violence.
- 13.4 The Government has invested through the **National Plan** in a range of research programs that enhance our understanding of the prevalence and experience of violence for women and girls.
- 13.5 The **Personal Safety Survey** (PSS) is a national survey conducted by the Australian Bureau of Statistics. The PSS collects detailed information from men and women about the nature of violence experienced since the age of 15. The 2016 PSS showed that:
- o 1 in 3 women has been a victim of physical or sexual violence since the age of 15
  - o 1 in 6 Australian women (1.6 million) has experienced physical or sexual violence, by a current or former partner, since the age of 15, compared with 1 in 17 men (550,000)

- women are nearly 3 times more likely than men to have been victims of violence (physical or sexual) at the hands of a partner since the age of 15
  - women were most likely to have experienced their most recent incident of physical or sexual assault, by a male perpetrator, in their own home.
- 13.6 Violence against women is estimated to cost the economy \$26 billion a year, with the Commonwealth, state and territory governments bearing \$4.1 billion or 19% of the total cost<sup>31</sup>.

#### Example 1 - A National Approach to Domestic and Family Violence and Sexual Violence

- 13.7 The Council of Australian Government (COAG) as the forum for first ministers at the federal, state and territory level, has been progressing national initiatives since 2015 as a matter of priority, including a national domestic violence order scheme and information sharing system, the *Stop it At the Start* primary prevention campaign and a biennial national domestic violence summit.
- 13.8 The *National Plan* is the framework document for leading action in the women's safety agenda. It is a collaboration between the Commonwealth, States and Territories. The *National Plan* is supported by four sequential three-year action plans. It brings together all levels of government, together with the non-government sector, business and communities. Its primary foci are domestic and family violence and sexual violence. The Fourth and final Action Plan under the *National Plan* is currently under development for release in 2019.
- 13.9 The *National Plan* sets out a framework for action to respond better to and support women and children who have experienced (or are at risk of experiencing) violence; to hold perpetrators to account for their actions; and to prevent violence from occurring in the first place through primary prevention.
- 13.10 The *National Plan* has six outcomes:
- Communities are safe and free from violence
  - Relationships are respectful
  - Aboriginal and Torres Strait Islander communities are strengthened
  - Services meet the needs of women and their children experiencing violence
  - Justice responses are effective
  - Perpetrators stop their violence and are held to account.

#### Example 2 – Addressing sexual harassment

- 13.11 The Australian Government's commitment to preventing and reducing sexual harassment is addressed primarily through legislation including; the *Sex Discrimination Act 1984*; the *Fair Work Act 2009*; and the model health and safety laws, which are administered by Safe Work Australia. The *Sex Discrimination Act* makes sexual harassment unlawful in certain areas of public life, including education, employment and the provision of goods, services and facilities. Sexual harassment includes any unwanted or unwelcome sexual advance or request or unwelcome conduct of a sexual nature, which makes a person feel offended, humiliated or intimidated. State and territory law also prohibits sexual harassment.
- 13.12 As a means to better understand the prevalence and nature of sexual harassment in Australian workplaces; the Australian Human Rights Commission is leading the ***National Inquiry into Sexual Harassment in Australian Workplaces***. The Inquiry is examining the nature and prevalence of sexual harassment in Australian workplaces, its drivers and impacts, the adequacy of the current

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<sup>31</sup> KPMG, "The Cost of Violence Against Women and their Children in Australia" (2016), [https://www.dss.gov.au/sites/default/files/documents/08\\_2016/the\\_cost\\_of\\_violence\\_against\\_women\\_and\\_their\\_children\\_in\\_australia\\_-\\_summary\\_report\\_may\\_2016.pdf](https://www.dss.gov.au/sites/default/files/documents/08_2016/the_cost_of_violence_against_women_and_their_children_in_australia_-_summary_report_may_2016.pdf)



legal framework and measures to address this harassment. The final report, expected in the second half of 2019, will present the findings from the Inquiry's analysis of qualitative and quantitative data and research, and set out robust, evidence-based and effective recommendations for change.

- 13.13 The **National Report on Sexual Assault and Sexual Harassment at Australian Universities** was released in 2017 by the Australian Human Rights Commission. It outlines the Commission's findings on the prevalence and nature of sexual assault and sexual harassment at all Australian universities, based on analysis of the data collected through a national survey and a submissions process. The Commission continues to monitor universities' responses to the report's recommendations.
- 13.14 States and territory laws also prohibit sexual harassment,<sup>32</sup> and have developed policies and programs to address the issue. For example, the New South Wales (NSW) Government has prioritised action on sexual violence and harassment through initiatives under the **NSW Sexual Assault Strategy 2018-2021**, the *Crimes Amendment (Intimate Images) Act 2017* (NSW) and the *Crimes (Domestic and Personal Violence) Act* (NSW); among other policy and legislative reforms. Similarly the Queensland Government has reviewed and amended their *Domestic and Family Violence Protection Act 2012* (Qld), to provide better protection to victims of sexual harassment and violence and hold perpetrators to account.

#### Example 3 – NATSIWA partnership with Mura Kosker Sorority Inc to write the Domestic Violence Framework for Torres Strait

- 13.15 The National Aboriginal and Torres Strait Islander Women's Alliance (NATSIWA) partnered with Mura Kosker Sorority Inc to write a Domestic Violence Framework for the Torres Strait. Mura Kosker Inc is a not-for-profit community-based organisation which aims to work uniting women of all ages in the Torres Strait, and to take steps to meet the social, emotional, educational, economical, health, culture, spiritual and welfare needs of women and their children. NATSIWA worked with Elders and women from the Torres Strait to write the framework using their traditional knowledge to help eliminate domestic violence and support women and their families. This framework will also be written in the six different languages of the Torres Strait.

#### Chapter 14. Actions prioritised in last 5 years to address violence against women and girls

- X** Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- X** Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- X** Other

<sup>32</sup> *New South Wales Anti-Discrimination Act 1977* (NSW), provides a right to complain to the Anti-Discrimination Board of NSW; *Victorian Equal Opportunity Act 2010* (Vic) and *Charter of Human Rights and Responsibilities Act 2006* (Vic), which provides a right to complain to the Victorian Equal Opportunity and Human Rights Commission; *Queensland's Anti-Discrimination Act 1991* (Qld), which provides a right of complaint to the Anti-Discrimination Commission of Queensland; *Western Australia's Equal Opportunity Act 1984* (WA), with a right of complaint to the Equal Opportunity Commission WA; *South Australian Equal Opportunity Act 1984* (SA), with a right of complaint to the Commissioner for Equal Opportunity; *Tasmania's Anti-Discrimination Act 1998* (Tas), with a right of complaint to Equal Opportunity Tasmania; *Northern Territory's Anti-Discrimination Act* (NT), with a right of complaint to the Anti-Discrimination Commission; *Australian Capital Territory's Human Rights Act 2004* (ACT), with a right of complaint to the Human Rights Commission ACT.



**Example 1 - Support for Legal Assistance**

- 14.1 All levels of Australian Government have made it a priority to introduce measures that promote women's access to justice. The Commonwealth Government funds the **National Partnership Agreement of Legal Assistance Services 2015-20** (NPA). Under the NPA, legal assistance service providers are required to promote services to client groups experiencing or at significant risk of experiencing family violence (see further at Chapter 9).
- 14.2 Government funded programs to improve the legal systems approach to domestic and family violence include: the Specialist Domestic Violence Units (DVUs), Health Justice Partnerships (HJPs) and Family Advocacy and Support Services. These programs provide integrated legal and other assistance such as health, financial advice, counselling and literacy services.

**Legislative Change and Court Process**

- 14.3 Two legal reforms have been a recent priority of government, the *Family Law Amendment (Family Violence and Cross-examination of Parties) Act 2018* (Cth) and the *Family Law Amendment (Family Violence and Other Measures) Act 2018* (Cth). The former seeks to provide protection for victims from cross-examination from perpetrators of domestic and family violence and the latter seeks to promote outcomes for vulnerable Australians respectively.
- 14.4 The Queensland Government has sought to address the trauma surrounding giving evidence in criminal proceedings against alleged perpetrators, by making changes under the *Evidence Act 1977* (Qld), where victims of domestic and family violence are automatically treated as a 'special witness'.
- 14.5 The Australian Government has funded training and education programs for the judiciary through the National Judicial College of Australia, the Australasian Institute of Judicial Administration, the **National Domestic and Family Violence Bench Book**, a Domestic and Family Violence Community of Practice and the Network of 27 Domestic and Family Violence Contact Officers.
- 14.6 Australian State and Territory Governments are also taking steps to improve women's access to justice through improved training for justice and policing. The Australian Federal Police has introduced Family Violence Coordination Unit training programs. In Queensland, the government has delivered domestic and family violence awareness and support training for magistrates and court registry staff.
- 14.7 Specialist domestic and family violence courts have been introduced in Southport, Beenleigh and Townsville in Queensland and the Specialist Approach to Domestic Violence in the Alice Springs Local Court, the Northern Territory. In Western Australia, there is a Family Violence List in six metropolitan court locations which hear criminal matters relating to family violence, and the Barndimalgu Court in Geraldton hears family and domestic violence matters involving Aboriginal and Torres Strait Islander people.
- 14.8 In the Australian Capital Territory the introduction of Family Violence Order Liaison Officers (FV-OLO), have had a significant impact on increasing women's access to justice. In the 2017-18 financial year, the Australia Capital Territory's two FV-OLO's made 500 contacts with community members seeking family violence related court orders.
- 14.9 In New South Wales, legislative reforms make it easier to prove strangulation and introduced tougher sentencing. The reforms also improve protections for victims through longer Apprehended Domestic Violence Orders. The **Child Sexual Offence Evidence Program** reduces trauma for children and young people through the court process, including through the provision of specialist intermediaries, known as 'Children's Champions'.



## Legislation

- 14.10 Australian governments have pursued significant legislative reform, which has been referred to in other sections.
- 14.11 In addition Family and Domestic Violence Leave has been introduced at both Commonwealth and State and Territory levels of Government. The *Fair Work Amendment (Family and Domestic Violence Leave) Bill* (Cth) was passed in December 2018, and entitles all national system employees to a minimum entitlement of five days unpaid domestic and family violence leave. This leave is designed to enable employees experiencing family and domestic violence to undertake activities such as making arrangements for their own safety or the safety of a close relative, attending urgent court hearings or accessing police services. All state and territory public sector employees have access to paid leave for family and domestic violence purposes.

## Prevention Strategies to Prevent Violence against Women and Girls

### *Stop it at the Start campaign*

- 14.12 Australia's national campaign to reduce violence against women, ***Stop it at the Start***, was a three-year campaign which began in 2016. It encourages adults to think about the impact of what they say and do, and have conversations about respect with young people aged 10-17 years. The campaign is a COAG initiative and is jointly funded by the Australian and state and territory governments.
- 14.13 The campaign includes advertising, public relations and community engagement across metropolitan, rural, regional and remote areas. It includes adaptations for culturally and linguistically diverse and Aboriginal and Torres Strait Islander audiences.
- 14.14 Evaluation research shows the campaign increased audience understanding of the link between disrespect and violence against women, which is central to the campaign. Around 70% of people recalled campaign activity, with 60% of those taking an action as a result, such as reconsidering their behaviour or having a conversation with a young person about respectful relationships. The public response has also exceeded expectations, with the campaign television commercials viewed on social media over 45 million times, prompting extensive online conversation.

### *Respectful Relationships*

- 14.15 ***Respectful Relationships*** is a primary prevention initiative that seeks to prevent domestic and family violence and sexual assault through educating young people in ethical behaviour, engaging in respectful relationships and developing resilience and protective behaviours. All Australian governments have committed to incorporating Respectful Relationships education into the Australian curriculum.

### *Our Watch*

- 14.16 Our Watch is an independent, not-for-profit organisation established in June 2013 by the Commonwealth and Victorian Governments as a key initiative under the National Plan. Through projects in schools, the media and the non-government sector, Our Watch aims to create attitudinal change to prevent violence against women and their children through community engagement and advocacy.
- 14.17 In November 2015, Our Watch, in partnership with ANROWS and VicHealth, launched Australia's first national primary prevention framework, ***Change the Story***. The framework aims to support a coordinated approach to, and enhanced delivery of, policies and programs to prevent violence against women and their children.
- 14.18 Our Watch also delivers ***The Line***, a primary prevention behaviour change campaign for young people aged 12 to 20 years. The Line is predominantly an online campaign which aims to

encourage young people to develop healthy and respectful relationships and challenge young people's attitudes and behaviours that can lead to violence. It does this through informative articles, forum discussions and other forms of online engagement with the target audience.

#### Local Initiatives

- 14.19 All Australian Capital Territory public schools are required to teach Social and Emotional Learning approaches, which form a good starting point from which to teach subject matter that more specifically explores gender norms, gender identity and respectful relationships.
- 14.20 In March 2019, the South Australian Government launched ***Committed to Safety: A Framework for Addressing Domestic, Family and Sexual Violence*** (CTS), a framework designed to prevent and respond to domestic and family violence through Primary Prevention; Service and Support and Justice (Legislative, Statutory and Community).
- 14.21 The ***New South Wales Sexual Assault Strategy 2018-2021*** is a comprehensive framework to improve prevention and response to sexual assault. The Strategy aims to improve the existing service system for adults and children who experience sexual assault, while holding perpetrators to account. It also seeks to raise community awareness of sexual violence while improving prevention and education measures for families and the wider community.
- 14.22 The Western Australian Government's ***Stopping Family and Domestic Violence*** policy includes a teacher support program to support respectful relationships in primary and secondary schools commencing in 2019.

#### Chapter 15. Prevention strategies

- X Working with men and boys
- X Perpetrator programmes
- X Other

- 15.1 Noting the above at paragraphs 14.12-14.22 which consider primary prevention strategies, which largely go to public awareness raising and attitudinal change, the focus in this section will be on working with men and boys and perpetrator programs.

#### Bystander Interventions

- 15.2 Our Watch released the ***Doing Nothing Does Harm*** campaign aims to motivate people to do something when they see or hear disrespect towards women. The Doing Nothing Does Harm campaign helps people to identify disrespect towards women, take responsibility to do something in these situations and know what to do in a way they feel comfortable.

#### Working with Communities

- 15.3 The National Sporting Organisations Initiative administered through Our Watch provides funding to national sporting organisations to drive innovative work to prevent violence against women. The initiative aims to increase awareness, address gender inequality and develop tools and strategies to implement change.
- 15.4 Under Third Action Plan of the National Plan, the ***Local Council Domestic and Family Violence Prevention Toolkit*** aims to provide local councils across Australia with practical information and resources to help them partner with their communities to plan and implement local family and domestic violence prevention activities.

#### Perpetrator Interventions

- 15.5 Perpetrator interventions have been a focus of the *National Plan* and both Second and Third Action Plans.

- 15.6 New South Wales funded the expansion of non-government community-based **men's behaviour change programs** (MBCP). These programs help men take responsibility for and stop using violent, controlling and abusive behaviours. MBCPs also provide contact, safety planning and support for women and their children while a woman's current or former male partner attends the program.
- 15.7 In the Australian Capital Territory, **EveryMan Australia** delivers *Working with the Man*, a community-based behaviour change program designed for men who have been violent to women. This program includes counselling and group work, case management and referrals to appropriate services to assist men to address other issues such as alcohol, drug dependency, mental health and additional counselling. This is a voluntary program: to be eligible for referral, offenders must display a willingness to get help and show some accountability for their actions.

#### Chapter 16. Actions taken in the last 5 years re: online abuse

- X Introduced or strengthened legislation and regulatory provisions
- X Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- X Worked with technology providers to set and adhere to good business practices

- 16.1 Women, including young women and girls, experience online abuse of a different type and nature to men and boys. The perceived level of threat to women, and the ongoing impacts of that threat are more severe and are more likely to be of a sexual nature.
- 16.2 Technology facilitated abuse encompasses a wide range of behaviours by perpetrators to control, abuse, harass, punish and humiliate women. It includes:
- o maintaining unwanted contact by phone, postal mail, email, text messages or social media websites
  - o posting offensive or unwanted messages, images or personal information on the internet
  - o impersonating women online to damage their reputation
  - o hacking or accessing personal or work email, social media or other online accounts without consent to monitor activities or physically follow.
- 16.3 In many instances, technology facilitated abuse is related to domestic and family violence, exacerbating and facilitating existing patterns of power and control.
- 16.4 Technology facilitated abuse can be also a form of sexual abuse, cyberbullying, blackmail or child abuse.
- 16.5 Technology-facilitated abuse is often captured by the *Commonwealth Criminal Code* offence for using a carriage service to menace, harass or cause offence (section 474.17 of the Criminal Code). This offence is punishable by a maximum penalty of 3 years imprisonment. Non-consensual sharing of private sexual material is captured by aggravated offences introduced into the *Commonwealth Criminal Code* from 1 September 2018 (section 474.17A of the Criminal Code). These offences are punishable by a maximum penalty of 7 years imprisonment. States and territories may also have legislation that prohibits online harassment and abuse.

#### Children's Online Safety

- 16.6 In 2015, the Australian Government established the world's first government agency dedicated to the online safety of its citizens. The then **Office of the Children's eSafety Commissioner** (OESC) was established to help protect Australian children from cyberbullying and to take a national leadership role in online safety for children through education, advice and enforcement. In

response to broader online safety concerns the mandate of this office was expanded in 2017 to promoting and enhancing online safety for all Australians.

- 16.7 In 2018, the Australian Government introduced a new offence criminalising the online grooming or procurement of girls under the age of 16. Known as ‘Carly’s Law’ after an Australian teen murdered by an online predator in 2007, the legislation specifically targets those who misrepresent their age online, as part of a plan to harm children. It focuses on predators’ use of online interactions, such as social media and messaging applications, to further their exploitative ends. The legislation promotes the protection of children by allowing intervention by law enforcement prior to harm or sexual activity taking place.
- 16.8 In 2018, COAG agreed a working group of senior officials from First Ministers’, Education, Justice and Health departments to consider existing and potential initiatives to help combat bullying and cyberbullying and establish a work program to be led by its Education Council.
- 16.9 The Australian Federal Police’s ‘**ThinkUKnow**’ program provides cyber safety education to parents, carers and teachers:
- Adult presentations can be booked for schools, community groups and organisations
  - Youth presentations are tailored from kindergarten to Grade 12
  - Presentations cover online grooming, sexting, privacy, inappropriate online behaviours, identity theft and fraud, and general online safety.

#### Online Safety Measures for Women

- 16.10 The mandate of the expanded OESC includes a complaints and content removal function and provides audience-specific content to help educate all Australians about online safety including young people, women, teachers, parents, seniors and community groups.
- 16.11 OESC also maintains the eSafety Women website<sup>33</sup> launched in April 2016. It provides information for women on how to have a safer online experience. The OESC has been also delivering intensive workshops to front-line professionals on technology-facilitated abuse since June 2016. As at 5 March 2019, more than 7,700 domestic and family violence frontline workers had participated in training.
- 16.12 The **Safe Phones for Women** program helps keep women affected by domestic violence safe, by providing them with access to a new smart phone and safe technology information through partnerships with major telecommunications providers and domestic and frontline services including family violence support services. The program funded the **Women’s Services Network (WESNET)** to frontline services to improve the safety of women affected by domestic violence by providing access to a new smart phones and safe technology information through partnerships with a major telecommunication provider (Telstra). Women provided with a phone receive user training to improve online safety.

#### Reviews of Online Safety Regulation

- 16.13 An independent review of Australia’s online safety legislative framework, “The Briggs Review” was tabled in Parliament in February 2019. The review articulates the need to update the regulatory framework to respond to ubiquitous and rapidly changing technology, and the risks and opportunities across platforms and technologies.
- 16.14 In February 2019, the Government announced the opening of public consultations on an Online Safety Charter that sets out the Government’s expectations, on behalf of the community, of digital platforms in reducing online harm. In February, the OESC finalised its consultation process for

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<sup>33</sup> <https://www.esafety.gov.au/women>.



development of safety-by-design principles designed to encourage and secure greater consistency and standardisation of user safety considerations within online services.

- 16.15 The Senate referred the issue of non-consensual sharing of intimate images to the Senate Legal and Constitutional Affairs References Committee (the Committee) for inquiry and report in November 2015. The Committee's final report, was tabled and released on 25 February 2016. The report included eight recommendations that the Committee considered will help address the non-consensual sharing of intimate images. The Government is currently preparing its response to the Report, noting significant progress has been made on non-consensual sharing of intimate images in the intervening years.
- 16.16 In December 2017, the Government introduced new legislation to combat non-consensual sharing of intimate images, recognising it as a type of technology-facilitated crime which, like other forms of intimate violence, disproportionately affects women. The legislation was informed by consultation with a cross-section of stakeholders including the Australian Federal Police, women's safety organisations, mental health experts, schools and education departments, and victims. It expanded the existing civil penalty regime, and introduced increased criminal penalties for the most serious instances of sharing of intimate images. The legislation commenced on 1 September 2018.
- 16.17 The legislation prohibits the sharing or posting online of an intimate image without consent. It also enhances the eSafety Commissioner's powers to issue removal notices and remedial directions, to facilitate the quick removal of images from the internet. Penalties of up to \$105,000 for individuals and \$525,000 for corporations apply for non-compliance.
- 16.18 The criminal measures introduced include an aggravated offence for those who distribute private sexual material, and a special aggravated offence for repeat offenders. The offences apply to the distribution of private images depicting persons 18 years and over, ensuring no overlap with existing offences for distributing child pornography material, which carry significantly higher penalties.
- 16.19 States and territories have also introduced legislation or are considering the introduction of crimes relating to NCSII.

#### Chapter 17. Actions taken in last 5 years re portrayal of women and girls in the media

- X Supported the media industry to develop voluntary codes of conduct
- X Promoted the participation and leadership of women in the media

#### Portrayal of women in the media

- 17.1 Australia recognises the impact of images and representation of women and girls, and of gender stereotypes in traditional and new media, on attitudes towards gender equality, the strength of gender roles and stereotypes and support for violence excusing attitudes.
- 17.2 As referred in part 14, the **Stop it at the Start Campaign** sought to challenge influencers of young people to think about the impact of what they say and do, in having conversations about respect with young people.
- 17.3 The Government supports the Our Watch Awards, an annual event that recognises excellence in journalism that contributes to a deeper understanding of violence against women and their children. According to Our Watch, the awards have been shown to have a significant positive impact on the quality of reporting of violence against women.<sup>34</sup>

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<sup>34</sup> For example, see: <https://www.ourwatch.org.au/News-media/Latest-news/Reporting-on-violence-recognised,-as-nation-reels>.

- 17.4 Our Watch's **National Media Engagement Project** aims to improve media reporting of violence against women and their children and to raise awareness of the impacts of gender stereotyping and inequality. It is implemented through various resources, including media capacity training for future and practising journalists and a national toolkit for engaging the media in the prevention of violence against women.
- 17.5 The Queensland Government has produced a **guide for media professionals** to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media.<sup>35</sup>
- 17.6 The Queensland Government released the **Domestic and Family Violence Media Guide** in October 2018. The guide aims to help journalists and editors report on issues of domestic and family violence without sensationalising the topic or causing further trauma to victims and their families.
- 17.7 In Australia advertising standards are self-regulated. Ad Standards (formerly the Advertising Standards Bureau) runs the advertising complaints system. This system ensures that advertising content across all media in Australia meets community standards, or is quickly removed from public view if it does not. Ad Standards is completely independent of Government, and works with television and radio broadcasters, newspaper publishers and online publishers to achieve compliance.
- The Ad Standards Community Panel makes determinations about the portrayal of women and men in advertising in accordance with the applicable Code of Ethics, which prohibits the discrimination or vilification of people on the basis of gender, and exploitative and degrading depictions of sexual appeal.
  - Gender portrayal concerns are identified in about half of all complaints made to Ad Standards.

#### Participation of women in the media and in the arts

- 17.8 Screen Australia's **Gender Matters** is a plan with a suite of initiatives to address the gender imbalance within the Australian Screen Industry. Its five points for action are: Brilliant Stories, Brilliant Careers, Better Deals (distribution), Attachments for Women, and Assessment Criteria Changes.
- The *Gender Matters* program aims for Screen Australia titles that receive production funding to have a creative team (writer, producer, director or protagonist) that is at least 50% women by 2018/19. Screen Australia released the second instalment of tracking against this aim on 15 August 2018 which shows 51% of all projects receiving production funding on a three-year average having at least half of the key creative roles occupied by women.<sup>36</sup>
- 17.9 Under the Indigenous Advancement Strategy, the Government supports the **Indigenous broadcasting, media and communications sector**. The sector provides a voice and a platform for Aboriginal and Torres Strait Islander Australians. Many of the Indigenous media organisations funded under the IAS have Indigenous women producing content and broadcasting, and often focus on issues and events effecting women and opportunities for empowerment.

<sup>35</sup> <https://www.communities.qld.gov.au/resources/campaign/end-violence/domestic-family-violence-media-guide.pdf>.

<sup>36</sup> <https://www.screenaustralia.gov.au/getmedia/f20beab8-81cc-4499-92e9-02afba18c438/gender-matters-women-in-the-australian-screen-industry.pdf?ext=.pdf>.

- 17.10 The **New South Wales Women's Strategy 2018-2022**: Year One Action Plan to 30 June 2019 recognises that women are under-represented in some senior and key creative roles in the screen, media and entertainment industries. Initiatives under the plan, led by Create NSW:
- continue to support a 50:50 gender target by 2020 for female writers, producers and directors in screen development and funding programs in NSW
  - formulate a strategic initiative to increase women's opportunities in the arts and cultural sector by June 2019
  - establish diversity reporting benchmarks for women in creative and executive leadership roles in the arts and cultural sectors, and for Create-funded organisations and programs by June 2019
  - formulate a strategic initiative to support career pathways for women in under-represented arts, screen and culture fields by June 2019.

## Chapter 18. Actions taken for women experiencing multiple forms of discrimination

- 18.1 Violence against women and their children may be compounded by marginalisation of, and discrimination against, diverse groups of women such as Aboriginal and Torres Strait Islander women, CALD women and women with disability. Some cohorts are particularly vulnerable to certain forms of complex violence.
- 18.2 The Northern Territory's **Domestic, Family and Sexual Violence Reduction Framework 2018-2028, Safe, Respected and Free From Violence**, calls for united actions across all parts of society to reduce domestic, family and sexual violence. The Framework articulates a commitment for the Government, Aboriginal and community controlled organisations, non-government organisations, culturally diverse communities, sporting groups, faith communities and individuals across the Northern Territory to commit to a future where women and children are safe and families are supported.
- 18.3 The **Domestic and Family Violence Prevention Strategy 2016-2026** and the **Queensland Violence against Women Prevention Plan 2016-22** both recognise the additional vulnerability of women experiencing intersectional disadvantage to domestic, family and sexual violence, and include a number of actions focusing on specific groups of women, including Aboriginal and Torres Strait Islander women, culturally and linguistically diverse women, women with disability, and LGBTIQ+ people.
- 18.4 The Australian Capital Territory Government has established a **Family Safety Hub** to respond to the challenge of improving responses to domestic and family violence. The Hub uses an innovation process that starts with an ideas challenge workshop. The most promising ideas from the challenge are developed through small-scale pilot programs that test an approach to see if it works and could be scaled up. The process is directly informed by the experiences of people affected by domestic and family violence and the frontline staff who support them, and gives priority to groups of people who are most vulnerable to domestic and family violence and those who are hardest to reach with existing services.
- 18.5 The **New South Wales Women's Strategy 2018-2022** recognises that women have different and diverse characteristics related to their race, ethnicity, disability, sexuality, gender identity, age, geography and socioeconomic status. When these factors interact, experiences of discrimination and disadvantage can intensify. The **New South Wales Sexual Assault Strategy 2018-2021** recognises that individual characteristics such as gender, age, disability, ethnicity, sexuality and race can intersect and impact on a person's experience of violence, their ability to access services, seek justice and recover.

**Diverse Voices to Government**

- 18.6 The Government funds six National Women’s Alliances, representing diverse interests and cohorts of women to both bring together women's organisations and individuals from across Australia to share information, identify issues that affect them, and identify solutions; and to engage actively with the Australian Government on policy issues as part of a better, more informed and representative dialogue between women and Government.

**1800RESPECT – Support Services for all**

- 18.7 **1800RESPECT** is the national online and telephone counselling and support service for people who have experienced, or are at risk of experiencing, domestic and family violence and sexual assault, their family and friends, and frontline workers established under the National Plan.
- 18.8 **DAISY**, a mobile phone application (app) for women is maintained by 1800RESPECT, which connects people to support services in their area. It is translated
- 18.9 Under the Third Action Plan of the National Plan, the 1800RESPECT website was translated into 28 languages.
- 18.10 The 1800RESPECT service was provided with additional funding to develop a mobile phone application (app) for women with disability. The **Sunny app** was launched in November 2018 and it aims to help women with disability to understand violence, know their rights and reach for support through 1800RESPECT or connect with other relevant services. Sunny was co-designed by an expert group of women with disability, 1800RESPECT, and Women with Disabilities Australia.

**Inclusive support for Indigenous Australians**

- 18.11 Through the **Indigenous Advancement Strategy (IAS)**, the Government is investing in activities and programs that are improving the social, educational, economic and political outcomes for Indigenous women and girls, including for community safety.
- 18.12 Aboriginal and Torres Strait Islander women and their children are one of the six National Priority Areas in the Third Action Plan of the National Plan. Going forward, Aboriginal and Torres Strait Islander women and children will continue to be a key focus for the Fourth National Action Plan.
- 18.13 Third Action Plan initiatives for Aboriginal and Torres Strait Islander communities focus on practical actions that seek to prevent violence whilst also ensuring victims receive the support that they need. In 2016, Commonwealth Government invested in services that include:
- trauma-informed therapeutic services for Indigenous children affected by family violence to break the cycle of intergenerational violence
  - services for perpetrators to encourage behaviour change and prevent future offending
  - intensive family-focussed case management to address behaviours that lead to family violence; and increasing the capacity of Family Violence Prevention Legal Services to deliver holistic, case managed crisis support to Indigenous women and children experiencing family violence.
- 18.14 The Government invested in the development of a targeted domestic violence module to the **Australian Nurse Family Partnership Programme** to support nurses to address domestic violence in their client families.
- 18.15 The **Prevention and Response to Violence Abuse and Neglect Unit (PARVAN)** at NSW Health are currently working on a revised **Aboriginal Family Health Strategy, the Aboriginal Family Wellbeing and Violence Prevention Strategy 2019-2025 (AFWVPS)**. The AFWVPS aims to: set new standards and guidelines to influence policy and practice across the NSW Health and Violence Prevention service sectors; improve service delivery by increasing Aboriginal community decision making and control in service provision; and to increase the level of service accountability and responsibility to local Aboriginal communities.
- 18.16 The Tasmanian Government funded Leprena to deliver the **Healing Through the Art of Yarning**. Leprena is a centre for Aboriginal women and girls to come together be creative through arts and crafts while weaving connections and share their stories. It's a place for people to safely and

openly have conversations and learn from one another about preventing domestic and family violence.

#### Inclusive support for Women with Disability

- 18.17 The **National Disability Strategy 2010-2020** (the Strategy) is Australia's overarching framework for improving the lives of people with disability in Australia, including women.
- 18.18 The Strategy is structured under six broad outcome areas:
- Inclusive and accessible communities
  - Rights protection, justice and legislation
  - Economic security
  - Personal and community support
  - Learning and skills
  - Health and wellbeing.
- 18.19 Under the Rights Protection, Justice and Legislation priority area, the Strategy specifically includes a policy direction to ensure the protection of people with disability from violence, exploitation and neglect. The Strategy promotes an inclusive agenda, recognising that people with disability are as diverse as the broader Australian community. While not focused on the range of barriers that may be experienced by any one particular cohort, the Strategy aims to be applicable to all people with disability.
- 18.20 Under the *Third Action Plan* of the *National Plan*, the Government enhanced funding to support DV-alert, to develop and deliver free, accredited and nationally available domestic and family violence training specifically for the disability sector.
- 18.21 Under the *Fourth Action Plan*, the Commonwealth government is providing funding for Office of the e-Safety Commissioner to provide accessible and targeted advice about technology facilitated abuse to women with an intellectual disability, and/or communication difficulties, to help them identify and report online abuse, and to enable the safety features on their devices and online accounts.
- 18.22 Through the NSW Domestic and Family Violence Innovation Fund the NSW Government is supporting women with disability through People with Disability Australia to improve disability inclusion in women's crisis response services and provide a respectful relationships education program for women with intellectual disability. This fund also supports prevention and early intervention activities in culturally and linguistically diverse (CALD) communities.

#### Inclusive support for Women from Culturally and Linguistically Diverse Backgrounds

- 18.23 Women from culturally and linguistically diverse (CALD) backgrounds, including those from migrant or refugee backgrounds, can experience multiple and intersecting forms of discrimination and disadvantage.
- 18.24 The Australian Government's **Multicultural Access and Equity Policy** aims to ensure programmes and services meet the needs of all Australians and seeks to ensure that all Australians are able to access government programs and services equitably, regardless of their cultural and linguistic backgrounds.
- 18.25 The Australian Government also funds the **Free Interpreting Services**, which aims to provide equitable access to key services, such as private medical practitioners and pharmacies. A national promotions campaign in 2016-17 resulted in a 27% increase in registrations for the service by general practitioners.
- 18.26 The Australian Government works in partnership with the Scanlon Foundation and Community Hubs Australia to implement the National Community Hubs Programme (the Hubs). Based in

primary schools and community centres, the Hubs are recognised as a leading model to engage and support migrant and/or refugee women with young children, serving as safe and welcoming gateways, connecting hard-to-reach migrant families to services. The Hubs aim to strengthen social cohesion and inclusion in targeted communities. In addition to engagement, early childhood, English language, vocation pathway and employment support services, the Hubs facilitate referrals to existing Commonwealth, state and local government services including family support and community health services. The Australian Government recently announced the National Youth Hubs Program, using the successful approach from the National Community Hubs Program to support migrant and refugee women and young people aged 13-21.

- 18.27 Under the Third Action Plan, support was provided to:
- community-driven initiatives to change attitudes towards violence and gender equality
  - engaging community and faith leaders to help change community attitudes about gendered violence and gender inequality
  - supporting vulnerable women recovering from violence, and assisting them to rebuild their independence
  - supporting innovative work between specialist and mainstream organisations to improve support for CALD women in regional areas
  - designing, trialling and evaluating perpetrator interventions to understand what works and to tailor initiatives targeted at CALD men.
- 18.28 Side by Side is a collaborative initiative based in the Northern Territory as a result of collaboration between a number of community agencies and Government departments, to support the development of violence prevention and respectful relationship education within culturally and linguistically diverse communities. The program draws out community strengths and promotes respect and equality in relationships with the aim to keep people safe and ensure they understand their rights and know where to get information or seek help.

#### Support for recent arrivals

- 18.29 Migrants, including humanitarian entrants, receive fact sheets and pamphlets on Australian law, covering domestic and family violence, sexual assault, forced marriage, and messaging that women have the same rights as men. This includes the **Family Safety Pack** updated in February 2019, *Australian Cultural Orientation* (AUSCO) programme, *Onshore Orientation*, and *The Beginning a Life in Australia* booklet. Translated copies of these resources are available in community languages.
- 18.30 The family violence provisions in the *Migration Regulations 1994* (Cth) (the Regulations) allow certain people applying for permanent residence in Australia to continue with their application despite the breakdown of their married or de facto relationship, if they or a member of their family unit have experienced family violence. Not all visa classes are eligible.
- 18.31 An amendment to the *Migration Act 1958* (Cth), passed in December 2018, cancels or bars a sponsor where there have been serious offences including domestic and family violence.
- 18.32 The Department of Health's **Programme of Assistance for Survivors of Torture and Trauma** (PASTT), provides specialised support services to permanently resettled humanitarian entrants (and those on temporary substantive visa products) living in the community who are experiencing psychological or psychosocial difficulties associated with surviving torture and trauma before coming to Australia.

#### Inclusive support for LGBTIQ Australians

- 18.33 Australian governments are committed to ending discrimination on the basis of sexual orientation, gender identity and intersex status. The Commonwealth Government has demonstrated its commitment to ending discrimination on the basis of sexual orientation and gender identity, including by introducing marriage equality; strengthening legal protections against discrimination; and reforming relevant Commonwealth policies and practices.
- 18.34 The Victorian government is supporting specialised family violence services for Victoria’s LGBTI communities, recognising that specialist services are needed to meet the complex needs of LGBTI communities, who face significant barriers to seeking family violence support. The program supports family violence referral, counselling and support, peer support, early intervention and perpetrator intervention programs. The services will bring together expertise from the LGBTI and family violence sectors to provide increased support for Victoria’s LGBTI communities. Drummond Street Services is leading the new partnership, alongside Switchboard Victoria, Transgender Victoria and the Victorian AIDS Council.
- 18.35 New South Wales is funding the AIDS Council of New South Wales to provide strategic advice on LGBTIQ issues; to undertake strategic dissemination of results of research undertaken with LGBTIQ men around domestic violence and intimate partner violence; and to commence undertaking a policy and practice review project to build the capacity of a frontline domestic and family violence service in metropolitan Sydney to work with LGBTIQ people.
- 18.36 In February 2018, the Queensland Government invested to help train and equip frontline workers to recognise domestic and family violence in the LGBTIQ+ community, and respond to perpetrators, victims and their children. The ***Queer Without Fear – Domestic and Family Violence in the LGBTIQ+ Community*** project will see content and resources developed online and face-to-face, with training to take place in 25 key sites across Queensland with the aim of training more than 500 frontline workers.

## Case Study 2: Kungah



In November 2016, the Victorian Government hosted Kungah: an Aboriginal and/or Torres Strait Islander (ATSI) trans and gender diverse celebratory gathering of Sistergirls and Brotherboys. Aboriginal or Torres Strait Islander people may use the terms Brotherboy or Sistergirl to refer to trans and gender diverse people. Kungah means "gathering" in the Ngarigo language of south-eastern Australia, and this retreat was the first of its kind in Australia, with 70 attendees from all states and territories except the



Australian Capital Territory. Unlike other programs for Aboriginal LGBTI communities that focus on sexual health, Kunghah focused on celebration and cultural strength. The event provided participants with a rare opportunity to network with their communities, to share knowledge, issues and aspirations, to strategise and to make recommendations for change.

## Complex Forms of Violence

### *Child, early and forced marriages*

- 18.37 Australia's *Marriage Act 1961* (Cth) prohibits any person under the age of 18 from marrying. A person aged 16-17 can marry a person over the age of 18 on the granting of a court order in exceptional circumstances.
- 18.38 Australia's *Criminal Code Act 1995* (Cth) criminalises causing someone to enter into a forced marriage and being party to a forced marriage. These offences are punishable by up to seven years' imprisonment, or nine years' imprisonment where aggravating circumstances apply.
- 18.39 Where a person under the age of 18 is taken overseas to be forcibly married, the offence of child trafficking may apply which carries a maximum penalty of 25 years' imprisonment.
- 18.40 In 2015, Government strengthened Australia's criminal offences by expanding the definition of forced marriage and increasing the associated penalties.
- 18.41 The harmful consequences of forced marriage can include loss of access to education, restriction of movement and autonomy, abuse, sexual assault and underage pregnancies.
- 18.42 Since 2013, the Australian Government has implemented a comprehensive response to forced marriage including:
- specialised training to police to investigate forced marriage offences
  - education and awareness-raising including by developing and providing training on the Forced Marriage Community Pack
  - dedicated support services through the Australian Government's Support for Trafficked People Program
  - funding to specialist non-government organisations to undertake projects to prevent and address forced marriage in Australia
  - in 2015, launching My Blue Sky, Australia's first national forced marriage information portal, referral mechanism and free confidential legal advice service developed and administered by Anti-Slavery Australia.
- 18.43 In Western Australia, the Department of Communities has practice guidance that, when notifications of early and/or forced marriages occur, child protection workers must undertake a safety and wellbeing assessment. In the period 2015-2019 there has been less than 20 notifications. Actions taken may include provision of social services and/or intake to determine if action is needed to safeguard or promote a child's wellbeing.

### *Female genital mutilation/cutting (FGM/C)*

- 18.44 The practice of FGM/C is illegal in every state and territory of Australia. This includes performing FGM/C overseas on a child that usually resides in Australia. In 2016, New South Wales achieved the first convictions in Australia relating to FGM/C procedures.
- 18.45 In 2015, the Australian Government provided funding for the Multicultural Centre for Women's Health to deliver the **National Education Toolkit Female Genital Mutilation Awareness Project**. The toolkit provides a national coordination point for communities and service providers to share resources, information and knowledge that support victims and changes attitudes to end female genital mutilation and cutting.

### *Trafficking in women and girls, and Modern Slavery*

- 18.46 Australia has a comprehensive whole-of-government strategy to combat human trafficking, including trafficking in women and girls. Australia's response is guided by its *National Action Plan to Combat Human Trafficking and Slavery 2015-19* and its *International Strategy to Combat Human Trafficking and Slavery*, released in 2016.

- The Government is currently progressing ratification of the International Labour Organization’s *Protocol of 2014 to the Forced Labour Convention (No.29)*.
- 18.47 The Government passed the *Modern Slavery Act 2018 (Cth)*, which requires relevant large businesses and entities to report on their efforts to combat modern slavery, including human trafficking, in their supply chains and operations.
- 18.48 Australia’s national policing agency, the Australian Federal Police (AFP) is responsible for preventing, detecting and investigating modern slavery offences and to combat human trafficking. This includes trafficking in women and girls, and since 2013, forced marriage which are offences criminalized under the *Criminal Code 1995 (Cth)*.
- 18.49 While most state and territory jurisdictions have enacted legislation relating to sexual servitude, in practice, human trafficking and slavery-related matters are frequently referred to the AFP.
- 18.50 The AFP maintains two dedicated human trafficking investigation teams in Sydney and Melbourne, with a strategic coordination and intelligence team based in Canberra. Specially trained human trafficking investigators are also located in each Australian capital city and at various international Posts.

#### Dowry abuse

- 18.51 Dowry abuse is not defined under Australian law but is typically recognised as a payment in the form of transfer of money, goods, assets, gifts or materials which have a financial or economic value in marriage. Using coercion, threats, physical abuse, emotional or psychological abuse to demand or receive dowry, either before or after a marriage, may constitute family violence.
- 18.52 Australia recognises that dowry abuse may be part of a person’s domestic and family violence experience or impact on their settlement in Australia, and forms a part of the spectrum of gender based violence experienced by women from culturally and linguistically diverse backgrounds.
- 18.53 The Senate Inquiry on the practice of dowry abuse and the incidence of dowry abuse in Australia handed down its findings in February 2019 and the Government is carefully considering its recommendations.

### Participation, accountability and gender-responsive institutions

#### Chapter 19. Actions in the last 5 years to promote participation in public life and decision-making?

- X Reformed constitution, laws and regulations that promote women’s participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- X Implemented capacity building, skills development and other measures
- X Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- X Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- X Collected and analysed data on women’s political participation, including in appointed and elected positions

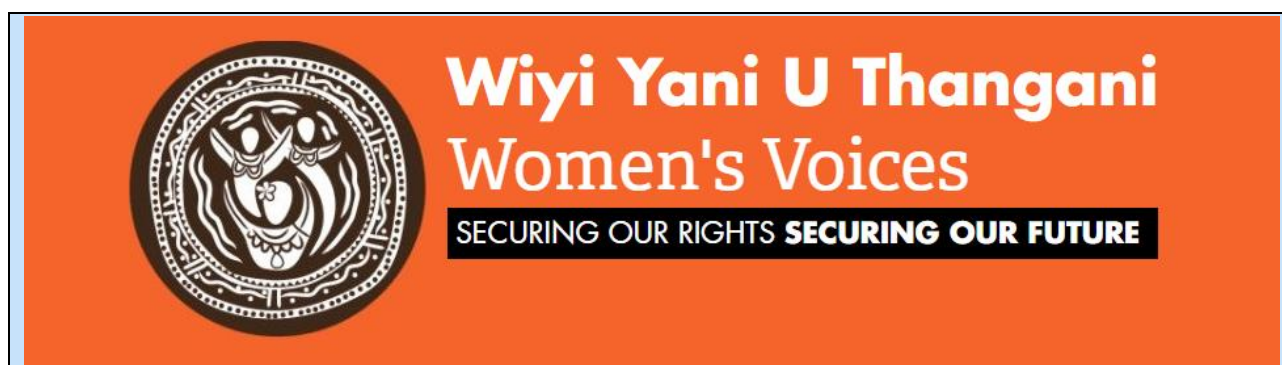
#### Example 1 – Aboriginal and Torres Strait Islander women’s voices

- 19.1 The *Indigenous Advisory Council (IAC)* was established in 2013. The Council’s role is to advise Government on practical changes which can be made to improve the lives of Aboriginal and Torres Strait Islander peoples and to ensure that Aboriginal and Torres Strait Islander peoples are

put at the centre of decision making processes. There are currently three Indigenous women on the IAC - Ms Andrea Mason OAM, Ms Susan Murphy and Professor Ngaire Brown.

- 19.2 Participation in the public service is also an important way to amplify the voices of Aboriginal and Torres Strait Islander women. The Australian Public Service Indigenous workforce is predominantly female, with Aboriginal and Torres Strait Islander women comprising more than two-thirds (67.1%) of ongoing Aboriginal and Torres Strait Islander employees.<sup>37</sup> This is higher than the representation of women in the broader public service, with women comprising 59.1% of ongoing non-Indigenous employees.<sup>38</sup>

### Case Study 3: Wiyi Yani U Thangani (Women's Voices)



In June 2017, the Australian Government appointed Ms June Oscar AO as the Aboriginal and Torres Strait Islander Social Justice Commissioner. Her **Wiyi Yani U Thangani (Women's Voices) project** is a significant opportunity to elevate the voices of Aboriginal and Torres Strait Islander women and girls, and will provide clear guidance for governments to improve their capacity to positively support women, their families and communities.

The Commissioner has undertaken 105 consultations with 2,294 Aboriginal and Torres Strait Islander women and girls across 50 communities to understand their strengths, challenges, aspirations, and solutions, and to provide them the opportunity to improve their personal, socio-economic and cultural security. The project will culminate in a report to be released in mid-2019 containing recommendations across all levels of government. The project, which has now been approved for a second stage, will provide clear guidance for governments to improve their capacity to positively support women, their families and communities.

#### Example 2 – Capacity building – public speaking, mentoring

- 19.3 The Australian Capital Territory Office for Women offers Audrey Fagan board traineeship and leadership programs, and an enrichment grant. In 2019, a new component will also be added to the **Audrey Fagan program** – a Leadership and Communication Course, which will assist women in developing their skills in public speaking, confidence and assertiveness.
- 19.4 The Queensland Government provides funding to deliver the **Queensland Indigenous Youth Leadership program** to provide opportunities for young Aboriginal and Torres Strait Islander Queenslanders, including young Aboriginal and Torres Strait Islander women, to develop

<sup>37</sup> Australian Public Service Commission, 2018, *Indigenous employment*, <https://www.apsc.gov.au/indigenous-employment-0>.

<sup>38</sup> Australian Public Service Commission, 2018, *Employment by gender*, <https://www.apsc.gov.au/employment-gender>.

- leadership skills and gain first-hand insight into the democratic political process through the Queensland Parliament. The program includes a mentorship component, where previous participants of the program mentor participants to provide further learning and development opportunities.
- 19.5 The South Australian Government delivers the ***Stepping into Leadership Program*** targeting emerging women leaders looking for leadership training to step into leadership roles in their industry, community or business. The program enables women in agriculture and agribusiness across South Australia to participate in professional development to build personal leadership skills. Sixty-six women from government, industry and community participated in this program.
- 19.6 The ***Joan Kirner Young and Emerging Women Leaders Program*** (Joan Kirner Program) aims to develop new and emerging women leaders in Victoria by supporting women to obtain the critical skills, networks and experiences required for advancement. As Victoria's first and only female premier, the late Joan Kirner AC's dedicated her career to mentoring many young people, particularly women. The Joan Kirner Program aims to empower and enable women to become influential leaders in their communities, sectors and areas of interest.
- 19.7 The Victorian Government works with Music Victoria to deliver '***Cultivate***', a leadership course including mentoring for mid-career and established women in the music industry who wish to further their leadership and management skills. The '***Cultivate***' program aims to foster the development of some of the state's key decision makers, business owners, and industry leaders within the music sector, by partnering them up with CEOs, senior role holders and experienced mentors to support and guide the advancement of their careers.

### Example 3 – Participation in sport

- 19.8 The Northern Territory Government is committed to boosting female participation in sports to promote health and wellbeing. In 2017 the Women in Sport Advisory Committee was created to promote gender equity in sport and recreation, to enhance women and girls' participation in sport and active recreation, and to raise the profile of women in sport in the Northern Territory.
- 19.9 The Australian Capital Territory Government works with peak sporting organisations on a target of 40% representation of women on their boards by 2020.
- 19.10 In New South Wales, the ***Female Facilities Program***,<sup>39</sup> assists sport and recreation organisations and local governments to develop inclusive female change rooms and infrastructure in order to encourage equal participation of women and girls in sport.
- 19.11 In Tasmania, ***Levelling the Playing Field*** offers financial assistance to provide functional and inclusive change rooms and facilities for women and girls to boost female sports participation.

### Chapter 20. Actions in the last 5 years to increase participation in media and ICT

- X Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free Wi-Fi hubs, community technology centres)
- X Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- X Provided support to women's media networks and organisations

<sup>39</sup> <https://www.qld.gov.au/recreation/sports/funding/getinthegame/facilities>.

### Increasing Indigenous women's access to expression in the media

20.1 Under the **Indigenous Advancement Strategy**, support is provided to the Indigenous broadcasting, media and communications sector. The sector provides a voice and a platform for Aboriginal and Torres Strait Islander Australians, including women, broadcasting on issues that reflect community interests and support cultural expression and maintenance, often in Indigenous language. Many of the Indigenous media organisations funded under the IAS have Aboriginal and Torres Strait Islander women producing content and broadcasting, and often focus on issues and events effecting women and opportunities for empowerment.

### Women in leadership in the media

20.2 The **New South Wales Women's Strategy 2018-2022: Year One Action Plan** to 30 June 2019 recognises that women are under-represented in some senior and key creative roles in the screen, media and entertainment industries.<sup>40</sup>

20.3 Initiatives under the plan, led by Create NSW:

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

### Women thought leaders and experts in the media

20.4 Media and the arts shape cultural norms and attitudes around gender and violence. Diversifying media messaging around gender requires that we first overcome gender discrimination within these sectors.

20.5 The Victorian government is introducing an initiative, which will lift women's visibility as subject matter experts, leaders and spokespersons. The Australian Broadcasting Corporation has introduced a similar program to build its database of women across industries to call on as expert talent, opinion leaders and sources for interviews/commentary on their digital broadcasting platforms.

### Chapter 21. Track gender-responsive budgeting

21.1 Australian governments do not track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women.

21.2 Upon the release of the 2018-19 Federal budget, the Minister for Women issued a **Women's Budget 2018-19 Snapshot**, to highlight the measures that benefit women in the budget. The Government highlighted spending in three critical areas.

- Economic capability for women
- Protecting women's safety and welfare
- Women's health and wellbeing

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<sup>40</sup> [https://www.women.nsw.gov.au/data/assets/pdf\\_file/0006/628314/NSW-Womens-Strategy-Year-1-Action-Plan.pdf](https://www.women.nsw.gov.au/data/assets/pdf_file/0006/628314/NSW-Womens-Strategy-Year-1-Action-Plan.pdf)

## Chapter 22. Track overseas development aid

- 22.1 Australia tracks its overseas development aid spending on gender equality and the empowerment of women.
- 22.2 In 2017-18, across the aid program, the Australian Government spent \$1.3 billion on investments that helped promote gender equality and women's empowerment<sup>41</sup>.
- 22.3 Separate to tracking expenditure, Australia's 2014 Aid Policy sets out a performance target, whereby more than 80% of our investments must demonstrate their effectiveness in addressing gender equality in their implementation.
- Our focus is on achieving this 80% target.
  - The 75% of aid investments that currently (2017-18) have satisfactory performance on gender equality account for 77% of expenditure over the financial year 2017-18.

## Chapter 23. National Strategy / Action Plan for gender equality

- 23.1 Australia does not have a National Strategy or Action Plan for gender equality.
- 23.2 Australia protects and promotes the right to equality and the right to be free from discrimination through legislation, policies and program at federal, state and territory levels.
- 23.3 The federal *Sex Discrimination Act 1984* (Cth) is the key legislative instrument which gives effect to Australia's obligations under CEDAW.
- 23.4 In addition to the *Sex Discrimination Act*, the *Fair Work Act 2009* (Cth) and the *Workplace Gender Equality Act 2012* (Cth), further implement CEDAW rights in relation to gender equality and non-discrimination in employment.
- 23.5 Although no separate legislation is required by states and territories to ensure Australia's compliance with CEDAW, all Australian governments have passed complementary legislation to prohibit sex discrimination.
- 23.6 The Australian Government does not intend to implement a National Action Plan for gender equality at this time.
- 23.7 Australian states and territories have implemented strategic action plans for women's advancement or strategies for gender equality:
- Tasmanian Women's Strategy 2018 – 2021
  - Policy Framework for Northern Territory Women 2015-2020
  - Queensland Women's Strategy 2016 – 2021
  - Australian Capital Territory Women's Plan 2016 – 2026
  - Safe and Strong – A Victorian Gender Equality Strategy
  - South Australia Committed to Safety: A framework for addressing domestic, family and sexual violence
  - New South Wales Women's Strategy 2018-2022
  - Western Australia Policy Framework for Substantive Equality.<sup>42</sup>

## Chapter 24. Implementation of CEDAW, UPR and other human rights mechanism

### CEDAW

<sup>41</sup>This figure has been adjusted due to introduction of the 2016 OECD-DAC Minimum Requirements for the gender policy marker, and is not comparable with figures reported in earlier years. This figure excludes core payments to multilateral organisations, departmental costs of running the aid program and the Australian ODA delivered by other government agencies.

<sup>42</sup> To be replaced by the Western Australia Women's Plan 2020-2030 upon its release next year.

- 24.1 Australia engages robustly with the United Nations human rights system and considers recommendations of the Universal Periodic Review (UPR) and other UN human rights mechanisms in good faith.
- 24.2 The Committee on the Elimination of Discrimination Against Women (CEDAW Committee) provided 99 recommendations following Australia's appearance before the CEDAW Committee on 3 July 2018.
- 24.3 The CEDAW Committee requested the Australian Government respond to them with respect to four of the recommendations, by July 2020:
- Australia expects to respond to the four recommendations in July 2020
  - Australia has already implemented measures to address some of the recommendations
  - Australia is considering the balance of the recommendations made by the CEDAW Committee.
- 24.4 The Office for Women in the Department of the Prime Minister and Cabinet is responsible for tracking progress on implementing the CEDAW Committee recommendations.

### Universal Periodic Review (UPR)

- 24.5 Following Australia's second UPR review in 2015-16, Australia accepted 150 of 290 recommendations. Since 2016, Australia has implemented a number of additional recommendations, most recently ratifying the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT) and passing legislation to provide for marriage equality in Australia.
- 24.6 In addition, Australia's UPR monitoring website was published in December 2017. This website monitors Australia's progress against all Australia's UPR recommendations. The website is updated annually and is available at:  
<https://www.ag.gov.au/RightsAndProtections/HumanRights/United-Nations-Human-Rights-Reporting/upr-recommendations/Pages/default.aspx>.
- 24.7 In 2016, Australia established the Standing National Human Rights Mechanism, which consists of four components:
- an Australian Government Inter-departmental committee (IDC) involving departments responsible for leading UN human rights reporting and domestic human rights policies and programs
  - the Commonwealth-State-Territory Standing Committee on Treaties
  - a process for consultation with the Australian Human Rights Commission, as well as non-government organisations (NGOs)
  - publicly available information on Australia's human rights reporting processes, available on Australia's UPR monitoring website.

### Chapter 25. National Human Rights Institutions

- 25.1 Under the *Australian Human Rights Commission Act 1986 (Cth)* and the *Sex Discrimination Act 1984 (Cth)*, which gives effect to CEDAW, the Australian Human Rights Commission (the Commission) and the Sex Discrimination Commissioner have key functions in promoting and protecting the human rights of women and girls.
- 25.2 The Commission is an independent 'A status' national human rights institution. The Commission works to support women and girls through the following functions:
- Investigating and conciliating complaints of discrimination, harassment and bullying in many areas of public life based on a person's sex, including pregnancy, marital or relationship



- status (including same-sex de facto couples), breastfeeding, family responsibilities, sexual harassment, gender identity, intersex status and sexual orientation.
- Developing resources designed to help promote diversity and prevent discrimination in workplaces, providing practical support to develop effective policies and practices in areas including gender equality, sexual harassment, managing employees with family and carer responsibilities, pregnancy, parental leave and return to work.
  - Working closely with the federal government to provide independent advice regarding the development of laws, programs and policies that will better protect the rights of women and girls.
  - Working with organisations and leaders across sectors to provide education and to support them in their efforts to achieve gender equality (e.g. Male Champions of Change).
  - Making submissions to parliamentary and other inquiries to identify gender equality issues that may arise in proposed or existing laws and policies.
  - Working in the legal system by appearing as an intervener or as amicus curiae in cases that involve discrimination law (e.g. *Re Kelvin matter*).
- 25.3 For the reporting period 2014–2019, the Commission has completed a number of projects that are relevant to the promotion and protection of the human rights of women and girls:
- Conducting consultations on the rights and needs of young parents and their children, with a view to improving access to health, education and employment opportunities, as part of the Young Parents Project, the findings of which form part of the **2017 Children’s Rights Report**.<sup>43</sup>
  - The Commission’s fourth national workplace sexual harassment survey, following previous surveys in 2003, 2008 and 2012, which provide the only national baseline prevalence data on sexual harassment experienced in Australian workplaces.<sup>44</sup>
  - Publication of revised guidelines for the application of special measures under the *Sex Discrimination Act 1984 (Cth)* to advance substantial equality between men and women.<sup>45</sup>
  - Publication of [guidelines](#) to provide information about the operation of the *Sex Discrimination Act 1984 (Cth)* (Act) in relation to lawful and unlawful discrimination on the basis of sex, and practical guidance for promoting equal opportunity in golf clubs, in partnership with Golf Australia.
- 25.4 The Commission is also currently leading the following projects that are relevant to the promotion and protection of the human rights of women and girls:
- The National Inquiry into sexual harassment in Australian workplaces, which will examine the nature and prevalence of sexual harassment in Australian workplaces, the drivers of this harassment and measures to address sexual harassment in Australian workplaces.
  - Continuing to monitor universities’ responses to the Change the Course report on sexual harassment and sexual assault.
  - Working collaboratively with the Australian Defence Force on cultural reform across the army, navy and air force.

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<sup>43</sup> Australian Human Rights Commission, National Children’s Commissioner, *Children’s Rights Report 2017* (2018).

<sup>44</sup> Australian Human Rights Commission, *Everyone’s Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (2018).

<sup>45</sup> Australian Human Rights Commission, *Guidelines: Special Measures under the Sex Discrimination Act 1984 (Cth)* (2018).

- The ***Wiyi Yani U Thangani (Women's Voices) Project***, a national conversation with Aboriginal and Torres Strait Islander women and girls to elevate their voices with respect to their strengths, challenges, aspirations, and solutions.
- Working with the property and finance industries, government departments, housing organisations and other interested parties, to develop a suite of innovative solutions to address the rising risk of homelessness for single older women.
- Partnering with human rights commissions in other jurisdictions and sport commissions as part of Play by the Rules, to make grassroots sport safe, fair and inclusive for all.
- Partnering with Sport Australia and the Coalition of Major Professional and Participation Sports to develop guidelines to promote the inclusion of transgender and gender diverse people in sport.
- Examining what technology means for our society, how new technology affects specific groups, including women, and how we can harness it for good, through the Human Rights and Technology Project.
- Conducting a national conversation on human rights to identify the key principles and elements of a human rights reform agenda to modernise our system of human rights protection.
- Working with Chinese partner organisations, under the Australia–China Human Rights Technical Cooperation Program 2017–2021, funded by the Department of Foreign Affairs and Trade, to implement programs and activities that seek to improve gender equality and women's rights in China.

## Peaceful and Inclusive societies

### Chapter 26. Actions in the last 5 years on women, peace and security agenda

- X** Adopted and/or implemented a National Action Plan on women, peace and security
- X** Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- X** Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- X** Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- X** Other – preventing and countering violence extremism

#### Example 1 – Preventing and Countering Violent Extremism through engagement with civil society

- 26.1 In 2018, the Commonwealth Government hosted a workshop in the sidelines of the **Global Counterterrorism Forum Countering Violent Extremism Working Group** on *Gender and Preventing and Countering Violent Extremism: the role of Civil Society Organizations*. The workshop involved women from around the world who are involved in civil society organisations, and enabled the sharing of information and best practice methodologies.
- 26.2 Also on this theme, the Government has also funded research to explore the role of women in preventing and countering violence extremism:
- In 2017-18, the Countering Violent Extremism Sub-Committee of the Australian-New Zealand Counter-Terrorism Committee funded a research project to inform support for returned children, wives/widows and other close relatives of foreign terrorist fighters.<sup>46</sup> The

<sup>46</sup> Further information is available at <https://www.nationalsecurity.gov.au/whataustraliaisdoing/pages/australia-new-zealand-counter-terrorism-committee.aspx>.

research examined the role of communities in successfully reintegrating children, women and family returnees from conflict zones (who may be victims of violent extremism, or both victims and perpetrators).

- This followed the 2015-16 research project on women supporting, enabling or being directly involved in violent extremism and foreign conflict. The research sought to understand their motives, drivers, roles and socio-cultural contexts and identified the diverse roles that women play in supporting and opposing violent extremism and the varied motivations for their involvement. The report also identified a number of strategies that can help strengthen women's capacity to become more resilient to violent extremism and support women's efforts to reduce extremism within their families and communities.

#### Example 2 – ASEAN dialogue in Australia in April 2018

26.3 Australia hosted the first ASEAN Australia Women, Peace and Security Dialogue on 17 – 19 April 2018. The Dialogue was opened by Australia's Minister for Women and closed by Australia's Minister for Defence. It was the first time Australia convened an ASEAN dialogue on women, peace and security with military, police, policy and civil society representatives to consider the importance of WPS in our region.

26.4 The Dialogue was attended by more than 80 representatives from ASEAN and Australia. Many delegates underscored the transboundary nature of current and emerging challenges to regional security and stability. Speakers identified the effectiveness of women's full and meaningful participation in leadership and decision-making to realising sustainable peace and stability. In workshop sessions, delegates demonstrated national efforts to increase the representation of women in peace processes and valued partnerships with civil society networks in the region. ASEAN subsequently agreed an outcomes document,<sup>47</sup> that was finalised out of session and presented at the next ASEAN – Australia Leaders' meeting in November 2018.

#### Example 3 – mainstreaming gender and the women, peace and security agenda across government

26.5 During the last five years, Australia has continued to make gains in mainstreaming gender and encouraging further uptake of the broader women, peace and security agenda by government.

26.6 The [\*Third Progress Report of the Australian National Action Plan on Women, Peace and Security 2012-2018\*](#), tabled in Parliament on Tuesday 31 July 2018, noted the following achievements:

- 100% of Australian Defence Force personnel deployed overseas are now trained in the Women, Peace and Security agenda, compared to a baseline of 53% in 2012
- Australia's official development assistance to global efforts, such as the Women, Peace and Humanitarian Fund, provides tangible support for strengthening the participation and contribution of women in maintaining, securing and sustaining peace
- Talisman Sabre, the principal Australian and United States military exercise now includes Women, Peace and Security training scenarios and objectives
- Australia is steadily increasing the numbers of women deployed to conflict and humanitarian settings in accordance with our Women, Peace and Security commitments. As of 31 December 2017, 64 women had been deployed by the AFP in conflict and post-conflict settings, up from 27 in 2015; 323 women were deployed by Defence in 2017, up from 201 in 2015; and 21 women were deployed by DFAT in 2017, compared to 22 in 2015.

<sup>47</sup> <https://asean.org/chairmans-statement-asean-australia-informal-breakfast-summit/>.

- 26.7 The Australian Federal Police (AFP) developed the International Engagement Strategy 2020 and Beyond, which recognises the role of women in law enforcement and peacebuilding, and reinforces the AFP's commitment to gender equality and UN Security Council Resolution 1325.
- 26.8 In April 2018, AFP launched its second International Operations Gender Strategy that builds on the AFP's existing strengths in addressing gender in international law enforcement operations and sets out how the AFP incorporates gender into operations off-shore, for a dynamic and complex world. The IO Gender Strategy reflects the International Engagement 2020 and Beyond plan. This means coverage of IO's international footprint including missions, posts, external territories and other short term deployments.
- 26.9 The Department of Defence has contributed to the implementation of Australia's National Action Plan (NAP) on Women, Peace and Security, particularly in peace and security operations within our region and abroad. In 2017, the Australian Defence Force (ADF) introduced an ADF Operational Gender Advisor Course, which was the first of its kind in the Southern Hemisphere. Operational Gender Advisor and Gender Focal Point training courses provided by the ADF Peace Operations Training Centre train members as experts on United Nations Security Council Resolution 1325 and its seven related resolutions. Training also incorporates broader UNSCRs that relate to Children in Armed Conflict, Protection of Civilians, Conflict Related Sexual and Gender Based Violence and Gender Architecture in Counter Terrorism.
- The ADF provided the first military Gender Advisors to the United Nations Mission in South Sudan in November 2016 and to Operation INHERENT RESOLVE in Iraq in September 2018. Women Peace and Security considerations have been integrated into multi-national exercises, operational planning and execution since 2012.

#### Chapter 27. Actions in the last 5 years in conflict prevention

- X Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- X Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- X Integrated a gender perspective in humanitarian action and crisis response
- X Protected civil society spaces and women's human rights defenders

- 27.1 Australia supports women in situations of armed and other conflicts, and in fragile and crisis settings primarily through the ***National Action Plan on Women, Peace and Security (2012-2018)***, and Australia's foreign aid program which is implemented taking into account Australia's 2017 Foreign Policy White Paper. The Foreign Policy White Paper affirms that gender equality is a top priority for Australian foreign policy.

#### Example 1 – leadership programs in the Pacific

- 27.2 Australia is helping to promote women's leadership and decision making in the Pacific:
- Promoting women's leadership in politics including training women candidates in Papua New Guinea, and providing mentoring opportunities for women Members of Parliament in Samoa
  - Supporting targeted leadership interventions through mentoring and building public speaking and networking skills for young women in Bougainville, Papua New Guinea
  - Increasing representation of women and women's interests, including young women, through supporting coalitions, such as YWCA, *We Rise* in Fiji, which are contributing to changing norms around gender roles, ensuring women are more visible and influence

- decision making processes, such as through the *Markets for Change* program in Vanuatu, Solomon Islands and Fiji
- Providing electoral support and promoting more inclusive and credible electoral outcomes by supporting steps to enfranchise under-represented groups, including women, through the *Pacific Women Shaping Pacific Development* program
- Australian Federal Police's Timor Leste Police Development Program has delivered training to 1,381 women police officers
- In Pakistan, Australia advocated for the recruitment of women to Pakistan's police forces with the National Police Bureau, and the adoption of a Police Gender Policy in respect to women police officers, and police interaction with the local community
- The Indo-Pacific Justice and Security Program, which focuses on strengthening legal frameworks and capacity to combat transnational crime in the region, including human trafficking. The program's draft gender strategy has three objectives:
  - Incorporate gender equality into program policy and practice
  - Promote the equal participation of women in program projects
  - Identify and address gender-related risks.
- Several projects have specifically focused on the unique contribution that women make to civil society organisations and countering violent extremism programming
- In April 2018 the AFP's Pacific Police Development Program - Regional partnered with the Fiji Women's Crisis Centre to Gender Advocacy Training to Police Officers from Kiribati, Nauru, Samoa, Tonga, Tuvalu and Vanuatu. This program aims to develop Gender Advocates who return to their home police forces and foster positive change in police attitudes towards gender inequality, human rights and the prevention of violence against women.

#### Example 2 – deploying gender advisers

- 27.3 Operation FIJI ASSIST 2016, the Australian Government's response to cyclone Winston, was the first Australian Defence Force (ADF) operation to deploy a Gender Advisor. In addition to the positive operational impacts, the relationships established between the Gender Advisors, other Australian Government and humanitarian actors during and post Operation FIJI ASSIST has resulted in improved civil-military cooperation, coordination and understanding. The experience of Operation FIJI ASSIST was built upon during Operation VANUATU ASSIST in 2017, when a Gender Advisor cell consisting of members of the ships company was established on HMAS Choules, the first time this had occurred on an Australian Warship.
- 27.4 A number of senior ADF members (both male and female) have also been posted into high profile roles as Gender Advisors on operations and working with partner forces.

#### Chapter 28. Actions in the last 5 years to enhance accountability for violations of International Humanitarian Law and International Human Rights Law

- X Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- X Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- X Taken measures to combat trafficking in women and children

#### Example 1 – measures to combat trafficking and slavery

- 28.1 Australia has had a comprehensive, whole-of-government strategy to combat these crimes since 2004 - ***National Action Plan to Combat Human Trafficking and Slavery 2015–19 (National Action Plan)***.

- 28.2 Australia recognises that trafficking in women and girls is a phenomenon rooted in gender-based discrimination and inequality, and constitutes gender-based violence against women. Australia acknowledges conflict, humanitarian crises and disasters constitute increased risk for trafficking, where women and girls experience unique consequences.
- 28.3 Australia has comprehensively criminalised human trafficking, slavery and slavery-like practices, including forced labour, and forced marriage. These offences apply to exploitation in any industry. Penalties for these offences range from four years' imprisonment for debt bondage, to 25 years' imprisonment for slavery and trafficking in children.
- 28.4 During 2016-17, the Australian Federal Police received 150 referrals for suspected instances of human trafficking and slavery. The majority of referrals were related to forced marriage, sexual exploitation and labour exploitation. In 2016-17, there were 39 victims referred to the Australian Government's Support for Trafficked People Program; all referrals were female. The highest number of referrals (21) were for women suspected of being in, or at risk of, a forced marriage.
- 28.5 As at 31 December 2018, 439 suspected victims have received wrap-around support through the Government's **Support for Trafficked People Program** since it began in 2004. A total of 378 of these clients have been women and girls.
- 28.6 Through the *Support for Trafficked People Program*, the Government provides a comprehensive range of support services for trafficked people, including case managed support, social support, financial assistance, assistance with securing safe accommodation, accessing medical treatment, counselling, referral to legal and migration services, and appropriate skills development training.
- 28.7 All suspected victims are eligible to receive up to 45 days' initial intensive support, with further support being available to those most in need. The program also supports non-resident victims of trafficking.

#### **Example 2 – training defence force personnel on IHL and IHRL**

- 28.8 Australia has supported key United Nations initiatives such as Responsibility to Protect (R2P) and the Global Compact on Sexual Exploitation and Abuse and the Action for Peace Declaration (A4P) and the Kigali Principles on the Protection of Civilians and incorporated these principles into pre-deployment training for Australian Defence Force (ADF) personnel deploying to peacekeeping operations.
- 28.9 ADF personnel are encouraged to report through their chain of command any violations of International Humanitarian Law and human rights of women and girls, in accordance with obligations created under United Nations Security Council Resolutions.
- 28.10 In the context of violations of IHL in armed conflict and in humanitarian response situations, further guidance and direction is provided to personnel through specific internal directives. These directives outline appropriate actions to be followed (depending on the type of incident) as well as instances where matters are required to be referred for further investigation/inquiry internal to Defence Department or to external agencies for appropriate action.

#### **Chapter 29. Actions in the last 5 years to eliminate discrimination against the girl child**

- X** Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- X** Strengthened girls' access to quality education, skills development and training
- X** Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anaemia) and exposure to HIV/AIDS and other sexually transmitted diseases

- X** Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- X** Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- X** Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- X** Promoted girls' awareness of and participation in social, economic and political life

**Example 1 – combatting forced marriage**

- 29.1 Forced marriage is a criminal offence in Australia that carries severe penalties of up to 25 years' imprisonment.
- 29.2 Australia has taken a strong stance against forced marriage by:
- expanding the definition of forced marriage in its criminal offences and increasing the penalties for these crimes in 2015
  - developing and distributing the [Forced Marriage Community Pack](#),<sup>48</sup> an information package with resources for stakeholders to raise awareness of forced marriage
  - undertaking awareness-raising and training workshops with frontline workers in all Australian states and territories in 2015 and 2017
  - tailoring intensive support to forced marriage victims' complex needs by establishing a 12-month trial for forced marriage victims in the Australian Government's Support for Trafficked People Program and a forced marriage accommodation service in Melbourne with wrap-around professional support
  - funding civil society organisations to deliver community-based prevention projects, including establishing the [www.mybluesky.org.au](http://www.mybluesky.org.au) – Australia's national helpline and online resource dedicated to forced marriage prevention, information, referrals and free legal advice, and the organising Australia's inaugural national Forced Marriage Conference in Sydney in June 2018.
- 29.3 The Australian Federal Police works closely with police and child protection agencies in each State and Territory to combat forced marriage, including the development of joint training for first responders and operational referral protocols. Police refer suspected victims of modern slavery, including forced marriage, to the Australian Government's Support for Trafficked People Program. The Support Program is delivered nationally by the Australian Red Cross and provides victims with access to medical services, accommodation, legal and migration advice, and other support services.
- 29.4 In the last five years (1 July 2013 to 30 June 2018), the AFP received 671 human trafficking and slavery referrals. 244 of these investigations related to forced marriage. Between October 2016 and May 2017, 33 of the 75 Forced Marriage border alerts created, related to people under 18 years of age.

**Example 2 – Education with the aim of preventing violence against girls**

- 29.5 The Commonwealth Department of Education and Training developed the *Respect Matters* education initiative to support the delivery of high quality respectful relationships education in all Australian schools. Respect Matters includes professional learning modules and other supporting resources for teachers, and an interactive online education platform for students from foundation year to year 12. New Respect Matters resources will launch in the first half of 2019.
- 29.6 States and territories implement service delivery of education to Australian children. Each state and territory includes a form of respectful relationships learning in the curriculum. The programmes are directed at all school children from their first year to year 12. The programmes aim to promote respectful relationships and develop students' social and emotional well-being. The curriculum includes modules on challenging gender stereotypes, and gender equality. For example, the Australian Capital Territory's *Respectful*

<sup>48</sup> <https://www.homeaffairs.gov.au/about-us/our-portfolios/criminal-justice/people-smuggling-human-trafficking/forced-marriage#content-index-5>.



**Relationships Program** and the Northern Territory's **Social and Emotional Learning Curriculum**.

- 29.7** In evaluating the Queensland Respectful Relationships Education program, data indicated that the program had been provided to 368 Queensland state schools, including 284 state schools; 77 state high schools; 5 special schools; 1 campus and 1 specific purpose school. In 2018, the online program was accessed by 5268 unique users.

**Example 3: Promoting Aboriginal and Torres Strait Islander girls' participation in public life**

- 29.8** Australian governments have a number of measures to promote and support Aboriginal and Torres Strait Islander girls to participate in social, economic and political life.
- 29.9** For example, the [Queensland Indigenous Youth Leadership](#) program,<sup>49</sup> provides the opportunity for Aboriginal and Torres Strait Islander Queenslanders aged 18-25 years, including young women, to develop leadership skills and gain first-hand insight into the democratic political process. The program has a focus on leadership skills development and community issues. The objectives are specifically tailored to support Aboriginal and Torres Strait Islander Queenslanders to work together to develop community project proposals to help address community issues and drive change.
- In 2018, there were 40 successful applicants (32 women and 8 men).
  - Now is its fifteenth year, alumni from the program number more than 500, with many going on to successful careers in social and community development, education, health, the environment, enterprise and job creation, and arts and culture.

## SECTION THREE – National Institutions and Processes

### Chapter 30. National machinery

- 30.1** The Federal Office for Women exists to advance gender equality outcomes in Australia.
- The Office for Women is situated in the Department of the Prime Minister and Cabinet.
- 30.2** Consistent with the role of other areas within the Department of the Prime Minister and Cabinet, the Office for Women works with departments and agencies across government to ensure that their policies and programs support government priorities, including those associated with gender equality.
- 30.3** The work of the Office for Women is achieved by:
- providing advice to the Prime Minister and Minister for Women on policy and program initiatives relevant to women
  - engaging with government departments to develop policies and programs that have significant implications for women
  - providing advice to government departments through the Cabinet process, to assess the impact of new policy and spending proposals on women and gender equality
  - supporting the Government's engagement at key international fora where gender issues are considered
  - Supporting the Government's engagement with the network of National Women's Alliances.
- 30.4** Internationally, the Department of Foreign Affairs and Trade lead on Australia's work to advance gender equality and women's empowerment through its foreign policy, human rights advocacy, economic diplomacy and development programs.

### Intersections

<sup>49</sup> <https://www.qld.gov.au/atsi/education-training/indigenous-youth-leadership-program>.

- 30.5 All Australian jurisdictions, ministers and departments share responsibility for the empowerment and advancement of women.
- This responsibility involves considering the needs of different women, particularly those who face multiple and intersecting barriers to full participation in work and community life.
- 30.6 For example, the Indigenous Affairs Group within the Department of the Prime Minister and Cabinet is committed to improving the lives of all Aboriginal and Torres Strait Islander Australians. Within the Indigenous Affairs Group there is a team which integrates gender based analysis in all areas of work to achieve gender equitable outcomes for all Aboriginal and Torres Strait Islander people, especially for Indigenous women and girls.
- The appointment of Aboriginal and Torres Strait Islander women to the Indigenous Advisory Council facilitates Indigenous women's influence on Government decision making.

#### **National Human Rights Institution – Australian Human Rights Commission**

- 30.7 As noted at Chapter 25 above, the Australian Human Rights Commission is an independent 'A status' national human rights institution, and has a number of key functions that seek to protect and promote the human rights of women and girls. These functions are listed in paragraph 25.2. Australia has a dedicated Sex Discrimination Commissioner, who is appointed under section 96 of the *Sex Discrimination Act 1984* (Cth). The current Commissioner, Kate Jenkins, commenced her five year term in April 2016.
- The Commissioner's role is to advance gender equality, and promote and protect the human rights of women and girls, consistent with the *Sex Discrimination Act 1984* (Cth) and CEDAW.
- 30.8 Australia's Aboriginal and Torres Strait Islander Social Justice Commissioner, within the Australian Human Rights Commission, plays an important role in promoting discussion and awareness of Aboriginal and Torres Strait Islander peoples' human rights.
- Dr June Oscar AO was appointed Aboriginal and Torres Strait Islander Social Justice Commissioner for a five-year term in April 2017, and is the first woman in this role.
  - The Commissioner may provide annual reporting regarding the enjoyment and exercise of human rights by Aboriginal and Torres Strait Islander Australians.
- 30.9 An overview of the Commissioners' respective current projects can be found on the Commissioner's website.<sup>50</sup>

#### **Parliamentary Joint Committee on Human Rights**

- 30.10 The Parliamentary Joint Committee on Human Rights has a mandate to examine all legislation that comes before the federal parliament for compatibility with the seven core conventions to which Australia is a party, including CEDAW.

#### **States and Territories**

- 30.11 All state and territory governments have dedicated women's offices:
- Victorian Office for Women, situated within the Department of Communities
  - Australian Capital Territory Office for Women, situated within the Community Services Directorate
  - Women New South Wales, situated within the Department of Family and Community Services
  - Northern Territory Office of Gender Equity and Diversity, situated within the Department of Territory Families

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<sup>50</sup> <https://www.humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice>.

- Queensland Office for Women, situated within the Department of Child Safety, Youth and Women
- South Australia Office for Women, situated within the Department for Human Services
- Western Australia, Women’s Interests section, situated within the Policy and Service Design Division of the Department of Communities
- Tasmania, Women’s Policy section, situated within the Department of Communities, Sport and Recreation.

**Australia’s international work on gender equality and women’s empowerment**

- 30.12 Australia’s **Gender Equality and Women’s Empowerment Strategy** (2016) establishes three priorities that guide our international work on gender equality, these are:
- enhancing women’s voice in decision-making, leadership and peace-building
  - promoting women’s economic empowerment
  - ending violence against women and girls.
- 30.13 Australia’s Ambassador for Women and Girls advocates for gender equality and the empowerment of women and girls. The Ambassador promotes Australia’s efforts, through the aid program and more broadly, across the three priority areas of the Gender Equality and Women’s Empowerment Strategy.

**Chapter 31. Sustainable Development Goals process**

- 31.1 Implementing the Sustainable Development Goals (SDGs) requires engagement by all levels of government, civil society, private sector, academia and individuals.
- 31.2 Australia is implementing the SDGs in a manner appropriate for our national circumstances and Federal system of government:
- with lead Departments nominated for each SDG at federal government level
  - and state and territory and local governments taking forward Goals and Targets relevant to their mandates and local priorities, including integration of the SDGs into policies, strategies and programs led by government agencies
  - the Australian Government has created an online portal to report on the progressive realisation of SDGs at <http://www.sdgdata.gov.au>.
- 31.3 The Office for Women is the lead agency for Goal 5 in Australia, and a supporting agency for indicators that specify outcomes for women. As part of the Office for Women’s stakeholder engagement, and in preparation for Australia’s first Voluntary National Review (June 2018), the Office for Women sought case studies from stakeholders.
- Australia’s VNR is available at: <https://dfat.gov.au/aid/topics/development-issues/2030-agenda/Documents/sdg-voluntary-national-review.pdf>
  - Australia’s Goal 5 case studies are available at: <https://www.pmc.gov.au/resource-centre/office-women/sustainable-development-goal-5-gender-equality-case-studies>.
- 31.4 The Department of Foreign Affairs and Trade and the Department of the Prime Minister and Cabinet co-chair an inter-departmental committee (IDC) to coordinate whole-of-government engagement on the SDGs. The Office for Women represents Goal 5 on this IDC.

**Chapter 32. Formal mechanisms for participation in BDPFA and 2030 Agenda**

**Mechanisms for stakeholder participation**

- 32.1 The following stakeholder groups were involved in the preparation of this report:
- |                                |                                       |
|--------------------------------|---------------------------------------|
| X Civil society organizations  | X All federal government departments  |
| X Women’s rights organizations | X All state and territory governments |
| X Academia and think tanks     | X Australian Human Rights Commission  |

- X Faith-based organizations
- X Parliaments/parliamentary committees
- X Private sector

- 32.2 The Australian Government engages with civil society through both formal and informal mechanisms.
- 32.3 The Office for Women engages with civil society stakeholders through six National Women’s Alliances on a range of issues related to gender equality and women’s empowerment policy.
- o The Alliances, which represent over 120 women’s organisations across Australia, are networks of issues-based and sector-based women’s groups each with a distinct focus, and a strong capacity for networking and advocacy activities.
  - o Detailed information on the Alliances is available at: <https://www.pmc.gov.au/office-women/grants-and-funding/national-womens-alliances>

### Mechanisms for participation by marginalised groups

#### *Example - voices of Aboriginal and Torres Strait Islander women*

- 32.4 NATSIWA, the National Aboriginal and Torres Strait Islander Women’s Alliance, takes the lead as the voice to government on behalf of Aboriginal and Torres Strait Islander women’s civil society groups. NATSIWA has participated in **Wiyi Yani U Thangani (Women’s Voices)** (see Case Study 3) consultation meetings, and seeks to ensure that the consultation outcomes informs government policy into the future, ensuring the rights and security of generations of women and girls.

#### *Example – state and territory government consultations*

- 32.5 In its consultations for the 10-year women’s plan, the Queensland Government will work to include marginalised and vulnerable groups of women including Aboriginal and Torres Strait Islanders, women from culturally and linguistically diverse backgrounds, women with disability, LGBTQI+ women and women from rural, regional and remote locations. Stakeholder organisations will be supported by the State Government to hold consultations with their own communities to facilitate authentic consultation.

### Stakeholders’ contribution to this report

- 32.6 Input has been provided by:
- o all federal government departments and relevant independent agencies
  - o all state and territory governments
  - o the Australian Human Rights Commission
  - o civil society.
- 32.7 Civil society were invited to lodge written submissions with the Office for Women. The call-out appeared on [Office for Women’s website](#),<sup>51</sup> and emails were sent to some 500 known interested civil society parties.
- 32.8 States and territories in turn reached out across state and territory government for input to prepare this report.

### Chapter 33. National plan/strategy for SDG Implementation

- X There is no national plan/strategy for SDG implementation

- 33.1 Australia believes the realisation of women’s and girls’ human rights is central to the ambitious and universal 2030 Agenda for Sustainable Development, and actively pursued gender equality

<sup>51</sup> <https://pmc.gov.au/news-centre/office-women/invitation-participate-australias-national-review-beijing-declaration-and-platform-action>.

as a priority throughout the negotiations of the 2030 Agenda. We are committed to the gender-responsive implementation of the entire 2030 Agenda.

- 33.2 State and territory governments prioritise gender equality and women's empowerment.
- The Northern Territory Government has prioritised gender equality into the development of policies and practices to align with the National Plan, for example: *Safe, Thriving and Connected: Generational Change for Children and Families, 2018-2023*; *Domestic Family and Sexual Violence Reduction Framework 2018-28*, *Safe, Respected and Free from Violence*; and, most recently, the development of the *Gender Equality Framework and Fathering and Grandfathering Strategy*.
  - Western Australia's Ten Year Women's Plan aims to advance gender equality in Western Australia. The priority areas in the plan are women's health and wellbeing, safety and justice, economic independence and leadership.
  - The Tasmanian Women's Strategy 2018-2021 sets the direction for ongoing actions to achieve gender equality in Tasmania, and to establish further opportunities for Tasmanian women to participate fully in the social, political, economic and cultural life of the community. The strategy recognises that gender is a key determinant of outcomes for women across many outcome areas for women, including health and well-being.
  - In March 2016, the Queensland Government released the Queensland Women's Strategy 2016-21 to provide a framework for government, the private sector and the wider Queensland community to take significant action to achieve gender equality in Queensland. The strategy focuses efforts in four priority areas where gender inequality persists in our community: participation and leadership; economic security; safety; and health and wellbeing. It recognises that some groups of women face multiple levels of disadvantage, experiencing additional forms of discrimination and being more vulnerable to poverty.

## Environmental conservation, protection and rehabilitation

### Chapter 34. Actions in last 5 years to integrate gender into environmental policies

- X Supported women's participation and leadership in environmental and natural resource management and governance
- X Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- X Increased women's access to and control over land, water, energy, and other natural resources
- X Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- X Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- X Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- X Taken steps to ensure that women benefit equally from decent jobs in the green economy
- X Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls

### Example 1 – Working with Aboriginal and Torres Strait Islander partners

- 34.1 The ***Indigenous Rangers program*** is an example of a Government initiative that promotes the rights of future generations to connect with land while providing a catalyst for economic and

- employment opportunities. Through investments in this program and the **Capacity Building for Indigenous Rangers Strategy** more than 2,900 jobs for First Australians have been created, around one-third of which are held by women.<sup>52</sup>
- The Queensland Government provided funding for the Land and Sea Ranger program to improve Aboriginal and Torres Strait Islander women's influence in land and sea management. This program aims to protect and preserve the knowledge and practices of women in Aboriginal and Torres Strait Islander, and local communities related to traditional medicines, biodiversity and conservation techniques.
- 34.2 The **Aboriginal and Torres Strait Islander Heritage Protection Act** 1984 (Cth) (ATSIHP Act), aims to preserve and protect from injury or desecration of areas and objects in Australia and in Australian waters, being areas and objects that are of particular significance to Aboriginal and Torres Strait Islanders in accordance with their traditions.
- Applications received by the Department of the Environment and Energy on behalf of the Minister of the Environment include groups of women seeking protection of sites that are traditionally women's only areas. Due to the cultural sensitivities within these cases, the Department endeavours to have only female policy officers assessing these applications, noting that the Minister for the Environment (male or female) must make the final decision on whether to declare a protected site.
  - The Hon Melissa Price MP, Minister for the Environment made a declaration under section 10 of the ATSIHP Act to protect Butterfly Cave and the surrounding cultural landscape in West Wallsend, New South Wales. This is the first long term protection declared under the Act in almost 17 years. The Department is currently working with the Awabakal Traditional Owners (the Applicants) and Roche Group Pty Ltd (the Proponents) on the management and compliance regarding the protected area.
- 34.3 Three **Commonwealth National Parks (Uluru-Kata Tjuta, Kakadu and Booderee)** are jointly managed by the Australian Government and their Aboriginal traditional owners. This includes use of traditional land management practices and Indigenous knowledge.
- 34.4 Parks Australia does not have a specific budget, program or policy for supporting the activities of women in the jointly managed national parks, but where possible, contribute funding or in-kind support for cultural activities, including women's-business, that promote conservation and environmental outcomes.
- 34.5 A recent example of this is in May 2017 Parks Australia (through Uluru-Kata Tjuta National Park) contributed to a project with Elder Anangu Women and the Central Land Council, to facilitate an on-country ceremonial and site related knowledge exchange for 50 women elders and youth.

#### Example 2 – Women's participation and leadership

- 34.6 States and territories have implemented policies to include women in decision-making on environmental policy-making.
- 34.7 New South Wales sets targets for women's participation and leadership in environmental policy-making. For example, **Environmental Protection Agency's (EPA) Strategic Plan 2017-2021** sets out to achieve employing women in 50% of EPA executive roles by 2021.
- New South Wales supports the **Spokeswomen's Program**, a staff-led program operating across environmental offices and agencies. The program includes events, training and career development opportunities for female staff to be empowered take the actions to create a

<sup>52</sup> 2018 Closing the Gap Report.

positive impact for the organisation and in their lives. This includes the Women in Leadership training program designed to strengthen women's leadership and management skills, and the Springboard career and personal development program for women in non-management positions.

- 34.8 The Northern Territory Environmental Protection Authority (EPA) ensures that there is at least one female appointment at all times, and provides opportunities for female appointees to act in the chairperson's position.
- The Northern Territory Department of Environment and Natural Resources provides the **Barbara Singer Scholarship** which supports students studying environmental management at Charles Darwin University in the NT. The scholarship is not specifically targeted to women, but the recipients over the last three years have been women.
- 34.9 The Victorian Department of Environment, Land, Water and Planning (DELWP) and its portfolio agencies have undertaken continual integration and enhancement of gender perspectives and concerns into the work of the department – from day-to-day operations to the workforce culture, DELWP and its portfolio agencies have made significant progress in several areas, including leadership, employment, education, and community impact.
- In the last three years, all DELWP governance boards have had at least 50% female membership. Within DELWP, the water sector is an exemplar of the tangible steps the department has taken to improving gender balance. Results include:
    - 52% of all Victorian water corporate board directors are women as of October 2018. This includes 11 of the 19 board chairs
    - 59% of board directors on the 10 Catchment Management Authority (CMA) boards are now women, including five board chairs
    - all CMA boards now have more than 50% female membership
    - VicWater, on behalf of Victorian water corporations, presented a diversity strategy in 2016 that included a range of actions to provide women with the same opportunities as men
    - in addition to governance roles, very experienced female managing directors and senior managers have been appointed to water corporations.

### Example 3 - Supporting women involved in environmental protection

- 34.10 To celebrate the International Day of Women and Girls in Science 2019, Environment Protection Authority (EPA) Victoria brought together some of the state's leading female scientists for an interactive web-streamed panel session aimed at middle school and high school students in science. The panellists discussed gender stereotypes around women and STEM positions, and how students can pave their way into the STEM career of their choice.
- 34.11 The Queensland Government in conjunction with the World Science Festival Brisbane, delivers an annual competition to showcase inspiring Queensland women working in science, technology, engineering and mathematics (STEM) fields.
- The **Queensland Women in STEM Prize** identifies female STEM professionals who are making a positive contribution to their individual field and engaging with a broader community. Entrants are supported to further develop their communication skills with targeted training.
  - Cécile Godde won the 2018 Queensland Women in STEM Prize Jury Award. Cécile is passionate about the challenges that relate to agriculture, food security and global change. Through her research at CSIRO and the University of Queensland, she wishes to have a

concrete impact on decision making to feed the world more sustainably and equitably. She says the award opened many doors and allowed her to share her passion for sustainable food systems and gender equity with the wider community.

### Chapter 35. Actions in last 5 years to integrate gender into disaster risk reduction, climate resilience and mitigation

- X Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- X Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- X Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- X Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

35.1 The Australian Government is holistically considering the implications of national disasters and the specific or different ways that they may impact disadvantaged groups including Indigenous women. By implication this includes Indigenous communities, given the locational disadvantage many remote communities face. As this work matures, it is expected there will be opportunities to consider the specific impacts on and issues affecting Indigenous women.

### Strengthening women's participation at the United Nations Framework Convention on Climate Change

35.2 In 2015–16 Australia supported negotiator training for 45 Pacific women delegates new to the climate negotiations over two workshops. This training enables them to engage effectively in negotiations and build understanding of the gender dimensions of climate change. Australia was an advocate for the inclusion of gender in the Paris Agreement. Australia is committed to increasing the influence of women in driving solutions to climate change.

### New South Wales National Parks and Wildlife Service

- 35.3 New South Wales has taken action to improve women's participation in disaster risk reduction and management. The NSW National Parks and Wildlife Service (NPWS) plays an active role in the Fire and Emergency Male Champions of Change group, created in 2017 and comprised of representatives from fire and emergency services across Australia.
- o Three workshops (female leaders, female future leaders and male leaders) were held in Sydney on 21-22 August 2018. These explored barriers to gender equity in a fire and emergency context, and identified innovative ideas for implementation.
  - o The workshops identified that NPWS has only a small number of female fire and incident management trainers (6 of 31, or 19%). As an immediate outcome, funding has been allocated to train at least four more female trainers (that is, increasing female trainers to 32%).
  - o NPWS also actively participates in the Fire and Emergency Male Champions of Change's Talent Development Action Group to pursue gender balance in NPWS's approach to talent development, and to capitalise on the diverse experiences and capabilities within and available to the public sector.

### Gender-responsive research to inform Sector Adaptation plans in Queensland

35.4 Work is also underway that will help to inform more targeted actions going forward. For example, the Queensland Government has commissioned the Queensland Council of Social



Services to produce a social vulnerability and climate change report. This report will offer guidance in relation to future actions for Sector Adaptation Plans, in order to address more thoroughly disaster risk reduction, climate resilience and mitigation.

## SECTION FOUR – Data and Statistics

### Chapter 36. Top three areas of progress in past 5 years

- X Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- X Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- X Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

- 36.1 Statistical indices that are not responsive to the multiple and intersecting ways in which individuals experience discrimination, poverty and violence further entrench inequalities that go beyond gender.
- 36.2 Australia is committed to the gender-responsive implementation of the 2030 Agenda. We welcome the strong inclusion of gender equality considerations in the indicator framework, but note the challenges of effectively monitoring the gender-responsive implementation of the SDGs cannot be overstated.
- 36.3 Following adoption of the SDGs Australia has increased focus on data collection and use. The global indicators framework for the SDGs exposed gaps in methodology and coverage of gender targets. As part of its follow up, the 2030 Agenda requires monitoring and reviewing of commitments to disaggregate data and close data gaps. The Australian Government is committed to closing global gender data gaps both domestically and in its international aid program.

#### Example 1 - National Data Collection and Reporting Framework for family, domestic and sexual violence

- 36.4 In providing a solid foundation and evidence base for the reporting of family, domestic and sexual violence, it is essential to focus effort on collecting consistent and comparable data. COAG recognised this through its endorsement of the *National Plan*. The Commonwealth, states and territories are working together to build evidence to support the *National Plan* by committing to and adopting consistent data collection standards in existing administrative processes.
- 36.5 In 2014, The Australian Bureau of Statistics (the ABS) released a national data collection and reporting framework designed to improve the evidence base for family, domestic and sexual violence in Australia. The ***Foundation for a National Data Collection and Reporting Framework*** was produced by the ABS in partnership with the Department of Social Services and is part of the *National Plan*.
- 36.6 In May 2018, the **Australian Domestic and Family Violence Death Review Network** released its [2018 Data Report](#). Whilst this initial report is limited to intimate partner violence related homicides, the *National Data Sharing Protocols* allow for the development of a staged and standardised national dataset of domestic and family violence related deaths. The Network anticipates that data collection will ultimately be extended to include homicides within a family relationship, ‘bystander’ homicides (for example, a person who is killed intervening in a domestic and family violence episode), and suicides that have been identified as domestic and family violence related.



**Example 2 – Increased focus on data in international aid programs**

36.7 Australia supports programs to help close gender data gaps internationally. For example, the Individual Deprivation Measure (IDM), a partnership between the Department of Foreign Affairs and Trade, the Australian National University and the International Women’s Development Agency. The IDM assesses poverty, broadly defined, at the individual level. It shows how individuals in a household experience deprivation or poverty by collecting data around 15 dimensions including in relation to access to food, health, shelter, education and decision making, and their experience of violence. This is policy-relevant information that is needed to ensure we are on track to meet the SDGs in a way that leaves no one behind.

**Example 3 – knowledge products on gender statistics**

36.8 The ABS has increased the size and scope of the **Gender Indicators** publication. The publication contains 56 key indicators and a further 96 related or detailed data series, spread across six domains of interest:

- Economic security
- Education
- Health
- Work and family balance
- Safety and justice
- Democracy, governance and citizenship.

36.9 Each publication draws out of the data [selected highlights](#)<sup>53</sup>.

36.10 The ABS produces the Australian Census Longitudinal Dataset (ACLD)<sup>54</sup> which uses data from the Census of Population and Housing to build a rich longitudinal picture of Australian society. The ACLD can uncover new insights into the dynamics and transitions that drive social and economic change over time, and how these vary for diverse population groups and geographies. Three waves of data are available to access from the ACLD: 2006 Census (Wave 1), 2011 Census (Wave 2) and 2016 Census (Wave 3). There are two ACLD panels, representing a 5% sample of records from the 2006 Census and the 2011 Census respectively. The 2006 Panel comprises records from the original 2006 ACLD sample linked to records from the 2011 Census and the 2016 Census. The 2011 Panel is linked to records from the 2016 Census.<sup>55</sup> Reference: Microdata: Australian Census Longitudinal Dataset, ACLD (cat. no. 2080.0). Example: Of the people aged 15 to 59 years who were employed in 2011, 10% were not in the labour force in 2016, of which 61% were female. Of the people who were not in the labour force in 2011, 40% are employed in 2016, 61% were female. For those who were not in the labour force in 2016: 68% were female, and 35% were caring for children.

36.11 The Queensland Government released a range of publications over the past five years to report and assess equality of outcomes between women and men.

- For example, **Queensland Women’s Strategy Report Cards**, released annually since 2016, provide a statistical snapshot on the status of Queensland women and girls and gender equality aligned to the strategy’s priority areas: participation and leadership; economic security; safety; and health and wellbeing. The 2018 Report Card is the most recent.<sup>56</sup>

<sup>53</sup>

<http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/4125.0~Sep%202018~Main%20Features~Selected%20Highlights~2>.

<sup>54</sup> <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2080.0~ACLD~Main%20Features~Introduction~1>

<sup>55</sup> <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2080.0~ACLD~Main%20Features~Introduction~1>

<sup>56</sup> <https://www.csyw.qld.gov.au/resources/campaign/womens-strategy/report-card-all-2018.pdf>

- The Queensland Government developed a centralised web-based database on gender statistics, as part of the Queensland Women’s Strategy 2016-21. The interactive online statistical database enables any interested stakeholders to check up-to-date status of gender equality in Queensland. The database reports statistics about women and men at a sub-state region, covering 48 topics under the six themes of: demographics; social and community participation; education and training; employment; income; and health. Data is disaggregated by five dimensions of diversity: age, Indigenous status, culturally and linguistically diverse background, lone parent status, and disability status. The database went live on 1 March, in readiness for Queensland Women’s Week and can be found at <https://statistics.qgso.qld.gov.au/qld-regional-profiles>.
- 36.12 The Tasmanian Government published the first **Women and Girls in Tasmania** statistical report in 2014, to provide a snapshot of the status of women and girls in Tasmania across a number of areas, with changes over time to be tracked by regular biennial reporting.
- The 2018 *Women and Girls in Tasmania Fact Sheets* address the priority areas identified in the *Tasmanian Women’s Strategy 2018-2021*: Financial Security, Leadership and Participation, Safety, Health and Wellbeing. There is also a Demographics Fact Sheet on women in Tasmania.
  - The Fact Sheets aimed to provide regular measurements that will help to measure change over the coming years and assess progress in achieving gender equity for women and girls in Tasmania.
- 36.13 The Western Australian government Women’s Interests team produces the **Women’s Report Card, Western Australia** every three years. The report card is an indicator report of women’s progress in Western Australia, and has contributed to visibility of recent gains:
- While women comprise 72% of the total public sector, only 35% of tier 1-3 senior executive service officers are women. The percentages of women in Tiers 2 and 3 of the Western Australian public sector have increased steadily over the last five years. Tier 3 has reached almost 50% in 2018. This indicates that the pipeline of women progressing to senior levels is improving.
  - The percentage of women in senior leadership in WA public universities has also increased significantly and is approaching 50% at Tiers 2 and 3, with 75% of vice-chancellors being women.

### Chapter 37. Top three priorities for strengthening national gender statistics over next 5 years

- X** Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- X** Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- X** Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

#### Priority 1 - Reinstate the collection of time use data

- 37.1 The **Time Use Survey** (the TUS) was reinstated in 2018, last conducted in 2006. The initial survey will be conducted in 2020-21, followed by a smaller ongoing annual survey that will build up the evidence base over time.
- 37.2 The TUS can capture where time is used for multiple purposes – for example, where someone is checking work emails while taking care of a sick child, preparing dinner, standing on a football sideline, or caring for their children.

- 37.3 Time use data can identify where time use is inflexible; such as school pickups, which strongly impact upon a parent's work hours, compared to activities such as playing, reading or kicking a football on a Sunday afternoon. This information is central to understanding trends in women's workforce participation and economic security.

#### Priority 2 - Increase quality and quantity of business data on gender equality

- 37.4 The Government invested in upgrading the reporting and data management system of the Workplace Gender Equality Agency (WGEA) to improve reporting on Australia's workplace gender equality, to support its annual **Gender Equality Scorecard** reporting.
- 37.5 WGEA was established under the *Workplace Gender Equality Act 2012*, which requires non-public sector employers with more than 100 employees, and registered higher education providers that are employers, to report annually to WGEA against six gender equality indicators:
- gender composition of the workforce
  - gender composition of governing bodies
  - equal remuneration between women and men
  - availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees, and to working arrangements supporting employees with family or caring responsibilities
  - consultation with employees on issues concerning gender equality in the workplace
  - sex-based harassment and discrimination.
- 37.6 The new gender reporting system will be cloud-based and tailored to meet the needs of those reporting. It will provide better and more granular data, make reporting easier, reduce red tape, and encourage voluntary reporting.
- 37.7 Currently approximately 12,000 employers are required to report to the WGEA.
- 37.8 WGEA's annual Gender Equality Scorecard, which reports on the data, and highlights businesses that have adopted practices to encourage gender equality, and those that have made notable progress. Promoting businesses that are performing well encourages all businesses to improve women's economic security through increasing the representation of women and decreasing the gender pay gap in their business.

#### Priority 3 – Examination of the gender wage gap through the Multi-Agency Data Integration Project

- 37.9 The **Multi-Agency Data Integration Project (MADIP)** is a partnership among Australian Government agencies to combine information on healthcare, education, government payments, personal income tax, and the Census to create a comprehensive picture of Australia over time.
- 37.10 Authorised researchers can use unidentified MADIP data to look at patterns and trends in the Australian population, and provide insight into the effectiveness of government policies, programs, and services. MADIP demonstrates how combining existing public data can help target services (such as healthcare) to the people and communities who need them most.
- 37.11 MADIP will be used to examine the gender pay gap and explore if women within certain industries or with certain characteristics are more vulnerable to a wider wage gap. The anticipated outcome from this project is to contribute to ongoing policy discussion related to women's economic security.

#### Chapter 38. Indicators for monitoring progress on SDGs

- 38.1 Australia has not defined a national set of indicators for monitoring progress of the SDGs.
- 38.2 A **National Reporting Platform** hosted at [www.sdgdata.gov.au](http://www.sdgdata.gov.au) is the Australian Government's official reporting mechanism against the SDG Indicators.

- 38.3 In designing the National Reporting Platform, responsible agencies agreed to establish a data platform that would aim to house available Australian Government datasets on the SDG Indicators, and also indicate the status of Australian data collection against all 232 SDG Indicators.
- 38.4 For each of the 232 SDG Indicators, a responsible agency was identified who is responsible for identifying potential data sources, approving data sources for inclusion in the National Reporting Platform and uploading data onto the reporting platform.
- 38.5 The National Reporting Platform provides a single point of access to anyone wishing to find out about the status of Australia’s data on each of the SDG Indicators. This reporting contributes to the UN Secretary-General’s annual report on progress towards the SDGs.
- 38.6 The ABS publishes **Gender Indicators Australia** as a resource for social analysis and research on gender equality. The report currently contains 56 key indicators and a further 96 related or detailed data series spread across six domains of interest (economic security, education, health, work and family balance, democracy, governance and citizenship, and safety and justice).

### Chapter 39. Data collection and compilation for SDG 5

- 39.1 Data collection and compilation on SDG 5 indicators and other gender-specific SDG indicators has begun. See above at question 38 for Australia’s approach to SDG5 and other indicators. There has been no prioritisation of specific indicators.
- 39.2 Australia has categorised data collection, in co-operation with agencies, against the SDG Indicators using a ranking system.
- **Green: Indicators are reported against on-line**  
An Australian Government dataset is included on the platform [sdgdata.gov.au](http://sdgdata.gov.au) as it: follows the globally agreed methodology; is drawn from an Australian national indicator or dataset and is being used as an approximation of the SDG Indicator; has been sourced from the UN SDG database; or, where it is not a quantitative data set, the responsible agency has identified the relevant policy/legislation appropriate for the Australian context. All datasets in this category have been verified by the responsible agency.
  - **Yellow: Further work is required to report on these Indicators on-line**  
Work is underway on analysing a potential data source, generating or identifying appropriate data, verifying or approving data that is available on the UN SDG database or, where it is not a quantitative data set, exploring if there are relevant policy/legislation appropriate for the Australian context. Datasets that fall under this category may be included on the Platform.
  - **Red: Indicators are not reported on**  
No suitable Australian Government data source exists for the SDG Indicator or this Indicator is not relevant to Australia.
  - **Grey: Indicators are not applicable**  
The globally agreed methodology has not been set for the SDG Indicator.
- 39.3 Currently, Australia reports online against **118 indicators**, and we are exploring data sources for **57 indicators**. **Twelve indicators** are not reported against and 57 indicators are currently not applicable.
- 39.4 Australia recognises the value of quality data capture, and is continuously working to improve data sources and data reporting.

## Chapter 40. Disaggregation in major surveys

- X Geographic location
- X Income
- X sex
- X Age
- X Education
- X Marital status
- X Race/ethnicity
- X Migratory status
- X Disability
- X Other characteristics relevant in national contexts – e.g. Indigeneity

- 40.1 The ABS, as Australia’s official national statistical agency, collects national and regional data to encourage informed decision-making, research and discussion within governments and the community on all areas of policy.
- 40.2 The monthly labour survey force collects information on women disaggregated by geographic location, age, education and migratory status. Gender disaggregated income data is collected biannually while gender disaggregated disability and indigeneity data is also collected.
- 40.3 The following surveys are undertaken by the ABS and include sex disaggregated data:
- o Australian Demographic Statistics (cat. no. 3101.0)
  - o Regional Population Growth, Australia (cat. no. 3218.0)
  - o Population by Age and Sex, Australia (cat. no. 3235.0)
  - o Population Projections, Australia (cat. no. 3222.0)
  - o Births, Australia (cat. no. 3301.0)
  - o Deaths, Australia (cat. no. 3302.0)
  - o Life Tables for Aboriginal and Torres Strait Islander Australians (cat. no. 3302.0.55.003)
  - o Causes of Death, Australia (cat. no. 3303.0)
  - o How Australians Use Their Time, (cat. no. 4153.0)
  - o General Social Survey, Australia (cat. no. 4159.0)
  - o Participation in Sport and Physical Recreation, Australia (cat. no. 4177.0)
  - o Schools, Australia, 2016 (cat. no. 4221.0)
  - o Programme for the International Assessment of Adult Competencies, Australia (cat. no. 4228.0)
  - o Work-Related Training and Adult Learning, Australia (cat. no. 4234.0)
  - o National Survey of Mental Health and Wellbeing: Summary of Results (cat. no. 4326.0)
  - o National Health Survey: First Results (cat. no. 4364.0.55.001)
  - o Disability, Ageing and Carers, Australia (cat. no. 4430.0)
  - o Caring in the Community, Australia (cat. no. 4436.0).
  - o Recorded Crime – Victims, Australia (cat. no. 4510.0)
  - o Prisoners in Australia (cat. no. 4517.0)
  - o Recorded Crime – Offenders, Australia (cat. no. 4519.0)
  - o Crime Victimization, Australia (cat. no. 4530.0)
  - o National Aboriginal and Torres Strait Islander Social Survey (cat. no. 4714.0)
  - o Australian Aboriginal and Torres Strait Islander Health Survey: First Results, Australia (cat. no. 4727.0.55.001)

- Personal Safety, Australia (cat. no. 4906.0)
- Labour Force, Australia, (cat. no. 6202.0)
- Education and Work, Australia (cat. no. 6227.0)
- Employee Earnings and Hours, Australia (cat. no. 6306.0)
- Characteristics of Employment Survey (cat. no. 6333.0)
- Employment Arrangements, Retirement and Superannuation, Australia (cat. no 6361.0)
- Household Income and Wealth, Australia (cat. no. 6523.0)
- Household Expenditure Survey, Australia: Summary of Results, (cat. no. 6530.0)

#### Example 1 – Survey to inform development of the Queensland Women’s Strategy

- 40.4 The Queensland Government conducted an online community survey as one of the state-wide public engagement methods to inform the development of the *Queensland Women’s Strategy 2016-21*. The survey, undertaken in late 2015, provided the below disaggregation:
- Geographic location
  - Sex
  - Age
  - Race/ethnicity
  - Disability
- 40.5 Other characteristics were also surveyed, such as sexual orientation, types of household, and the age of child/children.

#### Example 2 – South Australian Population Health Survey

- 40.6 South Australia Health administers the **South Australian Population Health Survey (SAPHS)** which is a state-wide population health survey monitoring the health of all South Australians. Data is collected every month and anyone with access to a phone can be randomly selected to participate in the survey.
- Each year, around 7,000 South Australians are interviewed about their health and wellbeing.
- 40.7 Data is collected on overall health status, health service utilisation, chronic conditions, cancer prevention, disability and carers, risk factors (biomedical, protective and behavioural), food security, mental health, wellbeing and disadvantage and inequity.
- 40.8 The most recent report, the [South Australian Monitoring and Surveillance System Annual Report](#), was for 2017. Disaggregation in that report include:
- Gender
  - Age (years)
  - Location (Metropolitan or Rural)
  - Aboriginal and/or Torres Strait Islander status
  - SEIFA (Socio-Economic Index for Areas)
  - Highest Education Level
  - Household Income brackets
  - Work Status
  - Main Source of Income
  - Number of Children (including babies) under 16 in the household
  - Language spoken other than English at home
  - Country of Birth
  - ARIA Category (Accessibility and Remoteness Index of Australia)
  - Dwelling Type
  - Family Structure



- Sexual orientation
- Marital Status

40.9 The survey asks participants about disabilities they have and then reports on this by gender, location, age, SEIFA, highest education level, and household income.

#### **Example 3 – Australian Capital Territory School Census**

40.10 The Australian Capital Territory School Census is an Education Directorate survey of enrolments in territory schools and is implemented bi-annually; a census of all schools, public and non-government, in February, and a census of public schools only in August. The Australian Government Department of Education conducts an enrolment census for non-government schools in August. The census includes a range of demographic information including date of birth (with age derived), gender, Indigenous status, language spoken at home and country of birth.