



VICTORIA'S GENDER EQUALITY BASELINE REPORT

NOVEMBER 2019



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LIST OF TERMS AND ACRONYMS

TERM	DEFINITION
ABS	Australian Bureau of Statistics
AHRC	Australian Human Rights Commission
AIHW	Australian Institute of Health and Welfare
ASX	Australian Stock Exchange
CALD	Culturally and linguistically diverse
CEO	Chief Executive Officer
Domain	Organising principles or 'dimensions' into which the vision of Safe and Strong is organised
Free from Violence	Victoria's strategy to prevent family violence and all forms of violence against women
HILDA	Household, Income and Labour Dynamics in Australia Survey
Indicator	Defines the direction of change needed to progress towards each outcome
LGBTIQ	Lesbian, gay, bisexual, trans and gender diverse, intersex and/or queer
Measure	Provides an objective and standardised quantification of the size, amount or degree desired
NCAS	National Community Attitudes Survey
Outcome	Represent a desired condition of gender equality that is specific enough to be measured
Safe and Strong	Victoria's Gender Equality Strategy
SES	Socio-economic status
STEM	Science, technology, engineering and mathematics
VAHI	Victorian Agency for Health Information
VEOHRC	Victorian Equal Opportunity and Human Rights Commission
VPHS	Victorian Population Health Survey
VPS	Victorian Public Service
VPSC	Victorian Public Sector Commissioner
WGEA	Workplace Gender Equality Agency
WoVG	Whole of Victorian Government

INTRODUCTION AND PURPOSE



Victoria's Gender Equality Baseline Report 2019 (the Baseline Report) provides a set of measures against which progress towards gender equality outcomes in Victoria will be monitored over time.

The development of the Baseline Report was a founding reform of Victoria's gender equality strategy, Safe and Strong. The Andrews Government has embarked on an ambitious reform agenda to improve all areas of gender equality. The Baseline Report outlines significant gender equality gaps drawing on available data as of October 2019 and identifies areas for potential government investment across the next three years.

This Baseline Report provides an overview of the current status of gender equality and lays the foundation for measurable action to guide future effort for years to come. The report provides an indication of where Victoria is performing well and outlines priority focus areas for future data collection.

Achieving gender equality for all Victorians is a fundamental human right. It is also important in contributing to healthier and safer communities and strengthening our economy. The Victorian Government recognises that this change will not occur quickly or easily. Rather, we acknowledge the scale and complexity of the task before us and will continue to invest in real actions to deliver improvements to progressively build attitudinal and behavioural change required to achieve gender equality and reduce violence against women.

OUTCOMES FRAMEWORK



The Gender Equality Outcomes Framework aligns with the following other Victorian Government Outcomes Frameworks and Strategic Plans:

- *Victoria's Family Violence Outcomes Framework;*
- *Ending Family Violence: Victoria's Plan for Change and Free from Violence Outcomes Framework;*
- *Victorian Women's Sexual and Reproductive Health: Key Priorities 2017-2020;*
- *Victoria's Health and Wellbeing Plan and Outcomes Framework;*
- *Victoria's Absolutely Everybody State Disability Plan;*
- *Victoria's 10 Year Mental Health Plan;*
- *Korin Balit-Djak: Aboriginal Health, Wellbeing and Safety Strategic Plan 2017-22;*
- *Balit Murrup: Aboriginal Social and Emotional Wellbeing Framework 2017-20; and*
- *Dhelk Dja: Safe Our Way – Strong Culture, Strong People, Strong Families Aboriginal-led Agreement.*

**REFRESHED
OUTCOMES
FRAMEWORK**

1. Victorians live free from gendered norms, stereotypes, and expectations

Victorians do not tolerate attitudes and behaviour that support gender inequality

- Decrease in prevalence of reported workplace and everyday sexism, sexual harassment and gender discrimination*
- Increase in positive bystander behaviour towards gender inequality and discrimination based on sex and gender*
- Decrease in attitudes that justify, excuse, minimise, hide or shift violence against women*

Victorians model and promote a commitment to gender equality

- Increase in the number of workplaces and organisations that demonstrate a commitment to gender equality*
- Increase in support, recognition and value placed on unpaid work
- Decrease in representations of restrictive gender norms in the media, advertising and the arts

2. Victorians are empowered, healthy and safe

Health and wellbeing are not limited by gender

- Improved sexual and reproductive health[#]
- Improved mental wellbeing[#]
- Improved physical health[#]
- Increase participation of women and girls in sport and active recreation[#]
- Improved outcomes for women in the criminal justice system

All Victorians are safe and treated with respect in their homes, communities and workplaces

- Increase in people reporting they enjoy safe, healthy and respectful relationships[#]
- Reduction in all forms of family and sexual violence^{*#}
- Increase in women feeling safe in public spaces^{*#}
- Increase in connection to culture and community[#]

3. Victorians have equal access to economic and material security

Victorians are rewarded equitably for their contribution in all aspects of society

- Increase gender income equity and security
- Increased representation of women in all settings and at all levels of leadership
- Increased diversity of women leaders

Participation in education and the economy is not limited by gender

- Reduced gender segregation in occupations and education
- Reduced gender gap in workplace participation

Access to safe and secure housing is not limited by gender

- Improved outcomes for homeless women, especially single mothers and older women[#]
- Reduced housing stress for households headed by single women

4. The Victorian Government is a leader on gender equality

Gender equality is embedded in all Victorian Government decisions and actions

- Increased focus on gender equality in Victorian Government procurement and grant giving
- Increased focus on gender equality in Victorian Government policy making

Outcomes Framework Alignment Key

* Victoria's Free From Violence Outcomes Framework

[#] Victorian Public Health and Wellbeing Outcomes Framework

BASELINE DATA SOURCES



Over 20 data sources were considered to inform the development of the baseline assessment. The data sources relating to gender equality measure knowledge, behaviour and service access as well as progress on economic and social indicators including census and household surveys. The data will set in place a comprehensive set of measures across the outcomes and indicators aligned to the implementation of Safe and Strong. Recognising that the impact of gender inequality is compounded by how gendered barriers interact with other forms of disadvantage and discrimination, disaggregated data was used wherever possible – breaking down information by Aboriginality, age, disability, socio-economic status (SES) and cultural and linguistic diversity (CALD). Where possible, these characteristics have been emphasised in the data, along with additional variables, such as geographic breakdowns.

Data for Victoria, other states and territories, and Australia were collected from multiple sources, including:

- AusPlay Survey;
- Australian Bureau of Statistics (ABS);
- Household, Income and Labour Dynamics in Australia (HILDA) Survey;
- National Community Attitudes towards Violence Against Women Survey (NCAS);
- VicHealth;
- Victorian Crime Statistics Agency (CrimeStats);
- Victorian Department of Education and Training (DET);
- Victorian Equal Opportunity and Human Rights Commission (VEOHRC);
- Victorian Population Health Survey (VPHS);
- Victorian Public Sector Commission (VPSC); and
- Workplace Gender Equality Agency (WGEA).



CATEGORIES OF DATA INCLUDED

There are a range of data types which have been included in the Baseline Report. The measurement identification process involved consideration of each outcome and indicator, and the activities and strategies that drive them. The data sources identified in the baseline assessment were then reviewed in line with a series of assessment criteria. Specifically, assessment of each measure involved consideration of:

- the **objective** of the relevant indicator and specific direction of the desired change;
- how the measure (or proxy) **aligns** with the objective of the indicator;
- the current **baseline** for the measure;
- the **capacity** of the Victorian Government to influence the measure, including mapping the activities in Safe and Strong and broader Victorian Government plans that can influence the measure; and
- the **direction of change** that is expected to result from Victorian Government activities, and the likely timeframe for change.

Recognising data limitations and the scope of Safe and Strong, the Baseline Report includes two types of proposed measures:

- **Proposed** – the most appropriate measure for the indicator based on the proposed social policy outcomes of the Victorian Government. In some cases, there is no data available for this measure.
- **Proxy** – where there is limited population data available for the measure, proxies are identified as an alternate measure of progress. Examples are one-off surveys or Australian-wide data where Victorian-level data is not available. Proxy measures may also include data collected by services. These are useful to track as indicators of change in community experience but are proxies because they are not population level outcomes of change.

Some measures have limited or no data, and a data collection plan will be developed and aligned to other current WoVG initiatives such as the Family Violence Data Collection Framework and the Monitoring and Evaluation Framework for Free From Violence. The Baseline Report measures will be further refined.

INTERSECTIONALITY IN GENDER INEQUALITY



Gender intersects with other factors such as SES, age or ethnicity. The experience of gender inequality can be particularly compounded by the way gender-based discrimination intersects with other forms of diversity such as: disability, cultural diversity, Aboriginality, gender diversity and sexual orientation. Understanding how the intersections between diverse experiences impact safety, economic security, work and leadership is critical for policy making.

Disaggregated data has been used wherever possible within the Baseline Report – breaking down information by Aboriginality, disability, SES and cultural and linguistic diversity. Sample size requirements mean that there are limits to how much data can be disaggregated and still remain robust.

The framework includes six priority areas for disaggregation, namely:

- **Aboriginal Women:** Aboriginal women face systemic disadvantages. Compared to non-Aboriginal women, Aboriginal women are 32 times more likely to be hospitalised as a result of family violence¹ and are almost 10 times more likely to die from assault.² Aboriginal women are also at far greater risk of homelessness and incarceration.

¹ Steering Committee for the Review of Government Service Provision 2016, *Overcoming Indigenous Disadvantage: Key Indicators 2016*, Productivity Commission, Commonwealth of Australia, Canberra.

² Department of Premier and Cabinet 2016, *Safe and Strong: A Victorian gender equality strategy*, Victorian Government, Melbourne.

- **Women with Disability:** It is estimated that in Australia, women with disability are three times more likely to experience sexual violence, and twice as likely to experience partner violence, than women without disability.³ Women with disability are less likely to be in paid employment and are paid less than men with disability and women without disability.⁴
- **CALD Women:** Women from CALD backgrounds face additional barriers to education and employment and may have limited information about their rights. CALD women are over-represented in low paid and insecure work.

For example, migrant women are seven per cent less likely to be employed than those born in Australia. 37.5 per cent of women accessing domestic violence support services are of non-English speaking backgrounds but represent only 17.3 per cent of the total population in Victoria.⁵

³ Krnjacki, L, Emerson, E, Llewellyn G & Kavanagh AM 2016, 'Prevalence and risk of violence against people with and without disabilities: Findings from an Australian population-based survey', *Australian and New Zealand Journal of Public Health*, vol 40, no. 1, pp. 16-21.

⁴ Department of Premier and Cabinet 2016, *Safe and Strong: A Victorian gender equality strategy*, Victorian Government, Melbourne.

⁵ El Matrah, J 2011, *Muslim Women, Islam and Family Violence: A guide for changing the way we work with Muslim women experiencing family violence*, The Australian Muslim Women's Centre for Human Rights, Northcote, Victoria.



- **Age:** The impacts of gender vary over a lifetime. For example, during adolescence, expectations of girls are increasingly shaped by gender norms that impact girls' social, educational and leisure choices.⁶ Women retire with half the superannuation savings of men, and older women are at greater risk of homelessness than older men.⁷
- **Women from low SES Backgrounds:** Women from low SES backgrounds face barriers in accessing essential services and supports which can compound other gendered disadvantages. For example, socio-economic inequality heightens the risk of violence against women.⁸
- **LGBTIQ:** LGBTIQ communities face significant barriers to accessing essential inclusive services and supports in the community and are more likely in all Australian workplaces to experience sexual harassment.⁹ The LGBTIQ community experience discrimination when attempts are made to access essential services, or when attempting to support friends, partners or other individuals who identify as LGBTIQ within the service system.¹⁰ This community experiences family violence, and significant discrimination, which have negative implications for individual and collective mental health, general health and wellbeing.¹¹

6 ODI 2018, 'Adolescence and Gender Norms', *Gender & Adolescence: Global evidence*, London.

7 Department of Premier and Cabinet 2016, *Safe and Strong: A Victorian gender equality strategy*, Victorian Government, Melbourne.

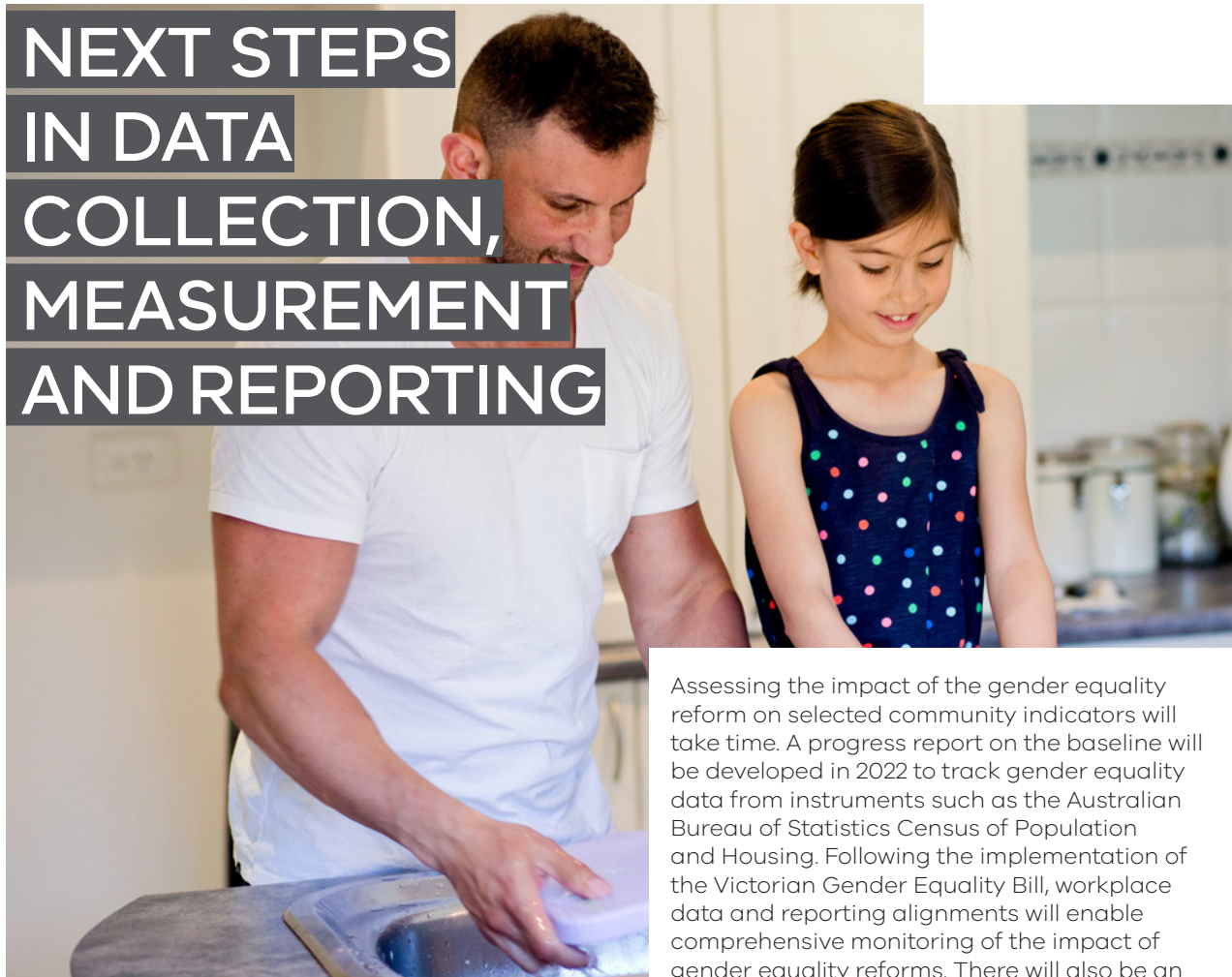
8 Department of Premier and Cabinet 2016, *Free from Violence: Victoria's strategy to prevent family violence and all forms of violence against women*, Victorian Government, Melbourne.

9 Australian Human Rights Commission, 2015, *Face the facts: Lesbian, Gay, Bisexual, Trans and Intersex People*, <https://www.humanrights.gov.au/our-work/education/face-facts-lesbian-gay-bisexual-trans-and-intersex-people>

10 Human Rights and Equal Opportunity Commission, 2007, *Stories of discrimination experienced by the gay, lesbian, bisexual, transgender and intersex community*, https://www.humanrights.gov.au/sites/default/files/content/pdf/human_rights/lgbti/stories.pdf

11 Victorian State Government, GLHV, Our Watch, 2017, *Summary report: Primary prevention of family violence against people from LGBTI communities*, [https://www.ourwatch.org.au/getmedia/13fded0c-851b-4935-b402-e00fdb9b6e4b/Summary-report_Preventing-FV-against-people-in-LGBTI-communities-\(Accessible-PDF\).pdf.aspx](https://www.ourwatch.org.au/getmedia/13fded0c-851b-4935-b402-e00fdb9b6e4b/Summary-report_Preventing-FV-against-people-in-LGBTI-communities-(Accessible-PDF).pdf.aspx), p. 5.

NEXT STEPS IN DATA COLLECTION, MEASUREMENT AND REPORTING



Assessing the impact of the gender equality reform on selected community indicators will take time. A progress report on the baseline will be developed in 2022 to track gender equality data from instruments such as the Australian Bureau of Statistics Census of Population and Housing. Following the implementation of the Victorian Gender Equality Bill, workplace data and reporting alignments will enable comprehensive monitoring of the impact of gender equality reforms. There will also be an opportunity to improve data collection in areas where gender equality data is currently lacking.

Because of the complexity of collecting gender equality data, there are inherent limitations in the data associated with the proposed measures. The primary limitation relates to a lack of state-based data in some areas. Victorian data has been used to inform the Baseline Report where possible, but significant gaps have been identified in state-based reporting across all settings. The reliance on Australia-wide data limits the ability for government to effectively monitor improvements to gender equality in Victoria. Improving gender disaggregated reporting at the local and state levels will be a key focus for the next iteration of the Baseline Report. Of note, the Department of Premier and Cabinet is already working with Australia's National Research Organisation for Women's Safety (ANROWS) to collect Victorian specific data about changes in attitudes and behaviours to gender equality and violence against women.

Work to date on the 2019 Baseline Report has demonstrated that significant data development work is required to address the identified limitations and to ensure that outcomes data is valid and reliable. This work will be conducted in tandem with similar initiatives such as the Family Violence Data Collection Framework and the Family Violence Prevention Monitoring and Evaluation Framework. The Department of Premier and Cabinet will work with departments to develop a detailed implementation plan to improve data collection for the next Baseline Report which considers costs and administrative responsibilities for departments and providers. Where possible, further work will take place to strengthen the capacity for the disaggregation of gendered data in recognition of the intersectional dimensions of gender inequality.



DOMAIN ONE – VICTORIANS LIVE FREE FROM GENDERED NORMS, STEREOTYPES, AND EXPECTATIONS

Domain One of Safe and Strong seeks to ensure freedom from gendered norms, stereotypes and gender-based violence. Specifically, Safe and Strong seeks to achieve two primary outcomes under this Domain, namely:

- **Outcome:** Victorians do not tolerate attitudes and behaviours that support gender inequality

Indicators

- Decrease in prevalence of reported workplace and everyday sexism, sexual harassment and gender discrimination
- Increase in positive bystander behaviour towards gender inequality and discrimination based on sex and gender
- Decrease in attitudes that justify, excuse, minimise, hide or shift blame for gender inequality and violence against women

- **Outcome:** Victorians model and promote a commitment to gender equality

Indicators

- Increase in the number of workplaces and organisations that demonstrate a commitment to gender equality
- Increase in support, recognition and value placed on unpaid work
- Decrease in representations of restrictive gender norms in the media, advertising and the arts

Gender inequality, gendered roles, power imbalance and some cultural attitudes drive family violence. Preventing violence requires driving social and cultural change throughout the community. Shifting gendered attitudes and norms will lead to greater safety for Victorians in homes, communities and workplaces, from gender discrimination, sexism, sexual harassment and physical and sexual violence.

Women continue to experience higher rates of sexism, sexual harassment, gender discrimination and gender unequal attitudes

Experiences of sexism, sexual harassment and gender discrimination undermine women's safety in their homes, communities, workplaces and educational institutions.

More than 20 per cent of Victorian women reported experiencing sexual harassment in the past 12 months, compared with less than 10 per cent of Victorian men.¹² Within the Victorian Public Sector, 10 per cent of women report experiencing sexual harassment, compared to 7 per cent of men. The Australian Human Rights Commission (AHRC) surveyed university students in 2016 and found that 32 per cent of women and 17 per cent of men had experienced sexual harassment in a university setting.

¹² ABS Personal Safety Survey, 2016.

Attitudes to gender equality and violence against women have improved

Community attitudes can contribute to and exacerbate gender inequality. Increasing awareness and understanding of the impact of gender inequality will contribute to a culture of challenging gender inequalities and family violence.

Surveys that track attitudes towards gender equality point both to improved attitudes and persistent gender gaps. The National Community Attitudes towards Violence against Women Survey (NCAS) employs a composite measure to determine overall changes in attitudes, scored between one and 100. In 2017, the Victorian population's Attitudes Supportive of Gender Equality (GEAS) mean score increased to 67, up from 64 in 2013.

At the state population level, levels of understanding of what behaviours constitute violence against women in Victoria have also increased, with mean scores improving from 62 in 2013, to 70 in 2017. The Community Attitudes Supportive of Violence Against Women Scale (CASVAWS) mean score decreased from 36 in 2013, to 32 in 2017, signifying that the Victorian population were less likely to condone or justify violence against women.

At the same time, there is still a continued need for community education about gender equality and the impacts of violence against women. For example, the NCAS – Young Australians Attitudes Survey identifies that 22 per cent of young people believe there is no harm in making sexist jokes about women when among their male friends, and young men (30 per cent) are two times more likely than young women to agree with this statement (14 per cent). Further, 31 per cent of young men and 19 per cent of young women agree with the statement, 'many women tend to exaggerate the problem of male violence'.

Gender equality is improving in Victorian workplaces and organisations but there is still progress to be made

Significant progress is being made in flexible working policies and strategies, where 73.1 per cent of large non-public sector employers now have these arrangements in place.¹³ Increased availability and uptake of flexible working arrangements and inclusive policies by both men and women will allow all Victorians to have opportunities to participate.

The evidence shows that under-valuing unpaid care is related to poorer women's health and wellbeing, limits workforce participation and is related to low rates of pay in industries such as childcare and community support.¹⁴ Unpaid work is equivalent to 50 per cent of Victoria's Gross State Product in 2017-18, with 63.2 per cent undertaken by women. On average, Victorian women do 13.1 additional hours per week of unpaid work and care than men, which adds up to 681 additional hours per year.

The majority of primary parental leave is taken by mothers, and women are much more likely to use flexible working arrangements.

¹³ Workplace Gender Equality Agency, 2017-18.

¹⁴ Women's Health Victoria, Spotlight on Women and Unpaid Care, 2018.

VICTORIANS DO NOT TOLERATE ATTITUDES AND BEHAVIOURS THAT SUPPORT GENDER INEQUALITY

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE AND TYPE	REPORTING PERIOD
Decrease in prevalence of reported workplace and everyday sexism, sexual harassment and gender discrimination	Number of complaints to the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) relating to pregnancy, parental status, sex, sexual harassment and gender identity (proxy)	29 on the basis of pregnancy 72 on the basis of parental status 226 on the basis of sex 156 on the basis of sexual harassment 21 on the basis of gender identity	VEOHRC – Annual Report 2017-2018	Annual
	Proportion of people experiencing workplace sexual harassment within the previous 12 months, by gender (proposed)	23 per cent of women in the Australian workforce have experienced some form of workplace sexual harassment compared with 16 per cent of men in the workforce.	AHRC – Everybody’s Business: Fourth national survey on Sexual Harassment in Australian workplaces 2018	Cyclical (5 years)
	Proportion of students experiencing sexual harassment and sexual assault in university settings within 12 months, by gender (proposed)	In 2016, 32 per cent of women and 17 per cent of men experienced sexual harassment in university settings 2.3 per cent of women and 0.7 per cent of men reported being sexually assaulted in a university setting in 2015 or 2016	AHRC – Change the Course: National Report on Sexual Assault and Sexual Harassment in Australian universities 2017	Cyclical (4 years)
	Proportion of people employed in the VPS who experienced sexual harassment, by gender (proxy)	In 2018, 10 per cent of women and 7 per cent of men employed in the VPS reported sexual harassment	VPSC – The State of the Public Sector in Victoria 2017-2018 Report	Annual
	Proportion of the Victorian population who experienced sexual harassment in the last 12 months, by gender (proposed)	In 2016, 20 per cent of females and 9.6 per cent of males reported experiencing sexual harassment in the previous 12 months	ABS – Personal Safety Survey 2016, Victorian data	Cyclical (4 years)
	Survey results about experiences of everyday sexism (proposed)	8 per cent of girls and young women aged between 15 and 19 believed they are always treated equally to boys	Plan International and Our Watch – Everyday sexism – Girls’ and young women’s views on gender inequality in Australia Report	No current plan for update

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE AND TYPE	REPORTING PERIOD
Increase in positive bystander behaviour towards gender inequality and discrimination based on sex and gender	Proportion of people who would act if they were present when a family member or close friend was experiencing gender discrimination, by gender (NCAS Intention to Act Construct) (proposed)	56 per cent of women and 33 per cent of men would act if a male friend told a sexist joke about women	NCAS – 2017 Report, Australian data	Cyclical (4 years)
	Proportion of people who took some form of bystander action in response to having witnessed sexism towards women, by gender and age (proposed)	62.9 per cent of females and 28.5 per cent of males reported taking action Those aged 18 to 34 (31.2 per cent) were less likely to take action than those aged 35 to 54 (57.3 per cent)	VicHealth – More Than Ready: Bystander action to prevent violence against women in the Victorian Community Research Report	No current plan for update
Decrease in attitudes that justify, excuse, minimise, hide or shift blame for gender inequality and violence against women	Victorian mean score on the Community Attitudes Supportive of Violence against Women Scale (CASVAWS) (proposed)	The Community Attitudes Supportive of Violence Against Women Scale (CASVAWS) score decreased from 36 in 2013, to 32 in 2017, indicating a positive change	NCAS – 2017 Report, Victorian data	Cyclical (4 years)
	Proportion of young people (aged 18-24) who mistrust women reporting experiences of violence, by gender (proxy)	31 per cent of young men and 19 per cent of young women agree with the statement, 'many women tend to exaggerate the problem of male violence' 39 per cent of young men and 28 per cent of young women agree that a female victim who does not leave an abusive partner is partly responsible for the abuse continuing	NCAS – Young Australians' attitudes to violence against women and gender equality, 2017, Australian data	Cyclical (4 years)
	Proportion of young people (aged 18-24) who deny gender inequality is a problem, by gender (proxy)	Almost half (45 per cent) of young people believe that many women exaggerate gender inequality in Australia, with young men (52 per cent) more likely to hold this belief than young women (37 per cent).	NCAS – Young Australians' attitudes to violence against women and gender equality, 2017, Australian data	Cyclical (4 years)
	Proportion of young people (aged 18-24) condoning male peer relations involving aggression and disrespect towards women, by gender (proxy)	22 per cent of young people believe there is no harm in making sexist jokes about women when among their male friends, and young men (30 per cent) are more than two times more likely than young women to agree with this statement (14 per cent).	NCAS – Young Australians' attitudes to violence against women and gender equality, 2017, Australian data	Cyclical (4 years)

VICTORIANS MODEL AND PROMOTE A COMMITMENT TO GENDER EQUALITY

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Increase in number of organisations that demonstrate a commitment to gender equality	Proportion of non-public sector organisations in Victoria with flexible work arrangements or policies (proposed)	Non-public sector organisations who provided employer funded paid parental leave in 2017-18 40.4 per cent for primary carer 36.4 per cent for secondary carer	WGEA – Australia’s gender equality scorecard: Key findings from the Workplace Gender Equality Agency’s 2017-18 Reporting data	Annual
	Proportion of VPS employees who use flexible work arrangements, by gender (proxy)	50 per cent of women and 39 per cent of men use flexible work arrangements	VPSC – The State of the Public Sector in Victoria 2017-2018 Report	Annual
Increase in support, recognition and value placed on unpaid work	Gender gap in unpaid work (proposed)	Women represent 82 per cent of Victorians who performed 30 hours or more unpaid work in a week (342,620 women and 74,366 men)	ABS – 2016 Australian Census, Victorian data	Cyclical (5 years)
		On average, Victorian women do 13.1 additional hours per week of unpaid work and care than men, which adds up to 681 additional hours per year	Deloitte Access Economics – Modelling the value of unpaid work and care report 2018	No current plan for update
	Proportion of the population who are supportive of unpaid work being shared equally (proposed)	84.1 per cent of the Victorian respondents agree that “if both partners in a couple work, they should share equally in the housework and care of children”	Household, Income, and Labour Dynamics (HILDA) – 14th Annual Statistical Report 2019	Annual
	Victorian mean score on the Attitudes Supportive of Gender Equality Scale (GEAS) (proposed)	In 2017, the Victorian population’s Attitudes Supportive of Gender Equality (GEAS) score increased to 67, up from 64 in 2013	NCAS – 2017 Report, Victorian data	Cyclical (4 years)
Decrease in representations of restrictive gender norms in the media, advertising and the arts	Content analysis of media, advertising and the arts (proposed)	To be determined	To be determined	To be determined

DOMAIN TWO – VICTORIANS ARE EMPOWERED, HEALTHY AND SAFE



Domain Two of Safe and Strong focuses on improving women's health and wellbeing. Specifically, Safe and Strong seeks to achieve three primary outcomes under this Domain, namely:

- **Outcome:** Health and wellbeing are not limited by gender

Indicators

- Improved sexual and reproductive health
 - Improved mental wellbeing
 - Improved physical health
 - Increase participation of women and girls in sport and active recreation
 - Improved outcomes for women in the criminal justice system
- **Outcome:** All Victorians are safe and treated with respect in their homes, communities and workplaces

Indicators

- Increase in people reporting they enjoy safe, healthy and respectful relationships
- Reduction in all forms of family and sexual violence
- Increase in women feeling safe in public places
- Increase in connection to culture and community

Improving women's health and wellbeing is critical to achieving gender equality. Yet, gender inequalities in workforce participation, unpaid care and work, pay and income security and social participation impact women's physical and mental health.

Critically, family violence – which is driven by gender inequality – is also the leading cause of preventable death, illness and disability for women aged 15-44 years.

Women experience unequal access to sexual and reproductive health services across Victoria

When sexual and reproductive rights are supported, people have the information they need to make choices, autonomy to make their own decisions and access to services to exercise those choices. Australia-wide, women are more likely than men to have had discussion with their GPs about family planning or safe sexual practices.

Barriers and service gaps remain that affect women's access to affordable sexual and reproductive services across the state, particularly in rural and regional Victoria.

Women experience a range of gender-specific health issues with wide-ranging impacts. Specific reproductive health issues – such as endometriosis and polycystic ovary syndrome require early diagnosis, effective treatment and management.

There are data gaps relating to the experiences of women with these conditions. Sexually transmissible infections also impact women's sexual and reproductive health.

Meaningful improvements will require addressing barriers to social participation, breaking down gender norms, investing in appropriate gender-sensitive health services, and ensuring all women have the knowledge and support available to access appropriate, gender-sensitive health services.

Women continue to experience mental health disorders at much higher rates than men, particularly young women

The lifetime prevalence of depression/anxiety has been increasing since 2008, but at a higher rate for men than women, with 33.6 per cent of women compared to 21 per cent of men having been diagnosed with anxiety or depression. Overall, 29.2 per cent of women aged 18-24 feel that life is worthwhile, compared to 37.8 per cent of all women. There were also 1,112 females aged 10 to 17 years presenting to hospital for self-harm compared to 327 males.

Social connections contribute to mental health. In 2016, 14.1 per cent of Victorian females and 15.0 per cent of Victorian males reported being involved in a civic or political group in the past 12 months. Participation varies considerably with age where male participation rates peak in the 50 to 54-year age group, while female participation rates are highest among 45 to 49-year-olds.

Women experience health disadvantages and some poorer health and wellbeing outcomes than men

The intersection between gender and other areas of disadvantage means many women experience multiple health disadvantages and have poorer health and wellbeing. For example, smaller proportions of women who do not speak English report excellent or very good health compared to women who do speak English (36.9 per cent compared to 48.2 per cent). There is also a health gap between women who are employed compared to those who are not in the labour force (51.1 per cent compared to 38 per cent). Women are also more likely to live with two or more chronic diseases compared to men (21.3 per cent compared to 15.4 per cent)



Many women and girls participate in sport and active recreation regularly but barriers to participation remain

Sport is part of the culture and identity of Victoria. The frequency of participation in sport and recreation is an important determinant of health. The Organisation for Economic Co-operation and Development (OECD) reports that a lack of physical activity is a key driver of chronic disease.¹⁵ Women and girls face barriers to their participation, such as caring responsibilities, body image and perceptions of safety, along with cultural norms about what activities are appropriate.¹⁶ There are significant differences in participation in structured activities – 20.9 per cent of women did so in the year to 2018 compared with 33.8 per cent of men.

¹⁵ OECD, Directorate for Employment, Labour and Social Affairs, Health Division.

¹⁶ Women's Health Victoria, Women and Physical Activity. Gender Impact Assessment, 2010.

Victorian women are still unsafe in their homes and communities

In the year ending June 2019, 75 per cent of the victims who reported family violence to police were women. In addition, one-quarter (24.6 per cent) of women have experienced physical assault and 16.9 per cent have experienced sexual assault perpetrated by men since the age of 15.¹⁷ We also know that in a 12-month period, 5.3 per cent of Victorian women experienced emotional abuse, 3.3 per cent experienced physical violence and 2.2 per cent experienced sexual violence. Only one third of women (32.5 per cent) compared to two thirds of men (62.5 per cent) feel safe walking alone after dark in the last 12 months. These statistics tell us that women are feeling a lack of safety in both the public and private realms and that they are facing physical, sexual and emotional abuse.

¹⁷ Rates of physical and sexual assault perpetrated by women are much lower (1% of women report experiencing sexual assault by a woman, and 7% report experiencing physical assault by a woman). ABS Personal Safety Survey, 2016.

HEALTH AND WELLBEING ARE NOT LIMITED BY GENDER

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Improved sexual and reproductive health	Proportion of the population who can easily access the sexual and reproductive health advice and treatment they need, by geographic location (proxy)	To be determined	To be determined	To be determined
	Proportion of people who discussed family planning or safe sexual practices with their GP in the past 12 months, by gender (proxy)	<i>Family planning</i> 6 per cent of females and 1.5 per cent of males <i>Safe sexual practices</i> 4.1 per cent of females and 1.4 per cent of males	ABS – Health Service Usage and Health Related Actions 2014-15, Australian data	Cyclical (3 years)
	Proportion of eligible women who participate in the National Cervical Screening Program (proposed)	In 2012-2016, 83.9 per cent of eligible women were screened for cervical cancer	AIHW – Cervical screening in Australia 2019, Victoria data	Annual
	Prevalence of sexually transmitted infections (STIs) of young people (aged 15-17), by gender (proxy)	The rate of chlamydial infection among Victorian females aged 15 to 17 years (625.2 per 100,000) is nearly four times higher than for Victorian males aged 15 to 17 years (160 per 100,000)	DET – The State of Victorian's Children Report 2017	Annual
	Rate of live births to teenage mothers aged 15-19 years (per 1,000 females), by Indigenous status and geographic location (proposed)	In 2015, rates for live births were: 28.5 (per 1,000) for Indigenous women and 6.4 (per 1,000) for non-Indigenous women 5.1 (per 1,000) for women in major cities and 16.7 (per 1,000) for women in outer regional areas	AIHW – Children's Headline Indicators 2018, Victorian data	No current plan for update

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Improved mental wellbeing	Number of emergency department presentations for self-harm among 10 to 17-year-olds in Victoria, by gender (proxy)	1,112 females and 327 males presented to hospital for self-harm in 2016	DET – The State of Victoria’s Children Report 2017	Annual
	Proportion of the population who had ever been diagnosed with anxiety or depression, by gender (proposed)	33.6 per cent of females and 21 per cent of males have been diagnosed with anxiety or depression	VAHI – VPHS 2017 Report	Annual
	Proportion of young women aged 18-25 who feel that what they do in life is worthwhile compared to all women (proxy)	29.2 per cent of women aged 18-25 rated their feeling that what they do in life is worthwhile as very high (score of 9-10), compared to all women at 37.8 per cent	VAHI – VPHS 2016 Report	Annual
Improved physical health	Percentage of women who self-report excellent/very good health, by CALD status and employment status (proposed)	48.2 per cent of women who speak English, compared with 36.9 per cent of women who speak a language other than English 51.1 per cent of women employed, compared with 38 per cent of women who were not in the labour force	VAHI – VPHS 2016 Report	Annual
	Proportion of people who meet Australia’s Physical Activity and Sedentary Behaviour Guidelines, by gender (proposed)	49 per cent of women aged 18 and over met guidelines, compared with 52.8 per cent of men	VAHI – VPHS 2017 Report	Annual
	Overall population living with two or more of the high prevalence chronic diseases, by gender (proposed)	21.3 per cent of women and 15.4 per cent of men live with two or more chronic diseases	VAHI – VPHS 2017 Report	Annual

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Increase in participation of women and girls in sport and active recreation	The percentage of women and girls who exercise at least three times a week (proposed)	The percentage of women and girls over 15 exercising regularly (three times a week or more) was 69 per cent in 2018	Sport Australia – The AusPlay Survey, Australian data	Half-yearly
	The percentage of people who participate in structured sport and recreational activities, by gender (proposed)	19.7 per cent of women participated in structured sport and recreational activities in the 12 months to October 2018, compared with 33.5 per cent of men 36.3 per cent of women participated in unstructured sport and recreational activities, compared with 29.8 per cent of men	Sport Australia – The AusPlay Survey, Australian data	Half-yearly
Improved outcomes for women in the criminal justice system	Percentage of women entering prison with previous imprisonment terms (proxy)	Women entering prison with previous imprisonment history has increased from 36.9 per cent as of June 2017, to 39.4 per cent as of June 2018	Corrections Victoria – Annual Prisoner Statistical Profile 2017-18	Annual

ALL VICTORIANS ARE SAFE AND TREATED WITH RESPECT IN THEIR HOMES, COMMUNITIES AND WORKPLACES

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Increase in people reporting they enjoy safe, healthy and respectful relationships	Proportion of people reporting that they experience relationships that are: safe; healthy; non-violent; equal; and demonstrate mutual respect and trust (proposed)	To be determined	To be determined	To be determined
Reduction in all forms of family and sexual violence	Number/proportion of people who say they experienced family or sexual violence in the last 12 months, by type of violence experienced and gender [family violence as defined within the Family Violence Data Framework] (proposed)	The following percentages of people in Victoria reported family or sexual violence: <i>Emotional abuse</i> 5.3 per cent (women) 4.1 per cent (men) <i>Physical violence</i> 3.3 per cent (women) 5 per cent (men) <i>Sexual violence</i> 2.2 per cent (women) 1 per cent (men)	ABS – Personal Safety Survey 2016, Victorian data	Cyclical (4 years)
	Number of family violence incidents, by type [as recorded by Victoria Police in the last 12 months] (proposed)	22,556 assault and related offences 5,177 sexual offences 7,162 stalking, harassment and threatening behaviour offences 397 abduction and related offences 30 homicide and related offences 1,153 dangerous and negligent acts endangering people	CrimeStats – Recorded Offences data table – Year ending June 2019	Quarterly

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
	Number of unique affected family members experiencing family violence, by gender [as recorded by Victoria Police in the last 12 months] (proposed)	82,653 (61,826 women and 20,691 men) reported family violence to Victoria Police between July 2018 and June 2019	CrimeStats – Family Incidents data table – Year ending June 2019	Quarterly
	Number of victim reports for sexual offences, by gender [as recorded by Victoria Police in the last 12 months] (proposed)	8,834 (7427 women and 1327 men) reported sexual offences to Victoria Police between July 2018 and June 2019	CrimeStats – Victim Reports data table – Year ending June 2019	Quarterly
Increase in women feeling safe in public spaces	Proportion of women who report feeling safe walking in the local area alone after dark in the last 12 months (proposed)	32.5 per cent of women and 62.5 per cent of men felt safe walking alone after dark	ABS – Personal Safety Survey 2016, Victorian data	Cyclical (4 years)
	Proportion of women who report feeling safe using public transport alone after dark in the last 12 months (proposed)	24 per cent of women and 40.3 per cent of males felt safe using public transport alone after dark		
Increase in connection to culture and communities	Proportion of women who belong to an organised group (proposed)	In 2016, 14.1 per cent of Victorian women and 15.0 per cent of Victorian men reported being involved in a civic or political group in the past 12 months	ABS – General Social Survey 2014, Victorian data	Cyclical (4 years)
	Proportion of women who are ranked as being digitally included on the Australian Digital Inclusion Index (access, affordability and digital ability) (proxy)	In 2018, 61 per cent of Australian women had a digital connection compared to 62.8 per cent of men. The gender gap was highest in the 65 and over age group, with 46.1 per cent of women and 50.1 per cent of men digitally connected	The Australian Digital Inclusion Index 2019	Annual

DOMAIN THREE – VICTORIANS HAVE EQUAL ACCESS TO ECONOMIC AND MATERIAL SECURITY



Domain Three focuses on ensuring gender equality in education, work and ultimately economic security. Specifically, Safe and Strong seeks to achieve three primary outcomes under this Domain, namely:

- **Outcome:** Victorians are rewarded equitably for their contribution in all aspects of society

Indicators

- Increased gender income equity and security
- Increased representation of women in all settings and at all levels of leadership
- Increased diversity of women leaders
- **Outcome:** Participation in education and the economy is not limited by gender

Indicators

- Reduced gender segregation in occupations and education
- Reduced gender gap in workforce participation
- **Outcome:** Access to safe and secure housing is not limited by gender

Indicators

- Improved outcomes for homeless women, especially single mothers and older women
- Reduced housing stress for households headed by single women

Participation in learning, education, the economy and society is a key determinant of an individual's ability to influence their communities and shape their own lives. Entrenched gender segregation across industries, occupations and leadership impact equality of opportunity and contribute to the gap in gender pay observed across the economy. Addressing the underlying causes of gender segregation, such as industry factors; cultural issues; education pathways; and flexible work is important in ensuring that participation in learning, education, the economy and society is not limited by gender.

Gender inequalities in income impacts on women's lifetime economic security

Victorian women are more likely than men to be living on very low incomes, with 14.4 per cent of women compared to 9.7 per cent of men earning less than \$299 per week in 2016. There is also a considerable gender gap (10 percentage points) in labour force participation as of August 2019.

These factors contribute to the overall gender pay gap, which for Victorian non-public sector agencies employing more than 100 employees was 9.3 per cent in 2018. The issue is also replicated in the Victorian public sector, where women were more heavily concentrated in the bottom pay quintile (29 per cent compared to 17 per cent of men).

Older women are likely to have long-standing financial challenges with a 40 per cent gap in superannuation savings between men and women. Moreover, 23 per cent of Australian women retire with no superannuation compared to 13 per cent of men.



Women are less likely to be represented in decision-making roles

In the local government sector, women comprise 38 per cent of Councillors and Mayors, and 18 per cent of local Council CEOs. Women are also less likely than men to stand for the Victorian Parliament and to be represented on ASX boards, charity and affordable housing boards. While women are now equally represented in new appointments to Victorian courts and tribunals, as well as to paid government boards, there are still gaps in the higher courts and also in appointments to several boards in traditionally male-dominated industries. Within the public service, the proportion of women declines in the higher levels of the executive, from 55 per cent of EO3s to 34 per cent on EO1s. Further work is also required to identify increases in diversity of women leaders to ensure decisions are being made that reflect the experience of women from all backgrounds.

Industrial segregation exists with significant underrepresentation of women in some vocational courses which impacts on their choice of profession

Young men in VCE are more likely to study subjects such as engineering and physics while young women are more likely to study dance and sociology. These subject choices influence the tertiary courses they pursue, with women representing only 8.8 per cent of engineering courses, and 25.7 per cent of information technology. The Australian economy would gain \$8 billion if women transitioned from tertiary education into the workforce at the same rate as men. Closing Australia's gender employment gap would boost gross domestic product (GDP)

by around 11 per cent, and by 20 per cent if the productivity gap were addressed.¹⁸ This means addressing the vertical segregation where women are less likely to progress in their careers than men and horizontal gender segregation which can be seen in different industries, occupations and areas of education. For example, women make up just 12 per cent of those employed in construction and 23.3 per cent the workforce of transport, postal and warehousing workforce. On the other hand, women are 79.2 per cent of health care and social assistance workers and 70 per cent of education and training.

Addressing women's material security will reduce their long-term housing stress and risks of homelessness

There has been a sharp rise in homelessness amongst women aged over 55, with an increase of 40 per cent between 2011 to 2016. In addition, there are nearly double the number of women accessing Victoria's Specialist Homelessness Services (SHS) compared to men (74,839 women compared to 42,033 men in 2017-18). In addition, women make up 66.6 per cent of unassisted requests for SHS, compared to men who make up 33.4 per cent.

¹⁸ Towards 2025: An Australian Government Strategy to Boost Women's Workforce Participation.

**VICTORIANS ARE REWARDED EQUITABLY
FOR THEIR CONTRIBUTION IN ALL ASPECTS OF SOCIETY**

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Increased gender income equity and security	Equality of weekly personal income by gender (proposed)	5.9 per cent of men earn \$2000 per week or over compared to 2.3 per cent of women. 14.4 per cent of women earn \$299 per week or less compared to 9.7 per cent on men.	ABS – 2016 Australian Census, Victorian data	Cyclical (5 years)
	Gender pay gap in public sector and non-public sector entities: (The difference between women’s and men’s average weekly fulltime base salary earnings, expressed as a percentage of men’s earnings) (proposed)	The Victorian gender pay gap for non-public sector organisations with more than 100 employees in 2017-2018 was 9.3 per cent In the Victorian public sector, women were more heavily concentrated in the bottom pay quartile (29 per cent compared to 17 per cent of men). Men were more concentrated in the top pay quartile (36 per cent compared to 20 per cent of women)	WGEA – Australia’s gender equality scorecard: Key findings from the Workplace Gender Equality Agency’s 2017-18 Reporting data VPSC – The State of the Public Sector in Victoria 2017-2018 Report	Annual
	Gender gap in superannuation balance at, or approaching, preservation age (proposed)	23 per cent of women and 13 per cent of men have no superannuation in the 60 to 64 age group. Women aged between 60-64 are retiring with an average balance of \$157,049, compared to men retiring with \$270,710, a 42 per cent gap.	The Association of Superannuation Funds of Australia – Better Retirement Outcomes: a snapshot of account balances in Australia	No current plan for update

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Increased representation of women in all settings and at all levels of leadership	Proportion of Councillors, Mayors, Council CEOs and candidates for local government who are women (proposed)	Women comprise: 38 per cent councillors 38 per cent mayors 18 per cent CEOs 33 per cent candidates	Local Government Victoria (Local government councillor data will be refreshed following next local government elections to be held in October 2020)	October 2020
	Proportion of Victorian Government Parliamentarians and candidates for state government who are women (proposed)	Women comprise: 39 per cent of Victorian Government parliamentarians and 40 per cent of candidates	Victorian Electoral Commission (State government parliamentarian data will be updated following the next state government election to be held in November 2022)	November 2022
	Proportion of manager and executive roles in the Victorian Public Service held by women (proposed)	Women comprise: 52 per cent VPS6 55 per cent EO3 44 per cent EO2 34 per cent EO1	VPSC – The State of the Public Sector in Victoria 2017-2018 Report	Annual
	Proportion of public entities in Victoria with executive leadership positions held by women (proposed)	Women comprise: 41 per cent of executive leadership roles in Victorian public entities	VPSC – The State of the Public Sector in Victoria 2017-2018 Report	Annual
	Proportion of women among those appointed to private sector and community boards (proxy)	Women comprise: 29.3 per cent of ASX 100 boards 42.3 per cent of affordable housing boards 40.2 per cent of boards of charities	Women on Boards – Boardroom Diversity Index 2018, Australian Data	Annual

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
	Proportion of women among those appointed to courts, paid Victorian Government boards and state sport and recreation boards (proposed)	96 per cent of organisations that receive program funding for sport and recreation have achieved the target of women representing 40 per cent of the membership of committees (August 2019) Women comprise: 55 per cent of new appointments to Victorian courts between December 2016 and October 2018 53 per cent of appointment to paid Victorian government boards (May 2019)	Women in Sport and Recreation Department of Justice and Community Safety	Per request
	Proportion of producers, directors and writers in the creative arts, by gender (proposed)	As an example, for those working in feature films shot between July 2013 and June 2018, women constitute: 37 per cent of producers 17 per cent of directors 22 per cent of writers	Screen Australia – Gender Matters Project	Annual
Increased diversity of women leaders	Percentage of women leaders from CALD and Aboriginal backgrounds, from the LGBTIQ community and women leaders with a disability (proposed)	To be determined	To be determined	To be determined

PARTICIPATION IN EDUCATION AND THE ECONOMY IS NOT LIMITED BY GENDER

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Reduced gender segregation in occupations and education	Ratio of women to men working in gender-segregated occupations (proposed)	Women comprise: 12 per cent of construction workers 17 per cent of mining workers 23.3 per cent of transport, postal and warehousing workers Conversely, women comprise: 79.2 per cent of health care and social assistance workers 70 per cent of education and training workers 56.2 per cent of retail trade workers	ABS – 2016 Australian Census, Victorian data	Cyclical (5 years)
	Likelihood of studying traditionally gendered Victorian Certificate of Education subjects in high school (proposed)	In 2018, female students were 5.5 times more likely to study Dance and 3.3 times more likely to study Sociology In 2018, male students were 17 times more likely to study Systems Engineering and 3.5 times more likely to study Physics	DET – The State of Victorian's Children Report 2018	Annual
Reduced gender gap in workforce participation	Ratio of women to men in highly gender-segregated further education courses (proposed)	Women represent: 10 per cent of architecture and building students; 8.8 per cent of engineering and related technology students 25.7 per cent of information technology 29.7 per cent of agriculture, environmental and related studies students.	ABS – 2016 Australian Census, Victorian data	Cyclical (5 years)
	Ratio of women to men who fully participate in the labour force (proposed)	58.2 per cent of women are employed compared to 68.1 per cent of men The unemployment rate for women is 5.2 per cent compared to 4.6 per cent for men. The participation rate for women is 61.4 per cent compared to 71.3 per cent for men.	ABS – Labour Force Survey August 2019, Victorian trend data	Monthly

ACCESS TO SAFE AND SECURE HOUSING IS NOT LIMITED BY GENDER

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Improved outcomes for homeless women, especially single mothers and older women	Numbers of women aged over 55 counted as homeless according to the ABS definition (proxy)	The number of homeless women in Victoria aged 55 and over increased from 903 to 1265 between 2011 and 2016, an increase of 362 (40%).	ABS – Census of Population and Housing: Estimating Homelessness 2011 and 2016, Victorian data	Cyclical (5 years)
	Number of people accessing Specialist Homelessness Services (SHS) in Victoria, by gender and living arrangement (proxy)	74,839 women and 42,033 men access SHS in Victoria 41.6 per cent of women (22,685) and 23 per cent of men (9,111) who access SHS are single parents	AIHW – Specialist Homelessness Services Annual Report 2017-18	Annual
	Proportion of unassisted requests for SHS in Victoria, by gender and living arrangement (proxy)	Women make up 66.6 per cent of unassisted requests for SHS, as compared to men who make up 33.4 per cent	AIHW – Specialist Homelessness Services Annual Report 2017-18	Annual
Reduced housing stress for households headed by women	Proportion of women paying more than 30 per cent of their income on rent or mortgage costs (proposed)	To be determined	To be determined	To be determined

DOMAIN FOUR – THE VICTORIAN GOVERNMENT IS A LEADER ON GENDER EQUALITY



Domain Four focuses on ensuring the Victorian Government is a leader in gender equality. Specifically, Safe and Strong seeks to achieve one primary outcome under this Domain, namely:

- **Outcome:** Gender equality is embedded in all Victorian Government decisions and actions

Indicators

- Increased focus on gender equality in Victorian Government procurement processes
- Increased focus on gender equality in Victorian Government budgeting
- Increased focus on gender equality in Victorian Government policy making

Attitudes towards empowerment and gender equality are an important driver of the cultural change required to achieve gender equality. The Victorian Government can continue to play a significant role, modelling and driving this change.

The Victorian government will continue to monitor the impact of its gender equality reforms on its procurement, budgeting and policy-making

The Victorian Government has embarked on a long-term reform program to increase gender equality, including the introduction of the Gender Equality Bill in parliament in late 2019. The Victorian Government is taking a lead on introducing a gender lens on all its work and in monitoring the progress of initiatives including introducing a gender impact analysis on its policy making and program delivery. Further baseline data and measures will be developed in alignment with the implementation of the Bill for the Victorian Government.

**GENDER EQUALITY IS EMBEDDED IN
ALL VICTORIAN GOVERNMENT DECISIONS
AND ACTIONS**

INDICATOR	MEASURE	BASELINE FIGURE FROM AVAILABLE DATA	DATA SOURCE	REPORTING PERIOD
Increased focus on gender equality in Victorian Government procurement processes	Proportion of procurements that have conditions of gender equality requirements attached (ideal)	To be determined	To be determined	To be determined
Increased focus on gender equality in Victorian Government budgeting	Proportion of total state government budget invested in gender equality initiatives (ideal)	To be determined	Department of Treasury and Finance – Gender Equality Budget Statement	Annual
Increased focus on gender equality in Victorian Government policy making	Proportion of policies and programs that are developed using a gender lens (ideal)	To be determined	To be determined	To be determined

