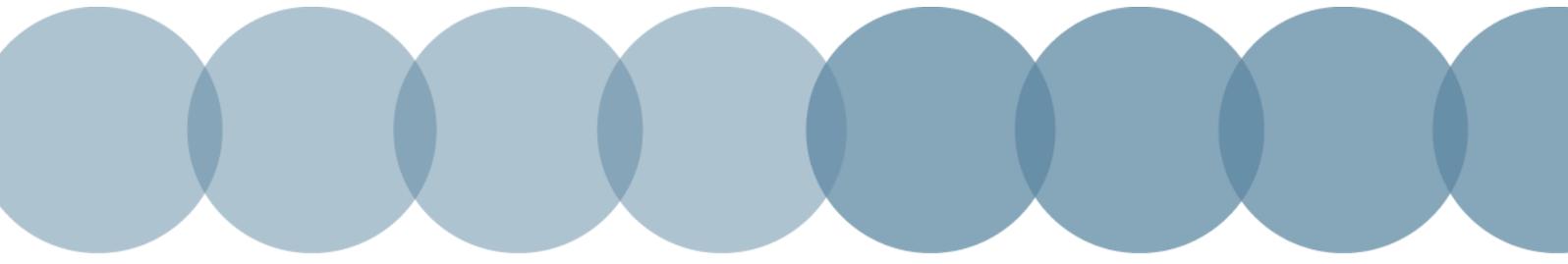


# Tasmanian Women's Plan 2013-2018

Fourth and Final Progress Report No. 4

June 2018



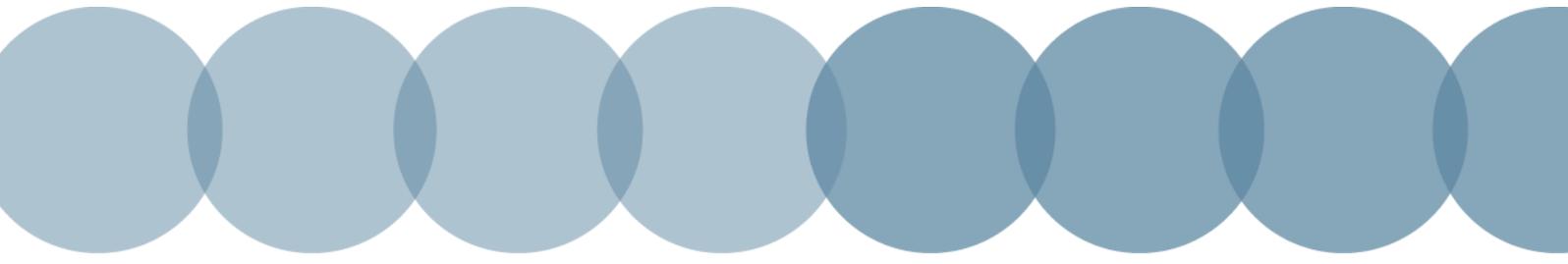
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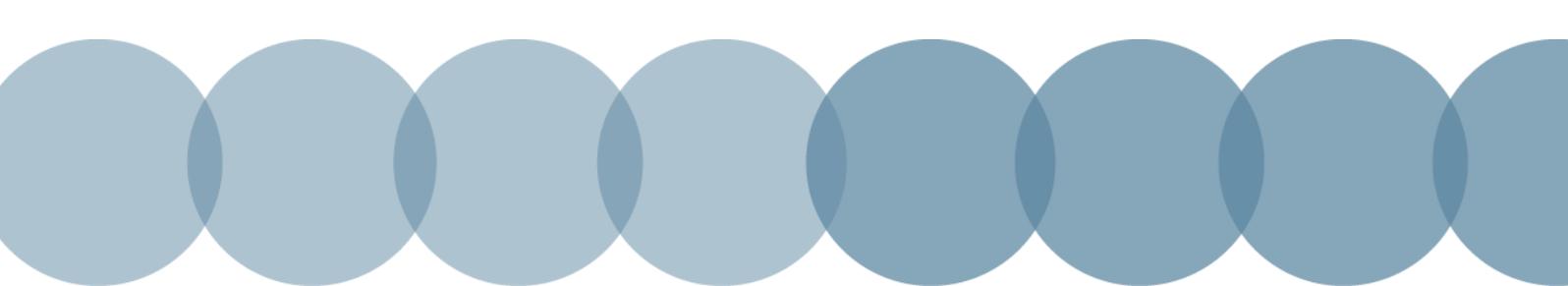
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## INTRODUCTION

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The *Tasmanian Women's Plan 2013-2018* (the Plan) is the Tasmanian Government's gender equality agenda. It sets out its vision for a Tasmanian community that empowers and enables women and girls to reach their full potential.

To achieve this vision, the Tasmanian Government is making practical changes that support women and girls to be financially secure, to study, to work, to enjoy good health, to experience respectful and healthy relationships and to live free from violence.

This fourth and final Progress Report against the Plan outlines the Tasmanian Government's progress and key achievements under the 2013-18 Plan. Community consultations in 2017 informed the development of the *Tasmanian Women's Strategy 2018-21*.

The six priority outcome areas for action under the Plan were developed in response to consultation with the Tasmanian community.

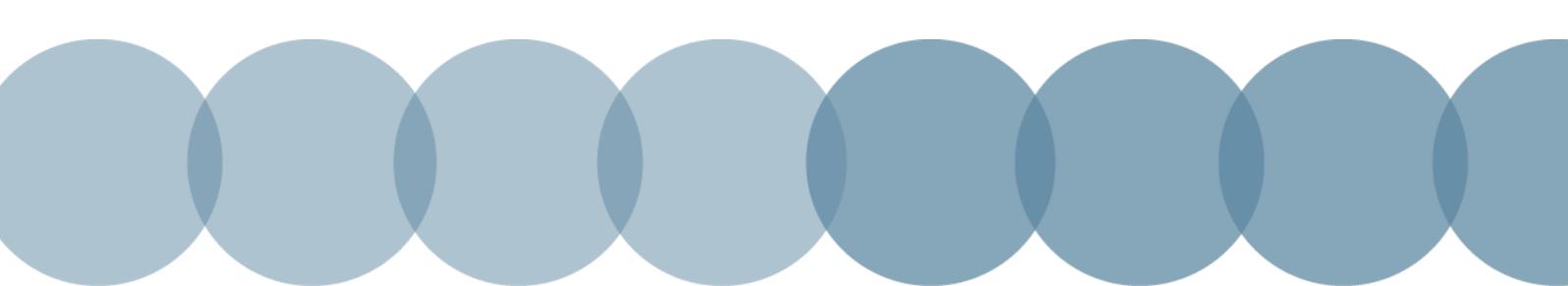
The priority outcome areas are:

- Economic Security and Financial Independence
- Education and Training
- Health and Wellbeing
- Housing and Homelessness
- Leadership and Community Participation
- Safety and Justice

The Plan also included 'whole of plan actions' that cross over many of the six outcome areas listed above.

The Tasmanian Women's Council (TWC) provides advice to the Tasmanian Government on issues important to women and contributes to the development of strategies to address inequality and increase women's participation in society. Through its Terms of Reference, the TWC works to progress the priority outcome areas of the Plan and actively monitors its implementation.

The Plan was designed to be responsive to changes in the delivery of programs and services across government and the community over a five-year period.



## KEY ACHIEVEMENTS

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### PRIORITY OUTCOME AREA I Economic Security and Financial Independence

One of the key indicators for gender inequality is a disparity in economic prosperity and independence between women and men. This priority area focuses on improving economic security and enabling financial independence for women and girls.

**Engage the business community in encouraging the education and training of girls and women post-year 10, particularly in non-traditional disciplines, to improve their employment opportunities.**

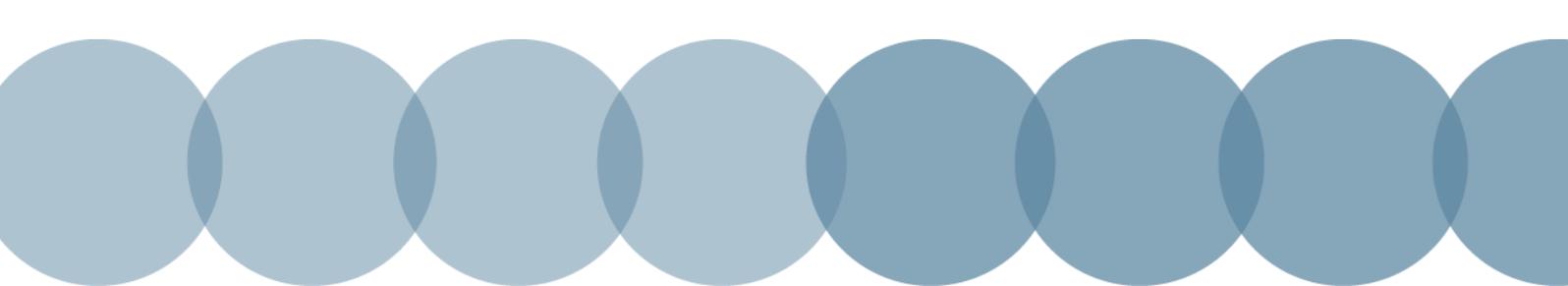
Career development embedded in the curriculum ensures that Tasmania's students, together with their parents, carers and the other influential adults in their lives, are involved in decision-making regarding their future options and pathways from the beginning of their education. Through strengthened community partnerships, students are exposed to a variety of careers which align to their interests and strengths, including non-traditional careers.

Vocational Education and Training programs offer opportunities for girls to obtain practical hands-on experience from work, and develop employability skills. The State's Trade Training Centres (TTCs) and Trade Skills Centres (TSCs) are specialised trade training facilities established in regional locations that enable school students and adult community members to undertake accredited training in purpose built facilities. They aim to address national skill shortages in traditional trades and emerging industries, and assist young people to make a successful transition from school to work or further education/training.

**Collaborate across government and the business community to improve girls' financial planning skills in school so that good financial decisions can be made later in life.**

In primary schools (Years 5 and 6), financial planning skills are developed through the study of economics and business as part of the Humanities and Social Sciences curriculum area and mathematics. In Years 7 and 8, schools are implementing the Australian Curriculum: Economics and Business. In Years 9 and 10, Economics and Business are optional subjects for students.

The Department of Education's [My Education](#) initiative is a Kindergarten to Year 12 approach to career and life planning for all students. In 2016, implementation of *My Education* focused on Years 9 and 10 by implementing the Australian Curriculum: Work studies in the context of *My Education*. Through strengthened community partnerships, students are exposed to a variety of careers that align to their interests and strengths, including non-traditional careers for girls.



**Promote the benefits and legal obligations of providing flexible workplaces to the business and community sector.**

Employers in the business and community sectors that care about their people and build well-managed inspiring workplaces, gain a positive reputation among their staff. These organisations have an edge in the competition for skilled labour and a better chance to achieve high performance because talented people want a great place to work. Satisfied staff, whose ideas are valued, are more productive and provide better services, helping to win new customers.

The [Tasmanian Employer of Choice](#) program aims to assist employers to attract and retain skilled workers to support the growth of their business. The program is widely regarded as recognising Tasmania's best practitioners in creating a work culture that attracts, retains and grows the best people by actively promoting and catering for positive work life balance.

The Department of State Growth's website provides a number of [Employer of Choice 'Life Balance' case studies](#) of Tasmanian businesses that have recognised the importance of implementing work-life balance initiatives in producing a more engaged, productive and loyal workforce. Resources developed in partnership with the Australian Institute of Management provide advice on workplace strategies that work.

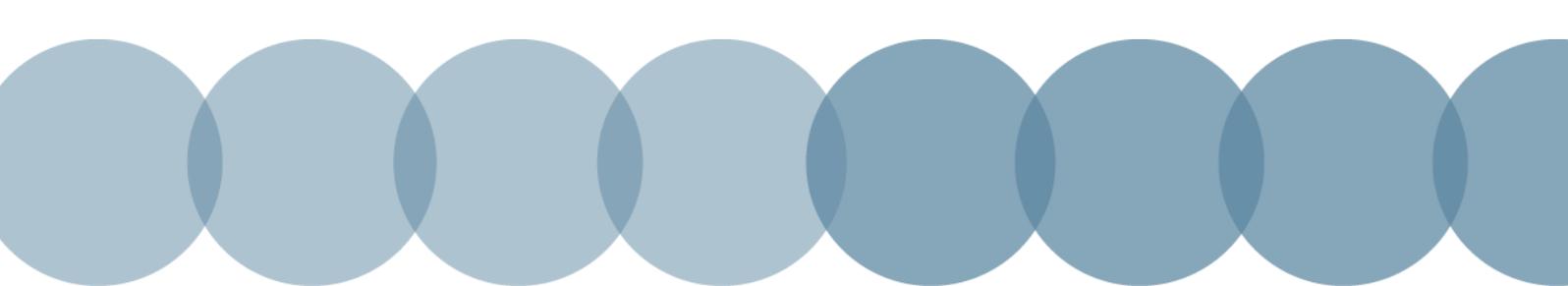
**Support economic Security4Women (a National Women's Alliance) in work undertaken to progress women's and girls' economic security in Tasmania, including pay equity and retirement income equity.**

Through the Tasmania Women's Council, Tasmania is represented on [Economic Security4Women](#) (eS4W), which is a national women's alliance, funded by the Australian Government. eS4W brings together women's organisations from across Australia to identify barriers to women's economic security and identify solutions. The organisation promotes lifelong economic wellbeing and financial security as essential factors in enabling women of all ages to have an equal place in society. In 2016, eS4W facilitated a number of roundtables in Tasmania covering issues such as the care economy, divorce/separation, the impact of domestic violence on work, and women's income in later life.

**Educate older women on financial abuse through *Protecting Older Tasmanians from Abuse: Tasmania's Elder Abuse Prevention Strategy*, so they are better able to protect their financial assets.**

Tasmania has the oldest population of all States and Territories. *Protecting Older Tasmanians from Abuse: Tasmania's Elder Abuse Prevention Strategy* was reviewed in 2014. The [Elder Abuse Prevention Action Plan 2015-18](#) sets out the Tasmanian Government's continued commitment to preventing elder abuse in Tasmania, including financial abuse.

The *You're Worth It* program is a peer education program for older Australians, including women, to educate them on financial elder abuse and is provided by the Council on the Ageing Tasmania



(COTA). Peer Educators from COTA are available to host interactive *You're Worth It* information sessions for seniors groups or clubs. The sessions help people to identify friends and family members at risk of financial abuse and highlight steps they can take to protect their finances and assets. Sessions have been held in seniors groups and clubs to raise awareness of possible areas of financial abuse.

**Target women and girls in all gambling addiction social marketing campaigns.**

The Gambling Support Program (GSP) provides a public health response to the risks and harms of gambling, through community education, community grants, provision of services for people affected by gambling, policy development and research. GSP uses multi-media advertising campaigns to deliver information and build understanding within the Tasmanian community around gambling issues. Campaigns include *prevention* messages, such as how the house edge in commercial gambling ensures losses to the player over time, and *intervention* information such as what the signs of problem gambling are, and where to go for help when a gambling problem is present.

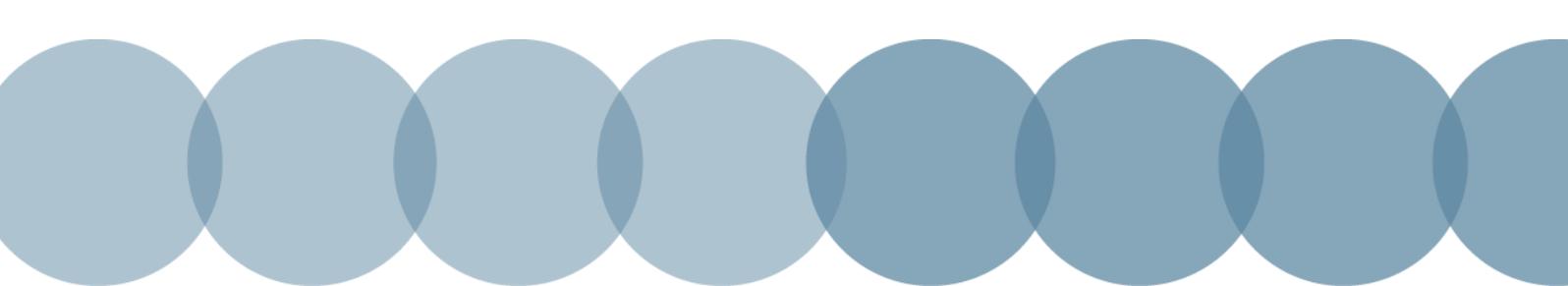
Women are targeted specifically through the selection of images and content for poster campaigns and print materials, and more broadly through the targeting of messages and programs in lower socio-economic at-risk areas.

**Provide support for student carers to ensure they are able to remain in education to increase their employment prospects.**

The Department of Education recognises that many of its students may be caring for a family member or friend who has a long-term illness, disability, mental illness, alcohol or other drug problem, or is frail aged. One in 10 children in Australia has some level of responsibility as a carer in their home. There are on average two or three young carers in every classroom in Australia. The Department has developed a specific plan to support student carers, which includes printing and distributing brochures to let students know of the support services available to them through the school.

**Continue to develop policies that ensure members of the Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) community remain connected to education to enhance their opportunities for financial independence and economic security through the Whole-of-Government Reference Group for Tasmania's LGBTI Community.**

The Department of Education has partnered with community organisation Working it Out Inc under its 'Combatting Bullying' initiative, to provide assistance to schools, including targeted professional learning and assistance to establish diversity groups. The partnership aims to address prejudice and bullying on the basis of sexual orientation and gender identity, and to support LGBTI children and young people and their families.



The Department of Education convenes an LGBTI Strategic Issues in Education Working Group with representatives from the LGBTI community, Office of the Anti-Discrimination Commissioner, Australian Education Union, non-government schools and the Department of Premier and Cabinet (DPAC). The group has produced the comprehensive *Guidelines for Supporting Sexual and Gender Diversity in Schools and Colleges*, which provides information about how Tasmanian schools and colleges can make a very real difference through inclusive learning and teaching, and supportive school cultures and approaches.

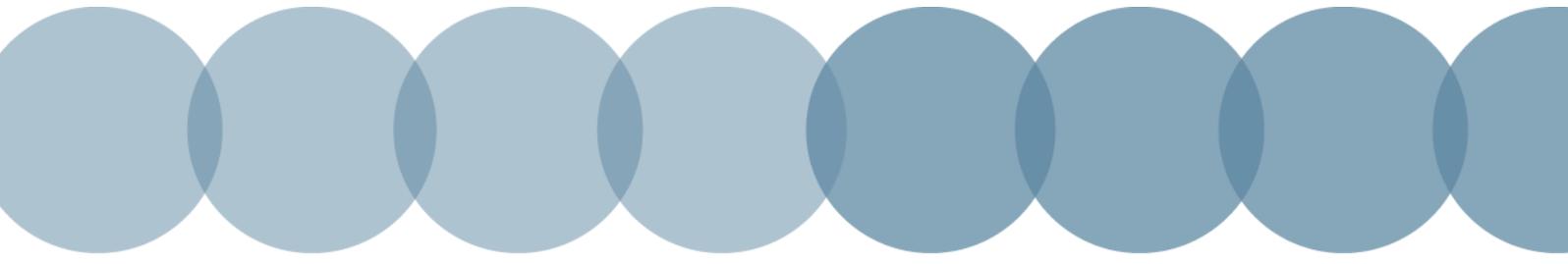
The 2015 [Whole-of-Government Framework for Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians](#) supports the development and delivery of government policies, programs and services that are accessible to, and inclusive of, LGBTI Tasmanians, their friends and their families. The Framework is accompanied by an Action Plan that consists of 10 actions to support the implementation of the Framework. The Tasmanian Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Whole-of-Government Reference Group (GRG) has an oversight and advisory role on the implementation of the Framework. In 2017, the Reference Group has been providing advice on development of a Toolkit.

The Department of Health and Human Services (DHHS) convenes the LGBTI Issues in Health and Human Services Working Group, comprising representation from the DHHS, Tasmanian Health Service (THS), community organisations and community advocates. The Working Group has initiated professional learning and development for DHHS and THS staff, including foundational LGBTI cultural awareness, and is developing a Community of Practice and an eLearning module to support knowledge, skills and action for better understanding, diversity and practising inclusiveness. A project to improve information management will deliver more flexibility across DHHS and THS information systems to reflect title, gender and other signifying preferences of clients and patients.

### **Promote opportunities for women and girls in the agricultural sector through Tasmanian Women in Agriculture.**

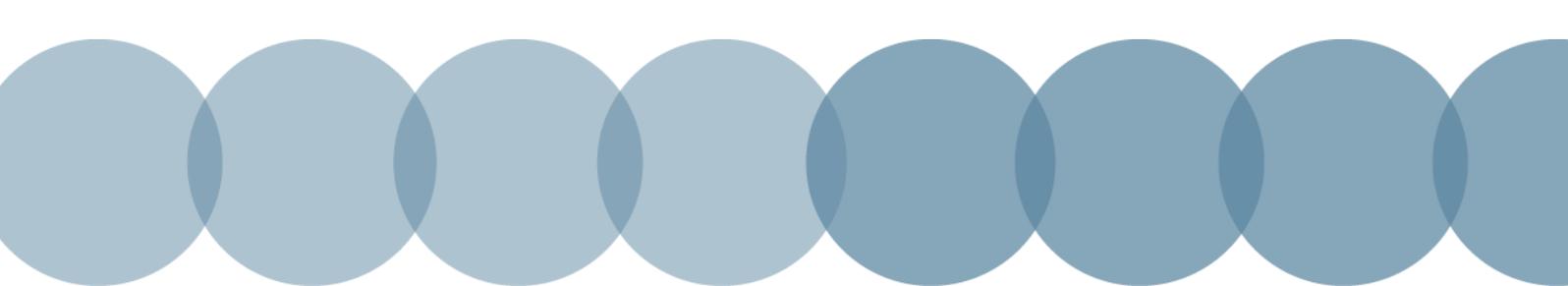
Women make a vital contribution to primary industries through a variety of means, including managing farms, business management, farm tourism, and off-farm work to maintain farming enterprises. When a full range of women's on-farm, off-farm, household and community work is considered, it is estimated that women contribute over 49 per cent of the total value of the output that may be attributed to farming communities. The Department of Primary Industries, Parks, Water and the Environment (DPIPWE) provides a [Women and Rural Communities Program](#) to ensure that rural women are connected and supported in their valuable work and their contribution to primary industries.

Tasmanian Women in Agriculture (TWiA) is funded by DPIPWE. TWiA encourages women involved in rural industries to realise their full potential and to support women who wish to be part of the decision-making to do with their industry and community. The organisation sponsors a number of grants, awards, competitions and training opportunities for rural women and children.



During 2016, TWiA hosted a series of gatherings across the State to promote leadership, skills building and networking within the agricultural industry.

Launched in 2017, the [Young Agricultural Professionals Network](#) (YAPN) provides networking and professional development opportunities to young people aged between 18-35 years involved in the Tasmanian agricultural sector.



## KEY ACHIEVEMENTS

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### PRIORITY OUTCOME AREA 2

#### Education and Training

Education and training provides women and girls with invaluable tools to gain meaningful employment opportunities in their area of choice. This priority area focuses on initiatives to increase female participation in non-traditional occupations, to support for young carers to continue in schooling, and to provide more inclusive and supportive educational environments for gender diverse students.

**Engage the business community in encouraging the education and training of girls and women post-year 10, particularly in non-traditional disciplines, to improve their employment opportunities.**

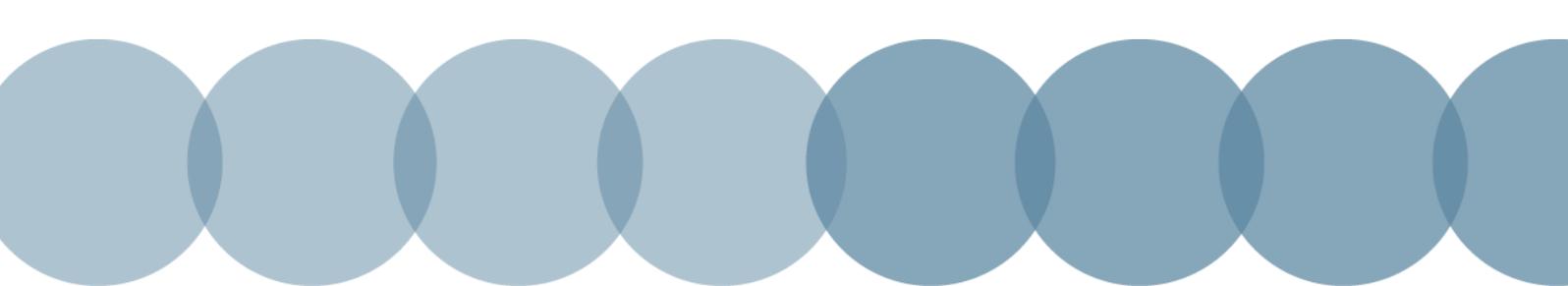
Women are still significantly under-represented in many areas of trade. However, there is a growing interest in the business community in attracting, recruiting and training women to work in non-traditional roles, such as within the building, construction and transport industries.

The *Women behind the Wheel* program was launched as part of Truck Week 2016. An initiative of SRT Logistics and TransTrain, the program provided quality training and support for women to explore options and prepare for a rewarding career in Transport and Logistics, particularly in truck driving roles. The program provided real work experience and a full industry introduction program for women participants.

In 2017, Skills Tasmania released the [Women in Transport Tasmania](#) report which covers barriers and strategies for increasing women's participation in non-traditional roles in the Tasmanian Transport and Logistics Industry.

**Promote the Making Choices program to engage young and single mothers in education.**

The Department of Education recognises that young parents and especially young mothers who leave school early, face greater hardship and poverty than young people who complete their education. Therefore, enhancing educational opportunities and improving outcomes for all students remains a priority. The Department is committed to supporting the retention of pregnant and parenting students in schools and acknowledges that one of the most effective ways to minimise the risk of negative outcomes in terms of health, welfare and educational achievement, is to support pregnant young women and young parents to remain connected to learning. A range of health and wellbeing services are available to support pregnant and parenting students to continue their education.



Under the *Tasmanian Sexual and Reproductive Health Strategic Framework 2013-16* reducing unplanned pregnancy, especially amongst teenagers, was identified as one of the framework's five priority actions. The *Making Choices Two* program is a complementary area of work that started in 2012 aiming to reduce unplanned teenage pregnancy in Tasmania. It builds on the previous making choices project and aims to increase the information and services available to young people. The Sexual and Reproductive Health Collaborative Group continues to progress and report on action under the Framework.

**Strengthen work at a national level through the Select Council on Women's Issues by supporting the *Women's Economic Security through Non-Traditional Trades* project, which promotes practical initiatives to improve the economic security of women through increased participation in non-traditional trades.**

Expanding the career choices of young Australian women is crucial to achieving better employment outcomes and long-term financial security for individual women, as well as increased rates of women's workforce participation, especially in the non-traditional occupations and industries.

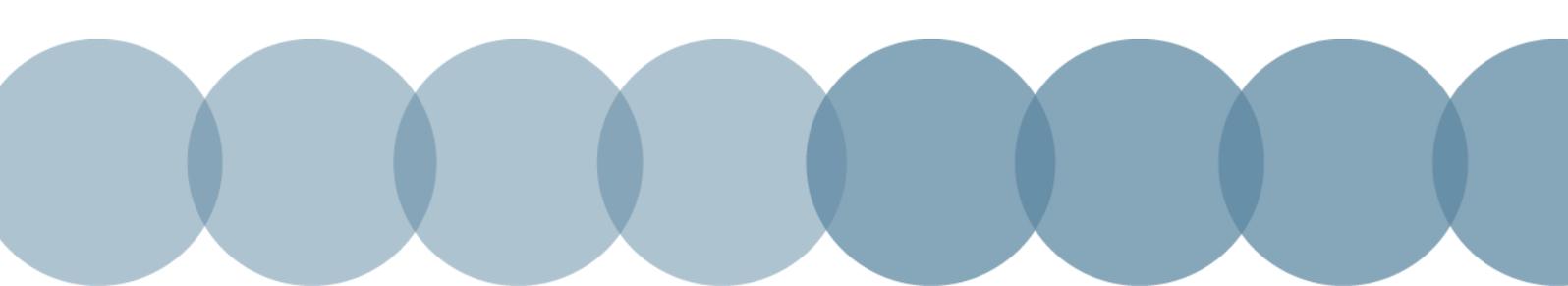
Through the TWC, Tasmania is represented on the National Women's Alliance eS4W, which aims to inform actions to increase female participation in non-traditional occupations and industries.

The eS4W report [\*Women and girls into non-traditional occupations and industries: broadening career options for secondary school students\*](#) actively encourages girls and young women to explore careers in non-traditional occupations; identifies components of best-practice career guidance that can lead to expanded opportunities for the participation of women in the workforce; and increased participation of women in high-income, in-demand Science, Technology, Engineering and Mathematics (STEM) careers. It is based on research that explores current models of careers' exploration available to young Australian women, particularly in relation to study and career choices in STEM and other non-traditional occupations and industries.

**Promote flexible education opportunities for girls and women to develop marketable skills.**

Engagement, retention, participation and attainment of students in education and training are a key focus for the Tasmanian Government. *My Education* is a supportive and inclusive approach to career education that will inspire and guide all students from Kindergarten to Year 12. It supports students to identify their personal interests, values, strengths and aspirations, and teaches them how to use this knowledge to make decisions about their future learning, work and life opportunities. *My Education* aims to engage with business and industry in Tasmania by linking education with a student's future employment options.

Recent work has been on transition for Year 10 students and there has been a considerable amount of work done to connect teachers in colleges and high schools in terms of helping grade coordinators and subject area leaders understand Tasmanian Certificate of Education (TCE) and



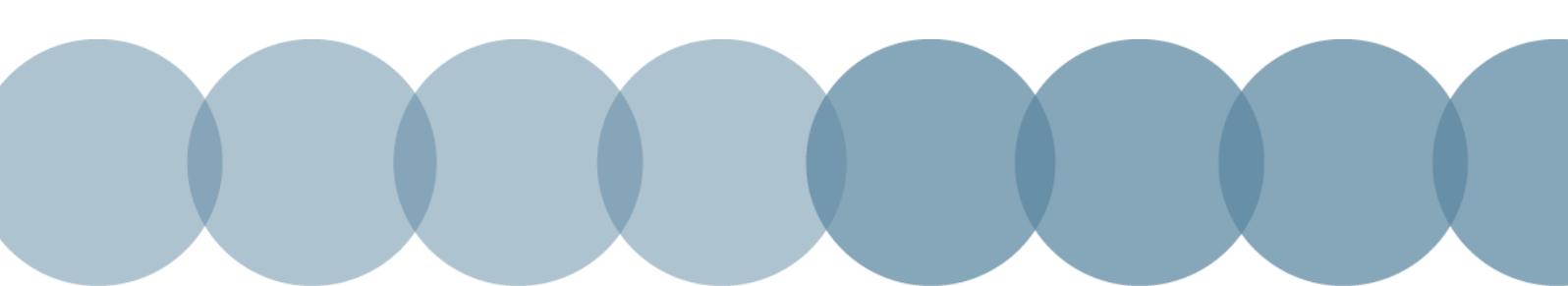
Australian Tertiary and Admission Rank (ATAR) processes so that from Year 7 students understand possible pathways in terms of subjects that enable them to explore their desired options. The focus is now on the Years 7 and 8 curriculum and presenting various models of implementation and timetabling. Professional learning will be delivered for support teachers and schools to engage students with disabilities in career and life education. Other training courses have been made available for professional learning opportunities for teachers. In 2017 there was a specific focus on supporting schools to formalise links to business, universities and community organisations.

**Continue to develop policies that ensure members of the LGBTI community remain connected to education to enhance their life chances through the Whole-of-Government Reference Group for Tasmania's LGBTI Community.**

*Guidelines for Supporting Sexual and Gender Diversity in Schools and Colleges* provide information about how Tasmanian schools and colleges can make a very real difference through inclusive learning and teaching, and supportive school cultures and approaches.

Schools and colleges as well as business units are encouraged to share the *Guidelines for Inclusive Language* with students and staff. The Department of Education, through its key values of aspiration, respect, courage and growth, is committed to providing equal opportunity and access for all people. Inclusive language can play an important role in acknowledging everyone and treating all people equitably and with the sensitivity and respect to which they are entitled. Staff and students are encouraged to be aware of their responsibility to use inclusive language. Discriminatory language is damaging to others in work and learning environments. From a professional point of view it is important that inclusive language is used in all forms.

The Department has continued to identify and address issues for LGBTI students by convening an LGBTI Strategic Issues in Education Working Group with representatives from the LGBTI community, the Office of the Anti-Discrimination Commissioner, the Australian Education Union, non-government schools and DPAC.



## KEY ACHIEVEMENTS

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### PRIORITY OUTCOME AREA 3

#### Improve the Health and Wellbeing of Women and Girls

Good health and wellbeing positively affect the lives of women and girls in many ways, enhancing quality of life, education, and the ability to participate socially and economically in the community. This priority focuses on the promotion of respectful relationships initiatives to promote healthy living, and to increase participation in sport and recreation for women and girls.

#### **Support and educate girls and boys on healthy relationships and sexual health by implementing Respectful Relationships resource for Tasmanian Government Schools.**

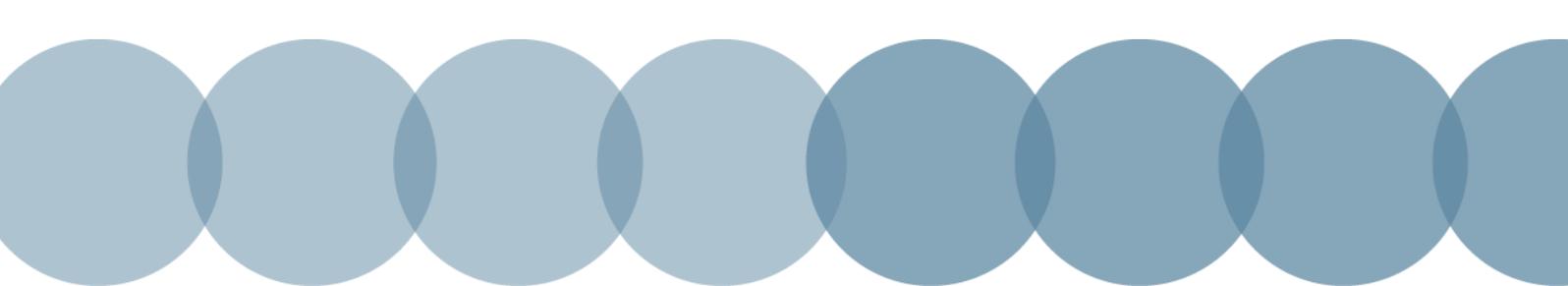
To help change community attitudes to family violence, schools play an important role in helping children understand how to have positive and respectful relationships with others

On 1 September 2017, the Tasmanian Government launched the '*Respectful Relationships Education*' initiative at Kings Meadows High School. This initiative is designed to support students to build healthy, respectful and equal relationships and address the attitudes and behaviours that lead to family violence. It includes an extensive range of resources to support schools, communities and individuals to understand why family violence occurs and how to create a culture that promotes respectful relationships for everyone. All resources are publicly available through a dedicated website, which was launched in May 2017.

As at the end of Term 1 2018, *Respectful Relationships Education* is being delivered in all Tasmanian Government schools from Kindergarten to Year 12.

#### **Work toward implementing the Government's strategic policy: *A Healthy Tasmania: Five Year Strategic Plan*.**

The *Healthy Tasmania Five Year Strategic Plan* (Healthy Tasmania) was released in July 2017, supported by an additional \$6.4 million over four years to establish the Tasmanian Government's approach to preventative health. Healthy Tasmania is about engaging the Tasmanian community as a partner in preventative health, so that changes are based on grass roots action and are community led. Healthy Tasmania includes 24 actions across four priority areas: smoking, healthy eating and physical activity, community connections and chronic condition screening and management.



Key achievements in Healthy Tasmania include actions to deliver:

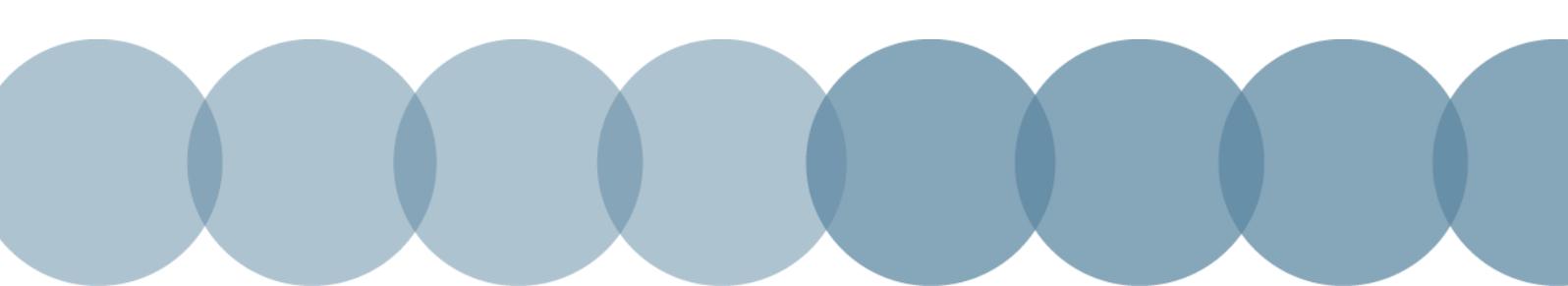
- Round one of the Healthy Tasmania Community Innovations Grants targeting smoking, healthy eating, physical activity, and building community connections. In round one a total of 26 successful applicants and their partnering organisations received funding.
- Round one of the Student Health Initiative has been completed with 48 schools across Tasmania receiving funding to support partnerships with community organisations to develop and implement initiatives that focus on four focus areas: nutrition, food and agriculture; physical activity; drug education; and emotional health and wellbeing. Round two of this initiative was offered in late 2017 with successful applicants notified by the end of 2017.
- The Heart Foundation has been funded to deliver the LiveLighter campaign in Tasmania to inform people about the risks of obesity and making healthy choices.
- The Healthy Kids toolkit has been launched which includes fact sheets, booklets, program links and the latest news about nutrition and physical activity information, for pregnancy through to school age and beyond.
- The Healthy Tasmania Challenge was launched late in 2017 and will be delivered in three stages: promoting the Healthy and Safe Workplace challenge “Ritualize Tasmania”; a social media campaign focusing on how to be healthy over summer and the Community Challenge starting in February 2018 to support a healthy return to school and work.

Following the cessation of the National Partnership Agreement on Preventive Health (NPAPH) by the Australian Government in July 2014, DHHS has continued to fund the Move Well Eat Well (MWEW) Primary Schools and the MWEW Early Childhood Award Program.

Since it began in 2008, MWEW Primary Schools has delivered practical outcomes in primary schools including a shift in school culture, to promote healthy eating and activity as a normal part of school life. It engages with 82 per cent of Tasmanian Government and non-government primary schools. Further, the Healthy Workers Initiatives program (previously under NPAPH) was completed by WorkSafe and an [online resource](#) provided to schools.

**Collaborate across agencies to promote and encourage girls and women from all backgrounds to participate in higher levels of physical activity, sport, and recreation.**

Participation rates for women engaging in sport, recreation and physical activity in Tasmania are similar to their male counterparts. With major sporting codes focusing more attention and



resources on increasing the number of women and girls participating, there are now more prominent role models for young women to emulate across many sports.

The 2018-19 Tasmanian State Budget, under 'Levelling the Playing Field', committed \$10 million over two years in funding to upgrade/develop sporting facilities for women and girls in Tasmania. This initiative will help to remove barriers faced by women and girls and increase their participation in sport. The challenge for sport is to ensure the increased participation is reflected in leadership roles such as coaching and at board tables, which will lead to changed attitudes and more opportunities and role models for women and girls.

The Tasmanian Government encourages sporting organisations to increase the number of women on boards and in leadership roles. [Women on State Sporting Organisation Boards \(SSO\)](#) reports are available online. In 2017, female representation on Tasmanian SSO Boards had risen from 34.6 per cent in 2009 to 37.39 per cent in 2017.

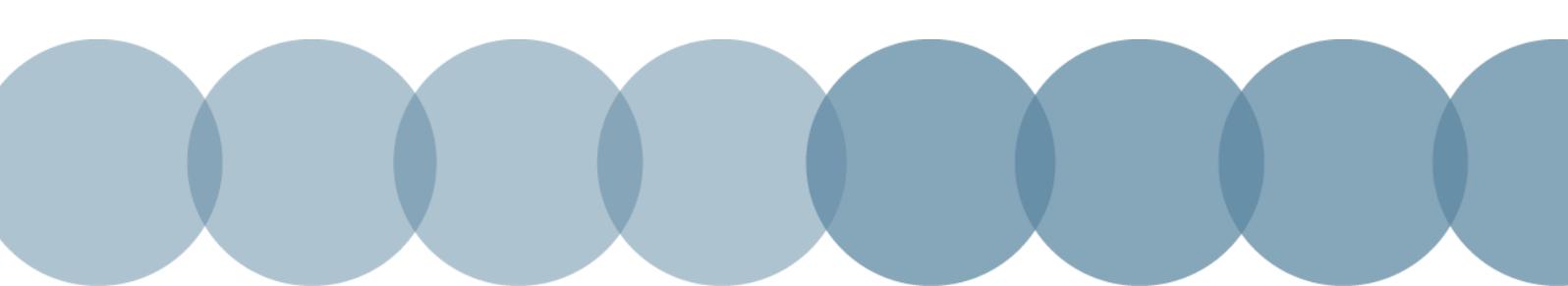
Communities, Sport and Recreation (CSR) promotes and supports positive programs, including Womensport & Recreation Tasmania's (WSRT) leadership initiatives. In addition, CSR promotes the annual Australian Sports Commission's Women Leaders in Sport grants program within Tasmania and the Tasmanian Institute of Sport in 2018 offered a Women's Coaching Scholarship.

CSR continues to provide support for projects and initiatives to increase female participation in sport, recreation and physical activity. This includes representing Tasmania on the Committee of Australian Sport and Recreation Officials' Women in Sport Working Group, which works to improve the range and quality of information available on physical activity trends, sport and recreation participation, economic impacts and social benefits. The annual editions, including 2018, of the [Get Active](#) booklets promoting opportunities for older adults in the North and North-West, are available from libraries, councils and Service Tasmania Outlets and online.

**Implement the *Ethics in Sport Framework* to encourage inclusive, safe and fair sporting environments.**

The Tasmanian [Ethics in Sport Framework](#) articulates the sporting sector's response and demonstrates its commitment to providing inclusive, safe and fair sporting environments in Tasmania. The framework provides direction for a more strategic and collaborative approach, ensuring the sport sector has appropriate, adequate, and timely resources to enable it to effectively address ethics in sport issues.

To support the implementation of the Framework, action plans have been developed and implemented to educate the sporting sector about the Framework and its supporting policies. In 2016, seven workshops about the Framework were delivered to 331 participants throughout the State. In addition, Member Protection Information Officer courses have been offered in each of



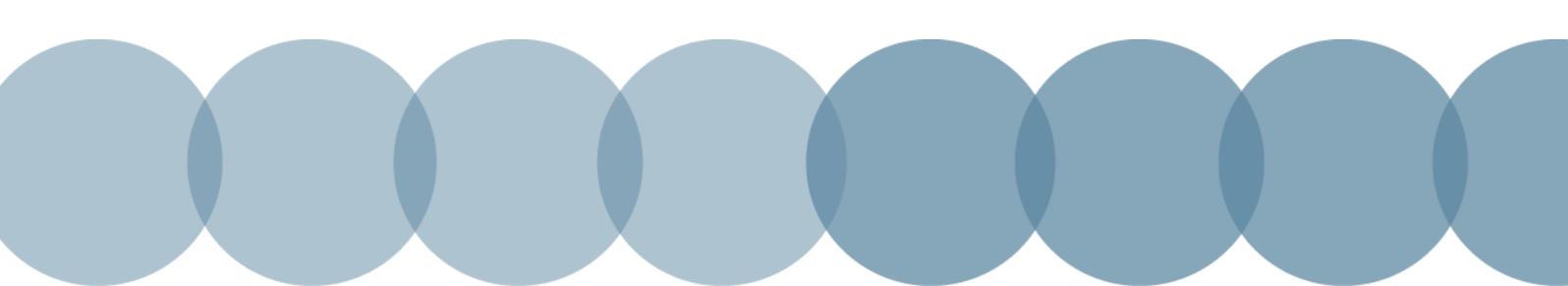
the three regions and the national Play by the Rules website and its resources have been promoted widely.

**Plan, implement, and evaluate sustainable public health nutrition programs and strategies aimed at increasing access to healthy affordable food, healthy eating, and positive body image across Tasmania, and reduce smoking.**

DHHS delivers, funds and provides expertise to a range of programs and strategies across Tasmania that support eating well and positive body image for women and girls. The MWEV Early Childhood and Primary School Award Programs are free, settings-based health promotion programs with a focus on increasing fruit and vegetable consumption, and physical activity for 0-5 and 5-12 year olds respectively. Of the 221 eligible Tasmanian primary schools, 187 are members of the program with 59 of these being Award schools (having met all the criteria of the program). The Early Childhood program has 134 members, of which 34 have award status. They are universal programs that aim to make healthy eating and physical activity a regular part of every child's day.

In 2014-15, 16.8 per cent of women over 18 were current smokers in Tasmania. Young women, people experiencing mental health issues and people from lower socio-economic areas are more likely to be current smokers. Smoking in pregnancy is a significant issue particularly among young women, with one in three pregnant women under the age of 20 in Tasmania smoking during pregnancy. Healthy Tasmania includes a number of actions aimed at reducing smoking rates in Tasmania by initially targeting those who supply tobacco and education and marketing to help people quit. Relevant key achievements in Healthy Tasmania include:

- tripling the cost of the Tobacco Seller's Licence fee;
- changes to the *Public Health Amendment (Healthy Tasmania) Bill 2017* to increase penalties for supplying a tobacco product to someone underage and to control the sale, use and promotion of electronic cigarettes, has been passed with changes commencing in November 2017;
- funding Cancer Council Tasmania to deliver quit smoking campaigns at the level the evidence tells us will make the biggest difference; and
- a multi-strategy approach to support pregnant women to quit smoking. This included a trial project in March/April 2017 involving pregnant Tasmanian women participating in Carbon Monoxide breath test monitoring whilst attending the Royal Hobart Hospital for routine antenatal visits. Outcomes of this project included a higher number of women accepting referral to the Tasmanian Quitline and the THS smoking cessation service for support.



## KEY ACHIEVEMENTS

### PRIORITY OUTCOME AREA 4

#### Housing and Homelessness

Without a secure home it is difficult to live a full life and participate in the social and economic life of the community. This priority area focuses on Tasmanian Government strategies to reduce homelessness and improve housing outcomes.

#### **Full Implementation of the Tasmanian Homelessness Plan.**

*Tasmania's Affordable Housing Strategy 2015-25 (the Strategy) and Tasmania's Affordable Housing Action Plan 2015-2019 (Action Plan)* were launched in September 2015. The Action Plan contains key actions and initiatives that address the entire housing spectrum from home ownership to affordable rental, public and community housing and crisis accommodation. The Action Plan will help ensure that low income Tasmanians in need have improved access to housing that is safe, affordable and appropriate to their needs.

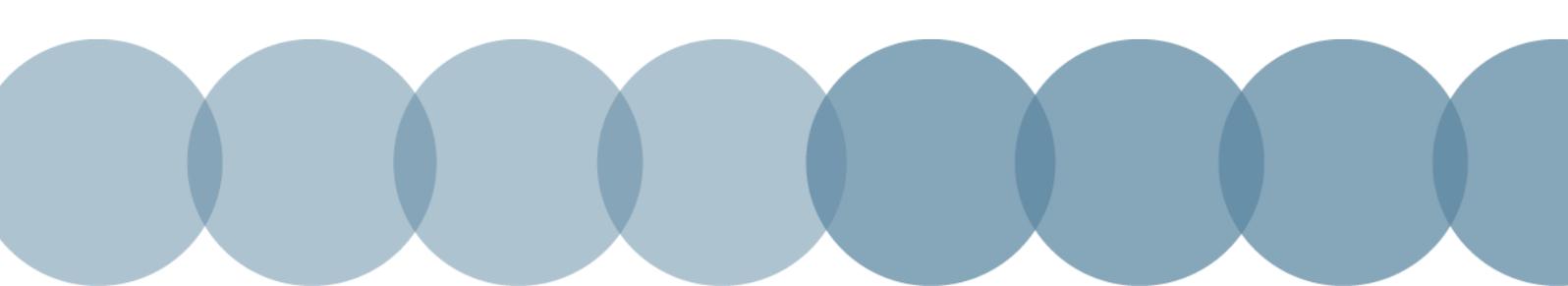
Under the Action Plan, the Tasmanian Government committed \$73.5 million for new initiatives to reduce housing stress and homelessness in Tasmania by increasing the supply of social housing, providing assistance into home ownership, and delivering more supported accommodation for vulnerable Tasmanians at risk of, or experiencing, homelessness.

These new initiatives form part of a significant construction and reform program for housing under the Action Plan. The Tasmanian Government has made strong progress towards its overall target of more than 900 new homes and assistance for 1,600 vulnerable Tasmanians into safe and affordable housing by 30 June 2019.

The Tasmanian Government committed a further \$125 million over five years into the second stage of the Strategy as a 2018 Election Commitment. The additional \$25 million per annum investment will commence in 2018-19. The second stage of the Strategy will provide an additional 1,500 new affordable homes for Tasmanians, and assist around 2,000 households.

#### **Explore opportunities to provide accessible and affordable housing options for women and children exiting women's shelters through Housing Tasmania.**

As a key component of [Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2022](#) (*Safe Homes, Safe Families*), the Tasmanian Government has committed significant funding towards housing initiatives to support people affected by family violence.



Two of the actions under *Safe Homes, Safe Families* are designed to provide supported housing options and to increase the availability of crisis accommodation for people affected by family violence, the Rapid Rehousing initiative and the Keeping Women Safe in their Home initiative. Housing Tasmania worked to progressively establish a pool of 50 homes under the Rapid Rehousing initiative, to house people affected by family violence. The target of 50 homes was achieved in June 2017 and this level will be maintained over time.

**Implement the actions in *Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children* to reduce the prevalence of homelessness among women and children.**

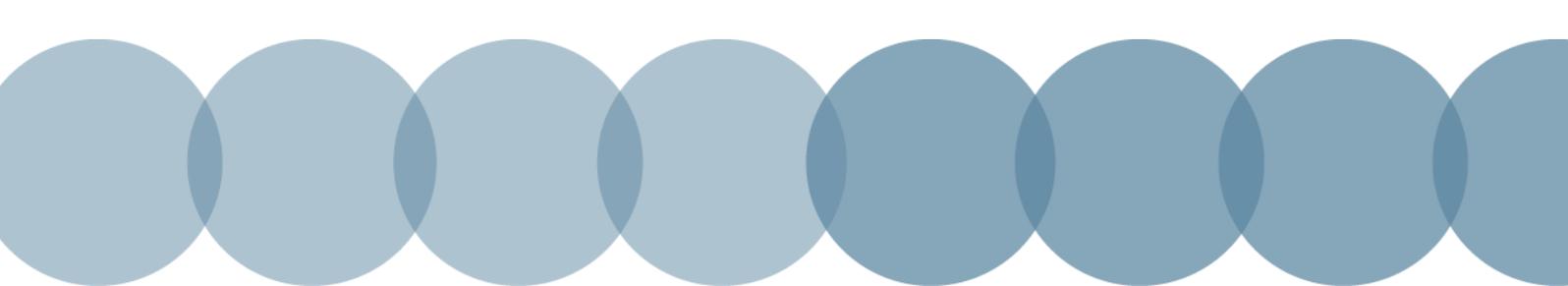
To increase the availability of crisis accommodation, the Tasmanian Government contributed capital funding to support the development of a new, purpose-built Hobart Women's Shelter. The new consolidated housing model also allows for greater interaction, engagement and support for women affected by family violence and their children. The new Hobart Women's Shelter commenced operation in March 2018 and has a 30 per cent increase in bed capacity (from 47 to approximately 63 beds).

The Tasmanian Government has committed to immediate planning for a new additional women's crisis shelter providing emergency accommodation for women and children in the South and to mapping the need for family-style crisis accommodation in the North and North-West.

**Promote age friendly communities that enable older women to remain safely in their existing housing.**

The Tasmanian Government supports the development of age friendly communities and encourages local governments to embrace the World Health Organisation's age-friendly communities concept of considering and planning for the ageing of the community. Under [\*Strong Liveable Communities: Tasmania's Active Ageing Plan 2017-2022\*](#), the Tasmanian Government funded COTA to work with local councils and communities to build local liveable communities through developing a toolkit to support local councils to undertake liveability audits, and identify actions to increase liveability.

DHHS continues to monitor demand from older Tasmanians through the Housing Register. The Government provides funding for women's shelters in each region to provide crisis and transitional accommodation to adult women across the state. A Household Assessment Prioritisation System (HAPS) ensures that homeless women are categorised as priority applicants.



## KEY ACHIEVEMENTS

### PRIORITY OUTCOME AREA 5 Leadership and Community Participation

Community participation and leadership empowers women and girls to have a voice and to influence decisions that affect them. This priority focuses on increasing women's representation on Government boards and committees, increasing female representation in the Senior Executive Service, and increasing board leadership opportunities for women with disability.

#### **Review and update the Women on Boards Strategy.**

The Tasmanian Government is committed to a target of 50 per cent representation of women across Tasmanian Government boards and committees by July 2020.

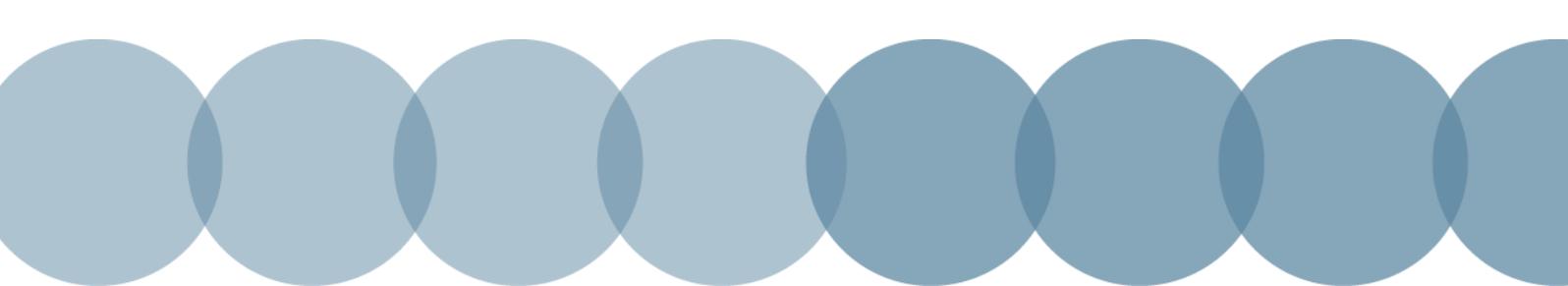
On 1 July 2015, the Minister for Women, Jacque Petrusma MP, released the [Women on Boards Strategy 2015-20: A Five-Year Plan for Improving Gender Equity on Tasmanian Government Boards and Committees](#). At the time of the Strategy's release, women held 33.8 per cent of all positions on Tasmanian Government boards. As at April 2018, this representation increased to 40.1 per cent.

The Government Board Diversity Scholarship Program is a joint initiative of the Tasmanian Government and the Australian Institute of Company Directors (AICD). The Program aims to increase the number of Tasmanian women with the skills needed to serve as a Company Director and as members of government boards and committees. The Tasmanian Government contributed \$150,000 over three years to 2017-18 towards the cost of the scholarships, which are for the AICD's Company Directors Course and Foundations of Directorship and will continue to fund this program into the future.

#### **Develop strategies to promote women into leadership positions across a range of sectors.**

Women's representation in the Senior Executive Service (SES) within the Tasmanian State Service has increased from 28.31 per cent in March 2014 to 39.18 per cent in March 2018.

In August 2016, Heads of Agencies released the *Commitment to Gender Diversity* in the Tasmanian State Service, which outlines the vision for the Tasmanian State Service to be inclusive; where women and men are valued, respected, and treated equally and fairly. This strategy includes setting a target of at least 40 per cent representation of women in senior executive positions by 2020, with the ultimate goal of achieving 50/50 representation.



Heads of Departments have committed to working together to:

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

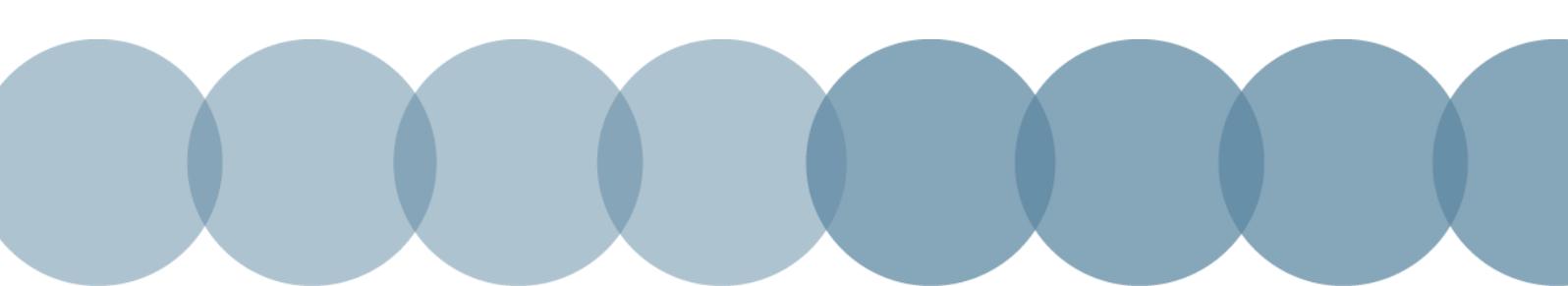
In recognition of the benefits of gender equality in improving organisational performance, and the need to increase the number of women in senior roles, a number of agency specific action plans have been developed. These are aimed at supporting the Tasmanian State Service Heads of Department Gender Diversity commitment.

DPIPWE's [Gender Equality Action Plan](#), released in October 2016, sets out an action plan that focuses on a range of practical solutions and key action areas to improve gender equality in the Department. The plan was developed through extensive consultation and direct input from staff.

In 2017, the Department of Treasury and Finance (Treasury) released [a Women in Leadership Action Plan 2017-2020](#) which aims to foster gender equity and increase the representation of women in leadership roles. The Plan is underpinned by five principles that include addressing structural, systematic and cultural barriers to gender equity within Treasury. The action areas include: providing training to address unconscious bias in selection processes; reviewing existing corporate policies that may limit inclusion and agility; developing and communicating a clear flexible work practices policy and building a workplace culture which supports this; and developing tools and trialling technologies that can better support flexible work practices.

**Provide opportunities for women and girls with disability to develop their leadership capacity through implementation of the Disability Framework for Action 2013-2017.**

The Tasmanian Government is providing leadership opportunities for women and girls with disability through the Premier's Disability Advisory Council (PDAC). Currently eight of the 12 community members are female; and the community Co-Chair is also female. PDAC members engage with the Premier, the Minister for Disability Services and Community Development and all Heads of Agencies to assist in implementing the Disability Framework for Action. PDAC also works with Government and the broader community to promote the inclusion and participation of people with disability in community life. The PDAC Chair is also a member of the National Disability and Carers Advisory Council.



## KEY ACHIEVEMENTS

### PRIORITY OUTCOME AREA 6

#### Safety and Justice

Living safe and free from violence is everyone's right and reducing violence is everyone's responsibility.

#### **Implement the *National Plan to Reduce Violence against Women and their Children 2010-2020*.**

Commonwealth, state and territory governments are progressing significant policy work as part of the national effort to ensure that women and their children are able to live free from violence now and into the future. The National Plan is a long-term collaboration for action by Commonwealth, state and territory governments aimed at achieving 'a significant and sustained reduction in violence against women and their children'.

The *Third Action Plan 2016-2019* outlines what all governments, communities, individuals and businesses can do to reduce violence against women and their children. It sets out 36 practical actions, across six priority areas, to be undertaken over the next three years.

Through *Safe Homes, Safe Families* there has been a focus on primary prevention efforts and initiatives that aim to prevent violence against women and their children before it occurs.

#### **Implement the actions in *Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence against Women and Children*.**

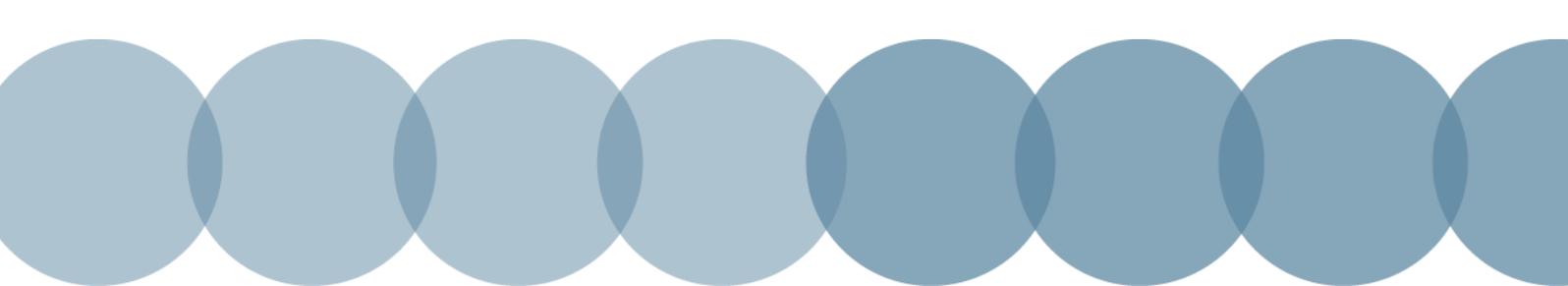
The Tasmanian Government has made a significant investment to address family violence under [Safe Homes, Safe Families](#) through a coordinated whole-of-government approach to family violence.

*Safe Homes, Safe Families* focuses on three priority areas for action:

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

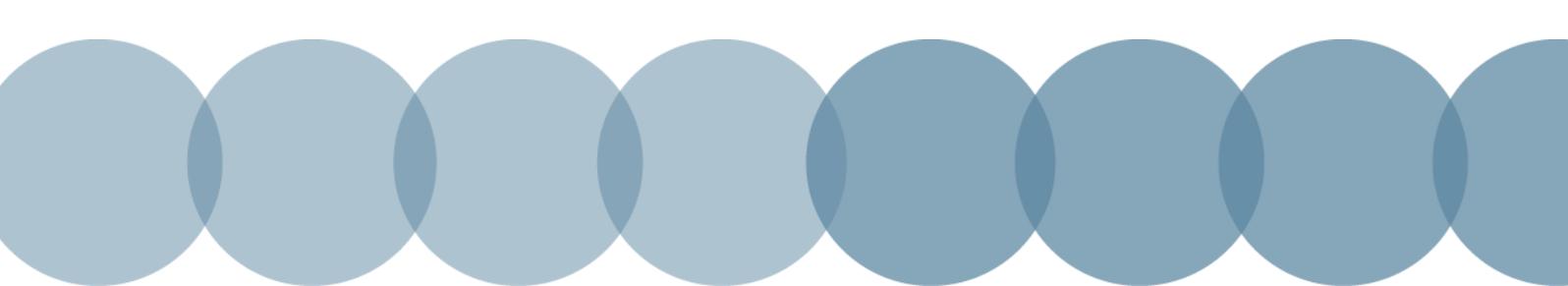
In the 2018-19 State Budget, the Tasmanian Government committed a further \$20.2 million to address family violence in the Tasmanian community through:

- \$18 million across three years for the next five-year Family Violence Action Plan;

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- \$1.5 million over two years for the Safe at Home service system to support increased service demand;
  - \$450,000 over three years to support the innovative 'Project O' family violence primary prevention project on the North-West Coast; and
  - \$200,000 to research and develop a whole-of-government *Action Plan Against Sexual Violence*.

On 14 March 2017, the Premier Will Hodgman MP launched [Safe Homes, Safe Families: Responding and Reporting](#), outlining key achievements of the first 18 months of implementation of *Safe Homes, Safe Families*. It also outlines future milestones for the implementation of actions from 1 January 2017 until 30 June 2018. During the first 18 months of implementation, the actions under *Safe Homes, Safe Families* have delivered the following outcomes:

- \$26 million in additional funding to take action against family violence;
- 1,144 recommendations provided by the Safe Families Coordination Unit to better support victims of family violence and hold perpetrators to account;
- 162 high risk family violence incidents mapped by the Safe Families Coordination Unit
- 795 at risk children identified and 464 notifications made by the Safe Families Coordination Unit to schools to support students experiencing family violence;
- 78 clients provided with support, counselling and referral options by the new Safe Choices service (1 July – 31 December 2016);
- 3 Tasmanian Government Departments accredited as White Ribbon Workplaces, with over 1,600 employees in 2016;
- Over 37.8 million online views of the Stop It At The Start national campaign video;
- 6 additional psychologists and social workers appointed to Child and Family Centres to support children affected by family violence;
- 76 additional children and young people received counselling services provided by CatholicCare (1 December 2015 - 31 December 2016);
- 122 additional hours of counselling and service provision for children and young people provided by the Australian Childhood Foundation (1 October - 31 December 2016);
- 282 additional hours of counselling services for adults provided by Support, Help, Empowerment (SHE) (1 July – 31 December 2016);
- 30 additional houses made available for families experiencing family violence;
- 312 additional clients provided with legal assistance by Women's Legal Service Tasmania and Community Legal Centres; and
- 78 calls to the Men's Referral Service.



Implementation of the nation-leading, \$26 million *Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2020* continues to progress strongly.

To assist in meeting the increased demand on services, the Government has committed an additional \$1.5 million over two years for Safe At Home services, including:

- increased resources for the Safe At Home Coordination Unit;
- an additional Safe at Home Police Prosecutor;
- additional staffing and extended hours for the Family Violence Counselling and Support Service;
- employment of an additional Safe at Home legal practitioner in the North-West; and
- employment of an additional Court Support and Liaison Officer in the South.

### **Supporting Women and Children who have experience sexual assault.**

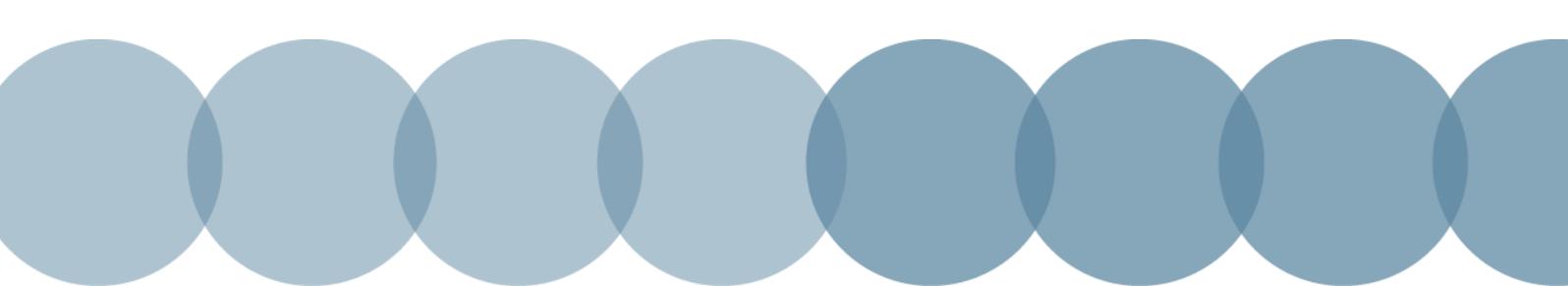
The provision of specialist sexual assault support services through the Tasmanian Sexual Assault Support Program (SASP) is a commitment to support highly vulnerable women and children. In a setting where the level of family and sexual violence are disturbingly high, the SASP offers high-level understanding of the impacts of sexual assault along with the expertise, capacity and resources to respond to the immediate and long term needs of those impacted by sexual assault.

Each year this program supports over 2,000 clients. Clients can access a 24/7 crisis response service for survivors of recent sexual assault and their support persons (including family members, friends, and professionals). On-call counsellors can provide information about a range of options, including:

- having a forensic medical examination and/or medical checkup;
- accessing emergency contraception;
- reporting the crime to police; and
- accessing counselling and support.

Services also support people who are experiencing trauma responses (including high levels of distress or anxiety) as a result of recent or historical sexual assault incidents.

In 2018, the Tasmanian Government committed \$200,000 to develop the first whole-of-government *Action Plan Against Sexual Violence*.



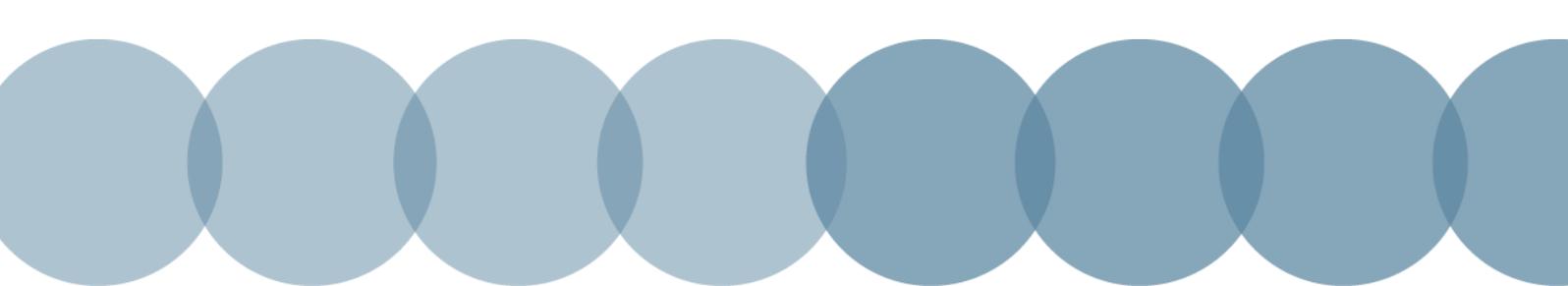
## **Develop and implement State Service leave provisions for family violence victims.**

The Tasmanian Government as the State Service Employer is committed to workplace arrangements that supports its employees experiencing family violence to remain in employment, maintain financial independence and continue to work safely and productively.

*Employment Direction No.28 – Family Violence – Workplace Arrangements and Requirements*, allows employees affected by family violence to access personal leave and special leave entitlements. The Employment Direction also ensures that Employee Assistance Programs and workplace contact officers are equipped to support employees experiencing family violence.

In July 2015, DPAC, alongside Treasury and the Department of Police, Fire and Emergency Management (DPFEM), began the process to become an accredited White Ribbon workplace. In November 2016, it was announced that DPAC, Treasury and DPFEM had successfully gained accreditation as a White Ribbon Workplace. DPIPWE and the Department of Education both received White Ribbon Workplace Accreditation in March 2018. This brings the total of accredited Tasmanian Government agencies to five. All agencies will have commenced the White Ribbon accreditation process by June 2018.

DPAC developed a family violence training course that is now mandatory for all employees, existing and new. The training provides employees with an understanding of family violence and how it can impact work, and outlines the support and entitlements available to employees who experience family violence.



## WHOLE OF PLAN ACTIONS

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In addition to the six priority outcome areas, the Plan contains seven whole-of-government actions.

**1. Develop a gender mainstreaming policy for Tasmanian Government agencies.**

The Tasmanian Government is committed to advancing opportunities and choices for all Tasmanians to ensure they reach their full potential and can actively participate in the economic, civic and social life of the community. Gender mainstreaming is an internationally recognised and adopted strategy to reduce gender-based inequalities and promote gender equality.

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.

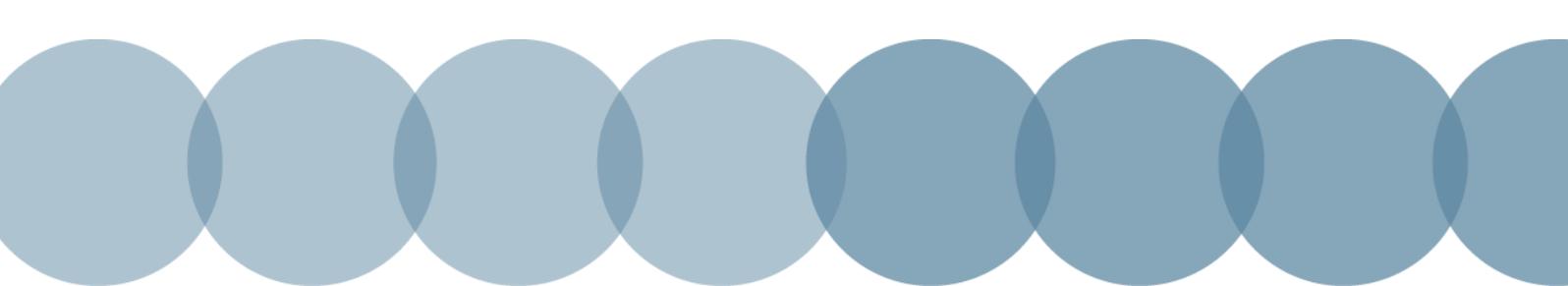
The Tasmanian Government looks forward to gender awareness being integral to the way in which we all approach the design, implementation and evaluation of all our policies, programs and services.

**2. Develop a gender analysis toolkit for Tasmanian Government agencies.**

The Valuing Gender Inclusion webpages developed by DPAC 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.

**3. Work with Tasmanian Government agencies to ensure gender mainstreaming is imbedded in their policy development and service delivery.**

A workplace which is genuinely and sustainably equitable to both women and men can only be achieved over time, and through a series of stages, which are cumulative in their impact. Tasmanian Government agencies have taken a number of actions to address the challenge of gender equity, inclusion and diversity within their operational and strategic workforce plans. In 2017, a number of agencies released new Workforce Diversity and Inclusion Plans, which outline how they will achieve a diverse and inclusive workforce where all employees feel welcomed, safe and supported.



DPAC provides guidance on consulting with diverse population groups to ensure that the specific differences in experience and needs, can be factored into the development of agency policies and services.

**4. Develop a National Gender Equality Framework, through the Select Council on Women's Issues.**

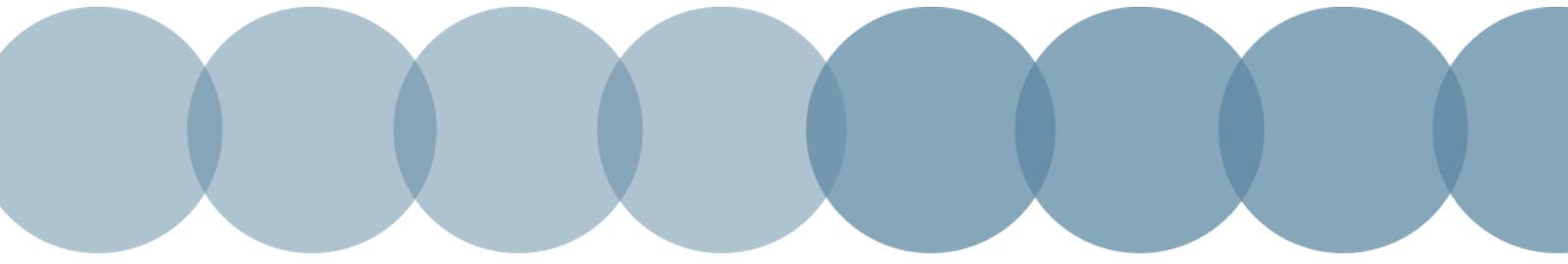
Through the former Ministerial and Select Councils on Women, the Tasmanian Government along with the Australian Government and other states and territories, contributed to the development of a set of Australian gender indicators to map the progress of women towards gender equality. The Australian Bureau of Statistics now publishes [Gender Indicators Australia](#) as a resource for social analysis and research on gender equality. The report currently contains 55 key indicators and a further 95 related or detailed data series spread across six domains of interest. These are: economic security, education, health, work and family balance, democracy, governance and citizenship and safety and justice. The report is updated biannually to include new data, indicators and commentary.

**5. Develop a website to assist women and girls to access information on existing government programs and services that respond to all of the Plan's outcome areas.**

Launched in March 2017, the [Tasmanian Government's Women's website](#) is an online resource that features information about programs, services, policies and events for women, and promotes opportunities for women and girls to participate in political, social and economic aspects of life by having all this information in the one place. The Facebook page '[Women in Tasmania](#)' complements the website and aims to engage Tasmanian women and keep them up to date with relevant information, issues and events.

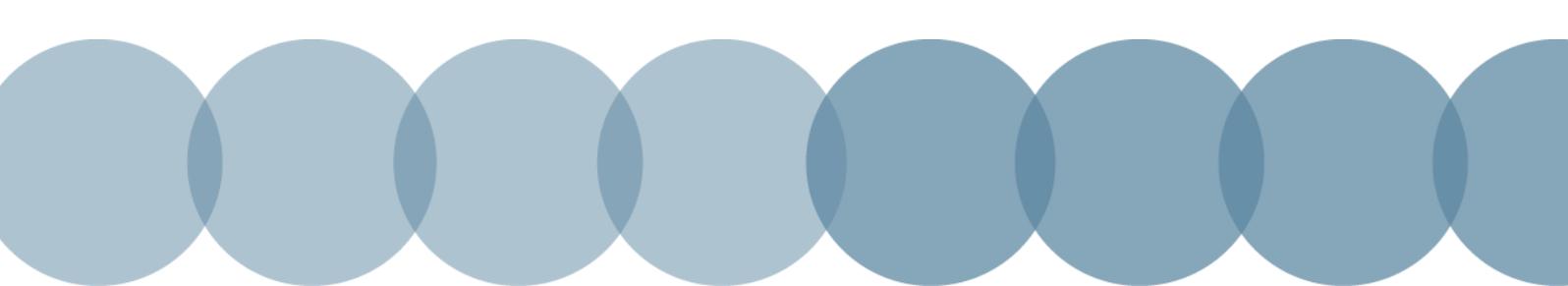
**6. Develop a range of datasets on women and girls to increase evidence based policy development and service delivery outcomes.**

A series of [Women's Fact Sheets](#) launched in March 2016 follow on from the Women and Girls in Tasmania statistical report released by the Tasmanian Government in 2014. The data comes from a wide range of sources and can be used by the government, non-government and private sectors to inform policy development and service delivery. The Facts Sheets provide Tasmanian specific data across the six priority outcome areas identified in the Plan. The Fact Sheets help measure change during the coming years and assess progress in achieving equality for women and girls in Tasmania. The next update and release is scheduled for August 2018.



**7. Improve awareness across the State Service of the benefits and legal obligations of providing flexible workplaces.**

The Tasmanian Government is committed to the establishment of a flexible workplace. This commitment includes implementing work arrangements that help employees to balance family and work responsibilities. A range of flexible work options are in place such as: flextime, part-time work; non- standard and variable starting and finishing times; purchased leave arrangements; and study assistance.



## TIME SERIES DATA TASMANIA – A QUICK SNAPSHOT

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### Demographics

- In the Census 2016, females make up 51.1 per cent (260,482 persons) of the total Tasmanian population of 509,965 persons. In the Census 2011, females made up 50.2 per cent (256,800) of the Tasmanian population.
- As at June 2016, the median age of Tasmanian males in 2016 was 41.0 years compared with 43.0 years for females. This compares with a median age of women of 42.2 for females at June 2014.<sup>i</sup>
- At June 2016, the sex ratio of Tasmania was 97.7 males per 100 females, up from 97.2 in 2006. This compares with a national sex ratio of 98.5 males per 100 females.<sup>ii</sup>

### Economic Security and Financial Independence

- As of November 2015 the gender wage gap in Tasmania (based on full time ordinary time earnings per week) was \$173.60, and in 2017 was \$171.10.<sup>iii</sup> As of May 2017 compared with other states and territories, Tasmania has the second smallest gender pay gap at 11.9 per cent.
- The male participation rate in Tasmania was down 0.6 of a percentage point through the year to October 2017 to 64.4 per cent, while the female participation rate increased by 2.8 percentage points to 57.5 per cent over the same period.<sup>iv</sup>
- Total female employment in Tasmania increased by 6.6 per cent (7,400 persons) through the year to October 2017, due to an increase in both female full-time employment (up 3 200 persons to 53 100 persons) and female part-time employment (up 4 100 persons to 65 100 persons) over the same period.<sup>v</sup>

### Education and Training

- The NAPLAN results for 2017 show that Tasmanian female students consistently met or exceeded the minimum standards across all literacy tests and grades.<sup>vi</sup> In Tasmania in 2015, girls achieved higher NAPLAN results than boys in years three, five, seven and nine for reading, writing, spelling, grammar and punctuation, and numeracy.<sup>vii</sup>
- In 2015, there were 20,404 undergraduate enrolments by female students at the University of Tasmania, and 13,300 enrolments by male students.<sup>viii</sup>
- In 2015, females comprised 39.64 (9,819) per cent of all TAFE enrolments (24,770). In terms of module completion, females had a 79 per cent completion rate compared with males (82 per cent).<sup>ix</sup>

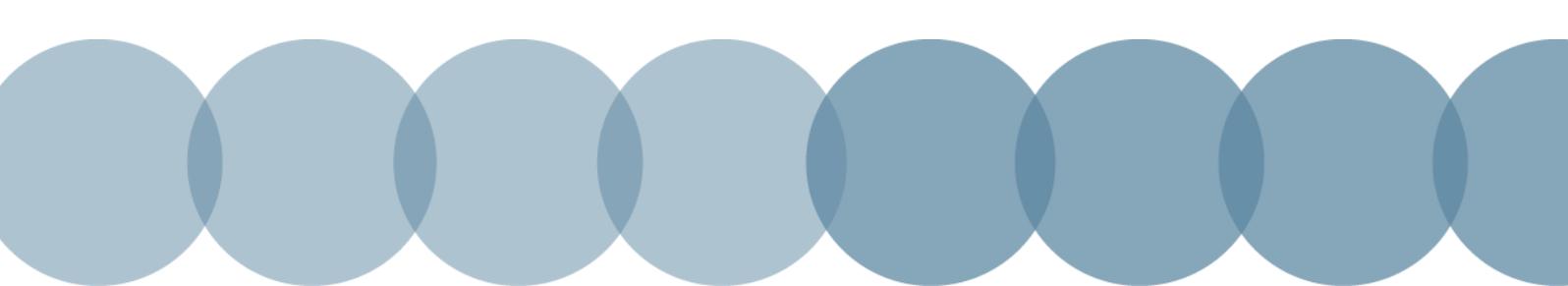
- In 2017 TasTAFE had 9,301 female students and 13,786 male students.<sup>x</sup> In terms of module completion, females had an 80 per cent completion rate and males had an 86 per cent completion rate.<sup>xi</sup>
- As at 30 June 2017, there were 7,595 apprentices and trainees in Tasmania. In terms of commencements during the 12 months ending 31 March 2017, there were 2,120 females (an increase of 8.2 per cent from 2016) and 2,730 males (an increase of 5.3 per cent from 2016).

### Health and Wellbeing

- A total of 15 per cent of women participating in the 2016 Tasmanian Population Health Survey self-reported as current smokers (defined as those who smoke daily or occasionally).<sup>xii</sup>
- The proportion of Tasmanian women who reported they had smoked tobacco during pregnancy has fallen significantly since 2010 ( $p < 0.001$ ). In 2014, 14 per cent of Tasmanian women reported smoking while pregnant with 11 per cent reporting to have smoked 10 cigarettes or fewer per day, and 4 per cent reporting to have smoked more than 10 cigarettes daily.<sup>xiii</sup>
- According to AusPlay data released in November 2017, 58 per cent of Tasmanian adults participated in regular sport or physical activity (three or more times per week) compared with 62 per cent of adults nationally). Tasmanian females had a regular participation rate of 62.6 per cent (close to the national average of 63.3 per cent) and a much higher regular participation rate than Tasmanian males at 52.4 per cent. Using the Department of Health's Physical Activity Guidelines 9 per cent of females were inactive (lower than the national average of 12 per cent) and 35 per cent of Tasmanian females were sufficiently active.<sup>xiv</sup>

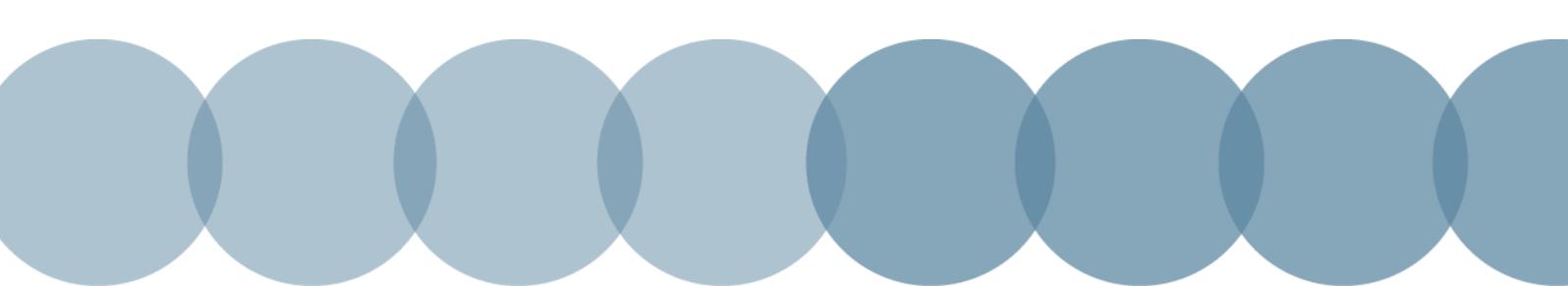
### Leadership and Community Participation

- In 2015, women held 33.8 per cent of all positions on Tasmanian Government boards. As at September 2017, this representation has increased to 40.1 per cent.<sup>xv</sup>
- Fifty-three per cent of Government Business Enterprise directors are women and 44 per cent of State Owned Companies directors are women. These figures represent a significant increase in the number of director positions held by women since 2014.
- In 2013-14, women comprised 30 per cent of senior executive staff in the Tasmania State Service, and this figure increased to 34 per cent in 2015-16 and 36.91 per cent in 2016-17.<sup>xvi</sup>

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- In 2017, female representation on Tasmanian State Sporting Organisation (SSO) boards rose to 37.39 per cent, from 34.6 per cent in 2009. Female chairpersons or presidents of SSO boards has decreased slightly from 33.33 per cent in 2015 to 29.03 per cent in 2017.<sup>xvii</sup>

### **Safety and Justice**

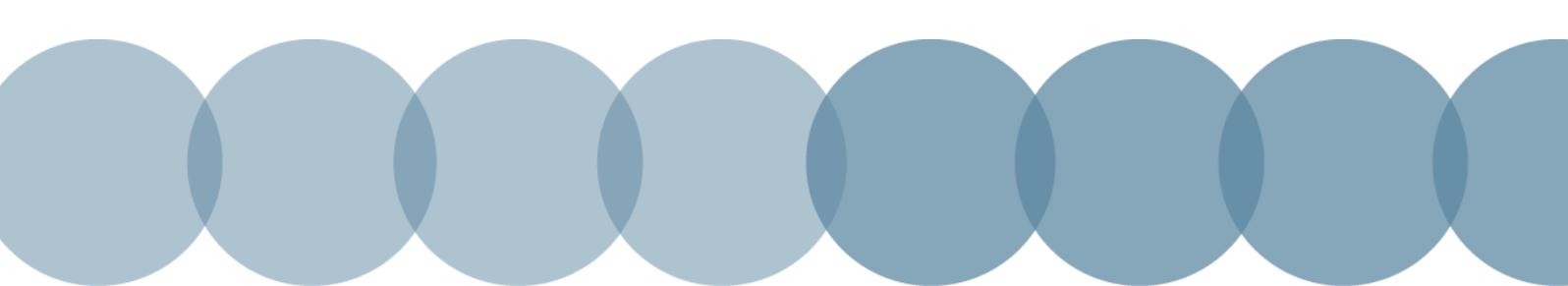
- In Tasmania, women and men experience assault at a similar rate. In 2016, female victims accounted for 51 per cent of victims of assault (1,513 victims).<sup>xviii</sup>
- From 2005 to 2015 in Tasmania, 82.2 per cent of family violence offenders were male and 87.8 per cent of victims were female.<sup>xix</sup>
- In 2016-17, 5,154 family violence arguments and incidents were reported to Tasmania Police.<sup>xx</sup>
- In 2016-17, there were 1,625 Police Family Violence Orders (PFVOs) issued and 288 Family Violence Orders (FVOs) applied for by Tasmania Police.<sup>xxi</sup>
- In 2016-17, there were 1,547 reported breaches of PFVOs and FVOs in Tasmania.<sup>xxii</sup>



## NEXT STEPS

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- In 2017, nearly 1,400 people provided their views on gender equality and how the Tasmanian Government can further advance the wellbeing of women and girls through the services it provides and the levers it can use as a state government.
- In May 2018 the Tasmanian Government released a new Tasmanian Women's Strategy 2018-2021.
- Key priority areas of focus under the new Women's Strategy are:
  - Financial Security
  - Leadership and Participation
  - Health and Well-being
  - Safety
- A Financial Security for Women Action Plan will also be released in 2018. The Plan will focus on improving outcomes for women in paid employment, increasing women's representation in Science, Technology, Engineering, Mathematics and Medicine (STEMM) and trades, building women and girls' financial capabilities, and supporting women's entrepreneurship.
- The Tasmanian Women's Council will play a key role in monitoring implementation of the new Strategy.



## GLOSSARY

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- AICD:** Australian Institute of Company Directors
- COTA:** Council on the Ageing Tasmania
- CSR:** Communities, Sport and Recreation
- DHHS:** Department of Health and Human Services
- DPAC:** Department of Premier and Cabinet
- DPFEM:** Department of Police, Fire and Emergency Management
- DPIPWE:** Department of Primary Industries, Parks, Water and Environment
- eS4W:** Economic Security4Women
- FVO:** Family Violence Order
- HAPS:** Household Assessment Prioritisation System
- LGBTI:** Lesbian, Gay, Bisexual, Transgender and Intersex
- MWEW:** Move Well Eat Well
- PDAC:** Premier's Disability Advisory Council
- PFVO:** Police Family Violence Order
- SASP:** Sexual Assault Support Program
- SES:** Senior Executive Service
- SSO:** State Sporting Organisation
- STEM:** Science, Technology, Engineering and Mathematics
- STEMM:** Science, Technology, Engineering, Mathematics and Medicine
- TCE:** Tasmanian Certificate of Education
- THS:** Tasmanian Health Service
- Treasury:** Department of Treasury and Finance
- TWC:** Tasmanian Women's Council
- TWiA:** Tasmanian Women in Agriculture
- WSRT:** Womensport & Recreation Tasmania
- YAPN:** Young Agricultural Professionals Network

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- <sup>i</sup> *Women and Girls in Tasmania, Fact Sheet 7- Demographics*, Department of Premier and Cabinet 2016
- <sup>ii</sup> Australian Bureau of Statistics, (Cat. No 3235.0) - *Population by Age and Sex, Regions of Australia*, 2016
- <sup>iii</sup> Australian Bureau of Statistics, *2015 Average Weekly Earnings, Australia*, Cat No 6302.0, Table 11F, ABS, Canberra.
- <sup>iv</sup> *Labour Force* (ABS Cat No 6202.0), Department of Treasury and Finance, December 2017
- <sup>v</sup> Ibid.
- <sup>vi</sup> *National Assessment Program for Literacy and Numeracy 2017 Report*
- <sup>vii</sup> Accessed at NAPLAN National Reports and Results <http://reports.acara.edu.au/Home/Results>
- <sup>viii</sup> University of Tasmania, *Statistical Snapshot 2015*, <http://www.utas.edu.au/vc/impact-statement-2015/statistical-snapshot>
- <sup>ix</sup> TasTAFE, *Annual Report 2015-16*
- <sup>x</sup> 2017 AVETMISS data
- <sup>xi</sup> 2016-17 TasTAFE *Annual Report 2016-17*
- <sup>xii</sup> Department of Health and Human Services, Tasmania, 2016, *Report on the Tasmanian Population Health Survey 2016*, Hobart.
- <sup>xiii</sup> Data supplied by the Department of Health and Human Services
- <sup>xiv</sup> Australian Sports Commission (ASC), 2017, *AusPlay Survey - participation data for the sport sector*.
- <sup>xv</sup> *Women on Boards Strategy 2015-20*, Annual Report 2017, Department of Premier and Cabinet
- <sup>xvi</sup> Annual Reports Tasmanian State Service, [http://www.dpac.tas.gov.au/divisions/ssmo/publications/annual\\_reports](http://www.dpac.tas.gov.au/divisions/ssmo/publications/annual_reports)
- <sup>xvii</sup> *Women on State Sport Boards 2017*, Department of Premier and Cabinet
- <sup>xviii</sup> Australian Bureau of Statistics, 2014, *Recorded Crime - Victims, Australia*, Catalogue 4510.0,
- <sup>xix</sup> Unpublished data provided by the Department of Justice
- <sup>xx</sup> Tasmania Police, *Annual Corporate Report*, June 2017, available at <http://www.police.tas.gov.au.s3.amazonaws.com/wp-content/uploads/2017/08/CPR-June-2017.pdf.pdf>
- <sup>xxi</sup> Ibid.
- <sup>xxii</sup> Ibid.