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NSW Ministry for the
Status and Advancement
of Women

women

IN NEW SOUTH WALES



New South Wales
Government

WOMEN IN NEW SOUTH WALES

MINISTRY FOR THE STATUS AND ADVANCEMENT OF WOMEN
New South Wales

and

AUSTRALIAN BUREAU OF STATISTICS
New South Wales

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Foreword

The NSW Ministry for the Status and Advancement of Women and the Australian Bureau of Statistics are committed to providing reliable and comprehensive data on women for the development of policy, the provision and delivery of services, education and debate.

Women in New South Wales is an exciting new publication. It contains much of the data currently available on women in this State, summarises and presents it in an accessible way.

The publication is structured around key areas for women. There are chapters on population, families, housing, violence, health, education, work, income and leisure.

Women in New South Wales is an essential reference for policy and decision makers, students, teachers, community organisations, lobbyists and anyone with an interest in women's issues.

The Ministry's role as the prime source of policy advice to the New South Wales Government on women's issues is dependent on accurate data. I am delighted that the Ministry for the Status and Advancement of Women and the Australian Bureau of Statistics have cooperated so well in producing this quality publication.

Jane Bridge
Director
NSW Ministry for the Status and Advancement of Women

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Preface

Women in New South Wales presents the first comprehensive and up to date profile of New South Wales women. It is the product of close cooperation between the NSW Ministry for the Status and Advancement of Women and the Australian Bureau of Statistics (ABS).

This joint publication marks a further step in a new direction for the ABS of collaborating with other organisations to present an informative and readable analysis of topics of significant interest to a wide range of users in the community.

The publication draws information from both published and unpublished sources of the ABS and other government agencies. In particular, it includes previously unpublished information from the 1994 NSW Crime and Safety Survey and the first national ABS survey on time use, the 1992 Time Use Survey.

I would like to thank the staff who have prepared and produced this publication with such enthusiasm and dedication, both at the Ministry for the Status and Advancement of Women and the ABS, for all their effort.

Accurate and timely statistical information about women in New South Wales is important both for government and the wider community so that both can participate in informed discussion, research and decision making.

Greg Bray
Deputy Commonwealth Statistician
New South Wales

March 1995

1 Population

There are three components of population change: births, deaths and migration. Together they affect the size of the population, the age and sex distribution, the location of the population and cultural diversity. Much of the information we have on population characteristics comes from the ABS Census of Population and Housing. Since the first Census in 1911 there have been some marked changes in the population.

In NSW in the 1990s there are more women than men, women are tending to have fewer children and at a later age and women can expect to live up to six years longer than men. The population is more diverse as a result of recent migration from a wider range of countries and regions and the shift away from assimilation to a policy of multiculturalism.

General population trends can be established by examining birth, death and migration rates. However, there are significant differences between particular groups. For instance, the Aboriginal and Torres Strait Islander community has higher birth rates and lower life expectancy than the total population and hence a younger overall population.

Keeping track of trends and shifts in the population is fundamental for developing appropriate government policies and programs. As the population of NSW continues to age for example, there are implications for health, housing, education and employment strategies. Women's life experiences are also likely to be different as the characteristics of the population change. Families will probably be smaller, the number of women who live alone in old age will increase and they will be part of communities that are increasingly diverse.

This chapter provides an overview of the current structure of the New South Wales population, how it has changed and projections into the next century.

Population structure

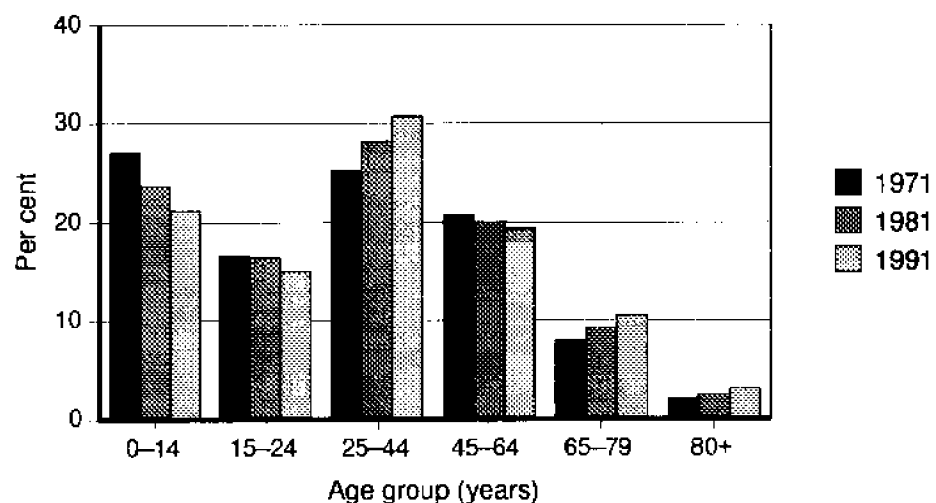
The rate of population growth in NSW has varied considerably since the beginning of the century. The female population of NSW reached its first million in 1920, its second million in 1963 and its third million in 1993. Population growth decreased significantly during World Wars I and II, and the economic depression of the 1930s. There were high growth rates after both war periods and particularly between 1946 and 1960 which are known as the 'baby boom' years.

World War II marked a major shift in the countries of origin of immigrants. Although the United Kingdom and Ireland continued to be the largest source of settlers, the proportion of settlers from other European countries increased substantially. The high level of immigration between 1947 and 1971 was maintained largely by the assisted passage scheme which was discontinued in 1983. Since the mid-1970s the number of settlers from other regions has increased substantially (reflecting Australia's broadening immigration policy) while the number from the United Kingdom and Ireland has remained relatively steady.

- The estimated resident population of NSW was 5,997,700 at 30 June 1993, comprising 3,015,400 females and 2,982,300 males.

Age distribution The following graph shows the age distribution of females in NSW at selected Population Censuses since 1971 and indicates the trend towards an ageing population. Decreasing birth rates and longer life expectancy have contributed to this trend started by the high birth rates following World War II.

Graph 1.1 Age distribution: females, NSW



Source: 1991 Census of Population and Housing

- The proportion of women aged 65 years and over increased from 10% in 1971 to 14% in 1991.
- In contrast, the proportion of the population less than 15 years of age has decreased. In 1991 the proportion of females aged less than 15 years was 21% compared to 27% in 1971.
- The proportion of women in the age group 25-44 years increased from 25% to 31% of the population between 1971 and 1991, a result of the 'baby boom' period of the late 1940s and 1950s.

Sex distribution The proportions of females and males in the population have varied since the beginning of the century.

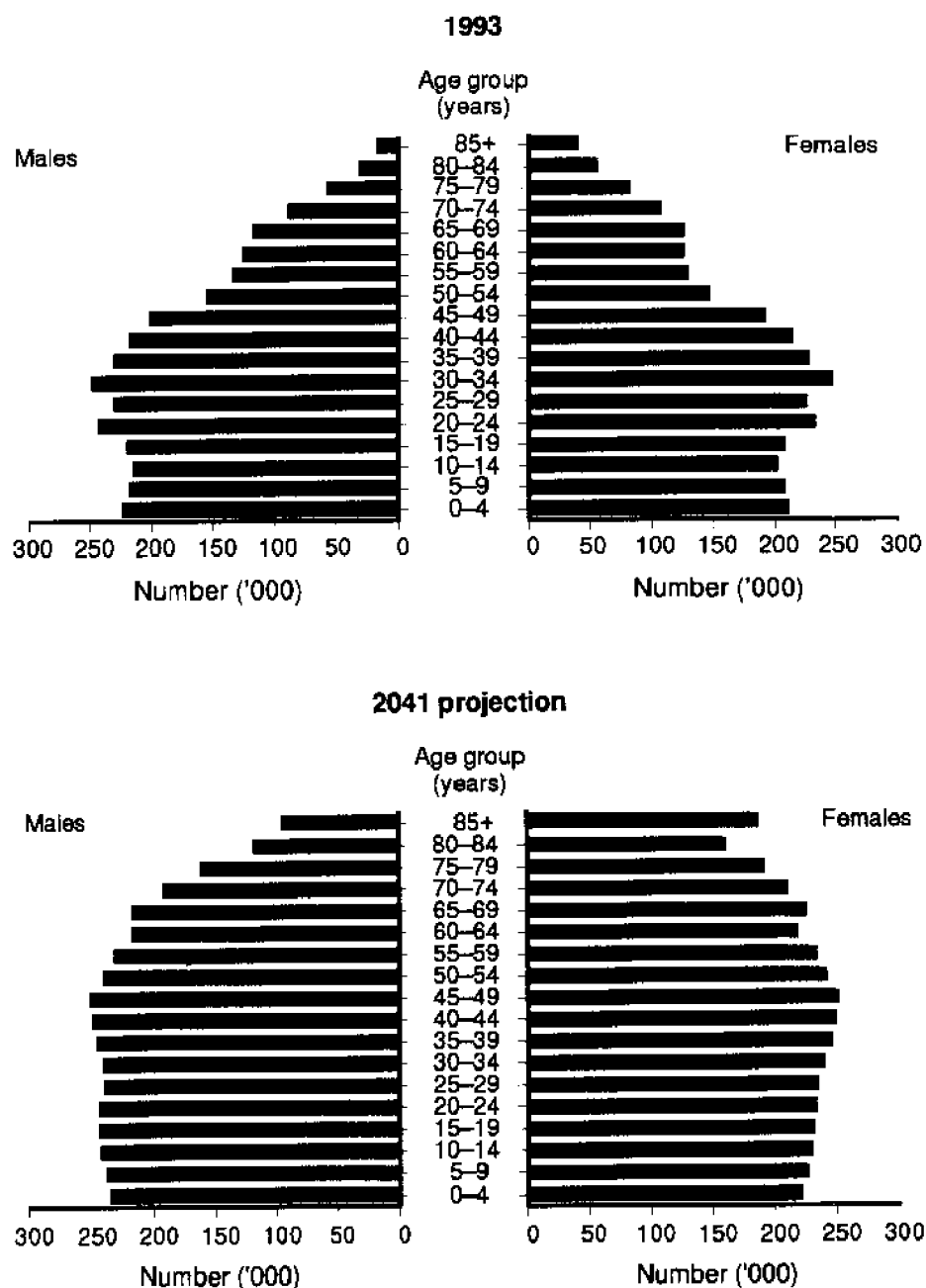
- During the early part of this century there were significantly more males than females in NSW but by the 1947 Census the numbers of females and males were about equal.
- Between 1947 and 1961 the number of males increased faster than the number of females, and by June 1961 the number of males was about 2% greater than the number of females.
- Generally, more male settlers than female settlers arrived in the period after World War II.
- The proportion of females gradually increased and by 30 June 1976 females outnumbered males by nearly 1%.
- In 1993, there were 33,100 more females than males, and the sex ratio was 99 males to every 100 females.
- The sex ratio is not constant across all age groups. In 1993, among people under 60 years of age, there were more males than females. This ratio was reversed in older age groups of the population, reflecting the tendency for women to outlive men.

Population projections

The total population of NSW is projected to rise from 6.0 million in 1993 to between 7.9 and 8.7 million in 2041, with NSW retaining its position as the State with the largest population. During this period the female population is projected to exceed 4.0 million.

The following projections are based on assumptions of medium fertility and low overseas migration gains in the next 40 years (Projection Series A).

Graph 1.2 Sex and age distribution of the population, NSW



Source: *Estimated Resident Population, Demography, New South Wales (3311.1)*;
Projections of the Populations of Australia, States and Territories 1993 to 2041 (3222.0) (Series A)

- The population of working age women (15–64 years) is projected to rise from nearly 2.0 million in 1993 to 2.4 million in the year 2041, but overall the percentage of this group in the total population is projected to decline from 65% to 59%.
- The population of women aged 65 years and over is projected to increase significantly from 0.4 million in 1993 to nearly 1.0 million in the year 2041. As a proportion of the population these projected numbers represent an increase from 14% in 1993 to 24% in 2041.
- The highest annual rates of increase in the size of the population aged 65 years and over are projected to occur during the years 2011–2021 when the peak of the 'baby boom' generation reaches retirement age.
- By 2021 the projected population of women aged 80 years and over in NSW will almost double (compared with 1993).
- The trend towards the ageing of the population is also influenced by the declining proportion of the population in the age range 0–14 years, thereby gradually raising the median age for the total population. The median age of the female population is projected to rise from 33 years in 1993 to over 41 years in 2041.

Table 1.1 Projected population by selected age groups, NSW

Age group (years)	1993 (a)		2041	
	Number	Proportion	Number	Proportion
	'000	%	'000	%
FEMALES				
0–14	629.3	20.8	680.4	16.8
15–64	1,971.7	65.2	2,385.6	59.0
65 and over	420.0	13.9	979.0	24.2
Total	3,021.0	100.0	4,045.0	100.0
MALES				
0–14	660.5	22.1	714.1	18.3
15–64	2,012.4	67.4	2,401.8	61.6
65 and over	314.8	10.5	780.4	20.0
Total	2,987.6	100.0	3,896.4	100.0

(a) Base year

Source: *Projections of the Populations of Australia, States and Territories 1993 to 2041 (3222.0) (Series A)*

Components of population change

The following table shows the extent to which natural increase (the difference between births and deaths) and net migration have contributed to the growth of the population in NSW over the five years to 1992–93.

Table 1.2 Components of population change, NSW

	1988–89	1989–90	1990–91	1991–92	1992–93
	—'000—				
Natural increase—					
Females	22.8	20.8	23.9	22.0	22.9
Males	21.7	20.8	23.2	22.0	22.3
Net overseas migration—					
Females	29.9	24.4	18.8	16.8	7.2
Males	32.7	27.8	17.7	14.4	5.4
Net interstate migration—					
Females	–17.8	–16.9	–8.1	–7.0	–9.0
Males	–20.2	–19.1	–9.2	–8.2	–10.1
Total increase (a)—					
Females	35.0	28.7	34.3	31.8	21.1
Males	34.0	29.1	30.4	28.2	17.6

(a) For 1988–89 to 1990–91, includes an adjustment for intercensal discrepancy.

Source: *Estimated Resident Population*

- Natural increase has remained fairly steady over the five year period with slightly greater increases for females than males.
- Net overseas arrivals depend mainly upon the quota system which varies from time to time. Over the five year period shown, the highest recorded overseas intake was in 1988–89. The female net overseas migration figure in 1992–93 was one-quarter of the 1988–89 figure.
- Sydney has usually been the major point of entry to Australia by permanent migrant arrivals. However many overseas migrants stay for a time in Sydney and then move to another State thereby contributing to population losses in NSW due to interstate migration. The majority of interstate movements out of NSW are to Queensland.

Births

Table 1.3 Births and deaths, NSW

	1989	1990	1991	1992	1993
Births—					
Females	41,842	43,782	42,425	44,875	43,448
Males	43,948	46,752	44,942	47,710	45,906
Sex ratio	105.0	106.8	105.9	106.3	105.7
Crude birth rate (a)	14.8	15.5	14.8	15.5	14.9
Total fertility rate	1,864	1,956	1,874	1,975	1,912
Deaths—					
Females	20,890	20,307	19,806	20,832	20,144
Males	24,170	23,506	22,661	23,969	22,925
Infant death rate (b)—					
Females	7.4	7.0	6.6	6.2	5.4
Males	9.9	9.1	7.9	8.6	6.9
Crude death rate (a)—					
Females	7.2	6.9	6.7	7.0	6.7
Males	8.4	8.1	7.7	8.1	7.7
Median age at death—					
Females	78.9	78.7	78.8	79.3	79.5
Males	72.2	71.9	72.0	72.5	72.8

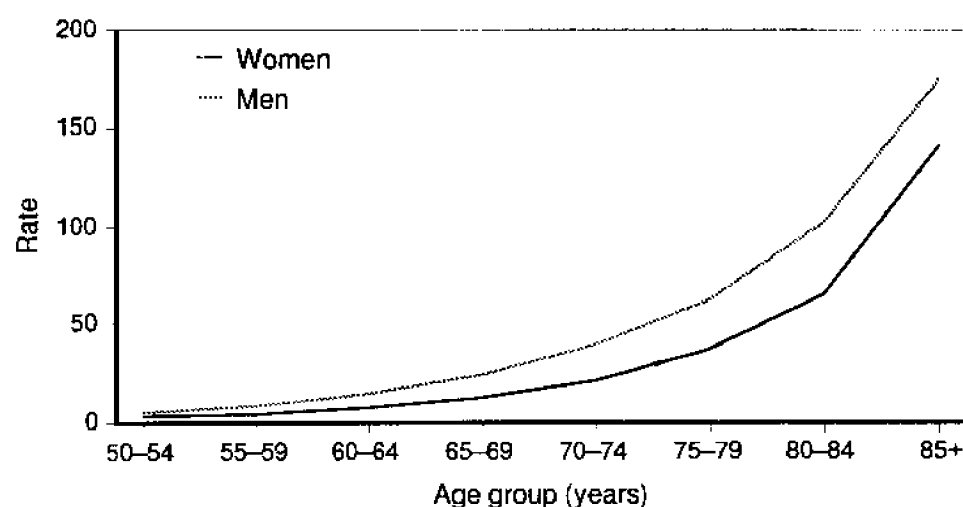
(a) Rate per 1,000 population (b) Rate per 1,000 live births

Source: *Demography, New South Wales (3311.1)*

- In 1993, there were 89,354 live births registered in NSW. The crude birth rate of 14.9 per 1,000 population in 1993 was about two-thirds the rate recorded in 1971 (20.8 per 1,000 population).
- There were 106 boys born for every 100 girls in 1993. During this century the sex ratio at birth has fluctuated between 104 and 107 and has averaged 105.
- The fertility rate is defined as the number of children 1,000 women would bear during their lifetimes if the birth rates of the year shown applied throughout their reproductive life. In 1993, the total fertility rate was 1,912, a significant reduction on the rate of 3,373 which existed in 1961.
- Women in NSW are now having children at a later age. The median age of all women who gave birth in 1993 was 29 years compared with 27 years in 1983.

Deaths

Death rates for both males and females have declined steadily during this century with the rate of decline increasing over the last two decades. Although the changing age and sex distributions of the population affect any comparison over time, there have been significant declines in mortality. This can be attributed, in part, to improvements in the standard of living and the reduction in infectious diseases especially among infants and young children. More recent declines are due mainly to decreases in mortality from heart diseases and stroke.

Graph 1.3 Age-specific death rates (a), NSW, 1993

(a) Rate per 1,000 estimated mid-year resident population for each age group by sex.

Source: *Demography, New South Wales (3311.1)*

- Death rates were lower for females than males in all age groups. Age-specific death rates for 1993 for older age groups are shown in Graph 1.3.
- There were 43,069 deaths of NSW residents in 1993. The proportion of female deaths was 47%. The crude death rate was 6.7 deaths per 1,000 for females, compared to 7.7 deaths per 1,000 for males.
- Women aged 75 years and over accounted for 60% of total female deaths in 1993.
- In 1993, there were 234 female infant deaths (children under one year) and the infant death rate was 5.4 per 1,000 female live births. This is significantly lower than the infant death rate for males (6.9 per 1,000 male live births).
- In 1901, females under five years accounted for 36% of all female deaths. In 1993 the percentage of female deaths for that age group was only 1%.

Life expectancy

Table 1.4 Life expectancy, NSW

	At birth		At 60 years	
	Females	Males	Females	Males
	—years—			
1971	74.4	68.0	19.7	15.5
1981	78.3	71.1	22.0	17.1
1991	80.3	74.3	23.2	19.0
1993	80.8	74.8	23.6	19.4

Source: *ABS Annual Life Tables, Demography, New South Wales, 1993 (3311.1)*

- In 1993, life expectancy at birth for females was 81 years, an increase of 6 years since 1971. The difference in life expectancy between males and

females has narrowed since 1981, mainly due to reductions in male deaths from motor vehicle accidents and circulatory diseases.

- At any age, life expectancy is higher for females than males. For example, at age 60 years women could expect to live four years longer than men.

Overseas migration

Permanent entry into Australia is currently permitted under the following categories: family migration which allows migrants to join members of their families already living in Australia; skilled migration for people with special occupational skills or a business background; humanitarian migration including refugees; and special eligibility. New Zealand citizens do not need entry visas and are included in the special eligibility category.

Table 1.5 Settler arrivals by eligibility category, NSW, 1993–94

Age group (years)	Eligibility category					Total
	Family	Skill	Humanitarian	Other visa	Non-visa(a)	
Females—						
0–14	1,445	746	698	24	770	3,683
15–24	2,291	249	441	21	406	3,408
25–34	2,951	1,192	544	72	410	5,169
35–44	1,094	359	370	30	226	2,079
45–54	535	76	153	9	100	873
55–64	516	8	113	9	59	705
65 and over	295	6	62	8	71	442
Total	9,127	2,636	2,381	173	2,042	16,359
Males—						
Total	6,550	3,217	2,602	135	2,023	14,527

(a) Mainly New Zealand citizens

Source: Department of Immigration and Ethnic Affairs

- More females than males migrated to NSW in 1993–94, with females making up 53% of settler arrivals.
- In 1993–94, more females than males migrated to NSW under the family reunion category while more males than females arrived under the skill and humanitarian categories.

Selected population groups

Countries of birth

There have been marked changes in the countries of origin of the NSW female population who were born overseas. Until the mid-1970s the vast majority of female settlers were born in Europe. In the 1980s there was increased immigration from Asia, particularly Viet Nam, China and the Philippines.

Table 1.6 Females: country of birth, NSW, 1991

<i>Country of birth</i>	<i>Number</i>	<i>Proportion</i>
	'000	%
English speaking countries—		
Australia	2,175.9	75.4
Canada	4.2	0.1
Ireland	8.1	0.3
New Zealand	42.3	1.5
South Africa	9.2	0.3
United Kingdom	151.0	5.2
USA	8.6	0.3
<i>Total</i>	<i>2,399.4</i>	<i>83.1</i>
Non-English speaking countries—		
China	21.0	0.7
Germany	17.4	0.6
Greece	21.7	0.8
Hong Kong	16.6	0.6
India	10.1	0.3
Italy	32.4	1.1
Lebanon	24.4	0.8
Malaysia	10.4	0.4
Malta	10.2	0.4
Netherlands	10.9	0.4
Philippines	22.7	0.8
Poland	9.8	0.3
Former USSR (a)	8.4	0.3
Viet Nam	23.5	0.8
Former Yugoslavia	28.6	1.0
Other	152.1	5.3
<i>Total</i>	<i>420.1</i>	<i>14.6</i>
Not stated	66.9	2.3
Total	2,886.4	100.0

(a) Includes the Baltic states.

Source: 1991 Census of Population and Housing

- In 1991, the population of females born overseas (643,600) was slightly less than the overseas born male population (663,000).
- The largest proportions of females born in English speaking countries were from the United Kingdom (5% of all females) and New Zealand (nearly 2%).
- Among non-English speaking countries, the largest proportions of females were from Italy and the former Yugoslavia (at 1% each).

Language spoken at home

With increasing numbers of the population born in non-English speaking countries, there are now many people living in NSW who speak a language other than English at home.

Table 1.7 Females who speak a language other than English at home, NSW, 1991

<i>Language</i>	<i>Number</i>	<i>Proportion</i>
	'000	%
Chinese languages	59.0	12.9
Italian	54.3	11.8
Arabic/Lebanese	51.5	11.2
Greek	47.0	10.2
Spanish	23.5	5.1
Vietnamese	18.6	4.1
German	17.7	3.9
Filipino languages	17.6	3.8
Macedonian	11.8	2.6
Croatian	11.4	2.5
Asian n.e.i. (including Lao)	10.2	2.2
Maltese	10.0	2.2
Polish	10.0	2.2
French	8.9	1.9
Yugoslav n.e.i. (a)	7.4	1.6
Turkish	7.3	1.6
Portuguese	6.6	1.4
Hindi	6.1	1.3
Dutch	6.1	1.3
Japanese	5.9	1.3
Indonesian/Malay	5.7	1.2
Hungarian	5.7	1.2
Russian	5.7	1.2
Serbian	5.1	1.1
Other	45.9	10.0
Total	458.8	100.0

(a) Comprises 'Yugoslav n.e.i.' and 'Serbo-Croatian'.

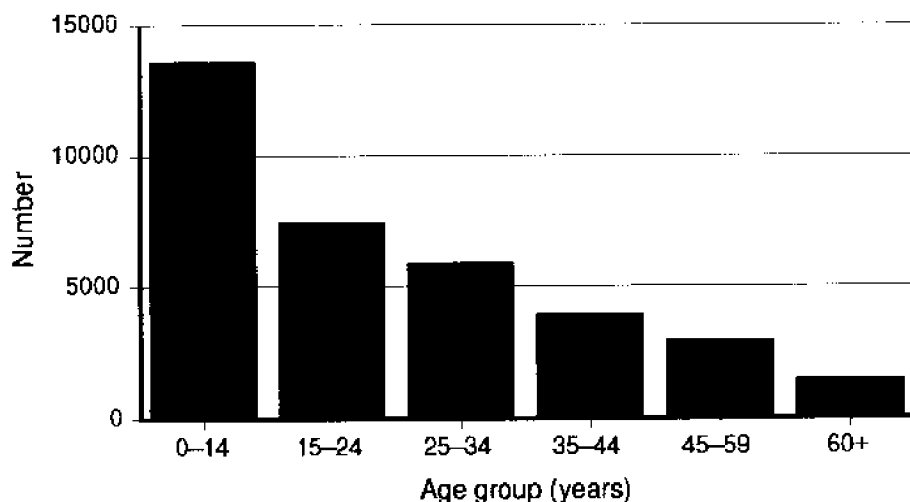
Source: 1991 Census of Population and Housing

- In 1991, 17% (458,800) of the female population over the age of four in NSW said that they spoke a language other than English at home. Chinese languages were the most widely spoken followed by Italian, Arabic/Lebanese and Greek.
- The proportion of non-English speaking females has grown in recent years with increasing immigration from Asian countries.

Aboriginal and Torres Strait Islander people

In the 1991 Census, 35,400 females in NSW identified themselves as being of Aboriginal or Torres Strait Islander origin, representing just over 1% of females in NSW. The Aboriginal and Torres Strait Islander population has a much younger age structure than the total State population, reflecting higher birth rates and shorter life expectancy.

Graph 1.4 Age distribution of Aboriginal and Torres Strait Islander women, NSW, 1991



Source: 1991 Census of Population and Housing

- The proportion of Aboriginal and Torres Strait Islander females aged under 5 years (15%) was double that of the State's total female population in that age group (7%).
- Only 4% of Aboriginal and Torres Strait Islander women were aged 60 years and over compared to 18% of NSW women in that age group.

Geographical distribution

Approximately 77% of the female population of NSW live around the three major coastal regions of Sydney, Newcastle and Wollongong. Of these women, 62% lived in the Sydney statistical area in June 1993. The following table shows the distribution of the female population in statistical divisions of NSW.

Table 1.8 Female population: statistical divisions, NSW, 30 June 1993

<i>Statistical division</i>	<i>Number</i>	<i>Proportion</i>
	'000	%
Sydney	1,874.5	62.2
Hunter	273.0	9.1
Illawarra	179.6	6.0
Richmond-Tweed	94.8	3.1
Mid-North Coast	126.9	4.2
Northern	93.6	3.1
North Western	58.3	1.9
Central West	86.1	2.9
South Eastern	86.0	2.9
Murrumbidgee	74.3	2.5
Murray	54.4	1.8
Far West	13.9	0.5
New South Wales	3,015.4	100.0

Source: Estimated Resident Population

Additional tables

Table 1.9 Women aged 15 years and over: selected characteristics, NSW, 1991

Selected characteristics	Age group (years)					Total 15 and over
	15-24	25-34	35-44	45-59	60 and over	
	—'000—					
Married with dependants	28.5	227.4	269.6	100.6	5.7	631.9
Married without dependants	43.2	77.0	53.3	208.6	211.1	593.2
Lone mother with dependants	11.4	35.8	40.6	17.4	3.1	108.3
Living alone	9.1	18.6	17.4	32.5	143.6	221.2
Born in non-English speaking countries	50.1	83.1	93.3	88.5	71.8	386.9
Aboriginal and Torres Strait Islander people	7.4	5.9	4.0	3.0	1.5	21.8
Living in—						
major urban areas	304.1	319.0	289.7	288.8	347.7	1,549.2
other urban areas	84.6	91.2	83.3	85.9	126.5	471.4
rural areas	43.1	51.6	55.9	55.1	45.6	251.4
All women	431.8	461.8	428.9	429.8	519.8	2,272.2
All men	447.1	461.1	429.9	443.8	414.9	2,196.8

Source: 1991 Census of Population and Housing

Table 1.10 Age structure, NSW, 30 June 1993

Age group (years)	Number			Proportion		
	Females	Males	Persons	Females	Males	Persons
	'000	'000	'000	%	%	%
0-4	212.8	223.7	436.5	7.1	7.5	7.3
5-9	208.9	218.4	427.3	6.9	7.3	7.1
10-14	204.9	215.8	420.6	6.8	7.2	7.0
15-19	209.0	220.1	429.1	6.9	7.4	7.2
20-24	235.4	243.2	478.6	7.8	8.2	8.0
25-29	227.5	230.2	457.7	7.5	7.7	7.6
30-34	247.5	248.8	496.3	8.2	8.3	8.3
35-39	230.1	230.5	460.6	7.6	7.7	7.7
40-44	216.7	219.6	436.3	7.2	7.4	7.3
45-49	194.9	202.6	397.4	6.5	6.8	6.6
50-54	149.3	156.6	305.8	5.0	5.3	5.1
55-59	131.5	133.5	265.1	4.4	4.5	4.4
60-64	127.3	125.2	252.5	4.2	4.2	4.2
65-69	127.8	117.2	245.0	4.2	3.9	4.1
70-74	109.3	89.5	198.8	3.6	3.0	3.3
75-79	83.3	58.4	141.7	2.8	2.0	2.4
80-84	56.5	32.2	88.7	1.9	1.1	1.5
85 and over	42.7	17.0	59.7	1.4	0.6	1.0
Total	3,015.4	2,982.3	5,997.7	100.0	100.0	100.0

Source: Estimated Resident Population, Demography, New South Wales, 1993 (3311.1)

2

Families

The United Nations International Year of the Family (1994) consolidated a government and community focus on families, their dynamics and role. It seems that families in NSW are changing and becoming more diverse.

For statistical purposes the Australian Bureau of Statistics defines a family as:

two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption or fostering, and who are usually resident in the same household.

Ideally, a family should be a place where adults and children can create and share an environment of love, care, support and growth. Unfortunately, the privacy of this environment can also hide the crimes of violence and sexual assault.

Many factors have contributed to the growing diversity of families in recent years, including changes in the NSW population. As mentioned in Chapter 1 there are greater numbers of older people in NSW. Access to safe contraception and abortion has contributed to women having fewer children and having them at a later age.

Changes in community values have had an enormous impact on families. Some of the significant shifts include greater acceptance of a woman's right to further education and employment, the trend towards later marriage and improved support to lone parents, people in de facto relationships and lesbian and gay couples.

Prevailing economic conditions are influential in determining the dynamics of a family. It is becoming more difficult to support a family on one income. In many couple families both partners are in the paid work force as are many lone parents. There are major social policy implications as a result of the increased numbers of working parents, particularly related to child care and the provision of working arrangements that allow an employee to accommodate their family responsibilities.

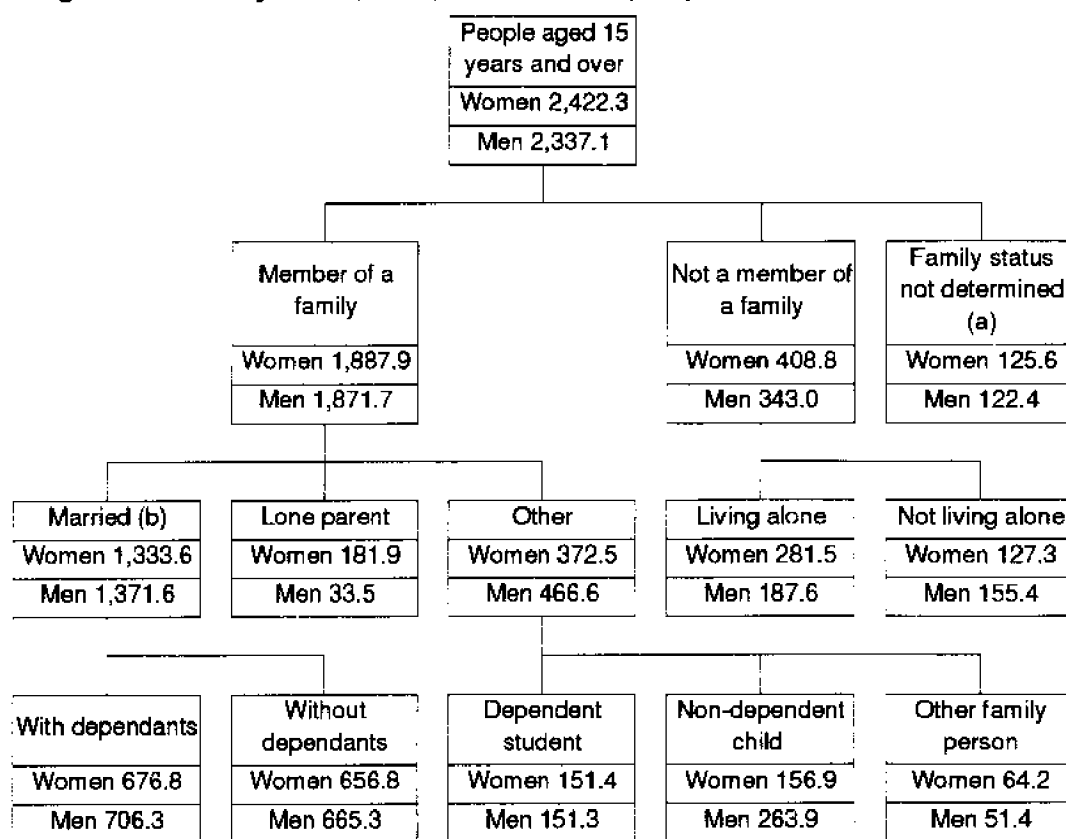
Important legislation to affect families in recent years is the *Family Law Act 1975* which introduced the concept of no-fault divorce. Following this legislation divorce became more accessible and there was an increase in the divorce rate and the incidence of re-marriage and blended families.

Families in NSW

Despite changes in the size and composition of many families over the last decade, most people continue to live in family households.

- In October 1994 there were 1.6 million families in NSW.
- There were 1.4 million couple families, of which 51% had dependants.
- Lone parent families comprised 14% of all NSW families, the majority of which (84%) were lone mothers.

Diagram 2.1 Family status, NSW, October 1994 ('000)



(a) Includes residents of a household where family relationship was not determined, visitors to private dwellings and persons enumerated in non-private dwellings. (b) The statistical discrepancy in the numbers of married men and women is due to the estimation procedures applied to sample survey results.

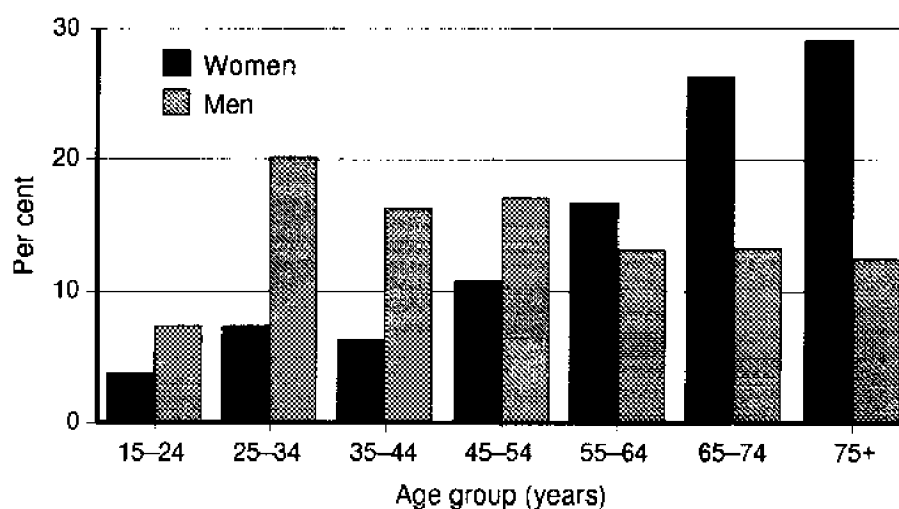
Source: Labour Force Survey

- In NSW in October 1994, 1.9 million women and 1.9 million men were members of families.
- There were 676,800 married women with dependent children and 656,800 married women without dependent children.

Women living alone

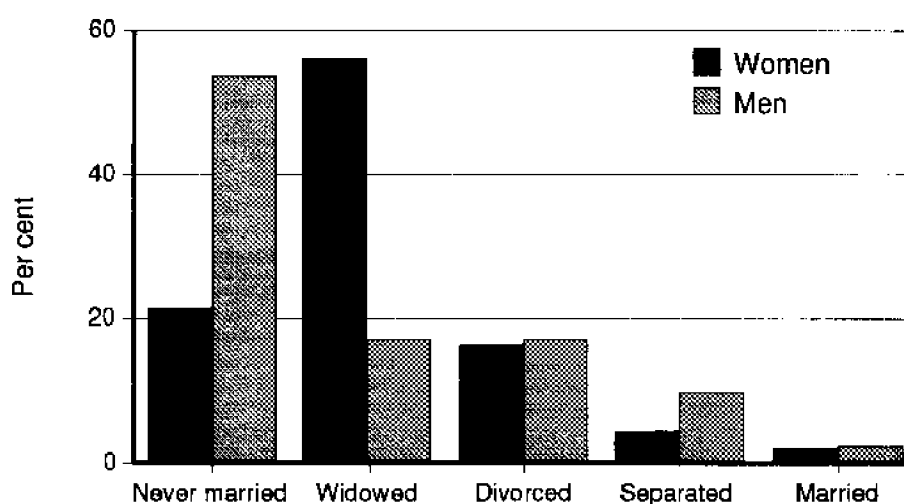
The 1992 Families Survey provides the most recent detailed information about women in NSW who live alone.

Graph 2.1 People living alone: age, NSW, 1992



Source: 1992 Family Survey

Graph 2.2 People living alone: registered marital status, NSW, 1992



Source: 1992 Family Survey

- Women were nearly one and a half times more likely to live alone than men, with 270,900 women and 198,200 men living alone in 1992.
- There were three times as many women as men, aged 65 years and over, who were living alone.
- Only 22% of women who lived alone had never married, compared to 54% of men.
- 56% of women who lived alone were widowed, compared to 17% of men.

Family formation and dissolution

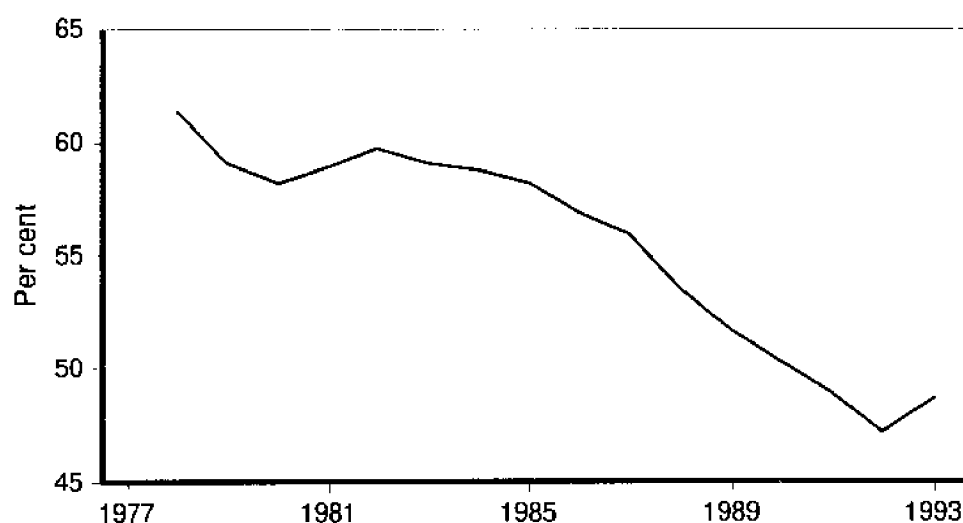
Marriage, the birth of a child and dissolution of a family through divorce or widowhood are major factors which contribute to the changes which families experience.

Marriage

- In NSW in 1993 there were 39,993 marriages.
- While the number of marriages has remained relatively constant for the last 20 years, there has been a steady decline in the crude marriage rate from 8.4 marriages per 1,000 population in 1973 to 6.7 marriages in 1993.
- The median age at first marriage for both men and women in NSW increased by almost 4 years between 1973 and 1993. In 1993, the median age was 24.9 years for women and 27.2 years for men.
- Less than one-quarter of all marriages were women who were either widowed or divorced.

Divorce

Graph 2.3 Proportion of total divorces involving dependent children, NSW



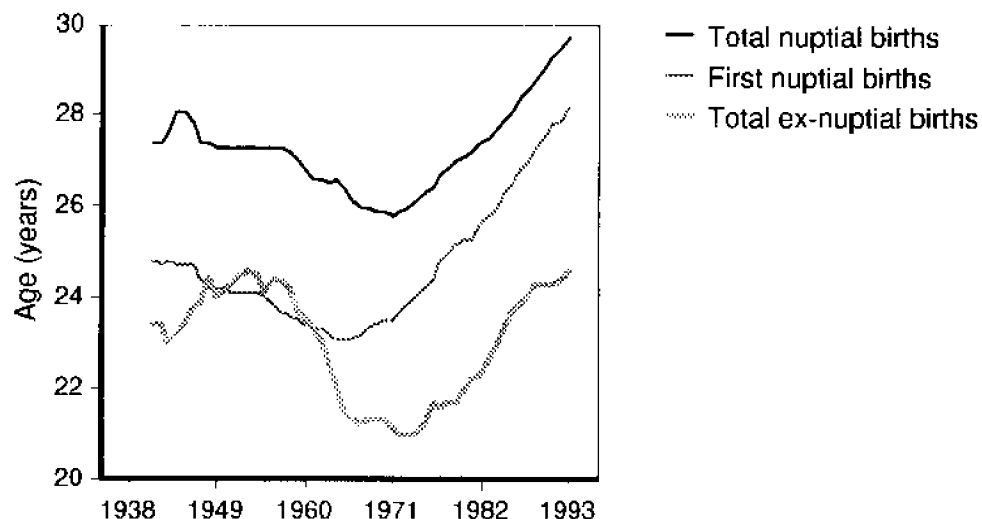
Source: *Demography, New South Wales* (3311.1)

- In NSW in 1993, there were 14,753 divorces granted, a crude divorce rate of 2.5 divorces per 1,000 of total population. This is the highest number of divorces granted in NSW since 1977, the year after the Family Law Act came into operation.
- The proportion of divorces which involved at least one child under 18 years of age decreased from 61% in 1978 to 49% in 1993.
- Over 40% of couples who divorced in 1993 in NSW had separated within five years of marriage, and almost 30% had separated within three years.
- The median interval of time between marriage and separation was 6.7 years in 1993 (7.7 years in 1983) and the median interval between marriage and divorce was 9.9 years (10.4 years in 1983). The difference in the median

intervals suggests that many couples wait more than the minimum 12 months separation before finalising their divorce.

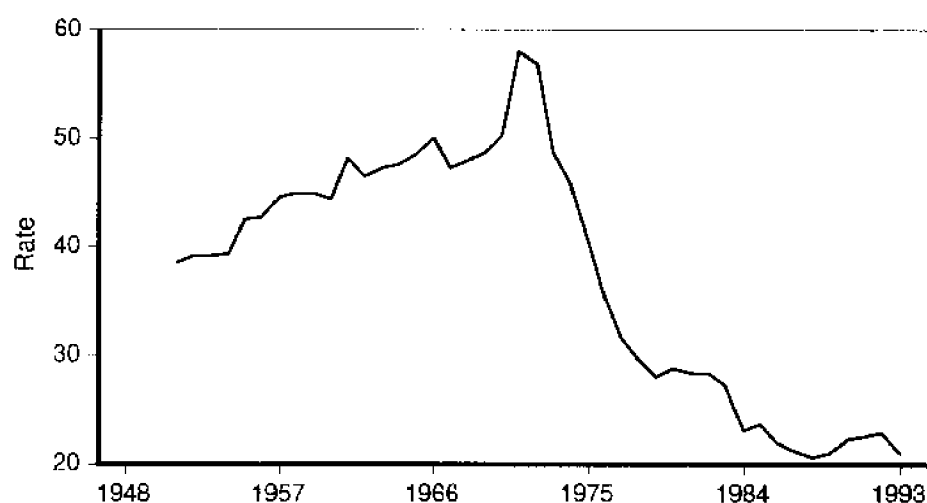
Births

Graph 2.4 Births: median age of mother, NSW



Source: *Demography, New South Wales (3311.1)*

Graph 2.5 Birth rates (a): teenage mothers, NSW



(a) Rate per 1,000 females aged 15-19 years.

Source: *Demography, New South Wales (3311.1)*

- In NSW in 1993 there were 89,354 births. The crude birth rate has decreased over the last 30 years, from 20.8 per 1,000 of the population in 1963, to 14.9 per 1,000 of the population in 1993.
- The mother's median age for the first nuptial birth decreased during the 1940s and 50s to 23 years of age, then increased progressively from the mid 1960s to reach 28 years of age in 1993.
- Births to women aged 15-19 years have decreased from 1 in 17 births in 1971 to 1 in 48 births in 1993.

- There were 21,351 births registered to unmarried mothers in NSW in 1993. The proportion of ex-nuptial births to total births increased from 10% in 1976 to 24% in 1993.
- For all ex-nuptial births the mother's median age has increased from 21 years in the early 1970s to 25 years in 1993.
- The proportion of ex-nuptial births where the father was acknowledged has continued to increase steadily from 56% in 1976 to 82% in 1993.

Family and work commitments

The idea that family and paid work exist in two different spheres and have little impact on each other is slowly changing. This model can virtually only be successful when someone is available to take care of the household and family duties on a full-time basis. With an increasing number of women entering the work force and more lone parents, many families find that work and family commitments impinge on each other.

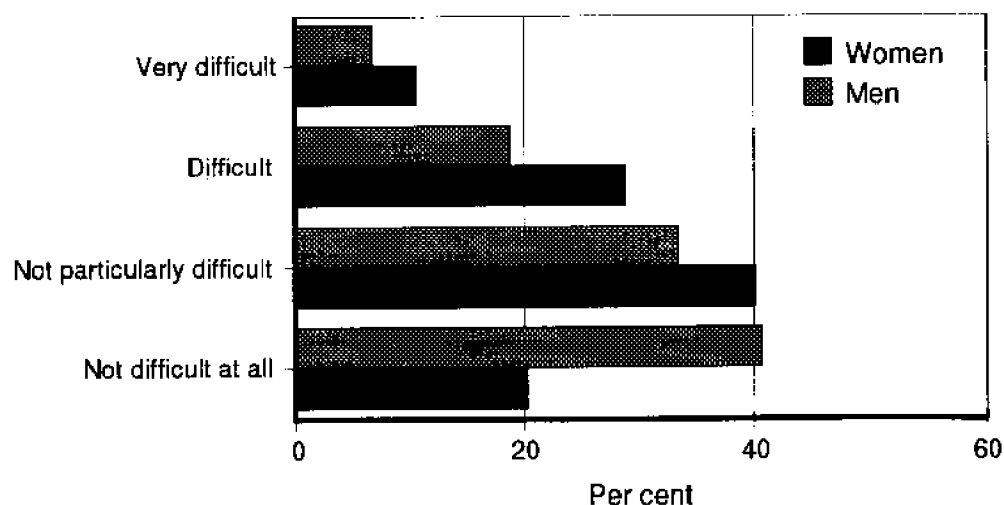
Policy makers are also recognising that workplaces need to be more accommodating. Some of the ways in which this is being accomplished are flexible work hours, permanent part-time positions, job sharing, working from home, special leave entitlements (say, to care for elderly parents or sick children) and employer sponsored child care programs.

Data in this section is from two separate ABS surveys — 1992 Family Survey and the Child Care Survey, June 1993.

Balancing work and child care

Results from the 1992 Family Survey showed that about 30% of the work force, in NSW had children aged under 12 years.

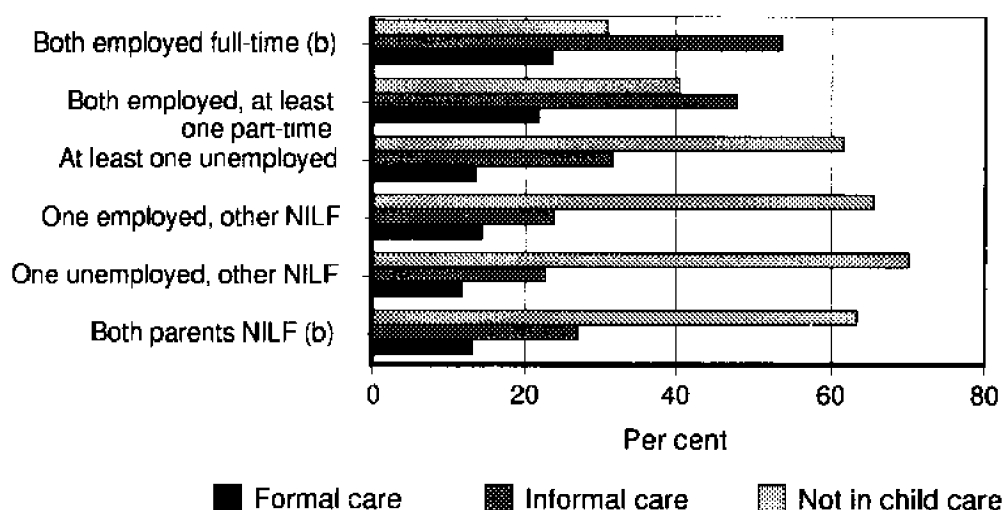
Graph 2.6 Employed parents: difficulty managing work and caring for child(ren) (a), NSW, 1992



(a) Children under 12 years of age.
Source: 1992 Family Survey

- Almost 1 in 3 employed parents with children under 12 years of age stated that they had difficulty managing work and caring for children.
- 40% of women found it difficult or very difficult to balance work and care for children, whereas only 26% of men found such care difficult.
- Conversely, 41% of men found no difficulty balancing work and child care, whereas 20% of women had no difficulty.

Graph 2.7 Children (a): type of child care by labour force status of parents, NSW, June 1993



(a) Children under 12 years of age. (b) Includes lone parent families.

Note: NILF is not in the labour force. Because more than one type of care may be used, total may be more than 100%.

Source: Child Care Survey, June 1993

- Data from the Child Care Survey revealed that in NSW in June 1993, 69% of children under 12 years of age whose parents or a lone parent worked full-time, attended some form of child care (formal, informal or both). Over half (54%) used informal care and 24% used formal care.
- Children who were the least likely to attend child care were those with one parent unemployed and the other not in the labour force (70%).

Working arrangements

In June 1993 nearly 50% of couple families in NSW with children under 12 years of age and at least one parent working used some type of special working arrangements to balance work and caring for children. Two-thirds of employed mothers in couple families made such arrangements.

For couple families using some type of working arrangement:

- Flexible working hours were used by 56% of these families and 45% of employed mothers.
- Permanent part-time work was used by 41% of employed mothers and 35% of parents overall.
- One-quarter of employed mothers did their paid work at home.

- Job sharing was used by only 1 in 20 parents.

In addition to the difficulties in balancing work and child care, working parents (where both parents or the sole parent worked) face special difficulties caring for sick children. In June 1993 there were 151,700 families in NSW who reported having sick children at some time in the preceding six months.

- In 1993 almost 39% of mothers took time off work to care for sick children, compared with 15% of fathers.
- Over 50% of families used some arrangement other than time off work to care for sick children.
- Almost 60% of these families relied on care by other relatives to care for sick children. Over 10% took the sick child to work, 17% used care by some other person and 21% worked at home.

Child care

Changing employment and social patterns have meant that access to child care is of great importance to many women. This access may largely be for employment reasons. However, child care is also used for the socialisation of children and to allow parents time for themselves and to pursue their own social or personal commitments.

In NSW in June 1993, 47% of all children under 12 years of age were involved in some type of formal and/or informal child care arrangement. Some 18% of children attended formal care while 36% attended informal care. There has been a gradual increase in children attending formal care since 1987.

Table 2.1 Child care (a), NSW

Combinations of child care categories	1987		1990		1993	
	Number Proportion		Number Proportion		Number Proportion	
	'000	%	'000	%	'000	%
Formal care only	78.9	8.0	89.1	8.7	111.4	10.6
Informal care only	311.8	31.7	342.6	33.6	303.8	29.0
Both formal and informal care	66.3	6.7	75.6	7.4	75.9	7.2
Neither formal nor informal care	526.9	53.6	511.8	50.2	557.3	53.2
Total children	983.9	100.0	1,019.1	100.0	1,048.4	100.0
Total formal care (b)	145.3	14.8	164.7	16.2	187.3	17.9
Total informal care (c)	378.1	38.4	418.2	41.0	379.7	36.2

(a) Children under 12 years of age. (b) Comprises the categories of 'Formal care' and 'Formal and informal care'. (c) Comprises the categories of 'Informal care' and 'Formal and informal care'.

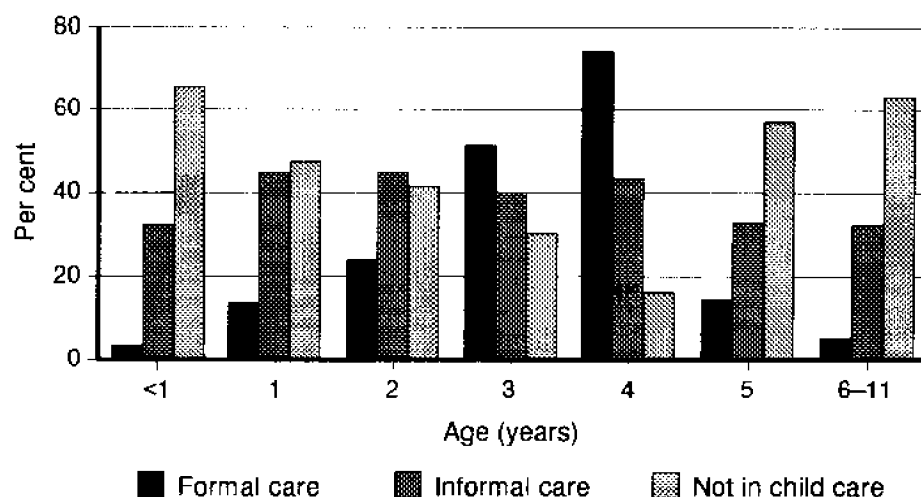
Source: Child Care Surveys June 1987, November 1990 and June 1993

- Of those children aged under 12 years who attended formal care in NSW in June 1993, 44% went to Pre-school whilst 23% went to long day care centres.
- Care by a relative other than a sibling was the major form of informal child care used for children (62%).

- Results from the 1992 Family Survey showed that in NSW, the main provider of informal care to families was the grandmother (42%).

The age of the child tends to determine the type of formal child care used. Before and After School Care Programs are only attended by children aged 4 years and over, while Pre-school is attended by children aged 5 years and under.

Graph 2.8 Type of child care: age of child (a), NSW, June 1993



(a) Children under 12 years of age.

Note: Because more than one type of care can be used, total may be greater than 100%.

Source: Child Care Survey, June 1993

- At June 1993 formal care was used for only 3% of children aged less than one year, compared with 74% of children aged four years.
- The child's age had less influence on the use of informal care varying between 1 in 3 children in the age groups less than 1 year, 5 years and 6-11 years and 45 % of children aged 2 years.

Reasons for using child care

- Half of all children who attended some form of care did so due to their parent's work-related commitments.
- Over 2 in every 5 children who were involved in informal care did so because of their parent's personal reasons.

Additional tables

Table 2.2 Family type and number of dependants, NSW, October 1994

Family type	Number of dependants			Total
	None	One	Two or more	
	—'000—			
Couple families	663.0	238.6	455.0	1,356.6
Lone parent family	74.2	72.7	70.6	217.5
Female parent	59.9	60.5	63.2	183.5
Male parent	14.3	12.3	7.4	34.0
Other family	27.8	...	...	27.8
Total	765.0	311.4	525.5	1,601.9

Source: Labour Force Survey

Table 2.3 One person households: selected characteristics, NSW, 1992

Selected characteristics	Women	Men	Persons
	—'000—		
Age group (years)—			
15–24	*9.9	14.6	24.6
25–34	19.8	40.1	60.0
35–44	17.2	32.4	49.5
45–54	29.2	33.6	62.8
55–64	45.3	26.2	71.3
65–74	70.9	26.5	97.4
75 and over	78.7	24.8	103.6
Registered marital status—			
Never married	58.3	106.7	165.0
Widowed	151.4	33.7	185.1
Divorced	44.1	34.1	78.1
Separated	11.9	19.3	31.2
Married	*5.3	*4.5	*9.7
Country of birth—			
Australia	205.4	158.5	363.9
Other English-speaking country	29.5	15.9	45.4
Non-English speaking country	36.1	23.8	59.8
Total	270.9	198.2	469.2

Source: 1992 Family Survey

Table 2.4 Marriages: previous marital status, NSW, 1993

<i>Previous marital status of bridegroom</i>	<i>Previous marital status of bride</i>							
	<i>Never married</i>		<i>Widowed</i>		<i>Divorced</i>		<i>All brides</i>	
	<i>Number</i>	<i>Proportion (%)</i>	<i>Number</i>	<i>Proportion (%)</i>	<i>Number</i>	<i>Proportion (%)</i>	<i>Number</i>	<i>Proportion (%)</i>
Never married	26,976	67.5	233	0.6	3,389	8.5	30,598	76.5
Widowed	195	0.5	381	1.0	419	1.0	995	2.5
Divorced	3,872	9.7	460	1.2	4,068	10.2	8,400	21.0
All bridegrooms	31,043	77.6	1,074	2.7	7,876	19.7	39,993	100.0

Source: Demography New South Wales, 1993 (3311.1)

Table 2.5 Working arrangements used by couple families (a) to care for children (b), NSW, June 1993

<i>Working arrangements</i>	<i>Mother who was employed</i>	<i>Either or both parents employed</i>
	—'000—	
Flexible working hours	75.4	118.2
Permanent part-time work	69.2	73.1
Shiftwork	14.3	29.7
Work at home	42.3	56.9
Job sharing	9.3	10.9
Other	3.5	6.8
<i>Total who used above arrangements (c)</i>	<i>168.3</i>	<i>211.7</i>
Total who used none of the above arrangements	85.4	224.4
Total	253.6	436.2

(a) Couple families where at least one parent worked. (b) Children under 12 years of age. (c) Because more than one type of working arrangement may be used, components may not add to the total.

Source: Child Care Survey, June 1993

Table 2.6 Working families (a) with children who were sick (b), NSW, June 1993

	<i>Both full-time</i>	<i>Male full-time female part-time</i>	<i>Other (c)</i>	<i>Total</i>
—'000—				
Time off work—				
Total families with mothers who took time off work	27.9	24.7	6.2	58.7
Mother didn't take time off work	29.8	55.7	6.8	92.3
Families with no mother	*0.7	—	—	*0.7
Total families with fathers who took time off work	9.7	9.8	*0.6	20.1
Father didn't take time off work	39.0	70.6	2.5	112.2
Families with no father	9.6	—	9.8	19.4
Arrangements other than time off work—				
Child cared for by relative	21.4	21.5	*3.2	46.2
Child cared for by other person	6.2	5.7	*1.7	13.5
Worked at home	7.3	8.6	*0.6	16.5
Other (d)	4.5	5.9	*0.6	11.1
Total used arrangements other than time off work (e)	35.6	37.7	5.2	78.5
None of these arrangements	22.7	42.7	7.8	73.2
Total working families with children who were sick	58.3	80.4	13.0	151.7

(a) Families where both parents worked or the sole parent worked. (b) Children under 12 years of age who had been sick at some time in the preceding six months. (c) Includes female full-time/male part-time and both parents part-time. (d) Includes child looked after self and child taken to work. (e) Because more than one arrangement may be used, figures may not add to the total.

Source: Child Care Survey, June 1993

Table 2.7 Main reason for parent using child care (a), NSW, June 1993

<i>Main reason parent used child care</i>	<i>Formal child care</i>		<i>Informal child care</i>	
	<i>Number</i>	<i>Proportion</i>	<i>Number</i>	<i>Proportion</i>
	'000	%	'000	%
Work	75.1	40.1	174.5	47.0
Look for work	*1.4	*0.7	*1.3	*0.4
Study	6.9	3.7	12.6	3.4
<i>Total work-related reasons</i>	<i>83.4</i>	<i>44.5</i>	<i>188.4</i>	<i>50.8</i>
Sport	*4.3	*2.3	9.1	2.4
Shopping	n.p.	n.p.	32.3	8.7
Entertainment/social activity	n.p.	n.p.	46.7	12.6
Give parents a break/time alone	11.0	5.9	23.0	6.2
Voluntary/community activity	—	—	*3.9	*1.0
Care for relatives	—	—	*3.6	*1.0
Visit a doctor/dentist, etc.	n.p.	n.p.	20.2	5.4
<i>Total personal reasons</i>	<i>16.7</i>	<i>8.9</i>	<i>138.8</i>	<i>37.4</i>
Good for child	50.4	26.9	14.2	3.8
Prepare for school	33.9	18.1	—	—
<i>Total child-related reasons</i>	<i>84.3</i>	<i>45.0</i>	<i>14.2</i>	<i>3.8</i>
Other	*2.0	*1.1	29.5	8.0
Total	187.3	100.0	370.0	100.0

(a) Children under 12 years of age who used formal or informal care.

Source: Child Care Survey, June 1993

3

Housing

Housing is an important determinant of health and well-being. A home is also a place for interaction with family or household members and friends.

Needs and preferences for a particular type of housing are dependent on a variety of factors. These can include lifestyle, family status and responsibilities, age, income and location. Good housing is ideally accessible and affordable.

Women's housing needs are likely to change over time and with changing circumstances. Apart from the factors already mentioned, women's short term housing needs may be dictated by crisis. Women in domestic violence situations for example, often need safe and accessible refuge for themselves and for their children.

Where women live

Many factors determine the types of dwellings where women live. Women with families may prefer a house with a yard where children can play safely. For older women, particularly if they live alone, a flat with fewer domestic responsibilities might be more suitable. Some women live in caravans through necessity, while others choose this type of dwelling so they can move about for work or pleasure.

Table 3.1 Selected groups of people and private dwelling type , NSW, 1991

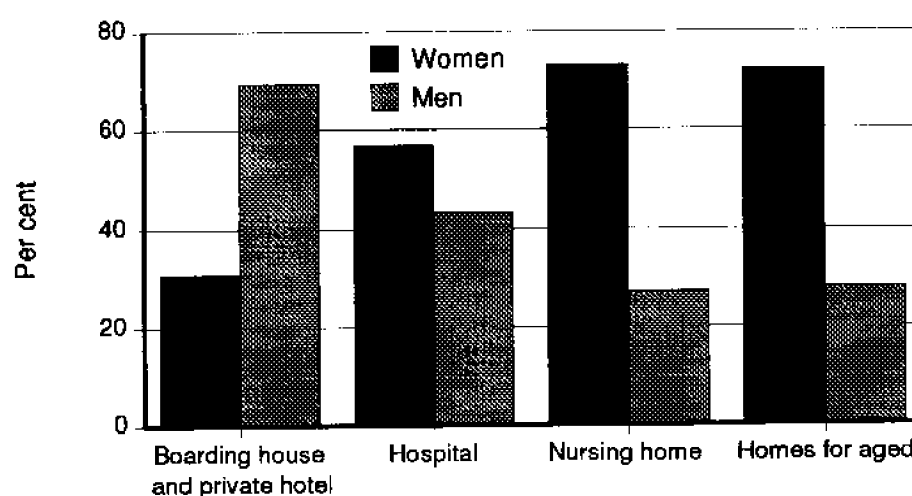
	<i>Separate house</i>	<i>Terrace/ town- house</i>	<i>Flat/ apart- ment</i>	<i>Caravan (a)</i>	<i>Other (b)</i>	<i>Total</i>
—'000—						
Selected groups (c)—						
Married women—						
with dependants	560.1	24.6	37.0	1.7	8.5	631.9
without dependants	477.4	33.7	68.4	5.7	8.0	593.1
Lone mothers with dependants	75.5	12.5	17.9	0.8	1.6	108.3
Women from non-English speaking countries	263.3	26.6	81.7	0.7	6.4	378.7
Women aged 60 years and over living alone	84.5	16.6	38.2	1.6	2.7	143.6
Total women	1,707.0	142.9	287.0	18.9	32.9	2,188.7
Total men	1,659.9	120.8	262.9	23.5	37.6	2,104.8

(a) In caravan park. (b) Includes not stated, house or flat attached to shops or improvised home/campers-out, etc. (c) Women may be included in more than one category.

Source: 1991 Census of Population and Housing

- In NSW in 1991, nearly 90% of women with dependants lived in a separate house.
- 7 out of 10 lone mothers with dependent children lived in a separate house, compared with nearly 9 out of 10 married women with dependent children.
- About 1 in 4 women aged 60 years and over and living alone, lived in a flat or apartment.
- 7 out of 10 women aged 60 years and over living alone and born in non-English speaking countries lived in a separate house.

Graph 3.1 Type of non-private dwelling, NSW, 1991



Source: 1991 Census of Population and Housing

- In NSW, 83,200 women were counted on the night of the Census in 1991 in non-private dwellings such as hospitals and homes for the aged. More than half (46,600) were aged 60 years and over.
- Women made up 73% of people who were in nursing homes and 73% of people in homes for the aged.
- 31% of people in boarding houses and private hotels were women.

Nature of occupancy

Home ownership is often seen and valued as a source of security. The majority of women live in homes which are owned or being purchased.

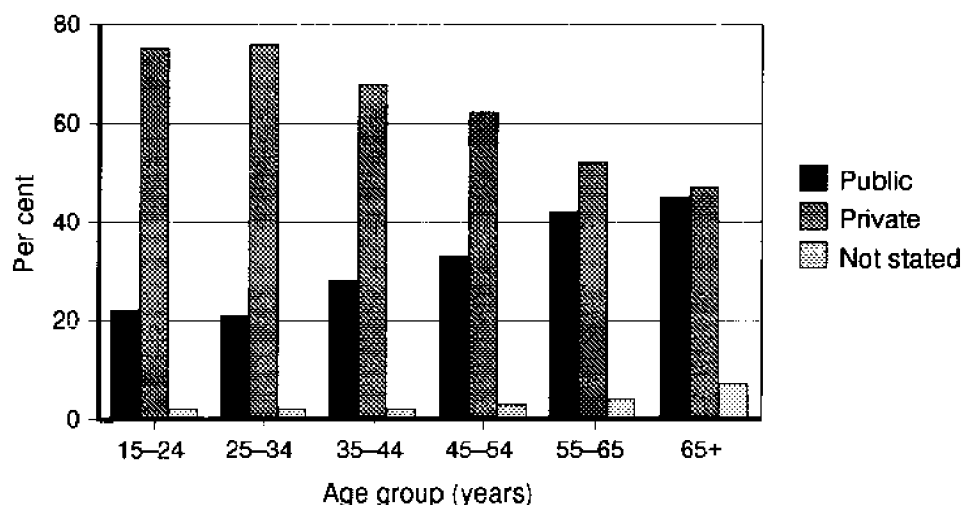
Table 3.2 Selected groups of people: nature of occupancy, NSW, 1991

			<i>Rented</i>				
	<i>Owned</i>	<i>Being pur- chased</i>	<i>Public</i>	<i>Private</i>	<i>Not stated</i>	<i>Other (a)</i>	<i>Total</i>
			—'000—				
Selected groups (b)—							
Married women—							
with dependants	202.3	274.2	34.4	92.2	3.3	25.5	631.9
without dependants	343.7	119.5	22.1	80.5	3.8	23.5	593.1
Lone mothers							
with dependants	21.6	21.8	29.0	30.8	1.2	4.0	108.3
Women from non-English speaking countries	158.3	95.6	25.4	75.8	4.1	19.5	378.7
Women aged 60 years and over, living alone	98.7	4.6	15.2	11.7	1.9	8.1	140.2
Total women	949.7	573.9	148.9	372.0	16.8	127.4	2,188.8
Total men	883.9	568.6	113.3	391.3	17.3	130.4	2,104.8

(a) Includes 'inadequately described' and 'not stated'. (b) Women may be included in more than one category.

Source: 1991 Census of Population and Housing

- 7 out of 10 women who lived in private dwellings were in homes which were owned or being purchased in NSW in 1991.
- 40% of lone mothers with dependent children lived in homes owned or being purchased.
- 75% of married women with dependent children lived in homes which were owned or being purchased, while 21% lived in rented accommodation.
- 78% of married women without dependent children lived in homes which were owned or being purchased.
- 67% of women born in a non-English speaking country lived in homes which were owned or being purchased.

Graph 3.2 Rental accommodation: women by age, NSW, 1991

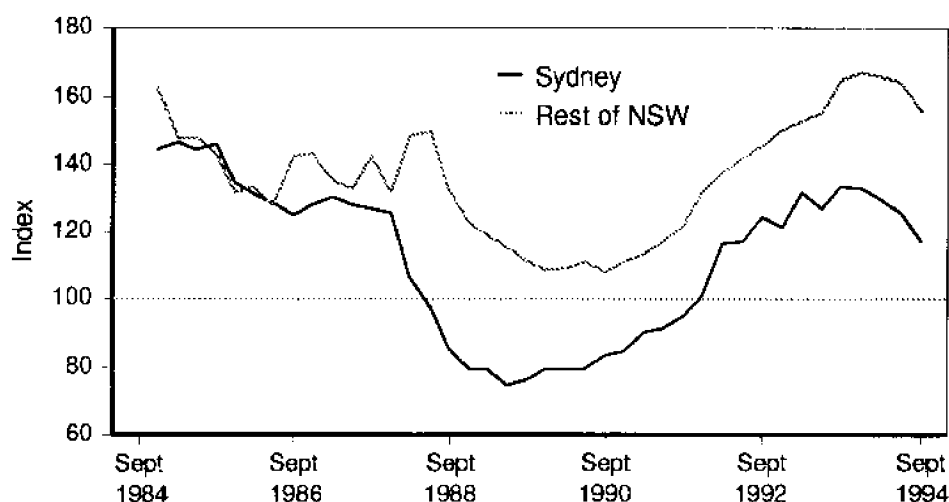
Source: 1991 Census of Population and Housing

- 537,700 women lived in rented accommodation in NSW in 1991 and the majority (69%) rented private accommodation.
- Of women who rented, those in older age groups were twice as likely to rent public housing — 44% of women aged 55 and over compared to 22% of women aged 15-34 years.
- Nearly 60% of lone mothers with dependants were living in rented accommodation. Nearly half of these women rented from the Government and just over half from the private sector.

Housing affordability

The relationship between the cost of housing and income is an important factor in whether women can afford to purchase a home. The Housing Industry Association and the Commonwealth Bank publish a housing affordability index which measures the ability of households to meet the cost of buying their first home. The index is the ratio of average household income to income necessary to meet repayments on an average established dwelling by a first home buyer.

Increases in the index, indicate an improvement in affordability. Any value less than 100 indicates that a household with average annual income would have less than the income required to repay the average mortgage.

Graph 3.3 Housing affordability index, NSW

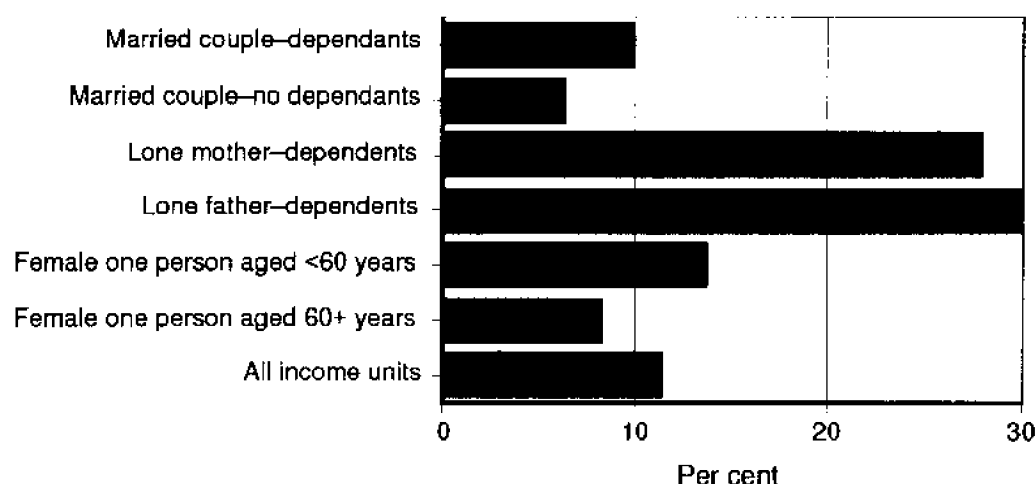
Source: Commonwealth Bank and Housing Industry Association Housing Report

- During 1985 and 1986 the affordability of housing in Sydney and the rest of NSW was very similar. Since mid 1986 there has been a divergence with housing outside of Sydney being consistently more affordable than in Sydney.
- There was a decline in the index for NSW and particularly Sydney between 1984 and 1990 with the index reaching a low of 74.7 for Sydney in June 1989 and 107.8 for the rest of NSW in September 1990. This coincided with a period of high interest rates, which reached 17% in September 1989.
- In September 1994 the index was 116.8 for Sydney and 155.3 for the rest of NSW.
- The index declined between September 1993 and September 1994 for Sydney and between December 1993 and September 1994 for the rest of NSW. Rises in house prices and home loan interest rates more than offset any increases in income.

Financial housing stress

The National Housing Strategy, a major Commonwealth housing policy review undertaken in the early 1990s examined many of the existing measures of housing affordability. It proposed a benchmark of housing stress based on a ratio measure of housing costs to income. The benchmark established that households in the bottom 40% of the income distribution range, who paid more than 30% of their income on housing, could be considered to be living in financial housing stress.

Accepting financial difficulties may be a deliberate short term trade-off for the longer term gain of owning a home.

Graph 3.4 Income units: proportion in housing stress (a), NSW, 1990

(a) As defined by the National Housing Strategy.

Source: Income Distribution Survey, 1990

- Almost 300,000 (12%) of income units in NSW in 1990 experienced housing financial difficulties.
- Lone parents with dependants were the group most likely to be affected by housing financial difficulties (28% of lone mothers were affected by housing financial difficulties).
- Among married couples experiencing housing financial difficulties, the majority (54%) were home purchasers.
- Lone mothers with dependants who experienced housing financial difficulties were more likely to live in private rented accommodation (63%).

Crisis accommodation

The security and well-being of women who are homeless or have to leave their home, whether for financial reasons or domestic violence is largely dependent on the availability of short term housing options. Women who are homeless in many instances have children with them who are particularly vulnerable in times of crisis.

The Supported Accommodation Assistance Program (SAAP) is a joint State and Commonwealth program and aims to ensure that homeless people in crisis have access to appropriate transitional supported accommodation. SAAP services include refuges, shelters and half-way houses, as well as non-accommodation services such as counselling and advocacy. In Table 3.3, the accommodation services have been classified by their primary target group, e.g. families, single women, etc. and include a multi-target service which provides assistance to people across all target groups.

Table 3.3 Indicated SAAP primary clients and accompanying children: type of accommodation service, NSW, May 1993 (a)

<i>Service type</i>	<i>Females</i>	<i>Males</i>	<i>Children</i>
Escaping domestic violence	467	1	794
Single women	162	..	46
Families	146	62	275
Youth	335	437	9
Single men	13	983	13
Multi-target	47	272	18
Total	1,170	1,755	1,155

(a) Clients accommodated on the night of the SAAP Census.

Source: SAAP Client Census, NSW, May 1993

- In NSW in May 1993, 2 out of 5 women using supported accommodation were escaping domestic violence.
- Single women accounted for about 14% of women in supported accommodation.
- Of those people accommodated as a family, 30% were women, 57% were children and 13% were men.

Additional tables

Table 3.4 People aged 15 years and over: non-private dwellings, NSW, 1991

<i>Non-private dwelling type</i>	<i>Women</i>			<i>Men</i>		
	<i>15-59 years</i>	<i>60 years and over</i>	<i>Total</i>	<i>15-59 years</i>	<i>60 years and over</i>	<i>Total</i>
Boarding houses, private hotels	2,384	407	2,791	5,136	1,208	6,344
Public and Private hospitals, Psychiatric hospital or institutions	5,876	6,001	11,877	4,076	5,006	9,082
Hostels for the disabled	1,149	817	1,966	1,478	612	2,090
Hostels for the homeless, night-shelter, refuges	531	37	568	1,182	326	1,508
Nursing homes	705	18,373	19,078	690	6,344	7,034
Homes for the aged	402	13,505	13,907	226	5,135	5,361
Prisons, correction/detention institutions (for adults)	345	3	348	4,303	70	4,373
Other	25,209	7,464	32,673	47,292	6,478	53,770
Total	36,601	46,607	83,208	64,383	25,179	89,562

Source: 1991 Census of Population and Housing

Table 3.5 People aged 15 years and over: rental accommodation, NSW, 1991

Age group (years)	Rented			Total
	Public	Private	Not stated	
—'000—				
Women—				
15–24	32.0	108.7	3.5	144.3
25–34	35.2	125.8	3.5	164.5
35–44	27.0	64.2	2.5	93.8
45–54	16.8	31.0	1.8	49.6
55–64	14.8	18.2	1.7	34.7
65 and over	23.0	24.1	3.7	50.8
Total	148.9	372.0	16.8	537.7
Men—				
15–24	29.7	97.5	3.4	130.7
25–34	26.4	138.7	4.1	169.2
35–44	20.3	76.3	2.9	99.6
45–54	13.2	39.1	2.2	54.4
55–64	10.8	22.1	1.9	34.8
65 and over	12.9	17.6	2.7	33.3
Total	113.3	391.3	17.3	521.8

Source: 1991 Census of Population and Housing

Table 3.6 Income units in housing stress: selected nature of occupancy, NSW, 1990

Income units receiving social security benefits, 1997						
			Renters			
	Owners	Purchasers	Public	Private	Other (a)	Total
—'000—						
Selected income units—						
Married couples—						
with dependants	2.3	41.6	—	17.7	1.7	63.3
without dependants	11.1	19.3	1.8	14.2	2.3	48.6
Lone mother						
with dependants	—	7.7	0.6	11.5	1.1	20.9
Female one person						
aged 15–24	8.8	8.0	8.9	41.1	10.7	77.4
aged 60 and over	—	—	—	13.0	3.6	16.6
	7.1	1.7	2.5	10.5	3.0	24.8
Male one person						
	1.8	14.2	0.7	35.7	24.9	77.4
All income units	24.4	93.1	13.7	123.6	41.8	296.6

(a) Includes boarders, lodgers and those renting from employers.

Source: Income Distribution Survey, 1990

4

Crime and justice

Violence can have serious and long lasting effects on the victim, the families of the victim and considerable social and economic costs and is an issue of concern for most members of the community.

It is difficult to obtain reliable estimates of the incidence of violence. Much violence against women is not reported (particularly domestic violence and sexual assault) and is either hidden or trivialised. There is some data available but it is best utilised with an awareness of the limitations of each collection.

The collection of data on violence against women is generally structured around legal definitions and perceptions of crime. While this may differ from a victim's experience of violence, statutory and common law definitions of crime provide a social and legal standard and offer some framework for measuring incidence.

Reported crime (either to police, courts or services such as refuges or sexual assault centres) is one source of data. While these figures only represent the proportion of victims who are coming forward, they are useful for assessing the levels and nature of visible crime.

The second source of data included here is the ABS Crime and Safety Survey. The survey aims to provide a wider picture of the incidence of crime by conducting a household survey and asking respondents about crime, both reported and unreported to the police. The survey produces estimates of the extent of personal crime and some crimes against property. The national 1993 Crime and Safety Survey included some analysis of assault on women within the home.

The extent and effects of violence are difficult to quantify. However, the data on crime and safety provides essential information for service and resource allocation, appropriate legal responses and for policy development.

Women as victims of crime

Crime victims' surveys provide a more accurate picture of levels of crime than recorded crime statistics because, for a variety of reasons, many offences are not reported to the police. The ABS has been collecting annual data on crime victims in NSW since 1990.

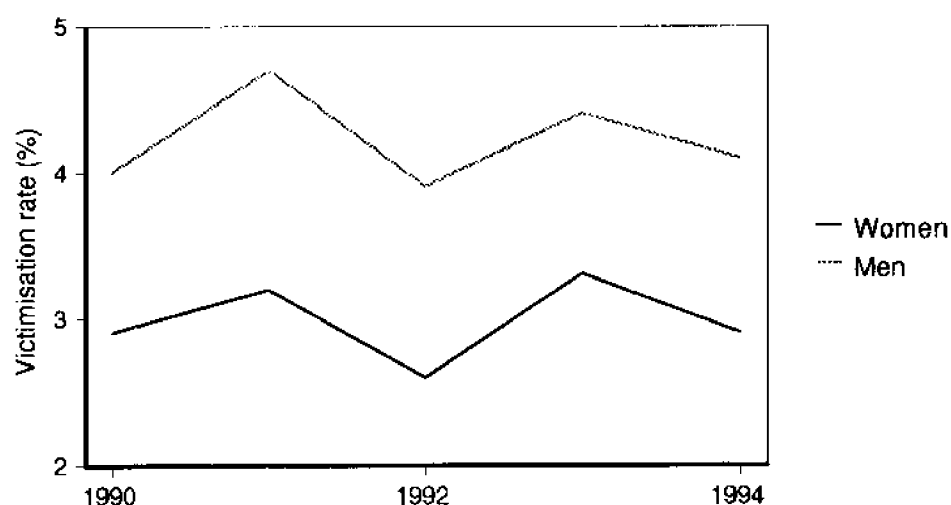
The surveys cover only selected types of crime and should be viewed as a complement to the published statistics on crimes recorded by the police. The types of personal crime surveyed were robbery, assault and sexual assault (for women aged 18 years and over). Responses obtained in these surveys are based

on the respondent's perception of their having been a victim of an offence, and may not necessarily correspond with the legal or police definitions which are used for each offence.

Victimisation rate

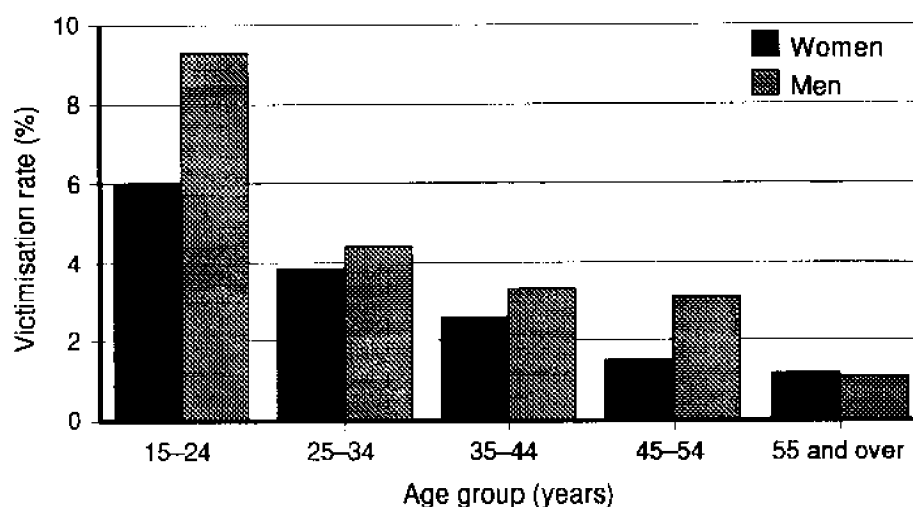
The victimisation rate refers to the proportion of victims for a designated population. In the 12 months to April 1994, 2.9% of women aged 15 years and over were victims of personal crime, as compared to 4.1% of men. The following graphs look at trends in the victimisation rates for women and for men for the years 1990 to 1994.

Graph 4.1 Victims of personal crime, NSW



Source: *Crime and Safety Surveys, 1990–1994*

Graph 4.2 Victims of personal crime: age, NSW, April 1994



Source: *Crime and Safety Survey, NSW, April 1994*

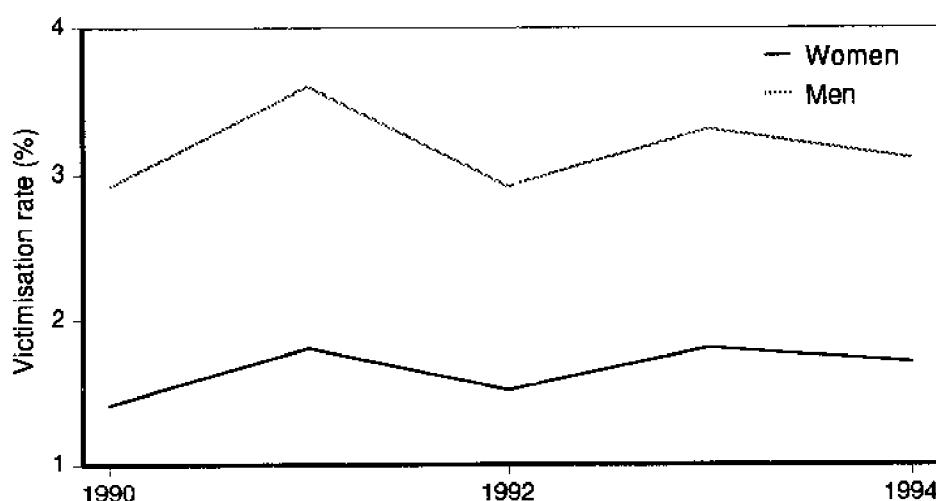
- Women's victimisation rates were lower than those for men over the 4 years from 1990 to 1994.

- In 1994, women aged 15–24 years had the highest victimisation rate at 6.0%. However, this was still lower than the rate for men of the same age group (9.3%).
- In terms of their labour force status, unemployed women had the highest victimisation rate (6.2%). The victimisation rate for unemployed men was also high (6.4%).
- In terms of marital status, women who were separated had the highest victimisation rate of 9.9%.
- Women who were born in Australia had a victimisation rate of 3.1% while those who were born outside Australia had a rate of 2.5%.
- Women who lived in Sydney had a victimisation rate of 3.3%, followed by those who lived in Newcastle and Wollongong (2.6%).

Assault

In ABS surveys, assault is defined as an incident other than a robbery where the respondent was attacked or threatened with force.

Graph 4.3 Victims of assault (a), NSW



(a) Excluding sexual assault.

Source: Crime and Safety Surveys, 1990–1994

- There were 108,600 victims of assault (excluding sexual assault) aged 15 years and over in NSW in the 12 months to April 1994 and 37% of these victims were women.
- The victimisation rates for women victims of assault were lower than the rates for men for all years surveyed. The rate for women was 1.7% in the 12 months to April 1994 compared to 3.1% for men.
- Almost 3 in 5 women who had been assaulted knew their attacker, compared to about half the male victims.
- Just over half of the women who had been assaulted did not tell the police, compared to two-thirds of male assault victims.

- More than 1 in 3 women who did not report to the police gave as a reason that the assault was too trivial or unimportant.
- Almost half the women who had been assaulted were assaulted more than once. About 15% of female victims said that they had been assaulted twice and 34% said that they had been assaulted three or more times in the 12 months to April 1994.

Assault in the home

The many forms that domestic violence can take makes it difficult to quantify. Estimates from crime victims' surveys serve as the best indicators of the incidence of domestic physical assault, even though it is known that this incidence is underreported¹. The 1994 Crime and Safety Survey provides some indication of domestic assault, however at present there are no reliable statistics on the overall level of domestic violence in Australia.

Table 4.1 Assault victims (a) (b): place of assault, NSW, 1994

Whether offender known and number of incidents	Place of assault				Total	
	At home		Other			
	Women	Men	Women	Men	Women	Men
—'000—						
Whether offender known—						
Attacker(s) known (c)	12.8	10.0	10.5	25.6	23.4	35.6
Attacker(s) not known	*1.9	*0.9	14.4	30.9	16.3	31.8
Number of incidents—						
One	*3.1	*4.5	17.0	30.8	20.1	35.2
Two	*3.2	*2.7	*2.9	12.1	6.1	14.8
Three or more	8.5	*4.0	*5.1	14.8	13.6	18.8
Total (d)	14.8	11.2	25.0	57.6	39.7	68.9

(a) In the 12 months to April 1994. (b) Excludes sexual assault. (c) Includes some attacker(s) known.

(d) Includes people who reported they did not know whether they knew the attackers or not.

Source: Crime and Safety Survey, NSW, April 1994

- There were 14,800 women (37% of women assaulted) who had been assaulted at home, compared with 11,200 men (16% of male victims) in the 12 months to April 1994.
- 87% of women who were assaulted at home in the 12 months to April 1994 reported that they knew their attacker(s).
- In the 12 months to April 1994, almost 60% of women who were assaulted at home reported three or more incidents.

Domestic violence Domestic violence is defined as any personal violence offences that occur in a domestic context. Domestic violence is often more broadly defined than this to include verbal, emotional and psychological abuse, sexual assault, financial and

1 Elizabeth Matka, 'Domestic Violence in NSW', *Crime and Justice Bulletin*, No. 12, March 1991, NSW Bureau of Crime Statistics and Research.

economic abuse (such as withholding money) and social abuse (for example, preventing contact with family or friends).² Research and experience has shown that the overwhelming majority of victims of domestic violence are women being abused by current or former male partners.

It is widely acknowledged that domestic violence occurs throughout the community, however, it is difficult to obtain data on the many forms it can take.

Apprehended Violence Orders

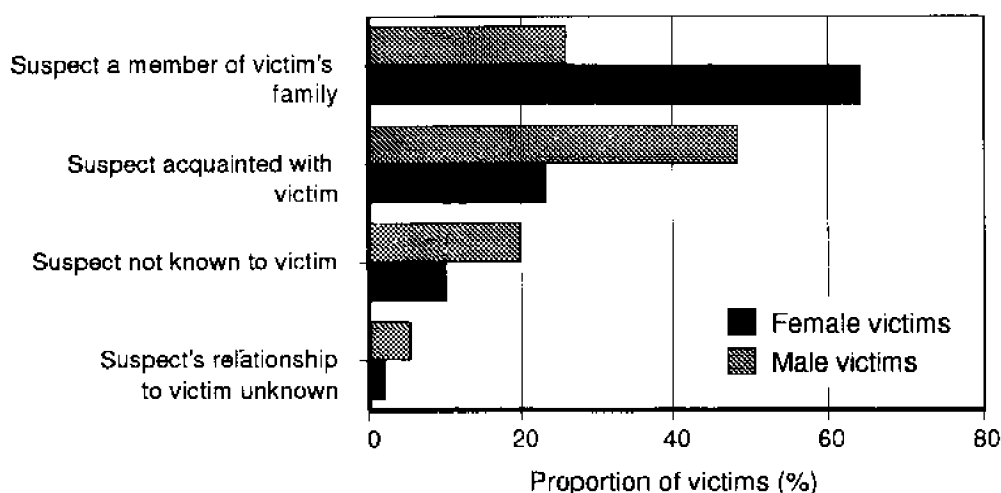
People fearing violence may seek Apprehended Violence Orders (AVOs). These may be designated either 'domestic' or 'personal'. For a woman, an Apprehended Violence Order (domestic) puts certain conditions on a family member's behaviour to protect her from possible future violence. This order can be requested if she is afraid that she will be assaulted, threatened, molested, harassed, intimidated or stalked. Such an order can be sought whether or not a person has been charged by the police.³

The Local Courts make determinations on between 1,000 and 2,000 applications for domestic AVOs per month in NSW. Of these, about 60% are granted.

Homicide

An analysis of the trends in homicide between 1968 and 1992 by the NSW Bureau of Crime Statistics and Research (BOCSAR) shows that homicide suspects were predominantly male (86%). While most victims were male (63%) there was a large proportion of female victims (37%). In most cases of homicide the suspect and victim were members of the same family (41%) and the homicide is often the result of prolonged abuse.⁴

Graph 4.4 Trends in homicide: relationship to victim, NSW



Source: BOCSAR: Trends in homicide 1968 to 1992, Crime and Justice Bulletin No. 21

2 L. Smith, *Domestic Violence: An overview of the literature*, Home Office Research Study No. 107, London, Her Majesty's Stationery Office, 1989, pp.1-2; L. Okum, *Women Abuse — Facts Replacing Myths*, Albany, State University of New York Press, 1986, p.39.

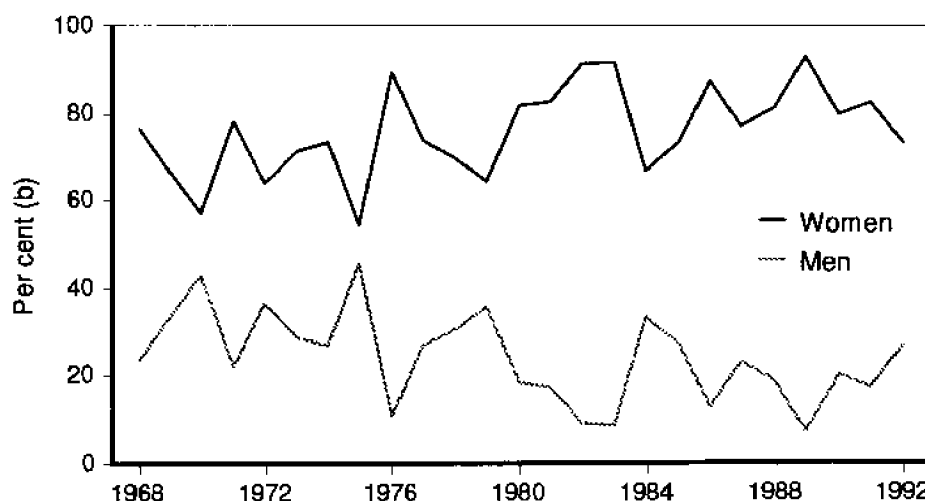
3 Ministry for the Status and Advancement of Women, *Domestic violence: You don't have to put up with it*, 1994.

4 P. Gallagher, Da Huong Nguyen, M. T. and R. Bonney, 'Trends in homicide 1968-1992', *Crime and Justice Bulletin*, No. 21, June 1994, NSW Bureau of Crime Statistics and Research.

- Women were most likely to be killed by a member of their family (64%) or an acquaintance (24%). By contrast, men were most likely to be killed by an acquaintance (48%) or a family member (26%).

Analysis of victims killed by a marital partner shows that, although the proportion of victims of marital homicide has not increased over the 24 year period studied, when an intimate relationship did end in homicide it was increasingly likely that the woman would be the victim.

Graph 4.5 Trends in homicide: marital homicide victims (a), NSW



(a) Includes victims killed by current and former spouses and de facto spouses. (b) Proportion of marital homicide victims.

Source: BOCSAR: Trends in homicide 1968 to 1992, *Crime and Justice Bulletin* No. 21

The home is a common location for homicides to occur. The victim's own home is the most frequent homicide location for both women and men, however the proportion of women killed in this location (65%) was much greater than that for men (38%).⁵

The proportion of homicides that occurred in the victim's own home increased significantly over the 24 year period analysed, while those that occurred in a home shared by the victim and the offender decreased marginally.

Sexual assault

As with domestic violence, there are no reliable statistics on the incidence of sexual assault in Australia. Estimates of sexual assault from victims' surveys suggest that about one-quarter of the sexual assaults against women aged 18 years and over in NSW are reported to the police.⁶ Australian data from the 1993 Crime and Safety Survey gave the main reasons for not reporting sexual assault as a private matter (28%) and fear of reprisal (20%).

5 P. Gallagher, et al, op. cit.

6 Pia Salmelainen and Christine Coumarelos, 'Adult Sexual Assault in NSW', *Crime and Justice Bulletin*, No. 20, July 1993, NSW Bureau of Crime Statistics and Research.

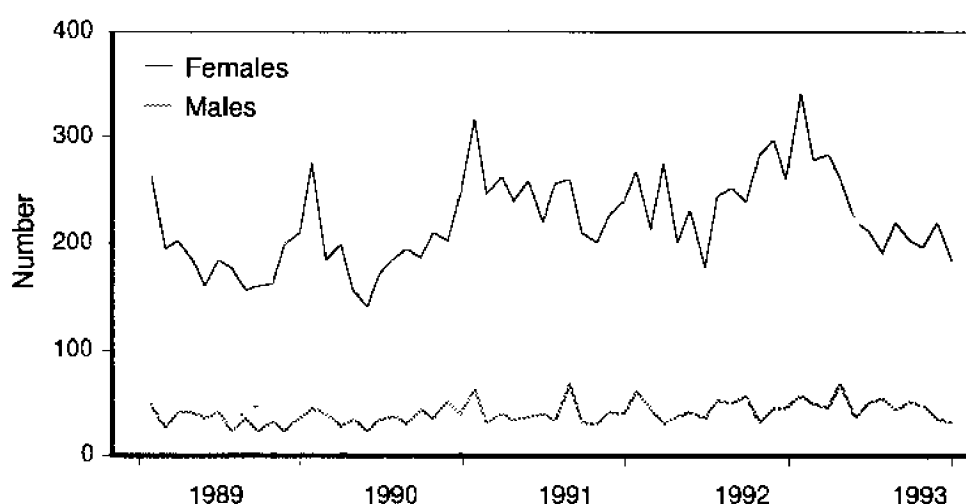
This section contains three sources of sexual assault data for NSW, each with separate methodologies and each with different time frames. Due to methodological differences these figures cannot be compared with one another, however some inferences can be drawn from each of the sources.

**NSW Bureau of
Crime Statistics
and Research**

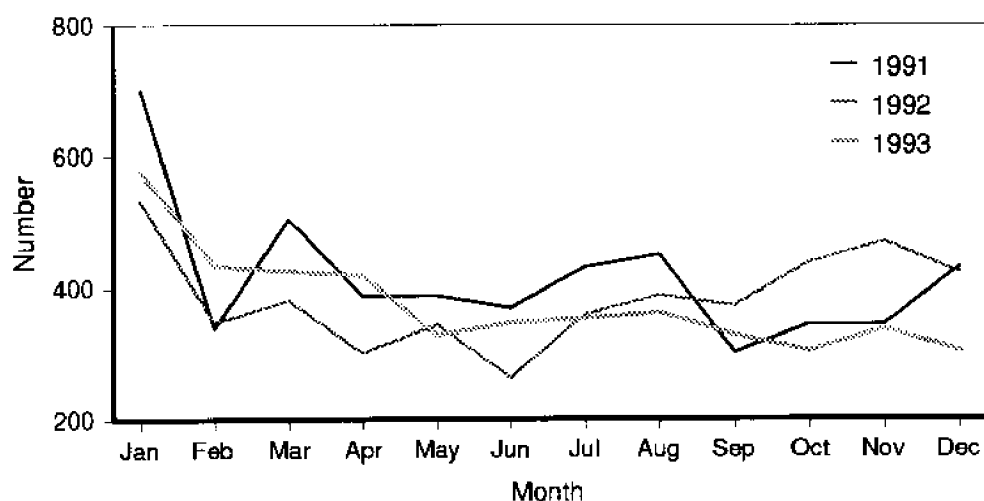
The NSW Bureau of Crime Statistics and Research provides data on sexual assaults that have been reported to the police and recorded on the NSW Police Service Crime and Intelligence System (CIS). Sexual assault is defined as aggravated sexual assault, sexual intercourse without consent and indecent assault.

- Over the five year period January 1989 to December 1993 the number of victims of recorded sexual assault averaged about 220 per month for females and 40 per month for males in NSW.
- Sexual assault is most likely to occur in the summer months, with January the peak month for recorded numbers of sexual assaults (341 females in January 1993).
- In NSW in 1993 the recorded offence rate per 100,000 population for sexual assault was 75.7.
- In Sydney the rate was 71.3 per 100,000 people. The highest rate recorded was for Outer South Western Sydney with 192.0 per 100,000 and the lowest was 28.8 per 100,000 in Hornsby-Ku-ring-gai.

Graph 4.6 Number of sexual assault victims per month, NSW



Source: BOCSAR: New South Wales Recorded Crime Statistics

Graph 4.7 Sexual assault: recorded offences, NSW

Source: BOCSAR: New South Wales Recorded Crime Statistics 1993

NSW Department of Health

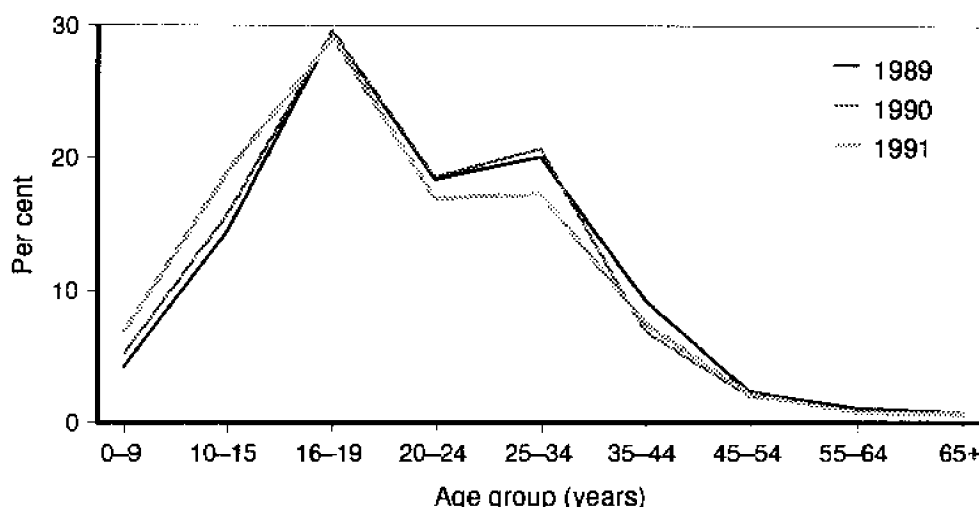
The New South Wales Department of Health funds over 40 Sexual Assault Centres across the State. The main functions of these services are to provide counselling, support and information for victims of sexual assault.

A Sexual Assault Centre will often be the first place a woman contacts after a sexual assault, however the time period between the incident and presenting to the service can vary. The two major groups of clients are those who were victims of a recent sexual assault and adults who were victims of child sexual assault.

Sexual assault data⁷ are collected by Sexual Assault Centres at the initial visit to the service. Although the data only reflects reported incidence it provides important information on the demand for support services. There has been an increasing trend for adults to present to services for an assault that occurred before the age of 16 years.

- The overwhelming majority of sexual assault victims presenting to or using sexual assault services were female (93% in 1991).
- The most common age at the time of the assault was in the 16–19 years age group.
- The high proportion of immediate family member assailants (average 17% over three years) reflects the numbers of adult survivors of childhood sexual assault presenting to services.
- The proportion of stranger assailants decreased from 24% in 1989 to 18% in 1991, while the proportion of sexual assaults by acquaintances remained virtually static over the period at around 18%.
- Sexual assaults were most likely to occur in either the victim's home or the assailant's home (54% in 1991).

7 NSW Department of Health, *Victims of Sexual Assault: Initial Contact at NSW Sexual Assault Services 1989–1991, 1993*.

Graph 4.8 Age of victims at time of sexual assault (a) (b), NSW

(a) Adult victims of recent sexual assault and adults who were victims of childhood sexual assault who presented for counselling. (b) Excludes age not stated.

Source: NSW Department of Health, *Victims of Sexual Assault: Initial Contact at NSW Sexual Assault Services 1989, 1990, 1991*

ABS Crime and Safety Survey

ABS surveys define sexual assault as an incident which is of a sexual nature involving physical contact, including rape, attempted rape, indecent assault, and assault with intent to sexually assault. Sexual harassment (that did not lead to an assault) is excluded. Only women aged 18 years and over are asked sexual assault questions.

It should be noted however that the data is based on a small sample of respondents and is subject to high sampling variability.

In NSW in 1994 an estimated 14,400 women aged 18 years or over reported that they had been sexually assaulted in the 12 months to April 1994, a victimisation rate of 0.7%. Of these:

- the majority knew their attacker;
- about half were attacked at home;
- the majority were not physically injured; and
- the majority did not tell the police.

Women as offenders

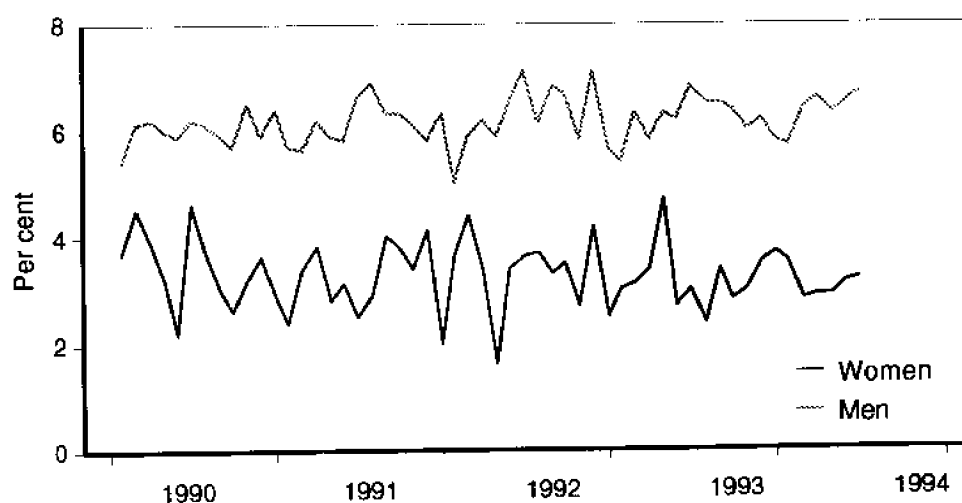
Local courts

Magistrates decide cases in local courts without juries. Local courts deal with civil cases such as debts and contracts and with most common crimes such as stealing, assault or possession of drugs. In more serious criminal matters the Magistrate will hold a preliminary (committal) hearing to decide if there is enough evidence to send the accused to a higher court for trial.

- In NSW in 1993, there were 92,315 people found guilty in local court appearances of whom 13,500 or 15% were women.

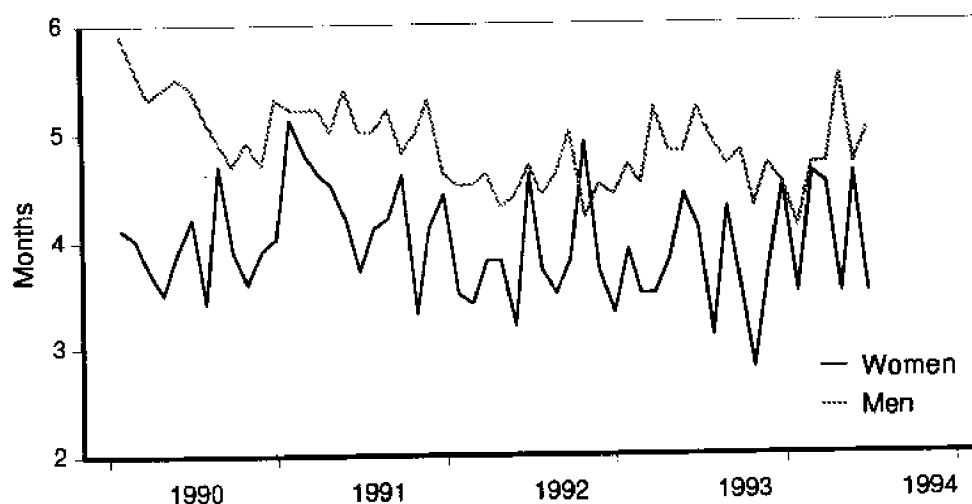
- The proportion of guilty women sentenced to prison is smaller than that for men.
- Women tended, on average, to have shorter prison sentences imposed upon them than men.
- Women's principal offences were theft (34%, primarily shoplifting at 13%) and driving offences (31%).
- Men's principal offences were driving offences (43%), theft (15%) and assault (13%).

Graph 4.9 People sentenced to prison (a): Local Courts, NSW



(a) People sentenced to prison as a percentage of all people convicted.
 Source: BOCSAR: New South Wales Criminal Courts Statistics

Graph 4.10 Average length of minimum/fixed term of imprisonment: Local Courts, NSW

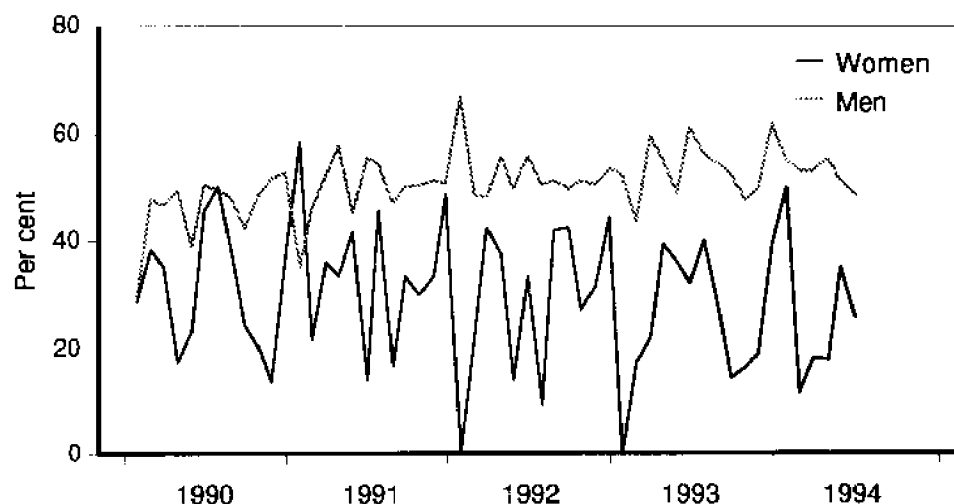


Source: BOCSAR: New South Wales Criminal Courts Statistics

District courts

The Supreme Court and the District Courts are the two jurisdictions which are referred to as NSW Higher Courts. The Supreme Court which is the highest State court, decides serious civil and criminal matters and appeals from District Courts. District Courts deal with all other matters and appeals from Local Court cases.

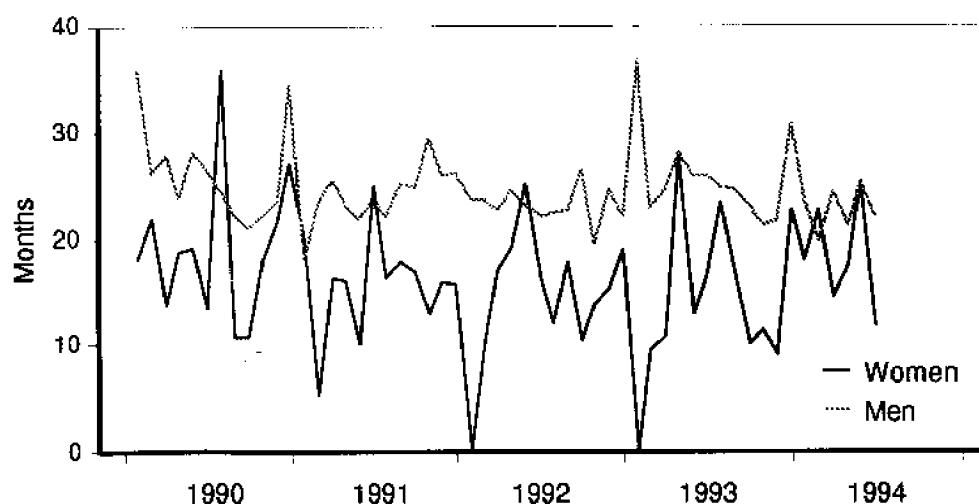
Graph 4.11 People sentenced to prison (a): District Courts, NSW



(a) People sentenced to prison as a proportion of all people convicted.

Source: BOCSAR: New South Wales Criminal Courts Statistics

Graph 4.12 Average length of minimum/fixed term of imprisonment: District Courts, NSW



Source: BOCSAR: New South Wales Criminal Courts Statistics

- In 1993 there were 4,081 people (73% of all people charged) who either pleaded guilty or were found guilty following a trial. Of these people, 381 or 9% were women.

- Theft (34%) and drug related offences (28%) were the major offences by females. For men the major offences were theft (27%), offences against the person (24%), drug related offences (23%) and robbery and extortion (14%).
- As in the Local Courts, the proportion of guilty women sentenced to prison in District Courts is lower than that for men. Women tended on average to have shorter prison sentences imposed upon them.

Children's Courts

Juveniles aged 10–17 years who allegedly offend against the criminal laws may be brought before the Children's Courts for conviction and sentence.

- Girls made up only 15% of proven offenders for criminal matters before the Children's Courts in 1992–93.
- Shoplifting (18%) and offences against the person (17%) were the major offences committed by girls, compared to breaking and entering (19%), offences against the person (13%), theft other than shoplifting or motor vehicle theft (12%) and motor vehicle theft (10%) for boys.

Sentencing

The prisoner population of NSW is predominantly male. Prisoners include both people who are on remand and those who have been sentenced (including appellants and fine defaulters). People may also be sentenced to periodic detention or ordered to perform some form of community work under supervision.

- In NSW in June 1994 there were 305 women (5% of the total prison population) held in custody.
- Of these, 259 women were sentenced prisoners and 46 women were on remand.
- There were 89 women who were periodic detainees in June 1994 (7% of the total periodic detainee population).
- There were 1,700 women (17% of the total) who were under community supervision.

Additional tables

Table 4.2 Victims of personal crime (a): selected characteristics, NSW, 1994

Selected characteristics	Women				Men		
	Type of offence			Total (c)	Type of offence		Total (c)
	Robbery	Assault	Sexual assault (b)		Robbery	Assault	
—'000—							
Age group (years)—							
15–24	6.1	16.1	7.7	25.7	14.1	31.0	40.8
25–34	7.2	11.2	*2.9	17.7	*5.6	15.6	20.0
35–44	*3.2	6.7	*2.8	11.7	*3.8	11.6	14.6
45–54	*1.9	*2.9	*0.4	*5.2	*3.5	7.7	11.2
55–64	*3.7	*2.5	*0.4	*5.5	*1.6	*1.7	*3.0
65 and over	*1.5	*0.3	*0.3	*1.8	*1.6	*1.2	*2.8
Marital status—							
Registered married	11.6	9.7	*3.4	21.1	9.6	18.9	28.2
De facto	*1.2	*2.5	*0.4	*3.6	*1.1	*4.4	*4.7
Total married	12.8	12.2	*3.8	24.7	10.8	23.3	32.9
Separated	*0.7	*3.5	*2.6	6.5	*0.4	*3.1	*3.1
Divorced	*0.8	*4.2	*1.2	*5.3	*1.6	*2.1	*3.4
Widowed	*1.2	*1.5	*0.3	*3.0	*0.3	—	*0.3
Never married	8.2	18.4	6.6	28.0	17.1	40.3	52.7
Employment status—							
Employed	13.0	25.1	7.2	39.9	18.7	45.4	61.0
Unemployed	*1.6	*5.4	*1.6	7.3	*2.7	9.2	10.7
Not in the labour force	9.0	9.3	*5.6	20.4	8.8	14.3	20.7
Country of birth—							
Born in Australia	16.4	32.2	13.3	52.6	24.8	57.2	75.8
Born outside Australia	7.2	7.6	*1.1	15.0	*5.4	11.6	16.6
Main English speaking countries	*2.1	*3.9	—	*5.7	*1.9	*5.4	7.3
Non-English speaking countries	*5.1	*3.7	*1.1	9.3	*3.5	*6.2	9.3
Family relationship (d)—							
Wife with/without children	12.1	11.5	*3.1	23.3	10.8	22.8	32.4
Sole parent	*1.0	*6.6	*4.0	9.8	*0.8	*0.4	*1.2
Dependent child aged 15–24	*1.8	*4.8	*1.5	7.2	*4.6	11.2	14.6
Non dependent child	*1.2	*4.0	*1.2	*5.9	8.2	15.0	20.2
Other relative	*0.9	*1.0	*0.4	*1.8	*0.3	*1.4	*1.7
Living in group household	*2.4	*5.6	*2.3	7.5	*4.8	6.3	9.6
Living alone	*3.2	*5.9	*1.9	10.5	*0.8	8.9	9.7
Area of usual residence—							
Metropolitan	17.6	27.3	10.4	48.3	21.9	52.3	68.4
Other urban	*6.0	11.1	*3.6	17.4	7.9	12.4	19.3
Rural	—	*1.4	*0.4	*1.8	*0.5	*4.2	*4.7
Total	23.6	39.7	14.4	67.5	30.2	68.9	92.4

(a) In the 12 months to April 1994. (b) Women aged 18 years and over. (c) Because more than one type of offence may have been committed, components may not add to the total. (d) Excludes households where not every member responded to the survey.

Source: Crime and Safety Survey, NSW, April 1994

Table 4.3 Victims of personal crime (a): offence details, NSW, 1994

Offence details	Type of offence against victims (b)		
	Robbery	Assault	Sexual assault (c)
	—'000—		
	WOMEN		
Whether offender known (d)—			
Attacker(s) known (e)	*4.6	23.4	8.9
Attacker(s) not known	17.9	16.3	*5.5
Location of last incident—			
At home—inside/outside	6.7	14.8	7.8
Other	16.9	25.0	6.7
Whether physically injured—			
Physically injured	..	12.0	*4.1
Not physically injured	..	27.8	10.3
Whether told police—			
Told police	14.4	19.3	*3.7
Did not tell police	9.3	20.4	10.7
Number of incidents—			
One	15.2	20.1	8.5
Two	*4.7	6.1	*2.1
Three or more	*3.7	13.6	*3.8
Total victims	23.6	39.7	14.4
	MEN		
Whether offender known (d)—			
Attacker(s) known (e)	*5.1	35.6	..
Attacker(s) not known	21.5	31.8	..
Location of last incident—			
At home—inside/outside	6.6	11.2	..
Other	23.6	57.6	..
Whether physically injured—			
Physically injured	..	19.9	..
Not physically injured	..	48.9	..
Whether told police—			
Told police	14.0	22.9	..
Did not tell police	16.3	45.9	..
Number of incidents—			
One	19.7	35.2	..
Two	*5.0	14.8	..
Three or more	*5.5	18.8	..
Total victims	30.2	68.9	..

(a) In the 12 months to April 1994. (b) Refers to last incident of each type of offence. (c) Women aged 18 years and over. (d) Excludes those who did not know whether they knew their attacker(s) or not. (e) Includes those who knew some attackers.

Source: Crime and Safety Survey, NSW, April 1994

Table 4.4 Reason did not tell police about offence, NSW, 1994

Main reason	Robbery		Assault		Sexual Assault Women (a)
	Women	Men	Women	Men	
	—'000—				
Too trivial/unimportant	*1.6	6.1	7.1	20.1	*4.2
Private matter/would take care of it themselves	*1.8	*1.9	*4.2	8.5	*3.1
Other (b)	*5.8	8.3	9.1	17.3	*3.4
Total did not tell police	9.3	16.3	20.4	45.9	10.7

(a) Women aged 18 years and over. (b) Includes somebody else told the police, nothing the police could do, police unwilling to do anything, told somebody else instead, did not want offender punished, afraid of reprisal and too confused, upset, injured.

Source: Crime and Safety Survey, NSW, April 1994

Table 4.5 Victims (a): age at time of sexual assault, NSW

Age group (years)	Female			Male			Persons		
	1989	1990	1991	1989	1990	1991	1989	1990	1991
0-9	56	80	128	8	6	16	64	86	144
10-15	199	250	361	22	15	38	221	265	399
16-19	416	470	562	35	30	46	451	500	608
20-24	261	292	328	18	20	29	279	312	357
25-34	292	339	339	12	11	22	304	350	361
35-44	131	116	151	9	0	6	140	116	157
45-54	34	33	45	1	1	0	35	34	45
55-64	16	14	15	1	1	0	17	15	15
65 and over	12	13	12	0	0	0	12	13	12
Not stated	295	310	220	32	19	15	327	329	235
Total	1,712	1,917	2,161	138	103	172	1,850	2,020	2,333

(a) Adult victims of recent sexual assault and adults who were victims of childhood sexual assault who presented for counselling.

Source: NSW Department of Health, Victims of Sexual Assault: Information Centre — Initial Contact at NSW Sexual Assault Services 1989, 1990, 1991

Table 4.6 Relationship of assailant (a) to victim of sexual assault, NSW

<i>Relationship</i>	<i>1989</i>		<i>1990</i>		<i>1991</i>	
	<i>Number</i>	<i>Proportion (%)</i>	<i>Number</i>	<i>Proportion (%)</i>	<i>Number</i>	<i>Proportion (%)</i>
Current sexual partner	76	3.9	72	3.3	111	4.4
Previous sexual partner	84	4.3	112	5.2	121	4.8
Immediate family member	292	14.8	341	15.8	498	19.9
Other family member	156	7.9	172	8.0	241	9.6
Colleague	32	1.6	36	1.7	35	1.4
Friend	187	9.5	186	8.6	250	10.0
Acquaintance	352	17.9	362	16.8	474	18.9
Stranger	466	23.6	484	22.4	463	18.5
Position of power	62	3.1	120	5.6	152	6.1
Not stated	264	13.4	271	12.6	162	6.5
Total	1,971	100.0	2,156	100.0	2,507	100.0

(a) Relationship of assailant is a multiple response question. Up to three assailants may be recorded by one client.

Source: NSW Department of Health, *Victims of Sexual Assault: Information Centre — Initial Contact at NSW Sexual Assault Services 1989, 1990, 1991*

Table 4.7 Place of sexual assault, NSW

<i>Place of assault</i>	<i>1989</i>		<i>1990</i>		<i>1991</i>	
	<i>Number</i>	<i>Proportion (%)</i>	<i>Number</i>	<i>Proportion (%)</i>	<i>Number</i>	<i>Proportion (%)</i>
Victim's home	661	31.9	737	33.8	927	37.7
Assailant's home	332	16.0	331	15.2	399	16.2
Other residence	118	5.7	130	6.0	162	6.6
Work place	43	2.1	58	2.7	78	3.2
Vehicle	134	6.5	146	6.7	136	5.5
Street	122	5.9	125	5.7	128	5.2
Public facilities	115	5.5	114	5.2	119	4.8
Deserted area	191	9.2	173	7.9	167	6.8
Other	87	4.2	62	2.8	91	3.7
Not stated	272	13.1	303	13.9	252	10.2
Total	2,075	100.0	2,179	100.0	2,459	100.0

(a) Place of sexual assault is a multiple response question. Up to three places may be recorded by one client.

Source: NSW Department of Health, *Victims of Sexual Assault: Information Centre — Initial Contact at NSW Sexual Assault Services 1989, 1990, 1991*

5

Health

Providing an accurate measure of health is a complex task, as is finding a comprehensive definition of the term. The model of health used by the World Health Organisation (WHO) is a useful reference:

Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity.¹

A whole range of factors can have an impact on health. A person's own behaviour and lifestyle can result in either positive or negative health effects, for example, diet and exercise, drug use and/or abuse. Broad determinants such as housing arrangements and family commitments, workplace and community are also important. Socio-economic status has implications, particularly in terms of access to health services. The environment affects the health of individuals and communities and an obvious example of this is air pollution.

Much of the focus on women's health has revolved around bearing and the care of children. Whilst reproductive health is a crucial element of women's health, women face specific health risks and have specific health needs at all ages, not just when mothering. Women also play a central role in caring for other people's health which has implications for their own needs.

Health issues for women are evolving with technology: IVF programs and silicone breast implants are examples. The technology available to women also brings a series of ethical questions.

A recent development in health management has been the move to preventative measures. For women this includes self-examination and screening for breast cancer and Pap smears to test for early signs of cervical cancer. Assessment of risk and early detection of symptoms is a more proactive approach to women's health than has previously been adopted.

Just as it is difficult to precisely define health, it is also hard to measure the many factors which contribute to a person's state of health. There are, however, some issues which are quantifiable and this chapter looks at a selection of these.

¹ World Health Organisation, *World Health Statistics Annual*, 1988.

Health status

Life expectancy In NSW in 1993, life expectancy at birth was 81 years for females and 75 years for males. Life expectancy for both sexes has continued to increase over the last decade although the difference between male and female life expectancy has narrowed (see Chapter 1 Population, Components of population change).

Causes of death

In 1993, ischaemic heart disease (including heart attack) was the leading cause of death for females in NSW, resulting in 4,950 deaths, just 18 deaths greater than the number due to cancer. Cancer was the leading cause of death for males.

Table 5.1 **Leading causes of death, NSW, 1993**

	Number	Proportion of total deaths (%)	Rate(a)
FEMALES			
Cancer	4,932	24.5	163.5
<i>Circulatory system diseases</i>	9,896	49.1	328.0
Ischaemic heart disease	4,950	24.6	164.0
Strokes	2,710	13.5	89.8
Respiratory system diseases	1,326	6.6	43.9
All causes	20,144	100.0	667.6
MALES			
Cancer	6,548	28.6	219.4
<i>Circulatory system diseases</i>	9,457	41.3	316.9
Ischaemic heart disease	5,762	25.1	193.1
Strokes	1,748	7.6	58.6
Respiratory system diseases	1,805	7.9	60.5
All causes	22,925	100.0	768.2

(a) Rate per 100,000 mean resident population.

Source: *Causes of Death*

- Breast cancer (902 deaths) was the leading cause of death from cancer for females in 1993, followed by lung cancer (625 deaths).
- The rate of cancer deaths was higher for males (219 per 100,000) than for females (164 per 100,000).
- The death rate for ischaemic heart disease was higher for males (193 per 100,000) than for females (164 per 100,000).
- Suicide accounted for 136 female deaths, and motor vehicle traffic accidents for 166, much less than the number of deaths for men (567 and 394 respectively).
- Deaths from diseases of the circulatory system (including heart attacks and strokes) decreased for females from a rate of 465 per 100,000 in 1973 to 328 per 100,000 in 1993. Improved diet, reduced smoking and increased fitness as well as improved medical technology appear to be contributing factors in the decline in heart attack death rates.

- In comparison, the cancer death rate for females increased from 118 deaths per 100,000 in 1973 to 163 deaths per 100,000 in 1993, partly due to an increase in lung cancer.

Hospitalisation

The Inpatient Statistics Collection is conducted annually by NSW Health Department. All public, private and psychiatric hospitals, public nursing homes and day procedure centres in NSW are included. Episodes of inpatient care are based on a unit known as a separation which is a discharge, transfer or death of a patient.

Table 5.2 Inpatient separations, NSW, 1992–93

<i>Principal diagnosis</i>	<i>Number ('000)</i>		<i>Rate (a)</i>	
	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>
Pregnancy and childbirth	140.0	..	46.8	..
Digestive system	93.3	89.1	31.2	30.0
Genito-urinary	87.8	37.9	29.3	12.8
Circulatory system	58.8	73.4	19.6	24.8
Neoplasms	53.8	53.0	18.0	17.9
Injury and poisoning	48.9	69.0	16.3	23.3
Respiratory system	45.9	55.0	15.3	18.6
Musculoskeletal system	41.3	44.1	13.8	14.9
Nervous system	42.2	36.7	14.1	12.4
Mental disorders	26.5	32.9	8.8	11.1
Other	207.1	201.1	69.2	67.8
Total separations	845.7	692.2	282.4	233.5

(a) Rate per 1,000 resident population.

Source: NSW Health Inpatient Statistics Collection

- Females accounted for 55% of the 1.5 million inpatient separations in 1992–93. The separation rate was 282 separations per 1,000 female population.
- Hospital separation rates are strongly related to age. Separation rates are high for infants and in older age groups.
- Separation rates were higher for females than for males, due to higher rates between the ages of 15 and 54 years, the principal reproductive years.
- Pregnancy and childbirth was the most common reason for hospitalisation for women, followed by digestive and genito-urinary conditions.

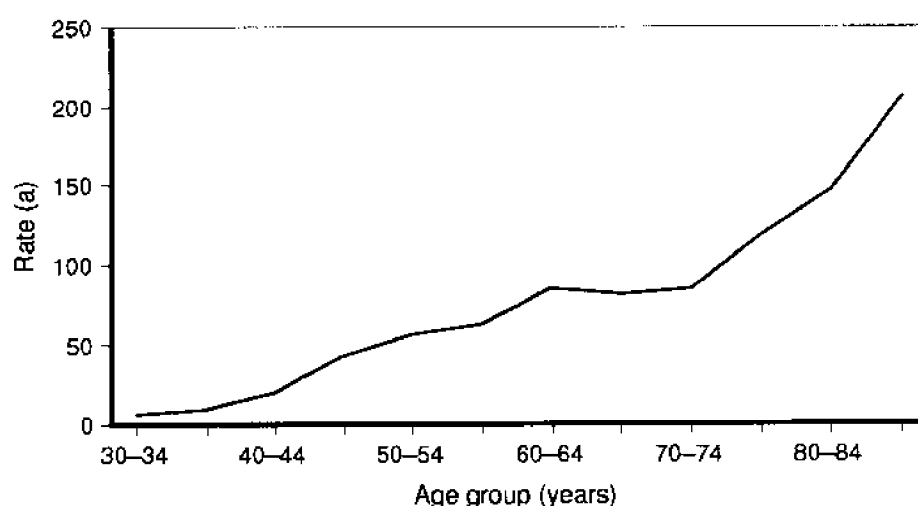
Breast cancer

Breast cancer is the most common cancer in women and the leading cause of female cancer deaths. Included among the risk factors for breast cancer are age, family history of breast cancer, reproductive factors, high levels of ionising radiation, history of benign breast disease and possibly dietary factors.

The reported incidence of breast cancer has risen in the NSW female population with a moderate increase from 1972 to 1983 and a steeper increase thereafter. These increases may be due to changes in risk factors in the population and the effect of increased mammographic screening and improved pathology notification.

The number of breast cancer deaths has been rising with the increase in, and ageing of, the population. However, the breast cancer mortality rate has increased very little since 1972, and there are no obvious trends in any age group.²

Graph 5.1 Age-specific breast cancer death rates, NSW, 1993



(a) Rate per 100,000 mid-year population.

Source: *Causes of Death*

- In NSW in 1991, 2,807 new cases of breast cancer were diagnosed in women, representing 28% of all cancers diagnosed. The crude incidence rate per 100,000 females was 94.8. Women have a 1 in 13 risk of developing breast cancer over their lifetime.³
- In 1993, breast cancer was the major cause of cancer death among women causing 902 deaths or 18% of all female cancer deaths.
- Breast cancer deaths increased with age. The breast cancer crude mortality rate in 1993 per 100,000 females was 29.9. This rate rose to 147.4 for women aged 75 and over.

² NSW Cancer Council, *Breast Cancer in New South Wales 1972-1991*, 1994.

³ NSW Cancer Council, *Cancer in New South Wales Incidence and Mortality 1991*, 1994.

HIV and AIDS

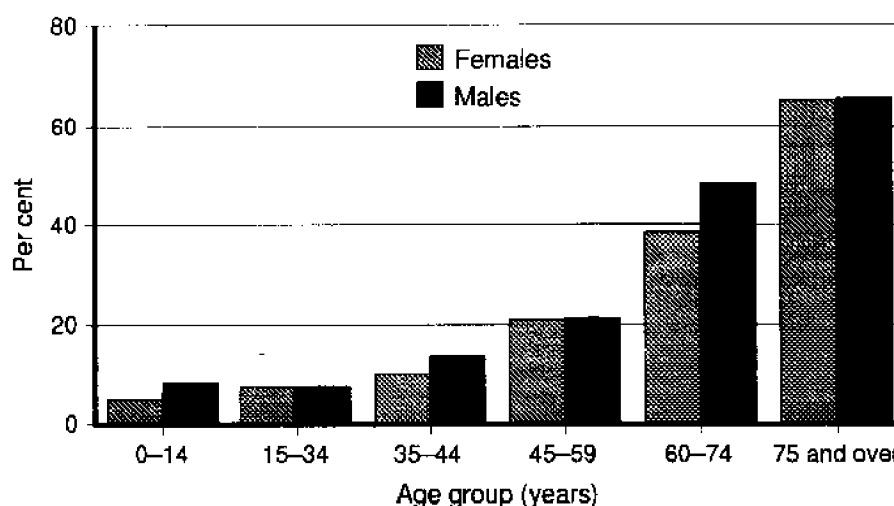
The recorded number of females in NSW affected by the Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) remains relatively low. Data on HIV and AIDS are compiled by the NSW Health Department (AIDS Register and HIV Database).

- In 1993 in NSW 36 women were diagnosed with HIV, accounting for about 6% of the total of 556 notifications.
- For women, heterosexual contact was a reported risk exposure in the majority of 1993 HIV notifications where exposure was known. For males, homo/bisexual contact was a reported risk exposure in 86% of notifications where exposure was known.
- 15 females were notified as diagnosed with AIDS in 1993 out of a total of 355 cases notified. AIDS is defined as HIV infection plus one or more AIDS defining illnesses.
- From 1981 to 1993, 2,826 cases of AIDS (including 100 females) had been notified, and 1,888 deaths due to AIDS (including 55 females) had been reported.

Disability

In the 1993 Survey of Disability, Ageing and Carers, 468,300 women (aged 15 years and over) or about 20% of women in NSW, reported having a disability. A disability was defined as the presence of one or more limitations, restrictions or impairments which had lasted, or was likely to last, for six months or more.

Graph 5.2 People with a disability, NSW, 1993



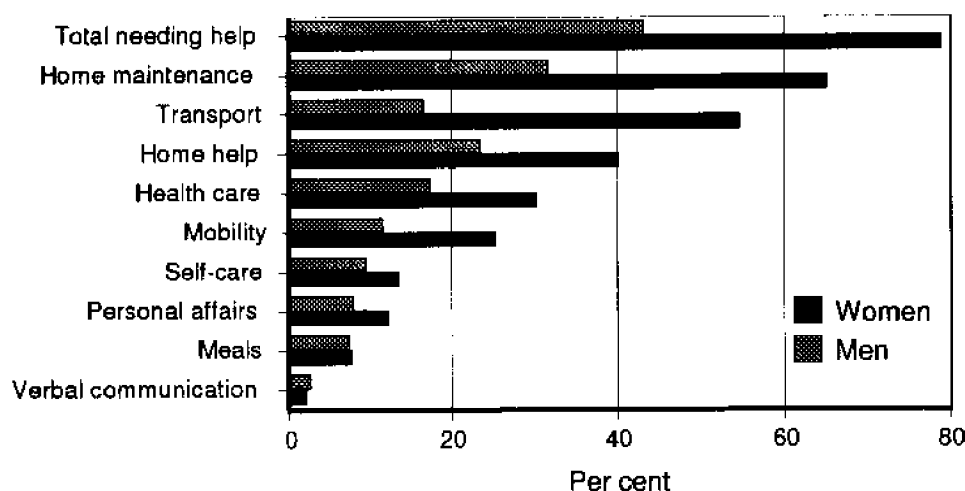
Source: 1993 Survey of Disability, Ageing and Carers

- Disability was strongly related to age, with the proportions of women who reported one or more disabilities rising rapidly for those aged 60 years and over.
- The disability rate was lower for women than men in most age groups.

- About 386,500 women aged 15 years and over with a disability were further categorised as having a handicap. A handicap results from a disability which limits a person's ability to perform certain tasks associated with daily living.
- Among women with a handicap, 14% (53,800 women aged 15 years and over) reported a severe handicap, sometimes needing help in daily activities such as self-care, mobility and communication and 21% (82,700) reported a profound handicap, always needing help in these tasks.
- Arthritis and other musculoskeletal conditions were the most frequently reported disabling conditions, affecting about one-third (34%) of women aged 15 years and over with a disability. Higher proportions of women than men reported this condition, largely due to the greater numbers of women in older age groups.
- Women aged 15 years and over reported mental disorders as their main disabling condition in 11% of cases and men in 8% of cases.

Need for help

Graph 5.3 People aged 60 years and over with a disability: activities for which help is needed, NSW, 1993



Source: 1993 Survey of Disability, Ageing and Carers

- There were 276,200 women 15 years and over with a disability, living in households, in NSW who needed help in one or more activities associated with everyday living.
- Among women with a disability aged 60 years and over living in households, 79% required some help in performing everyday activities.
- Home maintenance (65%) and transport (55%) were the two activities for which women over 60 years of age and with a disability most often required help.

Carers

Table 5.3 Principal carers (a), NSW, 1993

Principal carers	Age group (years)						Total
	15-24	25-44	45-54	55-64	65-74	75 & over	
	—'000—						
Women	*5.6	48.3	33.5	18.0	12.2	*9.3	127.0
Men	**1.9	14.0	10.9	14.6	13.8	10.4	65.5

(a) A principal carer is a person providing the most informal care for the activities of self-care, mobility or verbal communication.

Source: 1993 Survey of Disability, Ageing and Carers

- In NSW in 1993 women provided the majority of care for people with a handicap. There were 127,000 (or 66%) women carers aged 15 years and over who cared for a person with a handicap, compared to 65,500 (or 34%) carers who were men.
- Over one-third (38%) of women carers were aged between 25-44 years, and 26% were aged 45-54 years. Less than 17% of women carers were aged 65 years and over compared to nearly 37% of men carers.

Lifestyle and risk factors

A number of lifestyle factors have been closely associated with health outcomes. These include diet, exercise, smoking, excessive alcohol consumption and drug abuse.

Smoking

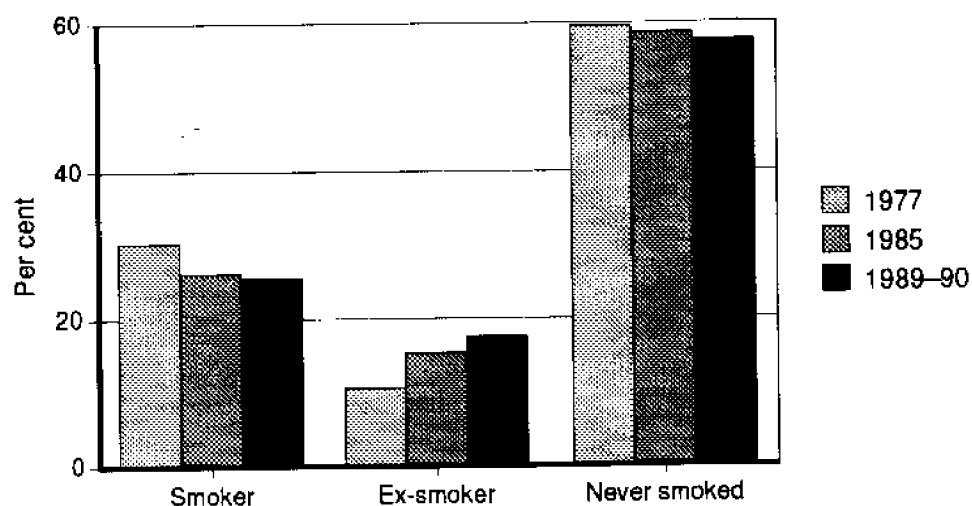
Health risks associated with smoking include cancers, respiratory diseases such as bronchitis and emphysema, and circulatory diseases including thrombosis and heart disease. In particular, lung cancer rates for women continue to increase. Lung cancer was the second leading cause of death from cancer for women in 1993.

Table 5.4 People aged 18 years and over: smoker status, NSW, 1989–90

	Age group (years)					
Smoker status	18-24	25-34	35-44	45-64	65 & over	Total
—per cent—						
Women—						
Smoker	33.9	31.7	26.4	22.7	13.4	25.3
Ex-smoker	11.5	18.6	18.0	17.6	19.1	17.3
Never smoked	54.6	49.6	55.6	59.7	67.5	57.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
Men—						
Smoker	34.0	40.7	33.3	31.2	17.4	32.3
Ex-smoker	8.3	18.2	27.1	36.1	52.7	28.2
Never smoked	57.6	41.1	39.6	32.7	29.9	39.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
—'000—						
Women	307.7	468.0	430.7	563.6	393.0	2,162.9
Men	318.6	472.5	441.3	580.4	287.1	2,099.8

Source: 1989–90 National Health Survey

- The 1989–90 National Health Survey estimated that 546,700 women or one-quarter of adult women (aged 18 and over) in NSW smoked. Overall, more men (32%) smoked than women but among young people the levels were the same. 34% of both women and men aged 18–24 were smokers.
- The proportion of women smokers has fallen substantially since 1977 from 30% to 25%, but this decrease was much smaller than that for men (44% to 32%). The fall in the proportion of women smokers appears to be due to an increase in the number of women giving up smoking, rather than to a decrease in the number starting to smoke. In fact, the proportion who had never smoked only fell from 59% to 57% over this period.

Graph 5.4 Women aged 18 years and over: smoker status, NSW

Source: 1977 Australian Survey of Alcohol and Tobacco Consumption Patterns; NSW State Supplementary Survey of Health Risk Factors, 1985; 1989–90 National Health Survey

Young women and smoking

The New South Wales Secondary School Drug Use Survey, conducted by the NSW Drug and Alcohol Directorate, found that there has been a moderate increase in reported smoking rates between 1989 and 1992 among NSW secondary school students.

- Between 1989 and 1992 there was an increase in the proportions of students aged 12–16 years who reported smoking (daily or occasionally), from 17% to 22% of girls and from 13% to 17% of boys. This increase follows previous declines which occurred between 1983 and 1989.
- At each survey since 1983 more female students have reported smoking than male students.

Alcohol

Excessive consumption of alcohol has been associated with many chronic diseases and conditions including heart disease, stroke, hypertension and cancers as well as causing diseases such as liver cirrhosis and alcohol-related brain damage. It can also contribute to divorce and family separations, violence, traffic accidents and other injuries.

Table 5.5 People aged 18 years and over: alcohol risk level (a), NSW, 1989–90

Alcohol risk level	Age group (years)					Total
	18-24	25-34	35-44	45-64	65 & over	
—per cent—						
Women—						
Did not consume alcohol	42.9	43.1	42.9	48.0	63.6	48.0
Consumed alcohol	57.1	56.9	57.1	52.0	36.4	52.0
Low risk	46.2	48.7	49.0	43.9	31.7	44.1
Medium risk	8.1	7.0	7.1	5.8	4.1	6.3
High risk	2.7	* 1.3	* 1.0	2.3	* 0.6	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
Men—						
Did not consume alcohol	33.0	21.1	24.9	26.1	38.5	27.4
Consumed alcohol	67.0	78.9	75.1	73.9	61.5	72.6
Low risk	50.0	59.6	59.4	55.8	54.1	56.3
Medium risk	7.5	10.5	7.6	9.3	5.0	8.4
High risk	9.6	8.7	8.2	8.8	2.4	7.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
—'000—						
Women	307.7	468.0	430.7	563.6	393.0	2,162.9
Men	318.6	472.5	441.3	580.4	287.1	2,099.8

(a) Based on the average daily consumption during the week prior to interview.
Source: 1989–90 National Health Survey

- About half (52%) of women aged 18 years and over in NSW reported that they drank alcohol in the week prior to interview, compared to nearly three-quarters (73%) of men.

- Only 2% of women reported drinking at a level which put their health at high risk, compared to 8% of men. A higher proportion of younger people (18–24 year olds) drank at high risk levels, 3% of women and 10% of men.

Pharmaceutical drugs

- 81% of women aged 15 years and over and 66% of men in this age group in NSW reported using medication in the two weeks prior to interview in the 1989–90 National Health Survey.
- Pain relievers were the most commonly used medication, taken by 47% of women aged 15 years and over. About 8% of women reported taking sleeping medications although this increased to 23% among women aged 65 years and over.
- About 9 out of 10 users of tranquillisers, sedatives or sleeping medications reported having had their medication prescribed for them.

Exercise

- In the 1989–90 National Health Survey, 38% of women aged 18 years and over in NSW reported that they did not exercise (for recreation, sport or fitness) in the two weeks prior to the interview. This was slightly higher than the proportion of men (35%) who did not exercise.
- The contrast was greater in the older age groups where one-third of men aged 65 years and over did not exercise, but nearly half the women (47%) in this age group did not exercise.

Weight

- In the 1989–90 National Health Survey almost half (49%) the women aged 18 years and over had a body mass index in the acceptable range, 20% were overweight, 18% were underweight and 9% were categorised as obese.
- The proportion of women who were underweight (18%) was more than twice that of men (7%). This was particularly evident in the younger age groups, where nearly one-third of women aged 18–24 years were underweight compared to 13% of men.
- The proportion of people who were overweight or obese increased with age up to age 65 years. In the 45–64 years category 28% of women were overweight and 13% were obese.

Diet

- The 1989–90 National Health Survey found that women were more likely than men to have changed their diet, particularly to improve general health or to lose weight.
- Eating disorders such as anorexia nervosa and bulimia are predominantly female conditions. The prevalence of anorexia nervosa is estimated to be 1% of adolescent girls. Prevalence is difficult to establish for bulimia but it is thought to be much more common than anorexia nervosa.⁴

Preventative health

Breast cancer detection

Breast cancer is the most prevalent cancer among women and is responsible for the most cancer deaths (see Health Status at the beginning of this chapter). Regular breast cancer screening allows early detection of the disease and recommended practices include monthly breast self-examination, annual breast examination by a health professional and two yearly screening mammography for women aged 50–69 years.

Table 5.6 Women aged 18–64: breast examination and mammogram status, NSW, 1989–90

Breast examination and mammogram status	Age group (years)			Total
	18–39	40–49	50–64	
	—per cent—			
Regularly examined own breasts	60.9	70.5	68.1	64.5
Has had breasts examined	66.1	80.5	76.5	71.5
Has had a mammogram	10.5	34.8	34.4	20.9
Period since last mammogram (years)—				
Not tested(a)	89.5	65.2	65.6	79.1
Less than 1 year ago	3.3	15.9	11.2	7.7
1 year to less than 3 years ago	4.0	11.8	12.0	7.4
3 years to less than 5 years ago	1.5	2.4	3.8	2.2
5 or more years ago	1.7	4.6	7.3	3.6

(a) Includes women who had not heard of a mammogram.

Source: 1989–90 National Health Survey

- In 1989–90, 65% of women aged 18–64 years in NSW reported that they regularly examined their own breasts. Nearly three-quarters (72%) of women had ever had a breast examination by a doctor or medical assistant and 21% a mammogram.
- The proportion of women using breast cancer detection practices increased in the older age groups. However, even among older women, who are identified as being at most risk from breast cancer, only 28% of women aged 40–49 years and 23% of women aged 50–64 years reported having a mammogram in the past three years.
- Women born in non-English speaking countries had lower rates of breast examination by a doctor or medical assistant (59%) or breast self-examination (55%) than Australian born women (73% and 66% respectively). Older women (aged 40–64 years) who were born in non-English speaking countries had a lower rate (28%) of ever having had a mammogram than Australian born women (36%).

Cervical cancer detection

Cervical cancer was responsible for 97 deaths among NSW women in 1993. In 1991, 361 new cases of cervical cancer were diagnosed which equates to a 1 in 106 lifetime risk of developing cervical cancer.⁵

As with breast cancer, early detection of cervical cancer improves the chance of recovery. Regular two yearly Papanicolaou (Pap) smear testing is recommended for women aged 18 years and over, or when sexual activity commences.

Table 5.7 Women aged 18–64: Pap smear test status, NSW, 1989–90

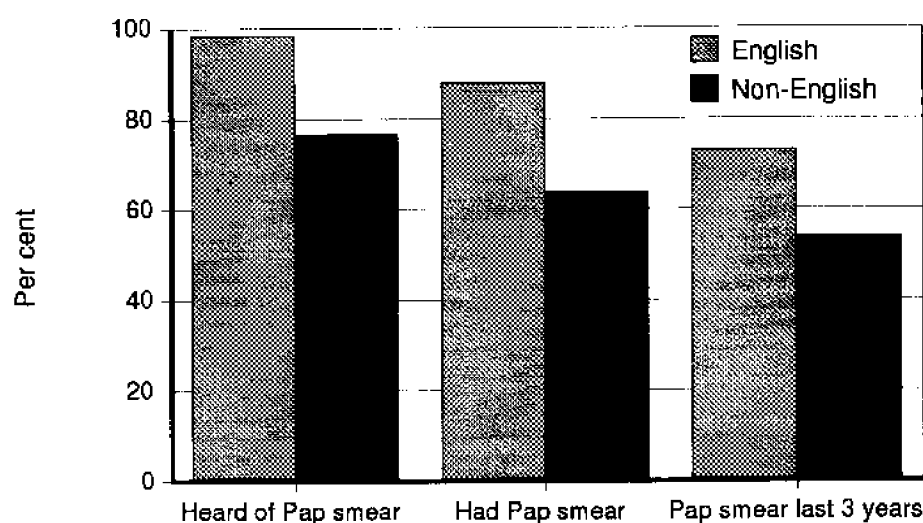
Pap smear test status	Age group (years)					Total
	18–24	25–34	35–44	45–54	55–64	
	—per cent—					
Had heard of a Pap smear test	91.9	96.9	96.5	96.3	94.9	95.5
Has had a Pap smear test	60.9	91.8	92.8	90.8	81.9	85.0
Period since last Pap smear test—						
Not tested (a)	39.1	8.2	7.2	9.2	18.1	15.0
Less than 1 year ago	43.2	55.4	46.5	37.5	22.3	43.3
1 year to less than 3 years ago	16.0	31.2	31.5	30.2	23.8	27.4
3 years to less than 5 years ago	*1.4	3.6	7.3	7.8	9.4	5.7
5 or more years ago	—	1.7	7.4	15.4	26.3	8.7

(a) Includes women who had not heard of a Pap smear test.

Source: 1989–90 National Health Survey

- In 1989–90, 85% of women aged 18–64 years reported having had a Pap smear. 71% of women had had a Pap smear test in the past three years.
- The proportion of women who had a Pap smear in the last three years was 87% for women aged 25–34 years but only 46% for women aged 55–64 years.

Graph 5.5 Women aged 18–64 years: Pap smear test by language spoken at home, NSW, 1989–90



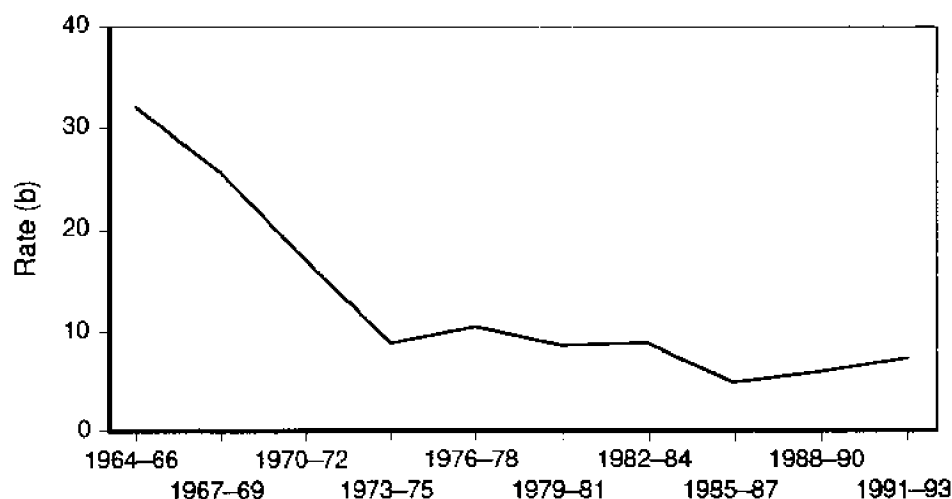
Source: 1989–90 National Health Survey

- Only about three-quarters of women from non-English speaking homes had heard of Pap smears compared to nearly all (98%) women from English speaking homes. Only about half the women (54%) from non-English speaking homes reported having had a Pap smear test in the last three years.

Reproductive health

Maternal deaths There has been a significant fall in maternal deaths over the last 3 decades. The rate of direct maternal deaths in NSW in 1964–66 was 32 per 100,000 confinements. This fell rapidly to 9 deaths per 100,000 confinements in 1973–75 and since then the maternal death rate has remained fairly steady. In 1991–93 the rate was 7 deaths per 100,000 confinements.

Graph 5.6 Maternal deaths (a), NSW



(a) The death of a woman during pregnancy, childbirth or in the 6 week period of the puerperium from any cause resulting from the pregnancy or aggravated by the pregnancy or its management. (b) Per 100,000 confinements (a pregnancy which results in at least one live birth).

Source: *Causes of Death*

Home births

- There were 458 home births in NSW in 1993, accounting for less than 1% of all births in NSW.
- Women who had home births tended to be older, with 61% aged 30 years and over compared to 42% of all women who gave birth.
- The most common age group for home births was the 30–34 years age group, while for all births it was the 25–29 year age group.

Breastfeeding

Breastfeeding has been recognised as a factor in the physical, behavioural and emotional development of children. It is regarded as nutritionally superior to alternatives and improves the ability of infants to withstand infection. Breastfeeding has also been linked with a reduction in the likelihood of breast cancer in older women.

- In the 1989–90 National Health Survey, 73% of women aged 18–50 years who had children aged 5 years or less had breastfed one or more of those children.
- About one-third of women stopped breastfeeding after 3 months.

Contraceptive use

Comprehensive information on contraceptive practices among women in NSW is not available but some information on the use of oral contraceptives and the IUD is available from the 1989–90 National Health Survey.

- 26% of women aged 18–50 years were currently using oral contraceptives, with use decreasing with age. 45% of women aged 18–24 years used oral contraceptives compared to 33% of women aged 25–34 years and 10% of women aged 35–50 years.
- Of those women aged 18–50 years not using oral contraceptives, 5% (an estimated 44,600 women) reported currently being fitted with an IUD.

Hysterectomy

- About 10,000 hysterectomies are performed in NSW each year.
- In the 1989–90 National Health Survey, 12% of women aged 18–64 years reported having had a hysterectomy. The percentage of women who had undergone a hysterectomy increased with age, with one-quarter of women aged 45–64 years reporting having had a hysterectomy.

Occupational health and safety

The *Occupational Health and Safety Act, NSW, 1983* aims to secure the health, safety and welfare of people at work, to protect them against risks to health or safety arising out of work activities and to promote a safe environment.

Statistics on employment injuries are compiled by the NSW WorkCover Authority and include workplace injuries, non-workplace injuries (such as road traffic accidents) and occupational diseases.

Table 5.8 Employment injuries: new cases reported, NSW, 1992-93

Type	Women		Men	
	Number	Proportion (%)	Number	Proportion (%)
Workplace injuries—				
Fractures and dislocations	898	10.8	3,917	14.2
Sprains and strains	5,459	65.4	14,500	52.6
Back	2,807	33.6	7,455	27.0
Limb	1,536	18.4	4,684	17.0
Neck and shoulder	753	9.0	1,459	5.3
Concussion	50	0.6	113	0.4
Open and superficial wounds	792	9.5	4,904	17.8
Contusions and crushing	836	10.0	2,861	10.4
Burns	221	2.6	720	2.6
Multiple and other injuries	93	1.1	561	2.0
Total workplace injuries	8,349	100.0	27,576	100.0
Occupational diseases—				
Occupational overuse syndrome	566	39.6	561	5.3
Mental disorders (a)	278	19.4	366	3.5
Industrial deafness	133	9.3	7,593	72.2
Hernia	39	2.7	907	8.6
Other	413	28.9	1,085	10.3
Total occupational diseases	1,429	100.0	10,512	100.0
Non-workplace injuries	1,216	..	1,033	..
Total employment injuries (b)	11,023	..	39,825	..

(a) Includes stress cases. (b) Includes cases which could not be classified.

Source: WorkCover Authority

- In NSW in 1992-93 women accounted for 22% of employment injuries and 3 out of 4 of these were workplace injuries.
- One-third of workplace injuries reported by women were back injuries and this was also the injury contributing most to permanent disability.
- For women, occupational overuse syndrome (40%), mental disorders, including stress cases (19%) and industrial deafness (9%) were the main occupational diseases. For men, industrial deafness accounted for nearly three-quarters of all occupational diseases.
- 80% of non-workplace injuries suffered by women were commuting accidents. The remaining 20% were road traffic accidents and injuries which occurred during recess periods.

Table 5.9 Workplace injuries and occupational diseases by industry, NSW, 1992-93

<i>Industry divisions and selected subdivisions</i>	<i>Workplace injuries</i>		<i>Occupational disease</i>	
	<i>Number</i>	<i>Incidence(a)</i>	<i>Number</i>	<i>Incidence(a)</i>
WOMEN				
Agriculture	184	19.2	20	2.1
Mining	2	—	4	—
Manufacturing	955	9.6	363	3.7
Food, beverages and tobacco	340	18.5	85	4.6
Textiles, clothing and footwear	97	5.9	69	4.2
Paper, printing and publishing	88	5.5	22	1.4
Chemical, petroleum and coal products	95	9.8	31	3.2
Metal products	85	10.4	59	7.3
Electricity, gas and water	10	1.8	2	0.4
Construction	53	4.4	10	0.8
Wholesale trade	199	4.3	47	1.0
Retail trade	1,192	7.4	102	0.6
Transport and storage	213	8.2	44	1.7
Finance, property and business services	752	5.8	177	1.4
Public administration	463	22.3	101	4.9
Community services	3,225	11.0	413	1.4
Health	2,357	17.7	201	1.5
Education, museum and library services	430	3.8	133	1.2
Recreation, personal and other services	1,068	11.7	141	1.5
Restaurants, hotels and clubs	843	14.4	95	1.6
Not stated and other	33	..	5	..
Total	8,349	9.3	1,429	1.6
MEN				
Total	27,576	24.1	10,512	9.2

(a) Incidence is the number of injuries per 1,000 workers.

Source: WorkCover Authority

- Public administration had the highest incidence of workplace injuries (22 per 1,000 workers) for women.
- High incidence of occupational disease for women occurred in the metal products and food, beverages and tobacco manufacturing industries and in public administration.

Additional tables

Table 5.10 Inpatient separations from hospitals and public nursing homes, NSW, 1992-93

Age group (years)	Number ('000)			Rate (a)		
	Females	Females (b)	Males	Females	Females (b)	Males
0-4	45.3	45.3	66.7	214	214	300
5-9	16.5	16.5	23.2	79	79	106
10-14	15.6	15.5	20.8	77	76	97
15-19	35.1	25.2	23.8	164	117	105
20-24	64.4	33.8	30.1	277	146	125
25-29	81.5	37.3	30.1	351	161	128
30-34	81.4	44.1	34.1	330	179	138
35-39	58.9	44.1	34.4	259	194	151
40-44	48.2	45.2	36.4	224	210	165
45-49	45.4	45.3	41.4	247	25	215
50-54	42.6	42.6	39.5	290	290	257
55-59	38.5	38.5	42.8	299	299	328
60-64	49.1	49.1	53.4	376	376	416
65-69	55.5	55.5	65.8	436	436	568
70-74	54.2	54.2	61.5	511	511	715
75-79	47.8	47.8	46.4	578	578	802
80-84	36.8	36.8	26.8	678	678	879
85 and over	28.9	28.9	15.1	709	709	940
Total	845.7	705.7	692.2	282	236	234
Total aged 15 and over	768.3	628.4	581.4	324	265	252

(a) Rate per 1,000 population at 30 June 1992. (b) Female separations if pregnancy, childbirth and puerperium are excluded.

Source: NSW Health Inpatient Statistics Collection

Table 5.11 Handicap and disability status, NSW, 1993

Age group (years)	Disability			No disability	Total
	Handicap	No handicap	Total		
—'000—					
FEMALES					
0-4	*5.3	..	*5.3	209.7	215.0
5-14	18.6	*5.1	23.7	390.2	413.9
15-24	22.7	*6.5	29.2	416.8	446.0
25-34	26.5	12.3	38.8	438.3	477.0
35-44	31.4	13.6	45.0	401.4	446.4
45-54	48.6	12.6	61.2	280.0	341.2
55-59	29.9	*6.5	36.3	94.5	130.9
60-64	24.9	*5.9	30.8	97.4	128.2
65-69	41.5	*7.6	49.2	78.4	127.6
70-74	50.1	*9.9	60.0	48.6	108.6
75-79	44.0	*4.4	48.4	34.7	83.1
80 and over	66.9	**2.4	69.3	29.0	98.3
Total	410.4	86.9	497.3	2,519.0	3,016.3
MALES					
0-4	11.7	..	11.7	214.1	225.8
5-14	34.2	*8.3	42.4	391.9	434.4
15-24	21.5	*8.0	29.5	435.2	464.7
25-34	24.3	15.9	40.3	440.5	480.8
35-44	38.7	22.2	61.0	389.3	450.3
45-54	45.2	19.5	64.8	291.4	356.2
55-59	30.6	*8.3	38.9	93.9	132.9
60-64	45.4	13.9	59.3	66.7	125.9
65-69	43.0	*6.4	49.4	67.5	116.9
70-74	39.4	11.7	51.1	37.6	88.7
75-79	23.8	*7.5	31.3	26.9	58.2
80 and over	34.9	*3.9	38.7	10.2	48.9
Total	392.8	125.6	518.3	2,465.3	2,983.6

Source: 1993 Survey of Disability, Ageing and Carers

6 Education

Education is a key factor in shaping participation and choice in many social, cultural and economic arenas. Mobility within the labour force and economic independence are two of the most practical and critical outcomes. The education system is now more accessible than ever before to most women in New South Wales.

There have been hard-fought and significant gains in women's education since the turn of the century. Access to the education system has improved and has been helped more recently by initiatives such as night time courses, part-time study and mature age entry into university.

Despite more equitable participation in education however, disparities still remain in the fields of study women and men undertake. Women in TAFE comprised less than one in twenty students enrolled in the traditionally male dominated areas of engineering services and transport in 1993; university enrolments demonstrate a similar occurrence, where about 1 in 8 students enrolled in engineering and surveying in 1993 were women.

Equitable education not only contributes to women's own quality of life but to more representative and participative workplaces and communities.

Participation in education

Participation at all levels of education has risen considerably for girls and women. This improvement is the result of a number of factors which include changes in expectations and aspirations, the implementation of various government initiated reforms within the education system and changes in the labour market.

- In the 1993 Survey of Transition from Education to Work, there were an estimated 305,800 women aged 15-64 years in NSW attending an educational institution. This was just under 1 in 6 women.
- Women comprised 49% of total students in 1993.

Young women and education

Women aged 15–24 years had a slightly lower level of participation in education than men of the same age group. There were however, wider variations when the participation of those aged 15–19 years and 20–24 years are considered separately.

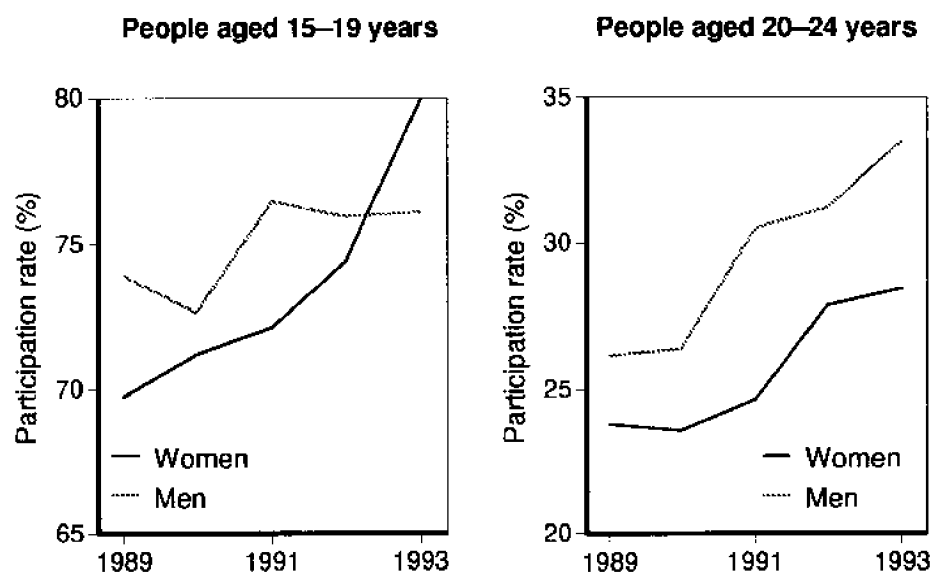
Table 6.1 Education participation rate (a): people aged 15–24 years, NSW

	1989	1990	1991	1992	1993
—per cent—					
WOMEN					
Attending school	27.4	27.0	26.5	27.6	28.2
Attending tertiary institutions	20.1	21.0	21.9	22.7	24.5
Higher education	10.5	10.4	11.1	12.6	13.8
TAFE	7.5	8.1	8.5	8.0	8.9
Other (b)	2.2	2.5	2.3	2.1	1.8
Total attending	47.5	48.0	48.3	50.3	52.7
MEN					
Attending school	26.4	26.1	26.9	26.4	25.7
Attending tertiary institutions	24.8	24.4	26.9	26.6	28.0
Higher education	8.8	10.0	11.9	10.6	11.6
TAFE	14.5	13.0	14.3	14.2	14.7
Other (b)	1.4	1.4	*0.7	1.9	1.8
Total attending	51.2	50.5	53.8	53.0	53.7

(a) Proportion of all people aged 15–24 years attending an educational institution. (b) Includes Business Colleges, Industry Skill Centres and other educational institutions.

Source: Survey on Participation in Education

- There were an estimated 230,500 women aged 15–24 years enrolled in a school or tertiary institution in NSW in September 1993.
- Women aged 15–24 years increased their participation in education from 48% in 1989 to 53% in 1993. Women have almost closed the gap on men whose participation increased from 51% to 54% over the same period.
- The participation rate of women aged 15–24 years in tertiary education increased by 4.4% to 24.5% in 1993. The participation rate of men aged 15–24 years increased by 3.2% to 28.0%.
- Higher education attracted a higher proportion of women aged 15–24 years (14%) than men aged 15–24 years (12%) in 1993. However, TAFE had a much higher proportion of men (15%) than women (9%).

Graph 6.1 Educational attendance, NSW

Source: Survey of Participation in Education

- The participation rate for women in the 15–19 years age group increased from 69.7% in 1989 to 79.9% in September 1993. By contrast, the participation rate of men aged 15–19 years increased only from 73.9% to 76.0%.
- The participation rates of women aged 20–24 years were lower than those for men in the same age group for the years 1989–1993.

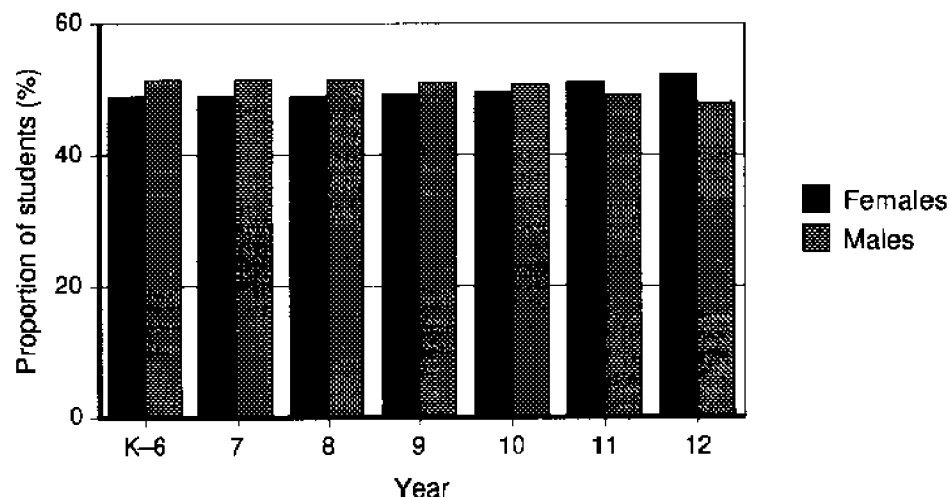
Barriers to education participation

Many women would like to study at an educational institution but cannot for a variety of reasons. Similarly, many women who study part-time would like to study full-time.

- In the 1992 Family Survey the most common reason given by women for not studying full-time was cost — either they couldn't afford to stop working or couldn't afford the costs of education. In NSW in 1992, over one-third of women who wanted to study were affected this way.
- The next most common reason, given by 28% of women, was caring for children. By contrast, only 4% of men gave caring for children as a reason for not studying.
- In total, family responsibilities were a barrier to education for 42% of women, but only for 13% of men.

Schools

Graph 6.2 Schools: full-time students, NSW, 1993

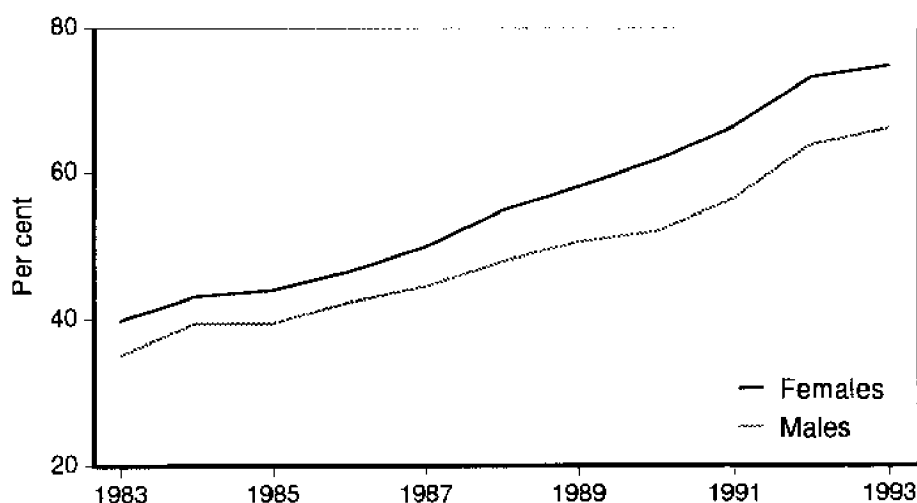


Source: *Schools Australia, 1993 (4221.0)*

- Half a million girls and young women were enrolled in NSW schools in 1993. Just over 30,000 young women were in Year 12, the final year of school.
- Although the proportion of girls and boys was similar, girls were the majority of students in Year 11 and Year 12. Boys comprised the majority of students in all other school years from Kindergarten to Year 10.
- 72% of girls attended government schools and 28% non-government schools. Almost three-quarters of girls in the non-government school sector attended Catholic schools.

School retention rates

In recent years, the number of students remaining at school to complete their secondary education has been increasing. This period, till late in 1993, also coincided with an increase in the levels of unemployment. By staying at school to the end of Year 12 students aim to improve their prospects of employment or to qualify for higher education.

Graph 6.3 Schools: apparent retention rates to Year 12, NSW

Source: National Schools Statistics Collection

- The Year 12 apparent retention rate, which is the proportion of Year 7 students remaining to the end of Year 12, has increased substantially since 1983.
- In the 10 years to 1993, the Year 12 retention rate for girls increased from 40% to 75% and for boys from 35% to 66%. Female rates have been higher and the gap between the two has increased over the last decade.

School study choices

Significant gender difference exists in subject choice. Girls are more likely to be studying Humanities, including higher (non-compulsory) levels of English, Languages, History, and Performing and Visual Arts at both the School Certificate and Higher School Certificate levels.

Girls are less likely to study Technology and Applied Science subjects other than the traditional Home Science, higher levels of Mathematics and Sciences other than Biology in the post-compulsory years.¹

Age left school

- The proportion of the population not completing secondary education has decreased. In the 1994 Survey of Labour Status and Educational Attainment, just over 60% of women and 46% of men aged 55–69 years did not complete the highest level of secondary education.
- By contrast, only 26% of both women and men aged 20–24 years did not complete the highest level of secondary education.

¹ NSW Government Advisory Committee on Education Training and Tourism, *Inquiry into Boys' Education 1994 'Challenge and Opportunities: A discussion paper'*.

Technical and Further Education

Technical and Further Education (TAFE) courses include both Higher School Certificate and vocational training.

Fields of study **Table 6.2** **TAFE: enrolments by training division, NSW**

Training division	1989			1993		
	Women	Men	Women as proportion of total	Women	Men	Women as proportion of total
	no.	no.	%	no.	no.	%
Arts & Media	11,192	5,757	66.0	5,911	3,770	61.1
Building & Construction	3,365	24,960	11.9	1,996	29,264	6.4
Business services	57,385	29,371	66.1	58,926	32,694	64.3
Computing & Information services	4,751	4,871	49.4	12,349	11,102	52.7
Engineering services	1,430	42,434	3.3	1,416	45,469	3.0
Manufacturing	27,886	9,458	74.7	16,405	4,085	80.1
Personal & Community services	11,709	2,640	81.6	23,122	4,456	83.8
Rural & Mining	5,376	10,188	34.5	6,014	12,842	31.9
Tourism & Hospitality	16,592	9,940	62.5	18,023	12,856	58.4
Transport	1,267	21,977	5.5	799	21,659	3.6
Basic work skills	6,701	6,141	52.2	11,078	18,802	37.1
Foundation studies	28,558	22,313	56.1	24,569	16,395	60.0
Pre-Vocational programs	16,680	10,419	61.6	16,305	10,528	60.8
TAFE Options (a)	..	..	..	258	85	75.2
TAFE Plus (Category 3) (a)	..	..	..	511	1,925	21.0
Total	192,892	200,469	49.0	197,682	225,932	46.7

(a) TAFE Options and TAFE Plus Courses commenced in 1993.

Source: NSW TAFE Commission

- There were 423,600 enrolments in TAFE courses in NSW during 1993.²
- Women comprised 47% of the enrolments in 1993 compared with 49% in 1989.
- More than 4 out of 5 people enrolled in both Personal and Community services and Manufacturing were women.
- Women were less than 1 in 20 students enrolled in the traditionally male dominated areas of Engineering services and Transport in 1993 and were just under 1 in 15 enrolments in Building and Construction.
- The highest number of enrolments by women were 59,000 enrolments in business services, which was 30% of total female enrolments. Foundation studies, which provides students with a foundation in basic language, literacy, numeracy and/or work skills, and Personal and Community services (both 12%) had the next highest level of enrolments for women.

2 TAFE enrolment data indicates the number of enrolments rather than the number of students. Enrolments include short duration courses of six months or less, as well as people simultaneously enrolled in more than one course.

Apprenticeships The apprenticeship system involves a combination of on-the-job training and prescribed technical education usually conducted through a TAFE college. The number of apprentices reached a peak in NSW in 1989 and fell by almost 40% to 38,500 in 1993. First year apprenticeships fell by one-third between 1992 and 1993.

- Less than 1 in 8 apprentices (12%) in 1993 were women.
- The number of female apprenticeships fell by over 10% between 1989 and 1993.

Higher education

In recent years women have become increasingly involved in higher education. Women now form a majority of the students in this sector, but this is partly due to the movement of some traditionally female courses, such as nursing, into university study.

- There were 91,200 women students in higher education courses in NSW in 1993, an increase of 25% since 1989.
- Women comprised 52% of students in higher education in 1993.

Level of course Table 6.3 Higher education (a): students by level of course, NSW

Level of course	1989		1993	
	Women	Women as proportion of all students	Women	Women as proportion of all students
	no.	%	no.	%
Higher doctorate	11	17.5	23	28.0
PhD	942	35.0	2,016	37.6
Master's	3,784	39.8	8,334	44.0
Other post-graduate (b)	5,119	55.0	6,534	56.7
Bachelor degree (honours)	527	53.6	1,003	55.6
Bachelor degree (pass) (c)	46,535	49.7	66,441	53.2
Diploma (d)	12,015	80.6	3,516	69.6
Associate diploma	3,355	47.4	1,802	47.5
Other award or enabling course	61	64.9	229	55.4
Non-award	504	48.8	1,295	51.1
Total	72,853	52.3	91,193	52.3

(a) Higher education courses may be award courses, non-award courses or enabling courses. Higher education courses do not include TAFE courses. (b) Includes bachelor's post-graduate. (c) The upgrading of diplomas to degrees in the health and education fields was partly responsible for women becoming the majority of bachelor degree students in 1993. (d) Includes graduate certificate.

Source: Department of Employment, Education and Training

- Women have traditionally dominated the lower course levels of diplomas and associate diplomas. As a consequence, the upgrading of diplomas to degrees in the health and education fields was partly responsible for women becoming the majority of bachelor degree students in 1993.

- The proportion of women students increased at all course levels between 1989 and 1993 (except diploma/associate diploma because of the above re-classification).
- 73% of women students were enrolled in Bachelor degree courses in 1993.
- 44% of Masters' students and 38% of PhD students in 1993 were women.

Field of study**Table 6.4 Higher education: students by field of study, NSW**

Field of study	1989		1993	
	Women	Women as proportion of all students	Women	Women as proportion of all students
	no.	%	no.	%
Agriculture, animal husbandry	1,061	35.2	1,330	34.7
Architecture, building	1,084	30.4	1,441	32.5
Arts, humanities, social sciences	21,319	67.7	26,011	67.4
Business, administration, economics	10,138	38.8	14,339	41.2
Education	15,180	71.5	15,464	72.7
Engineering, surveying	1,010	9.5	1,714	12.4
Health	12,649	70.4	16,003	71.4
Law, legal studies	2,142	42.4	3,008	46.1
Science	7,407	39.9	10,272	40.2
Veterinary science	259	53.2	316	57.1
Non-award	604	49.9	1,295	51.1
Total	72,853	52.3	91,193	52.3

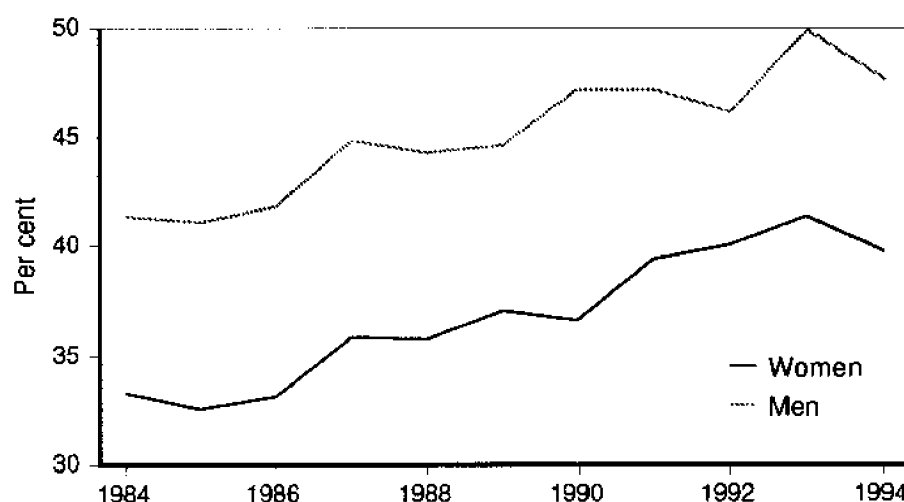
Source: Department of Employment, Education and Training

- Women increased their share of total enrolments in most fields of study between 1989 and 1993.
- The greatest number of women were enrolled in Arts, humanities and social sciences — 29% of enrolled women in 1993. Health was the next most popular field with 18% of enrolled women, followed by Education with 17%.
- Women comprised over 70% of enrolments in both Education and Health, and 67% of enrolments in Arts, humanities and social sciences.
- Women's representation was lowest in Engineering and surveying at 12% of enrolments in 1993. This compared with 10% in 1989.

Post-school qualifications

Post-school qualifications include trade certificates, other certificates, diplomas and degrees from Universities, TAFE and other higher education institutions.

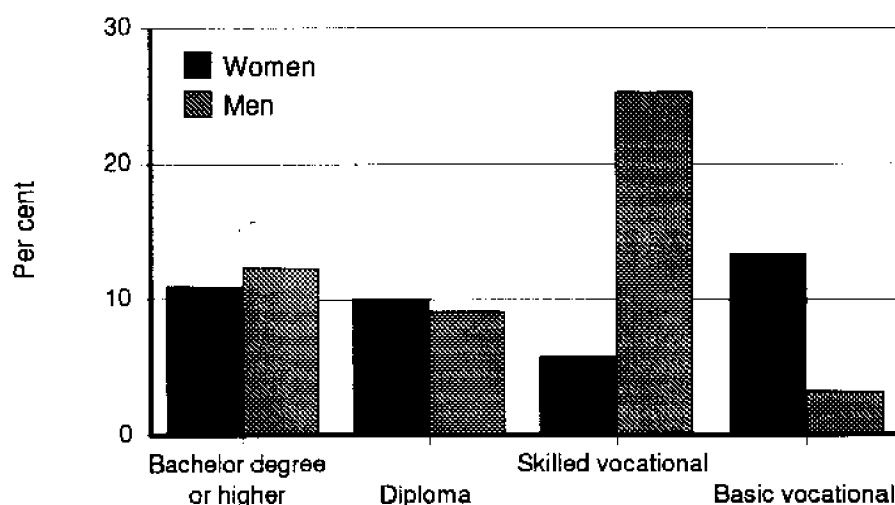
Graph 6.4 Post-school qualifications: people aged 15–69 years, NSW, February



Source: Survey of Labour Force Status and Educational Attainment

- The proportion of the population with post-school qualifications increased from 37% in 1984 to 44% in 1994.
- 40% of women and 48% of men had post-school qualifications in 1994, which is an increase of 7 percentage points for both women and men since 1984.

Graph 6.5 Post-school qualifications, NSW, February 1994

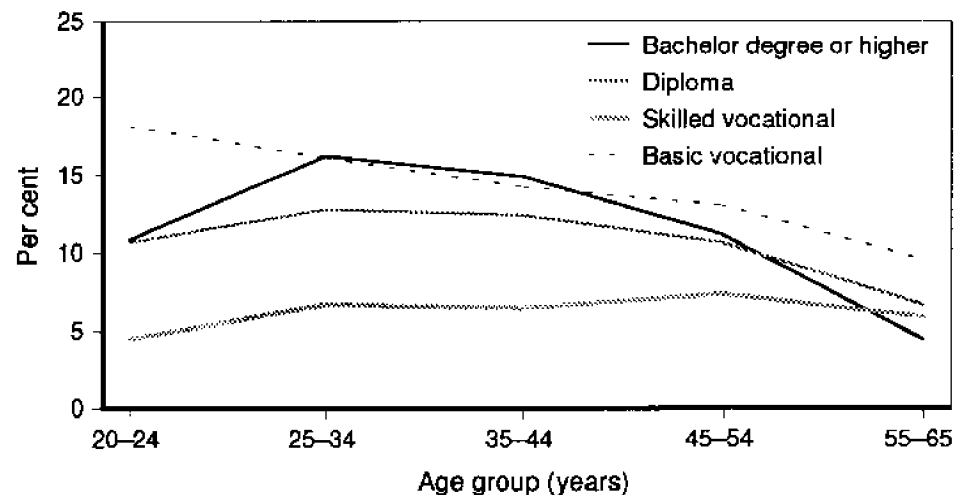


Source: Survey of Labour Force Status and Educational Attainment

- In 1994, the greatest difference between women and men lay in the attainment of vocational qualifications. Almost one in four men had a *skilled* vocational qualification, compared with less than one in seventeen women. By contrast, 13% of women had a *basic* vocational qualification, compared with only 3% of men.

Age and post-school qualification

Graph 6.6 Post-school qualifications of women, NSW, February 1994



Source: Survey of Labour Force Status and Educational Attainment

- Women have increased their level of post-school qualifications in recent decades. At February 1994, 52% of women aged 25-34 years had post-school qualifications, compared with only 27% of women aged 55-69 years.
- At February 1994, 16% of women aged 25-34 years had bachelor degrees or higher, compared to only 5% of women aged 55-69 years. These differences reflect the more limited opportunities that were available to women in the late 1940s, 1950s and early 1960s.

Study choices for post-school qualifications

- In February 1994, 72% of women with a basic vocational qualification were in the Business and administration fields of study. Similarly, 36% of women with a skilled vocational qualification were in Business and administration fields.
- The most common Bachelor degrees held by women were in the fields of Society and culture (30%), Health (25%) and Education (19%). The most common Bachelor degrees held by men were in the fields of Society and culture (23%), Engineering (21%) and Business and administration (18%).

Training

The importance of training was recognised under the Training Guarantee legislation which was introduced in 1990 and operated for four years to 30 June 1994. Employers with an annual pay-roll over the threshold were required to spend a set proportion of their pay-roll on the formal training of their employees.

Table 6.5 Training undertaken by people who had a wage or salary job in the last 12 months (a), NSW, May 1993

Study or training courses undertaken								
External training						Total undertaking training		
	Studied in 1992 (b)	In- house	Em- ployer sup- ported	Total	Total	On- the- job	Pro- portion	Number
	%	%	%	%	%	%	%	'000
Women	19.8	32.1	6.9	12.0	48.6	81.6	85.3	928.6
Men	19.9	29.4	8.5	12.1	46.1	81.1	84.8	1,113.6
Total	19.8	30.6	7.8	12.1	47.2	81.3	85.0	2,042.3

(a) More than one type of training could be undertaken in the period. (b) Studied for an educational qualification.

Source: Survey of Training and Education, 1993

- The 1993 Survey of Training and Education showed that 85% of both women and men who were wage or salary earners in NSW had undertaken some form of training in the 12 months to May 1993.
- The categories of training received were very similar for women and men.
- 82% of women had received on-the-job training, 32% in house training and 12% had attended an external training course.
- A higher proportion of women (32%) received in-house training than men (29%). Women received less employer-supported external training (7%) than men (9%).

Aboriginal and Torres Strait Islander students

Due mainly to the much younger age composition of the Aboriginal and Torres Strait Islander population in NSW, there are differences in the patterns of educational attendance between the Aboriginal and Torres Strait Islander population and the total NSW population.

Table 6.6 Educational attendance of Aboriginal and Torres Strait Islander people, NSW, 1991

	Aboriginal and Torres Strait Islanders				Proportion of all people in NSW
	Females	Males	Persons	Proportion	
	no.	no.	no.	%	%
Pre-school	1,078	1,108	2,186	3.1	1.7
School	8,321	8,711	17,032	24.3	16.5
Infant/Primary	5,378	5,707	11,085	15.8	9.4
Secondary	2,943	3,004	5,947	8.5	7.1
TAFE	1,150	1,022	2,172	3.1	3.2
Higher education	593	348	941	1.3	3.0
Other	163	200	363	0.5	0.8
Total attending	11,305	11,389	22,694	32.4	25.1
Not attending	21,387	20,311	41,698	59.6	69.5
Not stated	2,668	2,957	5,625	8.0	5.4
Total	35,360	34,657	70,017	100.0	100.0

Source: 1991 Census of Population and Housing

- Almost one-quarter of the Aboriginal and Torres Strait Islander population were attending school in 1991. This compares with 16% of the total NSW population.
- 65% of Aboriginal and Torres Strait Islander people at school in NSW were in infants and primary school. By comparison, 57% of the total population at school in NSW were in infants and primary school.
- Both male and female Aboriginal and Torres Strait Islander students were more likely to attend TAFE than higher education. In the total population, attendance was about equal.
- There were fewer Aboriginal women attending school than Aboriginal men, but more women in TAFE and higher education.
- Arts and Education dominated Aboriginal enrolments in higher education. Aboriginal students tended to be older than other students and were more likely to be enrolled in diploma, associate diploma or non-award courses.³

Women from non-English speaking countries

The post-school qualifications of women from non-English speaking countries parallels that of women from English speaking countries. Similarities occur in both qualifications and fields of study. A larger proportion of women from non-English speaking countries do however, have higher qualifications than the women from English speaking countries.

Level of qualification

Table 6.7 Level of post-school qualification: people aged 15 years and over, NSW, 1991

<i>Level of post-school qualification</i>	<i>Women from non-English speaking countries</i>	<i>Women from English speaking countries (a)</i>	<i>Total women (b)</i>	<i>Men from non-English speaking countries</i>
Qualified—				
Higher Degree	4,570	10,112	14,682	10,156
Post Graduate Diploma	2,646	26,121	28,767	1,784
Bachelor Degree	24,238	88,658	112,896	30,208
Undergraduate Diploma	14,754	107,402	122,156	7,922
Associate Diploma	3,755	23,295	27,050	5,039
Skilled vocational	8,709	42,421	51,130	60,459
Basic vocational	13,784	100,478	114,262	9,112
Inadequately described or not stated	61,580	238,530	300,110	56,073
<i>Total qualified</i>	<i>134,036</i>	<i>637,017</i>	<i>771,053</i>	<i>180,753</i>
Not Qualified	252,828	1,200,151	1,452,979	218,531
Total	386,864	1,837,168	2,224,032	399,284

(a) Includes Australia, New Zealand, UK and Ireland, USA, Canada and South Africa. (b) Excludes birthplace not stated.

Source: 1991 Census of Population and Housing

- Over one-third of women from non-English speaking countries had post-school qualifications. This was lower than the proportion of men from non-English speaking countries with qualifications (45%).
- About 1 in 5 women from non-English speaking countries with known post-school qualifications had basic vocational qualifications. By comparison, basic vocational qualifications were held by approximately 1 in 14 men.
- 7 out of 10 women from non-English speaking countries with known post-school qualifications had an Associate Diploma or higher, while about half of men from non-English speaking countries had skilled vocational qualifications as their highest level of qualification.
- The most common level of qualification for women from non-English speaking countries was a Bachelor degree (33%) and Undergraduate Diploma (20%). By comparison, the most common level of qualification for women in NSW from English speaking countries was Undergraduate Diploma (27%) and Basic vocational (25%).

- Of all women with qualifications in NSW, 17% were from non-English speaking countries. However, these women comprised 31% of all women with higher degrees.

Field of qualification

Women from both non-English speaking countries and English speaking countries dominate Business and Administration, Health and Education, at the expense of Natural Sciences and Engineering. Women from non-English speaking countries do have a higher proportion with post-school qualifications in Science and Engineering fields than those from English speaking countries.

Table 6.8 Field of post-school qualification: people aged 15 years and over, NSW, 1991

<i>Field of post-school qualification</i>	<i>Women from non-English speaking countries</i>	<i>Women from English speaking countries (a)</i>	<i>Total women (b)</i>	<i>Men from non-English speaking countries</i>
Qualified—				
Business and Administration	33,805	165,652	199,457	19,114
Health	15,929	109,886	125,815	7,371
Education	11,988	84,776	96,764	4,130
Society and Culture	16,800	70,232	87,032	12,882
Natural and Physical Sciences	7,768	19,311	27,079	11,124
Engineering	7,799	14,677	22,476	64,841
Architecture & Building	1,008	2,960	3,968	18,648
Agriculture & Related Fields	556	3,896	4,452	1,838
Miscellaneous Fields	5,431	31,282	36,713	8,734
Inadequately described or not stated	32,952	134,345	167,297	32,071
<i>Total qualified</i>	<i>134,036</i>	<i>637,017</i>	<i>771,053</i>	<i>180,753</i>
Not qualified	252,828	1,200,151	1,452,979	218,531
Total	386,864	1,837,168	2,224,632	399,284

(a) Includes Australia, New Zealand, UK and Ireland, USA, Canada and South Africa. (b) Excludes birthplace not stated.

Source: 1991 Census of Population and Housing

- The most common fields of post-school qualification for women from non-English speaking countries where the field was known, were Business and Administration (33%), Society and Culture (17%) and Health (16%). Business and Administration (33%) and Health (22%) were the most common fields for women from English speaking countries.
- The proportion of women from non-English speaking countries qualified in Natural and Physical Sciences (8%) and Engineering (8%) was greater than the proportion of women from English speaking countries (4% and 3% respectively).

Additional tables

Table 6.9 Educational attainment (a), NSW, February 1994

Educational attainment	Women						All women	All men
	Age group (years)							
	15-19	20-24	25-34	35-44	45-54	55-69		
	—per cent—							
<i>With post-school qualifications</i>	6.7	44.4	52.2	48.1	42.6	26.7	39.7	47.6
Higher degree	*—	*0.1	1.7	*1.2	1.9	*0.4	1.0	2.1
Post-graduate diploma	*—	*0.5	1.3	3.0	2.5	*0.9	1.6	1.2
Bachelor degree	*—	10.3	13.3	10.8	6.9	3.2	8.2	8.9
Undergraduate diploma	*—	2.5	4.7	5.8	5.8	3.3	4.2	1.8
Associate diploma	*1.2	8.2	8.1	6.6	4.9	3.4	5.7	7.2
Skilled vocational	*0.5	4.5	6.8	6.4	7.4	5.9	5.8	23.2
Basic vocational	5.0	18.2	16.3	14.3	13.1	9.6	13.2	3.2
<i>Without post-school qualifications</i>	43.9	55.5	47.8	51.8	57.4	73.3	55.4	47.8
Completed secondary school	30.9	29.8	14.9	11.0	9.9	10.3	15.6	14.9
<i>Did not complete secondary school</i>	13.0	25.7	32.7	40.8	47.6	63.1	39.8	33.0
Left at age—								
18 years and over	*—	*1.8	1.4	1.5	*0.6	*0.3	1.0	0.9
17 years	2.7	4.5	4.7	2.6	*1.5	1.6	2.9	2.8
16 years	5.7	13.2	15.4	14.8	8.4	7.2	11.4	9.8
15 years	3.9	4.7	8.7	15.5	23.0	24.8	14.6	11.8
14 years	*0.6	1.3	1.8	4.1	9.8	18.5	6.5	4.8
13 years and under	*0.1	*0.1	*0.7	1.9	3.7	9.1	2.9	2.7
Never attended school	*—	*—	*0.1	*0.4	*0.6	1.6	0.5	*0.2
Still at school	49.4	*0.2	*—	*0.1	*—	*—	4.9	4.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) People aged 15-69 years.

Source: Survey of Labour Force Status and Educational Attainment

7

Work

Women's participation in the paid labour force is increasing, but remains dependent on many factors. These include training and education, recognition of skills, availability of and competition for jobs, child care, geographic location and family caring responsibilities.

Legislative changes, such as the *NSW Anti-Discrimination Act (1977)*, have improved women's position in the labour force. However, some industries and occupations remain highly segregated, with women more likely to be in poorly paid, low status positions and employed on a casual or temporary basis.

Data in this chapter indicates that despite the increasing involvement of women in the paid labour force, there has not been a commensurate sharing of unpaid household and caring duties between women and men. The on-going development and implementation of flexible work practices is important for assisting parents to accommodate work and family responsibilities in a balanced way.

Labour force participation

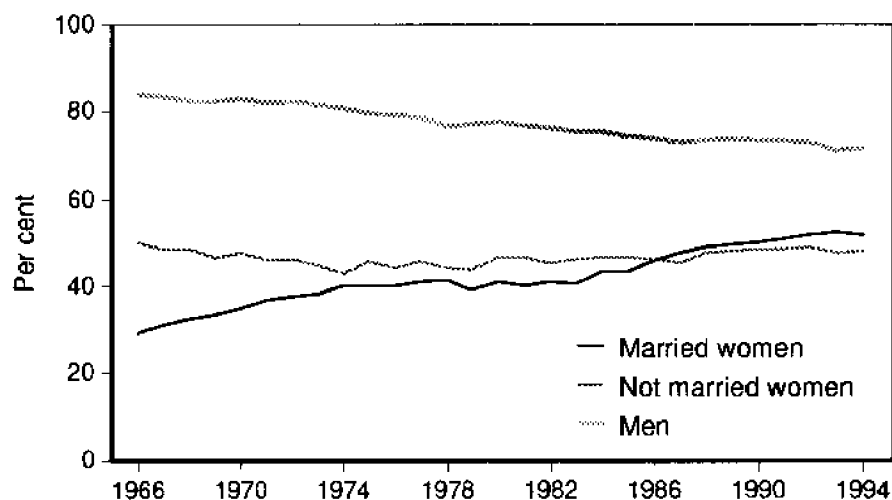
The labour force consists of people who are employed or unemployed. A person is employed if they worked for one hour or more during the reference week for pay, profit, commission or payment in kind or worked for 1 hour or more without pay in a family business.

People are considered to be unemployed if they satisfy three criteria — not employed, available to work and taking active steps to find work. If a person ceases to actively look for work they are defined as not in the labour force.

- In August 1994 the labour force in NSW consisted of 1.2 million women and 1.7 million men. Women made up 42% of the labour force.
- By comparison, in August 1966, there were 561,000 women who made up 31% of the labour force and 1.3 million men.

Participation rates

Labour force participation rates measure the number of people in any group who participated in the labour force, and express this as a percentage of all the people in that group. This identifies the status of particular groups of people and also provides a picture of the changes that have occurred over time.

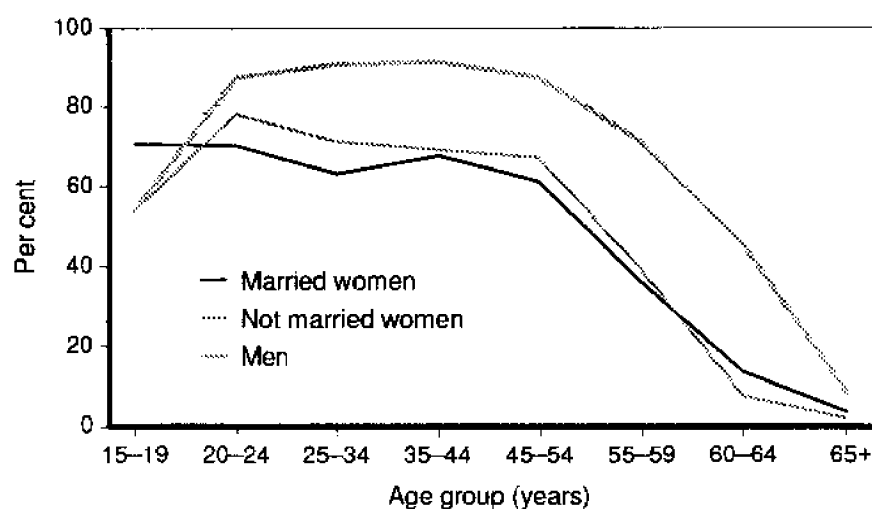
Graph 7.1 Labour force participation rates, NSW, August

Source: Labour Force Survey

- Between 1966 and 1994 women's participation rate rose from 36.5% to 50.3% while the rate for men declined from 83.9% to 71.7%.
- The participation rate for married women increased from 29.3% to 51.8% in the same period.
- The participation rate for Aboriginal and Torres Strait Islander women at the Population Census, August 1991 was 54.9%.

Age

Labour force participation rates vary with age, but for women, age and marital status combine to affect the rates. Women who are not married had the highest level of participation at younger ages. This reduced as age increased. For married women a trough occurs in the prime child bearing age group of 25-34 years.

Graph 7.2 Labour force participation rates: age, NSW, August 1994

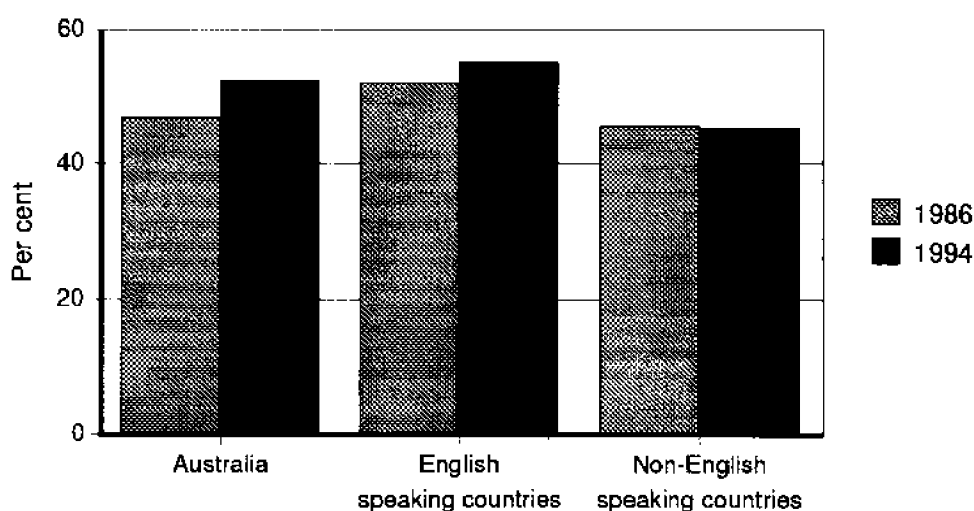
Source: Labour Force Survey

- In August 1994 the participation rate for women in NSW who were not married peaked at 78.3% for women aged 20–24 years.
- For married women an M-shaped curve was produced by participation rates of 70.4%, 63.1% and 67.9% for ages 20–24 years, 25–34 years and 35–44 years respectively.
- In each age group, participation rates for women were significantly less than the rates for men, with the exception of people aged 15–19. Among this group the rates were almost the same, at 54.5% for women and 54.2% for men.

Country of birth

Since 1986 the participation rate for women born in non-English speaking countries has been lower and static when compared with women born in Australia and in English speaking countries. Among the three groups, Australian born women have recorded the biggest growth in participation rates.

Graph 7.3 Women's labour force participation: country of birth, NSW, August



Source: Labour Force Survey

- In NSW in August 1994, women born in English speaking countries had the highest participation rate at 55.0%. In August 1986 the rate was 52.0%.
- The rates for women born in Australia were 52.4% and 46.9% respectively.
- For women born in non-English speaking countries the rate was almost unchanged, 45.3% in August 1994 compared with 45.7% in August 1986.

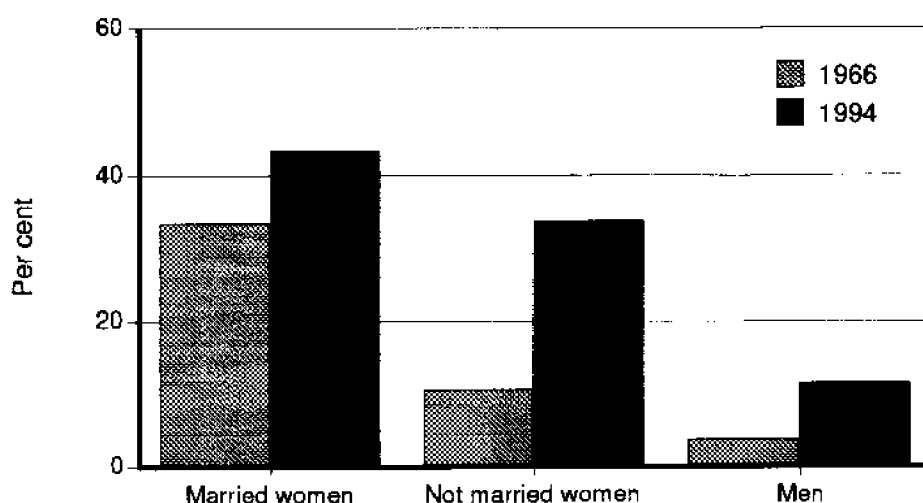
Employment

- In August 1994 there were 1.1 million employed women in NSW and 1.5 million men.
- Women comprised 42% of all employed people and married women 26%. In 1966 women were 31% of all employed people.
- The number of employed women had more than doubled from the 1966 figure of 545,000, while the number of employed men had increased by less than one-quarter from 1.2 million.
- Most women worked as employees, but a small proportion (3%) were employers and a slightly larger group (7%) worked for themselves.
- In May 1994 one-quarter (25%) of employed women worked in the public sector. This was only slightly less than the proportion of men (27%).

Part-time employment

The growth in women's participation in the work force has also seen a growth in the number who work part-time (less than 35 hours per week). Women are far more likely than men to work part-time.

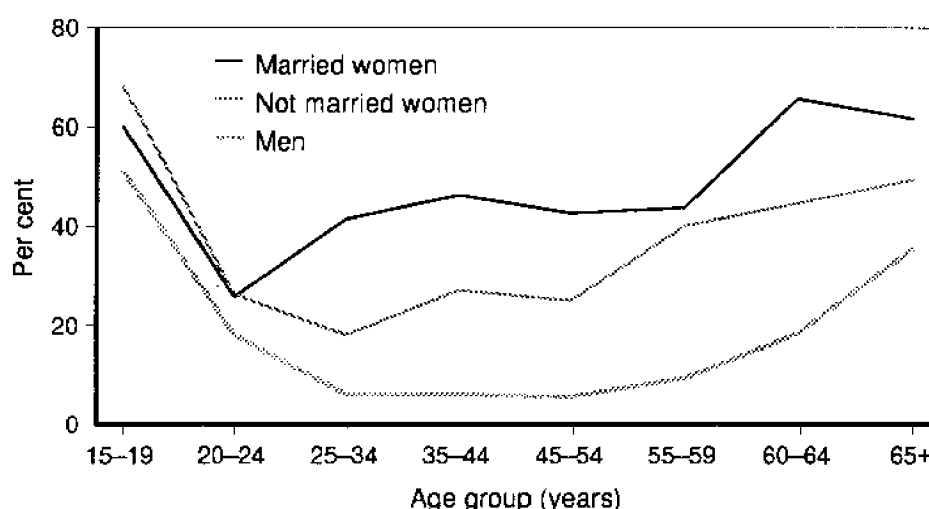
Graph 7.4 Employed people: proportion in part-time employment, NSW, August



Source: Labour Force Survey

- The proportion of employed women in NSW working part-time increased between 1966 and 1994 from 23% to 39%. The proportion of those women who were not married increased threefold and the proportion of married women working part-time increased by nearly one-third.
- During the same period the proportion of men working part-time increased from 4% to 11%.
- Married women worked an average of 17 hours per week, women who were not married 15 hours and men 16 hours.

Graph 7.5 Employed people by age: proportion in part-time employment, NSW, August 1994



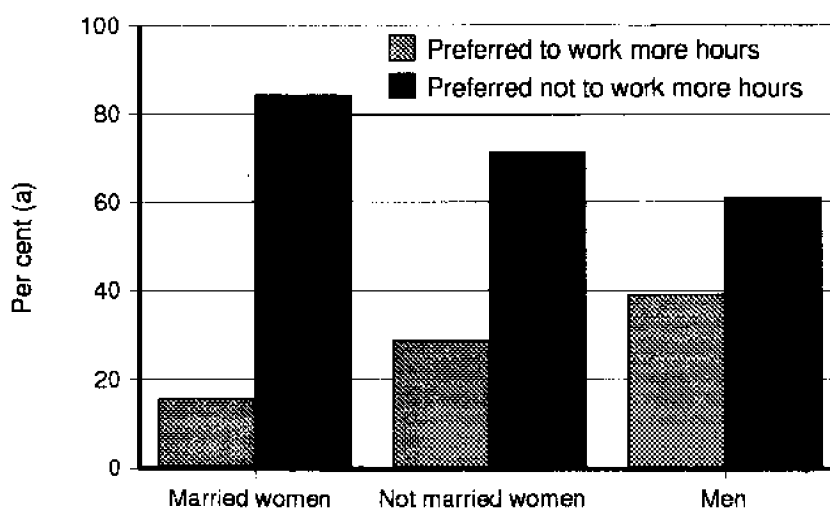
Source: Labour Force Survey

- Part-time employment in NSW was highest among young people, many of whom work part-time while studying and also among older people.
- It has already been noted that labour force participation for married women was lower for those aged 25-34 years than for those aged 35-44 years. Among this latter group 46% of those employed worked part-time in August 1994.

Under-employment

While many people who work less than 35 hours per week do so by choice, there are others who would prefer to work more hours. These people are considered to be underemployed. Women are less likely than men to be underemployed.

Graph 7.6 Underemployment, NSW, August 1994



(a) People who worked part-time.

Source: Labour Force Survey

- In August 1994 in NSW, 16% of married women and 29% of women who were not married and who worked part-time, would have preferred to work more hours. However, 39% of men wanted to work more hours.

Occupation

As educational opportunities and social attitudes have changed there has also been a change in the distribution of women within occupation groups. Although the majority of women still fall within two occupation groups, there has been a significant increase in a third group, professionals.

Table 7.1 Occupation of employed people, NSW, August

Occupation group	Women		Men	
	1986	1994	1986	1994
	—per cent—			
Managers and administrators	6.2	7.3	14.3	14.9
Professionals	11.9	15.0	12.7	14.4
Para-professionals	6.6	6.6	5.6	4.8
Tradespersons	3.9	3.5	24.7	21.4
Clerks	34.6	31.0	7.0	6.8
Salespersons and personal service workers	21.2	23.3	8.1	9.8
Plant and machine operators and drivers	2.8	1.8	10.3	10.0
Labourers and related workers	12.8	11.5	17.2	17.9
Total	100.0	100.0	100.0	100.0

Source: Labour Force Survey

- Women in NSW increased their representation among managers and administrators, professionals, and salespersons and personal service workers between 1986 and 1994. The proportion of professional women increased from 12% to 15%.
- More than half of all employed women were in two occupation groups: in August 1994, 31% of employed women were clerks and 23% were salespersons and personal service workers.

Industry

Table 7.2 Industry of employed people, NSW, August 1994

Industry division	Women		Men	
	Number	Proportion	Number	Proportion
	'000	%	'000	%
Agriculture, forestry and fishing	35.8	3.2	80.7	5.3
Mining	1.6	0.1	21.5	1.4
Manufacturing	111.4	10.0	271.0	17.8
Electricity, gas and water supply	5.9	0.5	31.6	2.1
Construction	19.5	1.7	159.4	10.5
Wholesale trade	55.3	5.0	125.1	8.2
Retail trade	182.5	16.4	188.6	12.4
Accommodation, cafes and restaurants	66.6	6.0	65.4	4.3
Transport and storage	29.6	2.7	101.2	6.7
Communication services	14.0	1.3	30.4	2.0
Finance and insurance	73.4	6.6	50.6	3.3
Property and business services	111.7	10.0	136.3	9.0
Government administration and defence	40.9	3.7	62.3	4.1
Education	118.6	10.6	63.4	4.2
Health and community services	176.9	15.9	57.5	3.8
Cultural and recreational services	27.8	2.5	30.9	2.0
Personal and other services	43.3	3.9	44.0	2.9
Total	1,114.6	100.0	1,519.8	100.0

Source: Labour Force Survey

- The industry divisions in NSW with the largest proportion of women, in August 1994, were retail trade and health and community services with 16% each. By comparison these two industries employed 16% of men in total.
- There were two industry divisions where the number of women was substantially greater than the number of men. In health and community services there were three times as many women (177,000) as men (58,000). In the education division there were nearly twice as many women (119,000) as men (63,000).

Retirement intentions

In October 1992, a Survey of Retirement and Retirement Intentions asked people aged 45 years and over about their plans to retire from full-time work. Included in the survey were people who worked full-time, were looking for full-time work or intended to work full-time.

- Nearly one-third (32%) of women in NSW did not know whether or not they would retire early from full-time work and a further 41% stated that they would not retire early. The remaining 27% did intend to retire early.
- By comparison less than one-quarter (24%) of men did not know their intentions, 45% did not intend to retire early and 31% planned to retire early.
- Women were less likely than men to plan to work part-time after retirement from full-time work — 23% of women compared with 31% of men.

Working arrangements

A survey in August 1993 provided statistics about the working arrangements of employees in their main job. It did not include people who were employers or self-employed.

Permanent and casual

As well as high levels of part-time employment, women also have high levels of casual employment.

Table 7.3 Permanent and casual employment, NSW, August 1993

	Women	Men
	—per cent—	
<i>Permanent employees</i>	69.1	84.0
Full-time	55.0	82.6
Part-time	14.2	1.4
<i>Casual employees</i>	30.9	16.0
Full-time	5.1	7.8
Part-time	25.7	8.2
All employees	100.0	100.0

Source: Survey of Working Arrangements

- In NSW just under one-third (31%) of women employees were employed on a casual basis and just over two-thirds (69%) had permanent jobs.
- Casual part-time employment accounted for 26% of employed women. This group outnumbered casual full-time workers by more than five to one.

Trade union membership

An important function of trade unions is to provide support and assistance to members. Women, particularly those who work part-time and who work in the private sector are less likely to be trade union members and therefore to have access to the benefits provided by these organisations.

Table 7.4 Trade union membership of employees, NSW, August 1993

	Women	Men
	—per cent—	
Trade union members	33.0	42.1
Full-time	39.2	44.8
Part-time	23.8	16.5
Public sector	63.1	72.8
Private sector	21.8	31.9

Source: Survey of Working Arrangements

- In August 1993 women employees in NSW had a membership rate of 33% compared with 42% for men.

- The membership rate was higher for full-time employed women, at 39%, than it was for part-time employees at 24%.
- Women in the public sector were nearly three times more likely to be union members than those in the private sector (63% and 22% respectively).

Unemployment

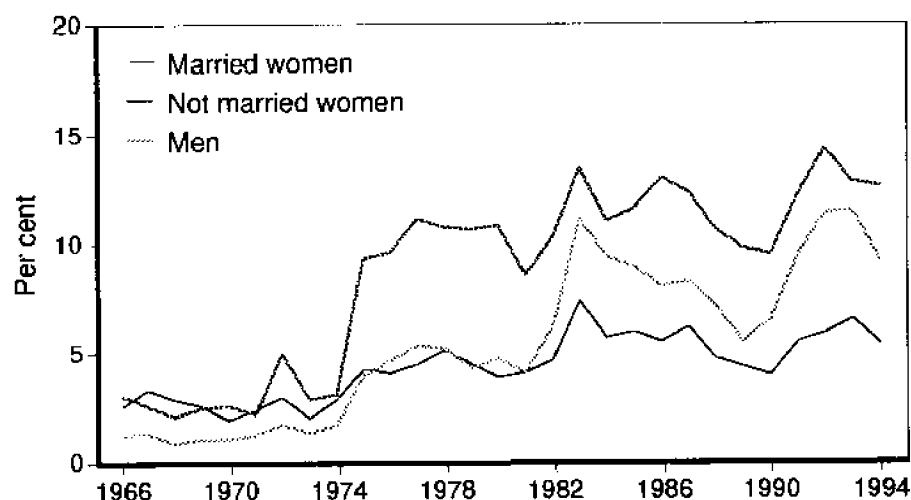
A person needs to meet three criteria to be defined as unemployed. These criteria are that the person is not employed, is available to work and is actively looking for work.

- In August 1994 there were 101,400 unemployed women in NSW and 153,800 men. This compared with 15,800 and 15,600 respectively in August 1966.
- Women comprised 40% of unemployed people and married women 15%. In 1966 women were 50% of all unemployed people.

Unemployment rates

Unemployment rates express the number of unemployed people as a percentage of the total labour force for that group.

Graph 7.7 Unemployment rates, NSW, August



Source: Labour Force Survey

- In August 1994 in NSW the unemployment rate for married women was 5.4%, while the rate for women who were not married was 12.6%. Overall the rate was 8.3% for women and 9.2% for men.
- In August 1966 the rate for women exceeded the rate for men. Overall women had an unemployment rate of 2.8% while it was 1.2% for men. Married women and women who were not married had similar rates at 2.7% and 3.0% respectively.

- The unemployment rate for Aboriginal and Torres Strait Islander women at the 1991 Population Census was 32.6%. By comparison the rate for Aboriginal and Torres Strait Islander men was 37.5%.

Long-term unemployment refers to being unemployed for a continuous period of 52 weeks or more.

- 38% of unemployed women were in this category. The proportion was almost identical for both married women and for those who were not married. The rate was only slightly higher for men at 40%.

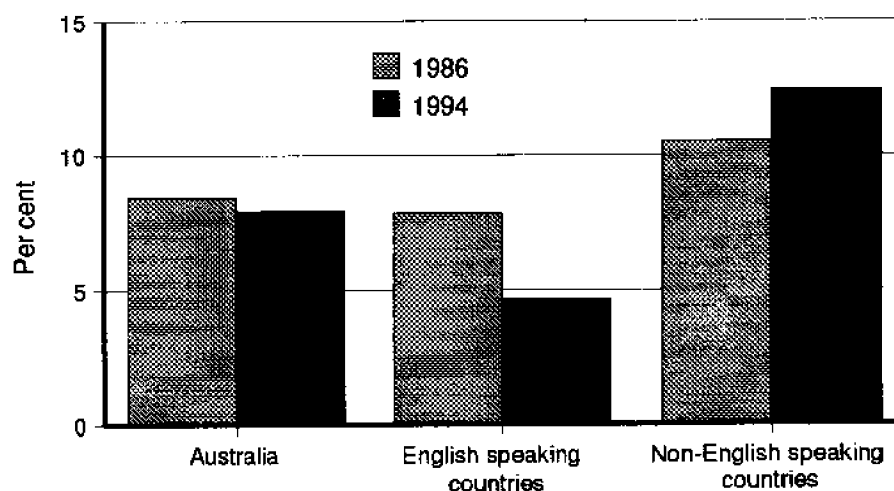
Age

- Unemployment rates for both women and men generally decreased with age, with the highest rate among those aged 15–19 years.
- Slightly more women than men aged 15–19 were looking for their first job — 67% of the unemployed compared with 61%.

Country of birth

Unemployment rates in NSW for women born in Australia and English speaking countries were lower in August 1994 than they were in 1986, while the rate for women born in non-English speaking countries was higher.

Graph 7.8 Unemployment rates: country of birth, NSW, August 1994



Source: Labour Force Survey

- In August 1994 the unemployment rate for women born in non-English speaking countries was 12.4% compared with 10.5% in 1986.
- The rate for women born in Australia was 7.9% compared with 8.4% in 1986.
- For women born in English speaking countries the unemployment rate was 4.6% compared with 7.8%.

Looking for full-time or part-time work

While most unemployed people are looking for full-time work, women are much more likely than men to be seeking part-time work.

Graph 7.9 Unemployed people looking for full-time/part-time work, NSW, August 1994



Source: Labour Force Survey

- In August 1994 in NSW nearly one-third (31%) of married women and nearly one-quarter (23%) of women who were not married were looking for part-time work, but only 8% of men were in this category.

Reasons for unemployment

The main reasons for being unemployed varied between women and men. Women were more likely to be looking for their first job or to be former workers, while men were more likely to have left or lost their jobs.

Table 7.5 Reasons for unemployment, NSW, August 1994

	Women	Men
	—per cent—	
Job leavers	11.7	12.0
Job losers	18.0	40.0
Stood down	1.6	0.6
Looking for first job	27.2	15.0
Former workers	41.3	32.4
Total	100.0	100.0

Source: Labour Force Survey

- In August 1994 in NSW, 18% of unemployed women had lost their job compared with 40% of men.
- Similar proportions of women and men (12%) had left their job voluntarily (job leavers).
- 41% of unemployed women had last had a job at least two years previously and 27% were looking for their first job.

People not in the labour force

People are described as not in the labour force if they are neither employed nor unemployed. This group includes many people who do not wish to be part of the labour force, but also includes people who want to work. Those who indicate that they want to undertake paid work but do not meet the criteria to be counted as part of the labour force are classified as marginally attached to the labour force.

- In September 1993, 575,400 women (66%) and 302,200 men (67%) who were not in the labour force stated that they did not want to work.
- 25% of women (222,300) and 17% of men (78,100) were considered to be marginally attached to the labour force.

The main activity that people said they engaged in when not in the labour force varied with age and differed for men and women.

Table 7.6 Main activity of people not in the labour force, NSW, September 1993

Activity	Women	Men
—per cent—		
Home duties/child care	67.8	4.3
Attending an educational institution	14.7	31.2
Retired/voluntarily inactive	9.5	38.8
Own illness/injury(a)	4.3	20.5
Worked in unpaid voluntary job	1.0	1.1
Other(b)	2.6	4.1
Total	100.0	100.0

(a) Includes own disability and handicap. (b) Includes looking after ill/disabled person, travel/moving house, unpaid leave and other.

Source: Survey of Persons Not in The Labour Force

- In September 1993 in NSW, more than two-thirds (68%) of women not in the labour force gave home duties/child care as their main activity whereas only 4% of men gave this reason.
- Home duties/child care was the main reason given by women aged between 20 and 69 years. Attending an educational institution was the main reason for women aged 15–19 years and the second most common reason for those aged 20–24 years.

Two groups make up those with marginal attachment to the labour force. The larger group (96% of women and 82% of men) are people who are not actively looking for work and the other group is people who are looking for work.

Table 7.7 People with marginal attachment to the labour force: main reason for not actively looking for work, NSW, September 1993

	Women	Men
	—per cent—	
Actively looking for work	4.4	17.6
Not actively looking for work	95.6	82.4
Main reason for not actively looking—		
Had a job to go to	*1.9	*3.0
Personal reasons	27.9	54.7
Family reasons	44.4	*1.7
Discouraged jobseekers	15.5	16.7
No jobs in suitable hours	*0.6	—
Other reasons	3.8	*5.7
Did not know	*1.6	*0.5
Total	100.0	100.0

Source: Survey of Persons Not in the Labour Force

- Nearly half of the women in NSW who were not actively looking for work gave family reasons as the cause. Child care accounted for three-quarters of this group with one in three of these women giving as their reason that they preferred to look after children and just over one in four citing the cost of child care.
- Attendance at an educational institution was the reason given by nearly half (49%) the people who gave personal reasons and accounted for the largest group of men.

Unpaid work

The emphasis in this chapter has been on labour force participation and on paid work. However, people also devote substantial amounts of time to unpaid work. The major components are unpaid household work and volunteer and community work.

Graph 7.10 Average daily time spent on unpaid work, NSW, 1992

Source: 1992 Time Use Survey

- On average women spent more time than men on unpaid work (5.3 hours and 2.9 hours per day respectively), but less time in paid work (1.9 hours for women and 4.6 hours for men).

Unpaid household duties

Unpaid household duties include domestic activities, child care and purchasing of goods and services.

- In 1992 in NSW, women spent twice as much time each day than men on household duties—4.9 hours compared with 2.4 hours.
- Although women spent more time on the housework component of domestic activities, men spent more time on other household activities such as gardening and maintenance.
- Nearly all women participated in domestic activities, whereas 3 out of 4 men indicated that they were involved.

Volunteer and community work

Women of all ages were more likely than men to participate in voluntary and community work. The highest participation was among those aged 65 and over, who were far less likely to be part of the labour force.

- In NSW in 1992, more women (28%) than men (19%) participated in volunteer and community work. These women who participated spent an average of 1.7 hours per day compared with 2.3 hours for men. Across the whole community the average time spent by women and men was similar (0.5 hours).
- Among both women and men, unemployed people spent more time on voluntary and community work than any other group at an average of 2.4 hours and 4.0 hours per day, respectively.

Unpaid work and Gross Domestic Product

Unpaid work involves the production of goods and services, but is not included in the National Accounts or in estimates of Gross Domestic Product. However, there is growing interest, in Australia and internationally, in recognising and valuing unpaid work carried out at home and in the community.

The 1992 Time Use Survey which has been the source of the information about unpaid work, is a major step in the process of valuing unpaid work.

A table including data on time spent on unpaid work is included in Table 9.2 in Chapter 9 Leisure.

Decision making positions

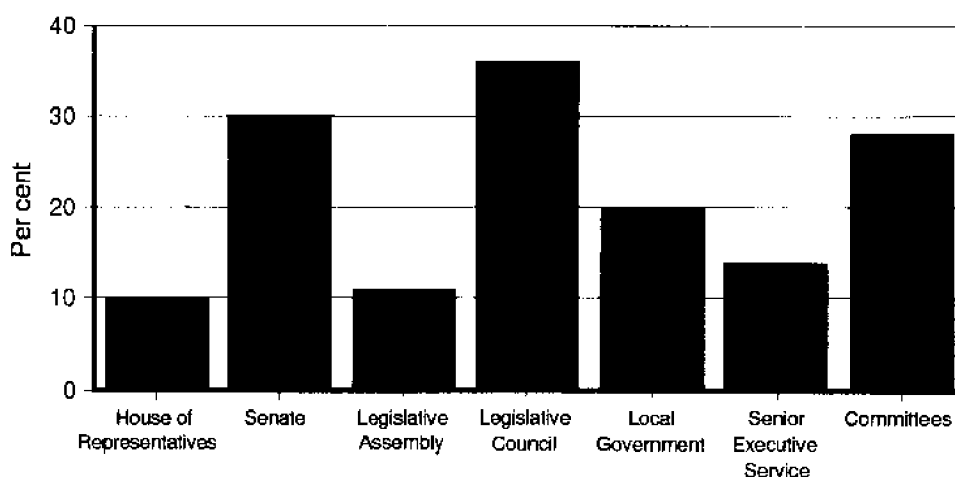
People in decision making positions exert substantial influence on wide-ranging issues that affect everyone. Women's participation in these processes is important to ensure that their views and needs are fully represented.

There are, however, relatively few women among the significant decision makers, although their numbers are increasing.

In this chapter, reference has already been made to the increase in the numbers of women as managers and administrators and to the number who were employers or self-employed.

At present there are limited sources of information about women in decision making positions, particularly in the private sector.

Graph 7.11 Proportion of women in selected government decision making positions, NSW, 1994



Source: NSW Premier's Department; Ministry for the Status and Advancement of Women; Commonwealth Parliamentary Information Service

Federal government

When women obtained the right to vote in 1902 they also became eligible to stand as candidates for both houses of Federal parliament. The first woman from NSW was elected to the House of Representatives in 1983 and the first Senator in 1987.

- At November 1994, there were 15 women in the House of Representatives of whom 5 represented the people of NSW. Of the 17 women in the Senate, 3 were elected from NSW.

State government

Women also gained the right to vote in NSW State elections in 1902. They were eligible to stand as candidates for the NSW Legislative Assembly from 1918 and the first woman was elected in 1925. In 1926 women became eligible for appointment to the NSW Legislative Council with the first woman being elected in 1931.

- Since 1902, 20 women have been elected to the Legislative Assembly and 30 to the Legislative Council.
- 21 of these women have been elected in the decade since 1984.
- At the end of 1994 there were 11 women (11%) from a total of 99 members of the Legislative Assembly and 15 women (36%) from a total of 42 members of the Legislative Council.

Local government

NSW has 175 Local Government Areas, all with members elected to councils.

- In 1991, 375 women were elected to local councils and were 1 in 5 of all councillors (2,090).
- By comparison, there were 295 women councillors (16%) in 1987.
- In 1991 women were represented on all but 19 local councils in NSW.

NSW State Public Service

Within the NSW public service the top management structure is the Senior Executive Service (SES).

- In 1994 women held 14% of positions in the SES.
- The majority of these positions were clustered in the lower four levels of the eight tiered structure.
- In 1989 (before the creation of the SES) women filled 8% of senior positions.

State statutory boards and committees

Statutory boards and committees cover all aspects of government and range from governing boards that make independent decisions through to advisory committees that provide advice to the appropriate Minister.

Not all members of these bodies are appointed by the Government as many positions are reserved for the nominees of various interested organisations.

- In October 1994 there were over 680 Statutory boards and committees in NSW with more than 6,000 members.
- Women were 28% of the membership of these bodies in October 1994.
- This compares with women comprising 18% of the membership in February 1992 and 22% in February 1993.

Additional tables

Table 7.8 Labour force status, NSW, August

	<i>Employed</i>	<i>Unemployed</i>	<i>Labour force</i>	<i>Not in the labour force</i>	<i>Unemp- loyment rate</i>	<i>Partici- pation rate</i>
	'000	'000	'000	'000	%	%
MARRIED WOMEN						
1966	286.5	7.9	294.3	711.0	2.7	29.3
1971	405.7	10.1	415.8	713.1	2.4	36.8
1976	465.0	19.6	484.7	720.1	4.1	40.2
1981	462.2	19.5	481.8	717.1	4.1	40.2
1986	551.3	32.4	583.6	687.6	5.5	45.9
1991	652.8	38.0	690.8	662.4	5.5	51.0
1992	663.3	41.8	705.0	648.0	5.9	52.1
1993	655.1	45.5	700.6	640.5	6.5	52.2
1994	677.6	38.4	716.0	667.5	5.4	51.8
NOT MARRIED WOMEN						
1966	259.0	8.0	267.0	265.5	3.0	50.1
1971	260.2	5.8	266.0	312.2	2.2	46.0
1976	252.3	26.7	278.9	350.3	9.6	44.3
1981	345.5	32.3	377.7	434.1	8.5	46.5
1986	360.3	53.7	414.0	479.6	13.0	46.3
1991	423.7	58.9	482.6	508.9	12.2	48.7
1992	428.7	71.8	500.5	517.0	14.3	49.2
1993	436.7	63.8	500.5	551.0	12.8	47.6
1994	437.0	62.9	499.9	534.6	12.6	48.3
ALL WOMEN						
1966	545.5	15.8	561.3	976.4	2.8	36.5
1971	665.9	15.9	681.8	1,025.3	2.3	39.9
1976	717.3	46.3	763.6	1,070.4	6.1	41.6
1981	807.7	51.8	859.5	1,151.2	6.0	42.7
1986	911.6	86.1	997.7	1,167.2	8.6	46.1
1991	1,076.4	96.9	1,173.4	1,171.3	8.3	50.0
1992	1,091.9	113.6	1,205.5	1,165.0	9.4	50.9
1993	1,091.8	109.3	1,201.1	1,191.5	9.1	50.2
1994	1,114.6	101.4	1,215.9	1,202.1	8.3	50.3
MEN						
1966	1,239.9	15.6	1,255.4	241.7	1.2	83.9
1971	1,356.6	16.2	1,372.7	295.2	1.2	82.3
1976	1,340.2	64.1	1,404.3	370.3	4.6	79.1
1981	1,432.4	61.2	1,493.6	443.3	4.1	77.1
1986	1,427.6	125.5	1,553.1	541.6	8.1	74.1
1991	1,512.9	158.3	1,671.2	595.6	9.5	73.7
1992	1,480.9	189.7	1,670.6	619.7	11.4	72.9
1993	1,453.0	189.4	1,642.4	667.9	11.5	71.1
1994	1,519.8	153.8	1,673.6	659.4	9.2	71.7

Source: Labour Force Survey

Table 7.9 Labour force status by age, NSW, August 1994

	Age group (years)							
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over
MARRIED WOMEN								
	—'000—							
Employed	*3.0	41.2	191.7	224.4	166.6	33.0	11.1	6.7
Unemployed	*2.1	*4.4	13.3	12.2	*5.3	*0.7	*0.6	*—
Labour force	*5.0	45.6	204.9	236.6	171.9	33.6	11.7	6.7
Not in the labour force	*2.0	19.1	119.7	112.0	107.6	59.4	74.2	173.4
	—per cent—							
Unemployment rate	*41.3	*9.6	6.5	5.1	*3.1	*2.0	*5.4	*—
Participation rate	*71.1	70.4	63.1	67.9	61.5	36.2	13.6	3.7
NOT MARRIED WOMEN								
	—'000—							
Employed	86.5	117.6	97.7	65.1	47.6	15.0	*2.9	*4.7
Unemployed	20.4	16.1	10.3	7.4	6.8	*1.7	*—	*0.3
Labour force	106.9	133.7	108.0	72.5	54.3	16.7	*2.9	5.0
Not in the labour force	91.5	37.0	42.7	32.4	26.2	25.7	35.5	243.5
	—per cent—							
Unemployment rate	19.1	12.1	9.5	10.2	12.5	*10.0	*—	*5.8
Participation rate	53.9	78.3	71.6	69.1	67.5	39.4	7.5	2.0
ALL WOMEN								
	—'000—							
Employed	89.4	158.8	289.3	289.5	214.1	48.0	13.9	11.4
Unemployed	22.5	20.5	23.6	19.5	12.1	*2.3	*0.6	*0.3
Labour force	111.9	179.3	312.9	309.1	226.2	50.4	14.6	11.7
Not in the labour force	93.5	56.1	162.5	144.4	133.8	85.1	109.7	416.9
	—per cent—							
Unemployment rate	20.1	11.4	7.5	6.3	5.3	*4.6	*4.3	*2.5
Participation rate	54.5	76.2	65.8	68.2	62.8	37.2	11.7	2.7
MEN								
	—'000—							
Employed	94.9	179.8	387.0	384.6	307.3	89.4	49.7	27.0
Unemployed	21.3	29.2	40.2	28.7	19.9	9.1	5.4	*—
Labour force	116.3	209.0	427.2	413.3	327.2	98.5	55.1	27.0
Not in the labour force	98.4	30.6	42.8	37.7	46.7	39.4	67.4	296.5
	—per cent—							
Unemployment rate	18.4	14.0	9.4	6.9	6.1	9.2	9.7	*—
Participation rate	54.2	87.2	90.1	91.6	87.5	71.5	45.0	8.3

Source: Labour Force Survey

8

Income

An income can be derived from paid employment, government entitlements, accumulated assets or the production of goods and services. Regardless of its origin, an income or access to economic resources influences an individual's standard of living and quality of life.

More women than ever before are participating in paid employment. In 1919 the Commonwealth Arbitration Court set the first basic female wage at 54% of the male basic wage. There have been legislative attempts to redress the imbalance since and the NSW Government first introduced equal pay legislation in 1958. Legislation has been amended at both Federal and State levels, however the reality of pay equity for many working women has not yet been achieved.

For some groups who do not have an income from paid work, government pensions and benefits such as the Aged Pension, Sole Parents and Unemployment benefits provide some economic security. These benefits supplement or provide an income for an individual or family.

Superannuation is a system whereby employees (and often employers) contribute to a fund intended for retirement. Membership of such funds is increasingly becoming the basis for retirement income. The 1992 Commonwealth Superannuation Guarantee legislation was introduced to ensure coverage for employees earning at least \$450 per month. Some groups of working women have good coverage. However, as superannuation operates on a system of contributions, it can be disadvantageous for lower paid workers, for people whose working life is not continuous and for those whose income is made up of many small increments from separate employers.

Earnings

Average earnings for all employees are calculated by dividing total wage and salary earnings by the total number of employees and as such tell very little about how much people really earn.

However, by looking at average earnings for different groups of employees a picture begins to emerge. Comparisons between earnings of women and men are easier to understand when presented as a ratio which expresses female earnings as a percentage of male earnings.

The following table, for May 1993, identifies groups of employees. Average weekly earnings for women in these groups vary between 73% and 116% of average earnings for men in the same groups.

Table 8.1 Average weekly earnings of employees, NSW, May 1993

<i>Employees</i>	<i>Women</i>	<i>Men</i>	<i>Female/male ratio</i>
	\$	\$	%
<i>Full-time employees</i>	556	698	79.7
Managerial (adult)	689	941	73.2
Non-managerial	538	635	84.7
Adult	551	650	84.8
Junior	296	306	96.7
<i>Part-time employees</i>	246	212	116.0
All employees	431	639	67.4

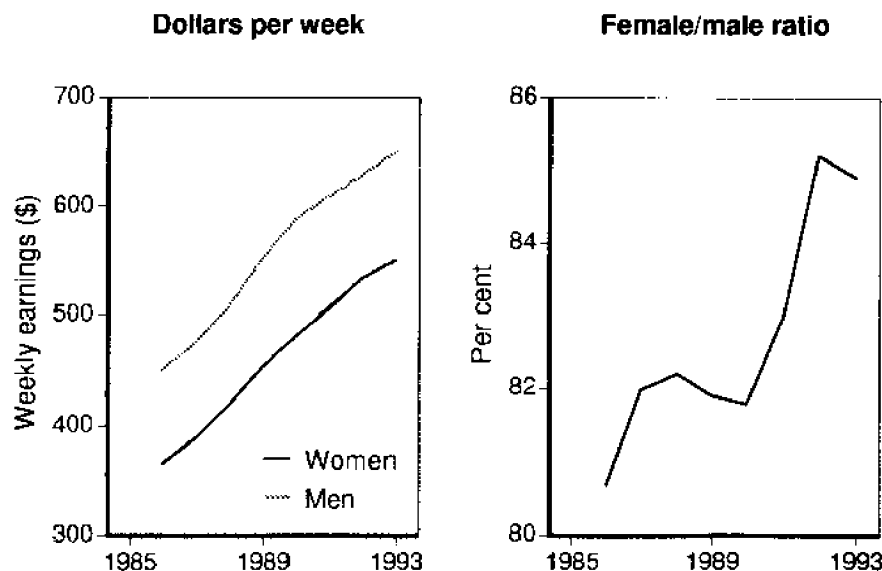
Source: Survey of Employee Earnings and Hours

- In NSW in May 1993, managerial women had the lowest ratio of average weekly earnings at only 73% of the earnings of their male counterparts (\$689 per week compared with \$941).
- Among full-time adult non-managerial employees, women, on average, earned \$551 per week which was 85% of the amount that men earned (\$650 per week).
- Junior women had the highest ratio among full-time women employees at 97% (\$296 per week compared with \$306 for men). However, this group represented only 3% of full-time employees for both men and women. Junior employees are under 21 years of age and are not paid at the full adult rate.
- Part-time employees were the only group where average earnings for women exceeded those for men. Women's weekly earnings of \$246 were 116% of men's earnings. This difference can be explained by the fact that part-time women worked more hours per week than part-time men (18 hours and 16 hours per week respectively).

Full-time adult non-managerial employees

This group represents the largest proportion of employees accounting for half of all employed women and two-thirds of employed men. Women earned less than men, although they have made slight gains in recent years.

Graph 8.1 Average weekly earnings of full-time adult non-managerial employees, NSW, May

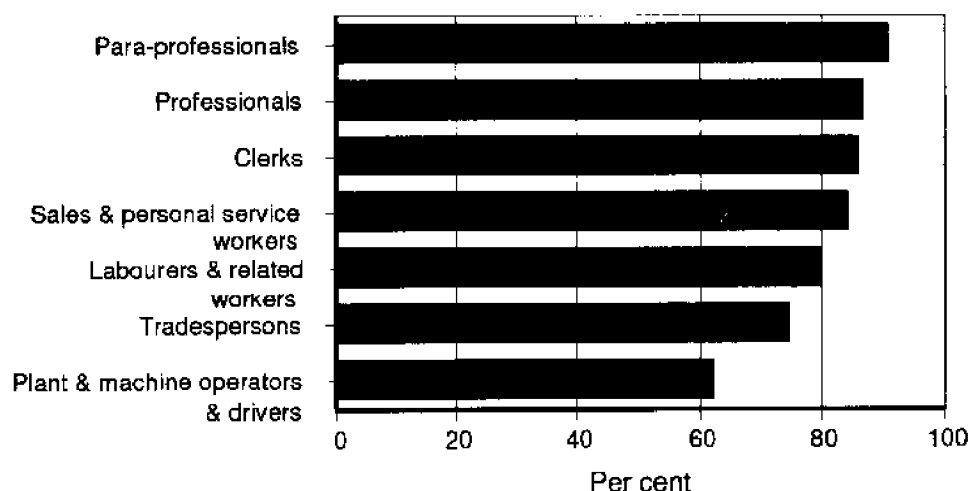


Source: Survey of Employee Earnings and Hours

- In May 1986 average weekly earnings of full-time adult non-managerial women in NSW were, on average, 81% of men's earnings. By May 1993 this had risen to 85% of men's earnings.
- On average, in May 1993, women in the private sector received 81% of male earnings, but in the public sector the ratio was 90%.
- Women relied on the award rate or agreed base rate of pay for a greater proportion of their earnings than men — 95% compared with 86%. The balance of earnings may come from over-award pay and payment for overtime and for measured result.
- In May 1993 women, on average, earned \$14 or 3% of weekly earnings from overtime, while men earned \$52 (nearly 8%).

Occupation

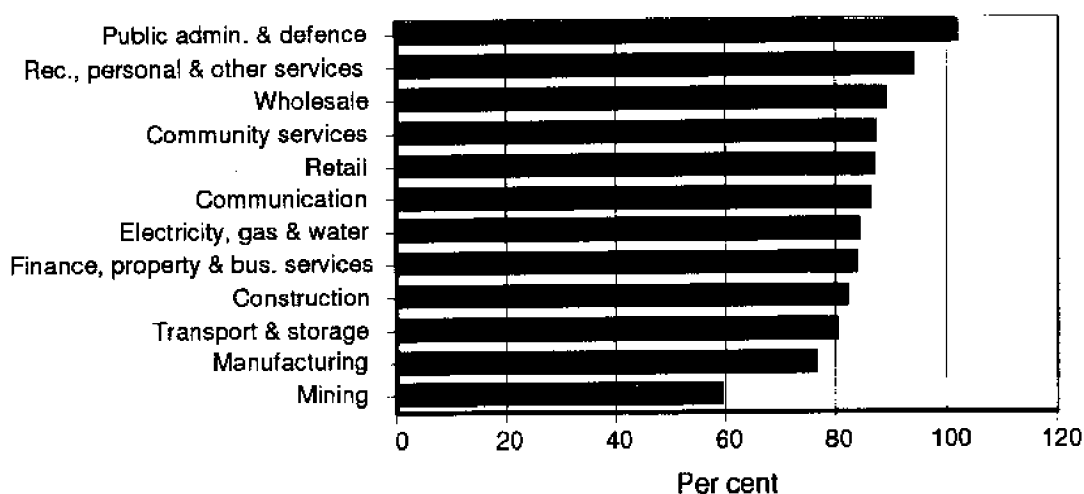
Average weekly earnings vary between occupation groups and vary within these groups as a proportion of men's earnings.

Graph 8.2 Female/male earnings ratio: occupation groups, NSW, May 1993

Source: Survey of Employee Earnings and Hours

- In May 1993 average weekly earnings for full-time adult non-managerial women in NSW varied between \$470 per week for tradespersons and \$721 per week for professionals.
- As a percentage of men's earnings the ratios varied between 63% for plant and machine operators and drivers and 91% for para-professionals.
- In the five years between May 1988 and May 1993, female clerks recorded the greatest gains, increasing from 81% of male earnings to 86%.
- In the last five years the female to male earnings ratio has decreased in three occupation groups — professionals, sales and personal service workers, and plant and machine operators and drivers.

Industry

Graph 8.3 Female/male earnings ratio: industry divisions, NSW, May 1993

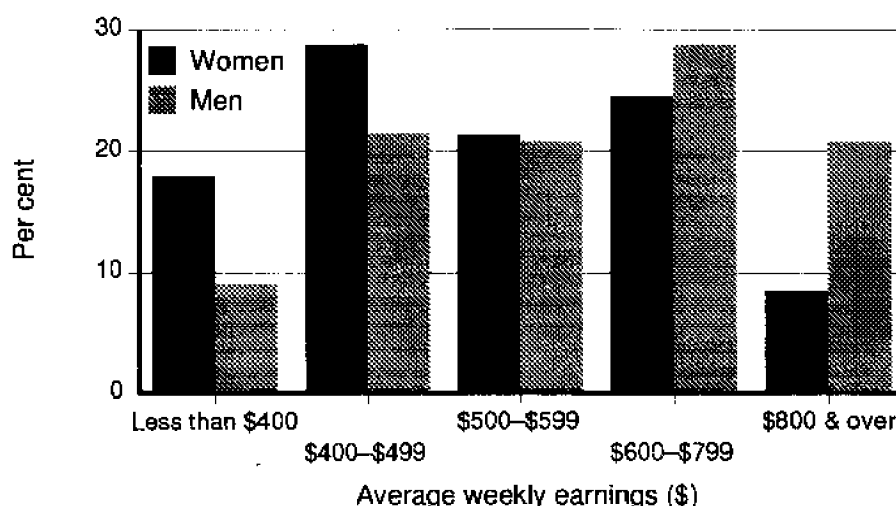
Source: Survey of Employee Earnings and Hours

- In NSW in May 1993 average weekly earnings for full-time adult non-managerial women varied from \$427 per week in the retail trade to \$697 in the mining industry.
- In the five years between May 1988 and May 1993, women's earnings increased as a proportion of men's earnings in most industry divisions.
- During this period, the largest increase was in the construction industry where women's earnings rose from 68% to 82% of men's earnings.
- Public administration and defence also recorded a substantial increase and at 102% was the only industry where women's earnings exceeded men's.
- Apart from public administration and defence, recreation, personal and other services (94%) and wholesale (90%) were the only other industries where the ratio reached or exceeded 90%.
- In the last five years the female/male earnings ratio has decreased in three industry divisions — mining; electricity, gas and water; and transport and storage.

Income distribution

A larger proportion of full-time adult non-managerial women are in the lower ranges of income and a lower proportion in the higher ranges, when compared with men.

Graph 8.4 Average weekly earnings: income distribution, NSW, May 1993



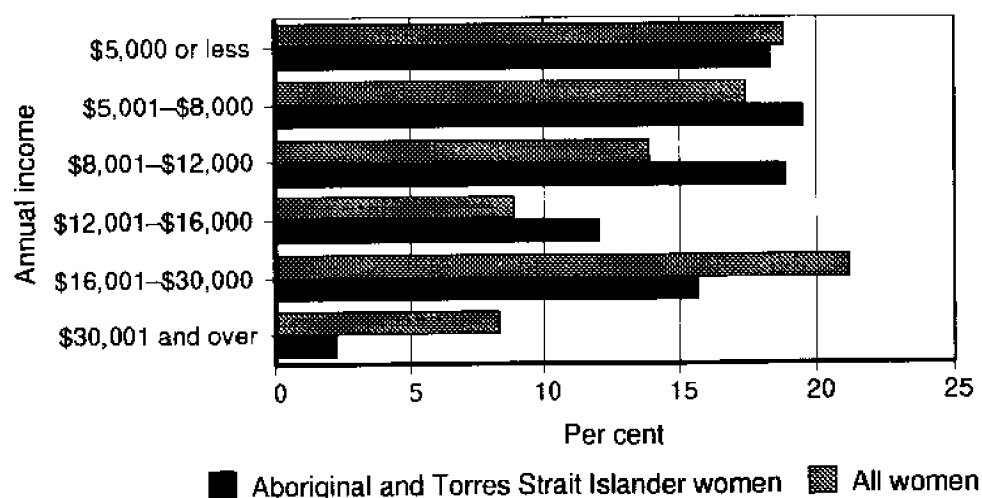
Source: Survey of Employee Earnings and Hours

- In NSW in May 1993, nearly one-fifth (18%) of full-time adult non-managerial women earned less than \$400 per week compared to only 9% of men.
- Only 8% of these women earned \$800 or more per week, compared with 21% of men.
- Only in the range \$500-599 per week was there any similarity in the proportion of men and women each having approximately 21%.

Aboriginal and Torres Strait Islanders

Information about the annual income of Aboriginal and Torres Strait Islander people is available from the 1991 Census of Population and Housing. Comparison of the annual incomes of Aboriginal and Torres Strait Islander women with all women in NSW reveals that in 1991 a higher proportion of Aboriginal and Torres Strait Islander women were in the lower income ranges.

Graph 8.5 Women's annual income (a), NSW, August 1991



(a) Excludes women whose income was not stated.
Source: 1991 Census of Population and Housing

- In August 1991 the annual income of Aboriginal and Torres Strait Islander women in NSW was most likely to be between \$5,001 and \$12,000 with nearly 2 in 5 women in this income range.
- Slightly less than 1 in 5 Aboriginal and Torres Strait Islander women had an annual income greater than \$16,001.
- Nearly 1 in 4 Aboriginal and Torres Strait Islander men (23%) reported an annual income between \$5,001 and \$8,000 dollars per year and 1 in 3 men an income greater than \$16,000.
- Nearly 1 in 5 Aboriginal and Torres Strait Islander women had an annual income of \$5,000 or less. This proportion is similar to women in general.

Income support

Women's changing roles mean that many more now earn an income of their own. However, the majority of older people, couple partners at home caring for children and single parents are women who may not have their own income.

The Commonwealth Government delivers a range of cash pensions and benefits aimed at providing income support to these and other groups in the community. These benefits may provide the majority of the recipients' income or may supplement income from other sources.

Women outnumber men as recipients of the Age Pension and Sole Parent Pension. A large number of women also receive unemployment benefits and the Wife Pension.

Table 8.2 Number of pensioners: selected pension benefit types, NSW, June 1994

	<i>Women</i>	<i>Men</i>	<i>Total</i>
Age pension	368,772	174,912	543,684
Sole parent pension	100,179	6,364	106,543
Job search/Newstart allowance	78,352	208,648	287,000
Wife pension	50,275	..	50,275
Disability support pension	43,326	106,638	149,964
Widow pension class B	23,106	..	23,106
Sickness allowance	5,192	10,132	15,324
Mature Age Partner allowance	3,326	..	3,326
Mobility Allowance (a)	2,845	3,873	6,718
Carer pension	2,771	3,763	6,534

(a) Includes Australian Capital Territory

Source: Department of Social Security

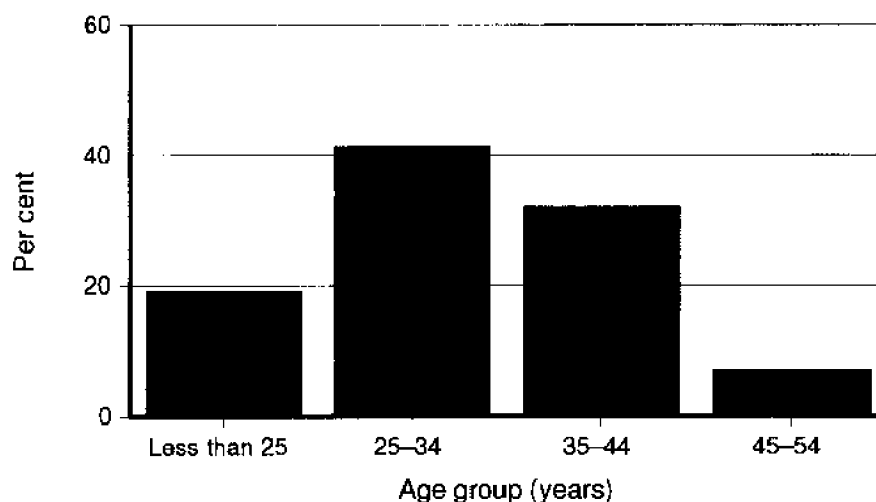
Age Pension

Greater life expectancy and younger age eligibility have meant that more women than men receive the Age Pension. Changes announced in the 1993-94 Federal budget will gradually raise women's qualifying age to 65.

- In June 1994, about 368,800 women aged 60 years and over and 174,900 men aged 65 and over received the Age Pension. Women were 68% of all recipients of the Age Pension in NSW.
- Based on the number of pensioners and estimated population figures for 1993, approximately two-thirds of women aged 60 and over received an Age Pension.
- Pensions are payable either at a full rate or a reduced rate and approximately two-thirds of women are paid at the full rate.
- In June 1994, about three-fifths of women recipients of the Age Pension were 60-74 years of age. The remaining two-fifths were aged 75 years and over.

Sole Parent Pension

Graph 8.6 Female Sole Parent pensioners: age, NSW, June 1994

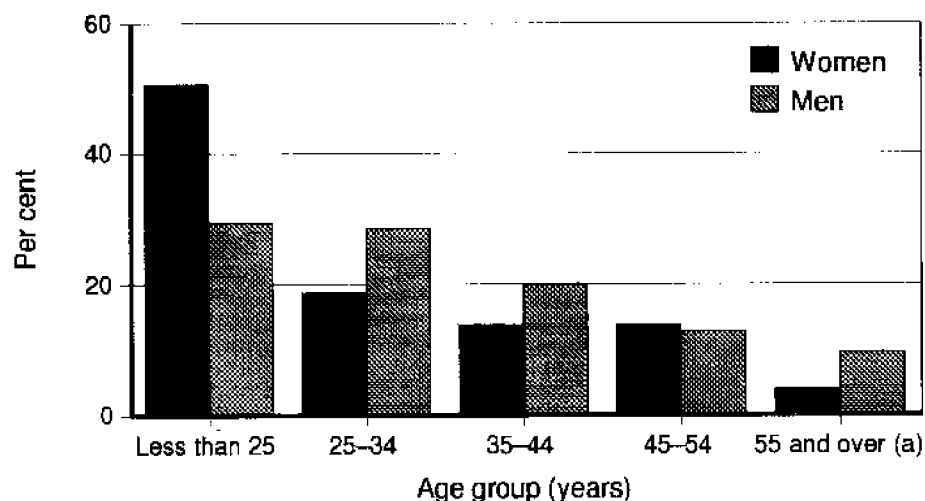


Source: Department of Social Security

- In NSW in June 1994, 100,200 women and 6,400 men were in receipt of the Sole Parent Pension.
- 41% of women who received this pension were 25-34 years of age and a further 32% were aged 35-44 years.

Unemployment benefits

Graph 8.7 Unemployment benefits: age, NSW, June 1994



(a) Women aged 55-60 years and men aged 55-65 years due to Age Pension eligibility.

Source: Department of Social Security

- In June 1994, 78,400 women and 208,600 men in NSW received benefits in the form of Jobstart and Newstart allowances. Women made up 27% of the recipients of these benefits in NSW.
- One-half of women who received unemployment benefits were less than 25 years of age reflecting the higher participation and unemployment rates

among this group. The proportion of women who received unemployment benefits then decreased with age.

- The total number of men who received these benefits was higher because they have higher labour force participation rates. The proportion of men receiving unemployment benefits in each age group also decreased with age, but the numbers were distributed more evenly rather than concentrated among younger age groups.

Disability Support Pension

The Disability Support Pension is available to women less than 60 years of age and to men less than 65 years of age who are unable to work full-time for full award wages owing to a physical, intellectual or psychiatric impairment. More men than women receive the Disability Support Pension, but this is partly a reflection of the younger age at which women qualify for the age pension.

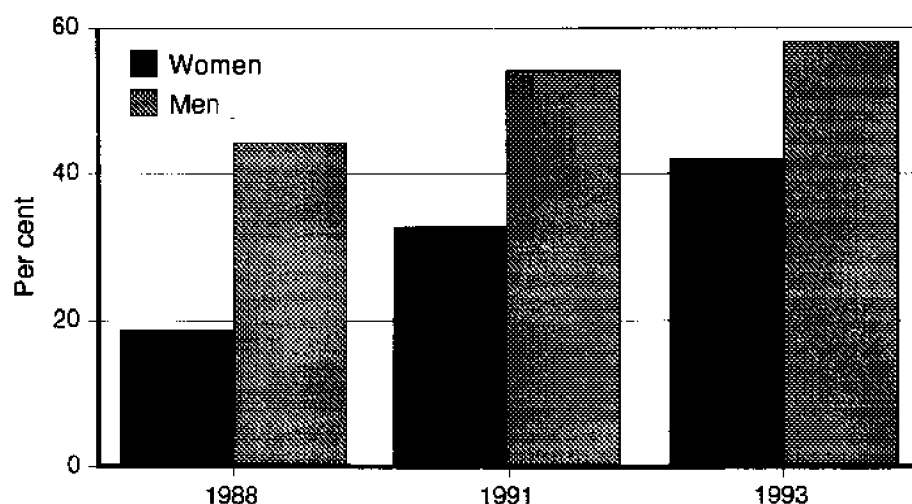
- In June 1994 43,300 women and 106,600 men in NSW received the Disability Support Pension.
- 66% of these women were single, widowed or divorced and 68% were aged 40 years and over.

Superannuation

Women have historically had low superannuation coverage, but changes in women's participation in the work force and recent legislation have improved their position.

Increasing coverage means that superannuation will become a more significant source of retirement income for women in the future. However, membership of a fund does not in itself ensure adequate retirement income since schemes generally link benefits to contributions, thereby favouring higher paid workers and those with continuous employment.

Graph 8.8 Superannuation coverage, NSW, November

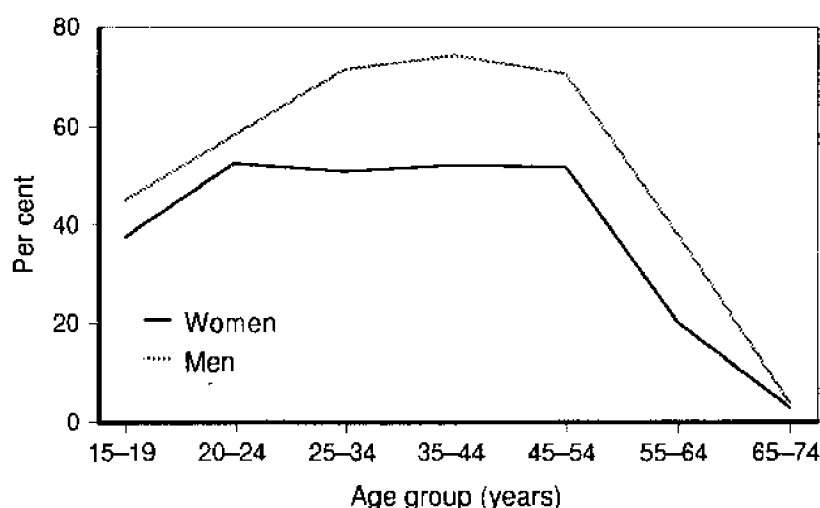


Source: Superannuation Survey

- In NSW in November 1993, 42% of all women in the labour force were covered by superannuation. This was more than double the 19% who were covered in 1988.
- In the same period the proportion of men who were covered had risen by less than one-third from 44% in 1988 to 58% in 1993.
- Superannuation coverage was highest among employed women with 78% covered by a scheme. 86% of women employed full-time and 66% of women employed part-time had superannuation coverage.
- Women in permanent jobs were far more likely to belong to a superannuation scheme (94%), than those who worked in a casual job (62%).
- Among employees, coverage for women and men was similar at 86% and 90% respectively.
- Coverage for employers and self-employed were quite different. Only 37% of female employers had coverage compared with 63% of male employers and 24% of self-employed women compared with 42% for men.
- Women in the public sector had higher coverage (92%) than those in the private sector (83%).
- The level of coverage in the public sector peaked at 99% among women with a gross weekly pay between \$600 and \$799. 57% of women who received less than \$200 per week had superannuation coverage.

Coverage by age

Graph 8.9 Superannuation coverage: age, NSW, November 1993



Source: Superannuation Survey

- In November 1993 the level of superannuation coverage among all women in NSW, regardless of their labour force status, was between 51% and 52% for the age groups between 20 and 54 years of age.
- For women aged 55-64 years coverage dropped to 20%.

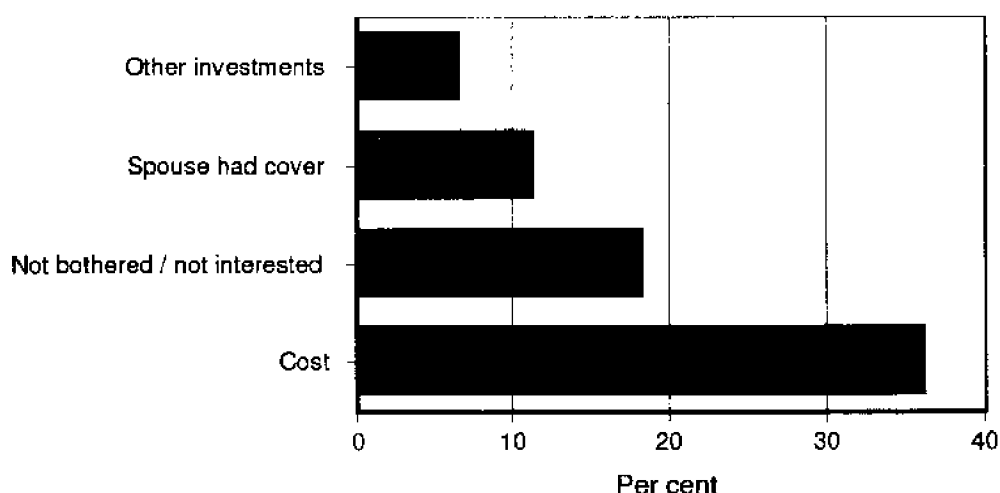
- Coverage for men peaked at 74% among those aged 35–44 years and dropped significantly, to 38%, for those aged 55–64 years.

Contributions

- In NSW in November 1993, 40% of employed women who were covered by a superannuation scheme made personal contributions to the scheme. The remaining 60% were covered only by contributions made by their employer or business.
- By contrast 55% of employed men made personal contributions.
- 28% of employed women contributed less than 3% of their weekly earnings to schemes while a further 28% contributed between 3% and 5%.

Reasons not covered by superannuation

Graph 8.10 Main reasons women were not covered by a superannuation scheme, NSW, November 1993



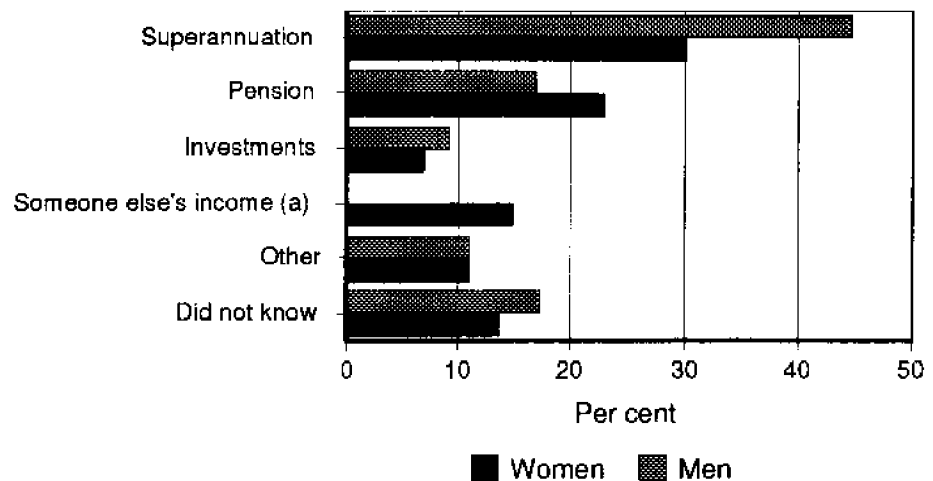
Source: Superannuation Survey

- In November 1993 in NSW, 235,000 employed women (22%) were not covered by a superannuation scheme.
- More than one-third (36%) gave cost as the reason for not joining a scheme. A further 18% had not bothered or were not interested and 11% had not joined because their spouse had cover. Another 7% said that they had other investments.
- Of those women who gave cost as their reason, half were 25–44 years of age. These are the ages when living costs associated with families and mortgages are likely to be at their highest, leaving little or no money available for optional expenditure.

Superannuation and retirement

Increased coverage suggests that superannuation will become a more significant source of retirement income in the future. People aged 45 years and over with superannuation coverage were asked what they expected their main source of income to be after they retired from full-time work.

Graph 8.11 Expected main source of retirement income, NSW, November 1993



(a) No value given for men due to high sampling error.

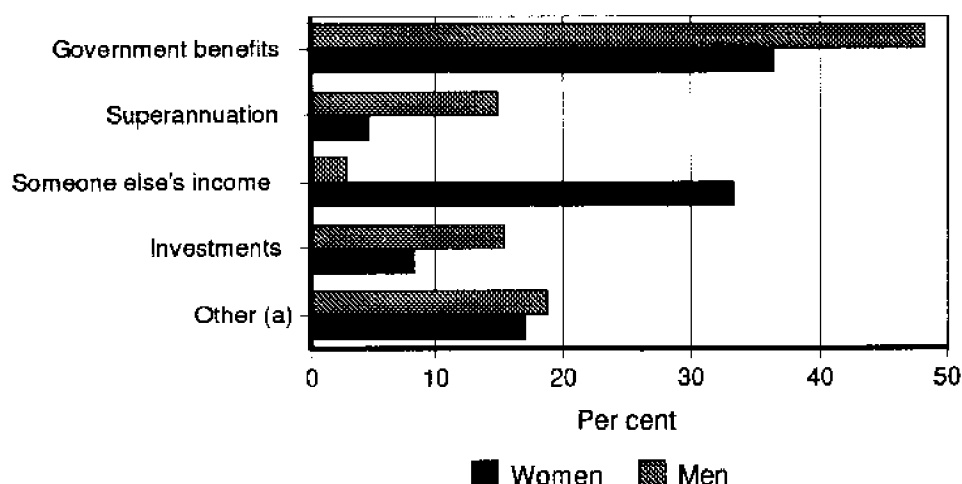
Source: Superannuation Survey

- In November 1993 in NSW, 30% of women and 45% of men stated they expected superannuation to be their main source of income.
- A further 15% of women expected someone else's income would be their main source.
- Nearly one-quarter (23%) of the women and 17% of men thought that government benefits would be their main source.

Retirement income

Government benefits were the major source of income for both women and men who have already retired from full-time work. Someone else's income also provides a major source for many women.

Graph 8.12 Main source of income at retirement, NSW, October 1992



(a) Includes life assurance, other retirement schemes, rent, farm, business, property, savings, sale of assets, accumulated leave, compensation and other.

Source: *Survey of Retirement and Retirement Intentions*

- In NSW in October 1992, 37% of retired women stated that their main source of income was government benefits. This compared with nearly half (48%) of retired men.
- For 1 in 3 women someone else's income was their main source. However, only 3% of men said this.
- Superannuation provided the main source of income for only 5% of women, but was the main source for three times this proportion of men (15%).

Additional tables

Table 8.3 Average weekly earnings of full-time non-managerial adult employees: occupation, NSW, May

Occupation	1988			1993		
	Women	Men	Female/ male ratio	Women	Men	Female/ male ratio
	\$	\$	%	\$	\$	%
Professionals	547	628	87.1	721	829	87.0
Para-professionals	519	575	90.3	667	731	91.2
Tradespersons	354	499	70.9	470	626	75.1
Clerks	391	481	81.3	513	594	86.4
Sales and personal service workers	395	456	86.6	488	575	84.9
Plant and machine operators and drivers	342	525	65.1	427	683	62.5
Labourers and related workers	345	437	78.9	439	549	80.0
Total	418	509	82.1	551	650	84.8

Source: Survey of Employee Earnings and Hours

Table 8.4 Average weekly earnings of full-time non-managerial adult employees: industry, NSW, May

Industry	1988			1993		
	Women	Men	Female/ male ratio	Women	Men	Female/ male ratio
	\$	\$	%	\$	\$	%
Mining	483	795	60.8	697	1,169	59.6
Manufacturing	381	502	75.9	488	636	76.7
Electricity, gas and water	435	509	85.5	561	664	84.5
Construction	394	578	68.2	563	683	82.4
Wholesale trade	398	481	82.7	512	572	89.5
Retail trade	328	393	83.5	427	489	87.3
Transport and storage	453	542	83.6	583	724	80.5
Communication	404	484	83.5	580	672	86.3
Finance, property and business services	418	506	82.6	544	648	84.0
Public administration and defence	415	453	91.6	588	575	102.3
Community services	466	543	85.8	604	690	87.5
Recreation, personal and other services	384	421	91.2	511	542	94.3
Total	418	509	82.1	551	650	84.8

Source: Survey of Employee Earnings and Hours

9

Leisure

Leisure refers to activities that are not, in ABS terminology, *committed, contracted or necessary*. It includes sport, arts and crafts, attendance at cultural events, reading, watching television, socialising with friends and family, and travel.

Leisure is a contributor to social, mental and physical well-being. Some of the benefits are relaxation and stress release, social interaction, fitness and health, a creative and cultural outlet, a new learning experience and a much needed break in the pattern of daily responsibilities.

Women and men tend to pursue different kinds of leisure activities. Women's opportunities for leisure time are more likely to be limited by work, family and household commitments, particularly as increasing numbers of women enter the workforce and yet still have primary responsibility for most caring and domestic duties. Access to organised activities, such as team sports and cultural events, can be restricted by time constraints, costs and fatigue. Activities such as reading, arts and crafts are easier to organise around competing demands.

More recently women and girls have been actively encouraged to participate in competitive and non-competitive sport. Sport has important health and social benefits and is a means of developing a sense of achievement, confidence and team work.

This chapter looks at women's participation in different types of leisure pursuits, the frequency of participation and the time spent on an activity in a typical day.

Social and leisure activities

The 1992 Time Use Survey showed that for the total NSW population aged 15 years and over:

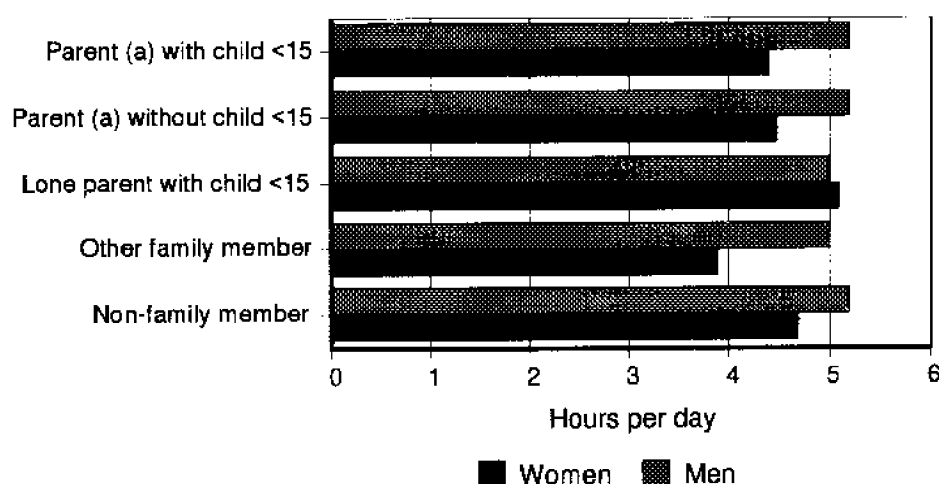
- both women and men spent 5.7 hours per day on average on social and leisure activities; and
- women tended to spend more time involved in social life and entertainment (1.9 hours) than men (1.6 hours), whereas men spent more time on both active (1.0 hours) and passive (3.2 hours) leisure than women (0.8 hours and 3.0 hours respectively).

Participation in the types of leisure activities undertaken and the time spent on such activities differed between the sexes.

- Involvement in hobbies, arts and crafts activities was far more likely among women (221,800 or 11%) than men (69,000 or 3%).
- The women who were involved in these activities spent an average of 2.1 hours per day compared with 1.7 hours for men.
- Men were more likely to watch TV or videos (76%) or take part in sport, exercise and outdoor activities (31%) than women (71% and 24% respectively).
- Men spent more time than women watching TV or videos (2.6 hours compared to 2.2 hours) and participating in sport, exercise or outdoor activities (2.0 hours compared to 1.4 hours).

There were about 1.8 million full-time employed people in NSW in 1992, of whom 530,000 were women. Some 21% of these women had children under 15 years of age. Of those who were employed full-time, men had more active and passive leisure time than women in all family situations, except for lone parents.

Graph 9.1 Participants: average time spent on leisure activities: people who were employed full-time, NSW, 1992



(a) In couple family.

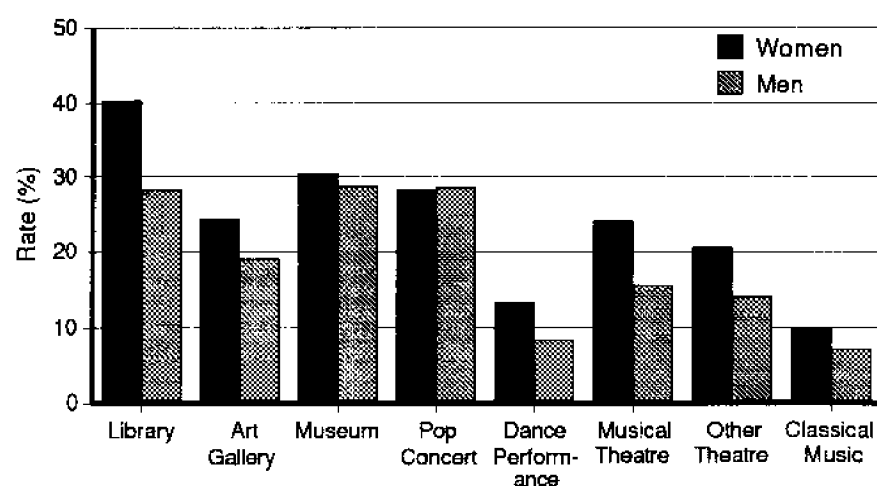
Source: 1992 Time Use Survey

- Among all full-time employed people in NSW in 1992, women spent 4.5 hours on leisure activities whereas men spent 5.2 hours on such activities.
- Lone mothers with a child(ren) under 15 years of age had 5.1 hours of leisure time compared to lone fathers who had 5.0 hours.

Cultural activities

In June 1991 the ABS sought information about attendance at eight cultural venues/activities. Participation rates measure the percentage of people who attended these venues/activities at least once during the year.

Graph 9.2 Attendance at selected cultural venues: participation rates, NSW, 1991



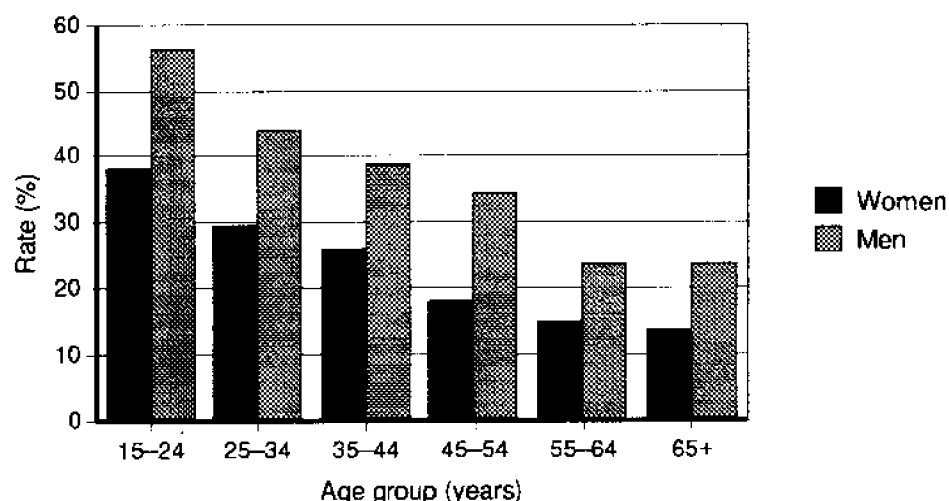
Source: Attendance at Selected Cultural Venues, June 1991

- Women had higher participation rates than men for all venues/activities except for popular music concerts where participation rates were similar.
- Libraries (40.2%), museums (30.3%) and popular music concerts (28.3%) were the most popular venues for women while for men they were museums (29.0%), popular music concerts (28.7%) and libraries (28.4%).
- The highest library usage rate for any age group was for women aged 35–44 years (50.9%). This could be due to the easy accessibility of libraries and it would include women whose library visits were related to their children's activities as well as for their own purposes.

Sport

A 1993 Survey on Involvement in Sport showed that about 1.5 million people aged 15 years and over in NSW had some involvement in sport, a participation rate of 31.4%.

Graph 9.3 Involvement in sport: participation rates, NSW, 1993



Source: *Involvement in Sport*, March 1993

Participation in sport depended heavily on both sex and age.

- Women had a lower participation rate (24.6%) compared to men (38.3%).
- The participation rate was at its highest among women aged 15-24 years (38.1%) and declined in each subsequent age group. For those aged 65 years and over the rate was 13.7%.

Participation also depended on whether the person was a player or non-player.

- The player participation rate in NSW was 21.2% for women compared to 34.6% for men.
- Women who were aged 15-24 years had the highest player participation rate of 36.2%.
- Women in the age group 35-44 years who were involved in sport as non-players had the highest participation rate (7.5%) of any age group in this category. Many of these women would be involved in their children's sporting activities.

Labour force status and where people live were among other factors which affected participation in sport.

- Women who were employed had a participation rate of 30.6%. Women who were employed part-time (34.4%) had a higher participation rate than women who were employed full-time (28.2%). Women who were not in the labour force had the lowest participation rate of 18.8%.

- People who lived outside of Sydney had higher participation rates for all player and non-player involvement in sport. Women who lived outside of Sydney had a participation rate of 29.6% compared to 21.7% for those who lived in Sydney.
- Australian-born women (28.8%) had higher participation rates than those born in English speaking countries (23.4%) and non-English speaking countries (8.8%).

Travel

People travel for a variety of reasons including holidays, visiting family and friends, business, education or employment.

Table 9.1 Short-term departures for overseas travel, reason for journey, NSW, 1993

Reason for journey	Women		Men		Total	
	Number	Proportion	Number	Proportion	Number	Proportion
	'000	%	'000	%	'000	%
Holiday	240.4	56.4	213.3	42.7	453.7	49.0
Visiting family and friends	116.7	27.4	93.6	18.7	210.3	22.7
Business (a), convention employment and education	52.5	12.3	170.7	34.2	223.2	24.1
Total (b)	426.5	100.0	499.3	100.0	925.8	100.0

(a) Includes those accompanying business travellers. (b) Total includes purpose not stated and other purposes not separately identified.

Source: Overseas Arrivals and Departures

- In 1993 there were almost one million short-term departures by NSW residents, 46% of them by women.
- Both women and men were most likely to travel for a holiday (56% and 43% respectively) followed by visiting friends and relatives for women (27%) and business reasons for men (34%).

Additional tables

Table 9.2 Average time spent on main activities, NSW, 1992

Activity	Age group (years)							Total
	15-24	25-34	35-44	45-54	55-64	65-74	75+	
—minutes per day—								
WOMEN								
Labour force	133	150	157	157	47	*7	*—	116
Domestic activities	84	173	203	217	254	218	193	184
Child care/minding	37	130	64	16	14	*4	*17	54
Purchasing goods and services	40	56	59	58	66	56	41	54
Sleeping, eating and personal care	638	605	611	623	644	676	678	629
Education	120	12	*12	*10	*2	*—	*—	28
Voluntary work and community participation	22	18	37	30	35	40	*18	28
Social life and entertainment	152	104	100	107	100	118	125	114
Active leisure	47	37	38	40	68	71	54	47
Passive leisure	165	155	158	180	208	247	311	183
Total (a)	1,440	1,440	1,440	1,440	1,440	1,440	1,440	1,440
MEN								
Labour force	200	381	380	320	239	28	*16	276
Domestic activities	47	76	96	118	128	175	132	96
Child care/minding	*1	32	30	17	*2	*3	*—	16
Purchasing goods and services	23	30	27	40	42	48	45	33
Sleeping, eating and personal care	648	578	582	600	649	660	726	616
Education	118	*16	*14	*1	*4	*—	*—	31
Voluntary work and community participation	27	30	28	22	21	32	*20	27
Social life and entertainment	134	86	91	66	83	92	74	94
Active leisure	93	41	43	36	58	77	76	58
Passive leisure	148	169	150	218	210	319	346	191
Total (a)	1,440	1,440	1,440	1,440	1,440	1,440	1,440	1,440
TOTAL								
Labour force	169	259	269	240	140	*16	*7	195
Domestic activities	64	127	149	167	193	199	167	141
Child care/minding	18	84	47	16	8	*4	*10	35
Purchasing goods and services	31	44	43	49	55	53	43	44
Sleeping, eating and personal care	643	592	596	611	646	669	699	623
Education	119	14	*13	*5	*3	*—	*—	29
Voluntary work and community participation	25	23	32	26	28	36	19	27
Social life and entertainment	142	96	95	86	92	106	103	104
Active leisure	72	39	41	38	63	74	63	52
Passive leisure	156	161	154	200	209	280	326	187
Total (a)	1,440	1,440	1,440	1,440	1,440	1,440	1,440	1,440

(a) Includes undescribed time.

Source: 1992 Time Use Survey

Table 9.3 Participation in leisure activities, NSW, 1992

Activity	Average time per day by participants		Participants (a)	
	Women	Men	Women	Men
	minutes per day	minutes per day	'000	'000
Social life and entertainment	195	195	1,214.4	971.3
Socialising	157	153	1,165.2	924.8
Visiting entertainment and cultural events	121	115	85.1	65.6
Sports events	162	177	30.2	35.9
Active leisure	122	153	800.1	761.8
Sport, exercise and outdoor activities	83	123	504.1	626.8
Games, cards, etc.	79	80	107.9	133.0
Hobbies, arts, crafts, etc.	124	104	221.8	69.0
Holiday travel, driving for pleasure	132	132	88.0	63.3
Passive leisure	190	205	2,004.3	1,892.3
Reading	61	70	697.6	648.9
Watching TV or videos	133	157	1,487.4	1,541.6
Listening to radio, CDs, etc.	44	43	206.9	196.4
Relaxing, thinking, etc.	63	57	1,296.6	1,076.9
Talking (incl. phone)	39	35	1,153.7	722.7
Writing/reading own correspondence	41	62	120.7	56.7

(a) Because people may participate in more than one activity components may not add to totals.

Source: 1992 Time Use Survey

Table 9.4 People attending cultural venues: participation rates, NSW, June 1991

Age group (years)	Library	Art gallery	Museum	Popular music concert	Dance perform- ance	Musical theatre perform- ance	Other theatre perform- ance	Classical music concert
—per cent—								
WOMEN								
18-24	49.4	21.1	30.6	56.7	14.2	26.0	21.6	7.7
25-34	39.3	23.6	34.6	35.5	13.3	19.6	23.8	7.7
35-44	50.9	26.5	37.8	27.5	17.1	24.6	22.2	12.7
45-54	34.2	26.6	28.4	23.5	11.0	31.2	20.7	9.5
55-64	33.5	28.6	27.0	15.4	14.6	27.9	18.8	11.4
65 and over	30.6	20.4	19.9	9.1	8.5	18.7	14.7	9.4
Total	40.2	24.3	30.3	28.3	13.2	24.0	20.6	9.7
MEN								
18-24	36.4	15.3	22.5	56.8	8.3	14.0	14.7	5.9
25-34	29.1	19.9	33.8	37.3	8.9	11.8	15.2	5.4
35-44	26.5	22.6	36.1	25.7	9.8	16.4	15.8	8.5
45-54	23.5	16.9	29.4	21.0	9.0	21.6	14.5	7.4
55-64	24.0	19.2	24.0	15.2	7.4	16.7	11.2	7.4
65 and over	31.0	19.0	21.2	9.5	5.5	15.4	10.5	7.5
Total	28.4	19.1	29.0	28.7	8.4	15.7	14.0	7.0

Source: Attendance at Selected Cultural Venues, June 1991

Table 9.5 Characteristics of people involved in sport: participation rates, NSW, 1993

<i>Characteristics</i>	<i>Players only</i>	<i>Non-players only</i>	<i>Players and non-players</i>	<i>All players</i>	<i>All non-players</i>	<i>Total</i>
	(A)	(B)	(C)	(A + C)	(B + C)	(A + B + C)
—per cent—						
WOMEN						
Age group (years)—						
15–24	30.7	1.9	5.5	36.2	7.4	38.1
25–34	20.5	4.2	5.0	25.5	9.1	29.6
35–44	13.8	7.5	4.6	18.4	12.1	25.9
45–54	10.9	4.1	2.9	13.8	7.0	17.9
55–64	11.8	*0.8	2.3	14.1	3.1	14.9
65 and over	11.6	*0.3	1.8	13.4	2.0	13.7
Employment status—						
Employed full-time	19.0	4.1	5.1	24.1	9.2	28.2
Employed part-time	21.5	6.4	6.5	27.9	12.9	34.4
Total employed	20.0	5.0	5.7	25.6	10.7	30.6
Unemployed	18.3	4.3	*2.8	21.0	7.0	25.3
Not in the labour force	14.7	1.7	2.4	17.1	4.0	18.8
Area of usual residence—						
Sydney	15.6	3.1	3.0	18.6	6.0	21.7
Rest of NSW	20.2	3.9	5.5	25.7	9.3	29.6
Country of birth—						
Born in Australia	20.1	4.0	4.8	24.9	8.7	28.8
Born outside Australia—	10.1	1.8	1.6	11.7	3.5	13.6
Main English speaking countries	16.7	2.8	3.8	20.5	6.6	23.4
Main non-English speaking countries	6.9	1.3	*0.6	7.5	1.9	8.8
Total	17.3	3.4	3.9	21.2	7.3	24.6
MEN						
Age group (years)—						
15–24	47.6	1.4	7.2	54.8	8.6	56.2
25–34	32.8	3.6	7.6	40.3	11.2	44.0
35–44	24.1	6.8	7.9	31.9	14.7	38.7
45–54	19.9	6.3	5.3	25.2	11.6	31.5
55–64	17.3	2.9	3.0	20.3	5.9	23.2
65 and over	20.0	*0.9	2.8	22.8	3.7	23.7
Employment status—						
Employed full-time	30.1	5.2	7.1	37.3	12.3	42.4
Employed part-time	37.4	*2.5	7.0	44.4	9.5	46.9
Total employed	30.8	4.9	7.1	38.0	12.0	42.9
Unemployed	22.2	2.7	5.2	27.4	7.9	30.1
Not in the labour force	25.0	1.5	3.7	28.8	5.3	30.3
Area of usual residence—						
Sydney	27.3	3.6	4.6	31.9	8.2	35.5
Rest of NSW	30.5	4.1	8.5	39.0	12.6	43.1
Country of birth—						
Born in Australia	32.0	4.4	7.5	39.5	11.9	43.9
Born outside Australia—	19.8	2.3	2.5	22.3	4.8	24.6
Main English speaking countries	26.8	3.6	5.0	31.9	8.6	35.5
Main non-English speaking countries	16.2	1.7	1.3	17.5	2.9	19.2
Total	28.5	3.8	6.0	34.6	9.8	38.3

Source: *Involvement in Sport, March 1993*

Symbols and general information

Symbols and other usages

- n.p. not published
 * relative standard error greater than 25% and up to 50%
 .. not applicable
 — nil or rounded to zero (including null cells)

Unless otherwise stated, the terms women and men refer to people aged 15 years and over.

Estimates may have been rounded and discrepancies may occur between sums of the component items and totals.

Reliability of survey estimates

As estimates are based on a sample they are subject to sampling variability. Only estimates with relative standard errors of 25% or less are considered sufficiently reliable for most purposes. For further information on sampling and non-sampling errors please refer to the relevant survey publications listed.

Inquiries about these statistics

General inquiries about the content and interpretation of ABS statistics in this report can be made to the Manager, Social and Labour Statistics Unit, Australian Bureau of Statistics, GPO Box 796, Sydney NSW 2001, phone 02 268 4795, fax 02 268 4100.

Further information regarding the availability of other data about women can be obtained from ABS Information (see below for contact details).

ABS publications and services

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Information tailored to the special needs of clients can be obtained from the information consultancy service available at ABS offices (see Information inquiries below for contact details). Further details can also be obtained on the wide range of ABS data available on electronic media.

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Glossary

Aboriginal or Torres Strait Islander People of Aboriginal or Torres Strait Island descent who identify themselves as such.

Active leisure Leisure activities which necessitate physical involvement. They include: sport, exercise and outdoor activities; games, cards etc.; hobbies, arts, crafts, performing music and drama etc.; holiday travel, driving for pleasure; and all associated travel.

Adult employee Employees 21 years of age and over and those under 21 years of age who are paid at the full rate for their occupation.

Affordability index Refers to the ratio of average household income to the average income needed to meet the repayments for an average established dwelling purchased by a first home buyer. A value of 100 indicates that a household with average income would meet the average income requirements to service the mortgage. An increase in the index represents an improvement in affordability.

Alcohol risk level As defined by the National Health and Medical Research Council.

Health risk	Consumption per day (mls)	
	Women	Men
Low	Less than 25	Less than 50
Medium	25-50	50-75
High	Greater than 50	Greater than 75

Apparent retention rate The ratio of the number of students in a given year to the number originally entering secondary school.

Average weekly earnings and hours Refers to the figures obtained for a particular group by dividing the total earnings from wages and salaries or hours worked by the number of employees in that group.

BOCSAR NSW Bureau of Crime Statistics and Research.

Body mass index	Weight (in kilograms) divided by the square of height (in metres). People classified as underweight have a body mass index of less than 20, those of acceptable weight have a body mass index of 20-25, those classified as overweight have a body mass index of 26-30 and those classified as obese have a body mass index greater than 30.
Casual employees	Those employees who are not entitled to either paid annual leave or sick leave.
Child	Refers to a person aged under 15 years, except where otherwise indicated.
Child care	Those types of child care described as formal and informal. Formal care is regulated care away from the child's home. Informal care is non-regulated care either in the child's home or elsewhere.
Crime victim	A person reporting at least one offence of either robbery, assault or sexual assault. Victims were counted once only for each type of offence, regardless of the number of incidents of that type.
Dependants (dependent children)	All family members under 15 years of age and family members aged 15-24 years attending an educational institution full-time. It excludes those aged 15 and over with a spouse or child usually resident in the household.
Education participation rate	The number of people in any group attending an educational institution expressed as a percentage of the civilian population in the same group.
Employed people	All civilians aged 15 and over who, during the survey reference week: <ul style="list-style-type: none">(a) worked for one hour or more for pay, profit, commission or payment in kind (including employees, employers and self-employed people) in a job or business, or on a farm; or(b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or(c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant break-down at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on worker's compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or(d) were employers, self-employed people or unpaid family helpers who had a job, business or farm, but were not at work.
Estimated resident population	The official ABS estimate of the Australian population based on where people usually live. The estimates are based on the results of the latest population census updated for subsequent births, deaths, and overseas and interstate migration.

Family	Two or more people related by blood, marriage, adoption, or a de facto relationship who live in the same household. Three major family types are identified: couple families, one parent families and families of related adults. Non-family members such as friends or boarders are excluded from the data on families.
Female/male earnings ratio	Expresses women's earnings as a percentage of the earnings of men in the same group.
Financial housing stress	Defined by The National Housing Strategy as the situation where income units in the lowest 40% of the income distribution range spend more than 30% of their income on housing.
Full-time employment	Employed people who usually work 35 hours or more per week in all jobs and others who although usually working less than 35 hours a week, worked 35 hours or more during the survey reference week.
Government pensions and benefits	Include income received through programs of assistance to aged people, incapacitated and handicapped people, unemployed and sick people, veterans and their dependants, widowed and lone parents, families and children, and other social security and welfare programs.
Higher education	Includes courses at universities, institutes of technology, institutes of advanced education, institutes of higher education, institutes of tertiary education and agricultural colleges.
Income units	Comprises a group of (related) people who live together and form a single spending unit. Income units may be married couple units, one parent units with dependants and one person units. Non-dependent children living with their parents are classed as one person income units.
Industry	Classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993.
Junior employees	Employees who are not adults as defined.
Life expectancy	The average number of additional years a person of a given age and sex might expect to live if the current age-specific death rates continued throughout their lifetime.
Lone parent	A person aged 15 years or older who does not have a resident spouse (i.e. marriage or de facto partner) but has at least one usually resident child who does not have a usually resident spouse or child of his/her own.
Main source of income	The source of income which contributed the largest amount to total income.

Managerial employees	Adult managerial, executive and professional staff who are generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.
Marginal attachment	<p>Marginal attachment to the labour force describes those people who were not in the labour force, who wanted to work and:</p> <ul style="list-style-type: none">(a) were actively looking for work, but did not meet the criteria to be classified as unemployed; or(b) were not actively looking for work, but were available to start work within four weeks or could start work within four weeks if child care was available.
Marital status	People are classified as married if they are reported as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The not married category includes people who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household.
Median age	Median age refers to the age which divides the relevant population into two equal parts, half falling below this value and half exceeding it.
Non-English speaking countries	All overseas countries except United Kingdom, Ireland, New Zealand, South Africa, Canada and the United States of America.
Non-managerial employees	Those who are not managerial employees as defined.
Not in the labour force	Comprises people who were not in the categories employed or unemployed.
Occupation	Classified according to the Australian Standard Classification of Occupations (ASCO) 1986.
Part-time employment	Employed people who usually work less than 35 hours per week and who did so during the survey reference week.
Passive leisure	Leisure activities which do not necessitate physical involvement. Activities include: reading; watching television, video; listening to radio, records etc.; relaxing, thinking, resting; talking (including telephone conversations); writing or reading personal correspondence; and associated travel.
Permanent employees	Those employees who are entitled to annual leave or sick leave.

Personal crime	Includes robbery, assault and sexual assault (for women over 18 years of age).
Projected population	The ABS produces population projections using the cohort component method which takes a base year population for each sex by single years of age and advances it year by year by applying assumptions about future mortality and migration. Assumed age-specific fertility rates are applied to the female population of child-bearing ages to provide the new cohort of births. This procedure is repeated for each year of the projection period for each State and Territory and for Australia. The ABS produces several series of population projections based on different combinations of assumptions about mortality, fertility and migration. The assumptions underlying Series A most closely reflect prevailing trends and comprise: declining rates of mortality; a constant level of fertility (total fertility rate of 1.88 for Australia); low levels of overseas migration (rising to 70,000 per year by the year 2000 then remaining constant); and continuing high levels of interstate migration.
Public rental accommodation	Refers to dwellings rented from the NSW Department of Housing.
Retired early from full-time work	This describes people aged 45 and over who retired from full-time work at age 45 years or more, but before the age of 60 for women or 65 for men.
Retirement	People aged 45 years and over who had ceased full-time work and did not intend to work full-time at any time in the future.
School retention rates	See apparent retention rates.
Smoking	The regular smoking of tobacco. Regular was defined as one or more cigarettes (or pipes or cigars) per day, on average, as reported by the respondent.
Superannuation coverage	Refers to people who belonged to a superannuation scheme towards which contributions were made personally or by their employer/business.
Superannuation scheme	Any fund, association or organisation set up for the purpose of providing financial cover for members when they retire from work.
Supported Accommodation Assistance Program (SAAP) clients	People who spent the night in accommodation services funded by the Commonwealth and State governments through SAAP. This is measured through a one night census in November.

Unemployed

Relates to people aged 15 and over who were not employed during the reference week and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
 - (i) were available for work in the reference week or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week) or
 - (ii) were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

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