



TAKING STOCK,

Reporting on the ACT Women's Plan (2004-09) Indicators of Success



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community services



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Taking Stock: Reporting on the ACT Women's Plan 2004-09 Indicators of Success is a companion paper to the discussion paper, *Looking Forward, informing a new plan for ACT women and girls*. The discussion paper and the companion paper have been developed to complement each other and to inform and facilitate public discussion and assist individuals and organisations to provide feedback to the ACT Government on the next iteration of the *ACT Women's Plan*.

Looking Forward, informing a new plan for ACT women and girls provides background information on women and girls in the ACT, examines the structure and policy context of the current *ACT Women's Plan*, and highlights the Government's key achievements and future plans to support ACT women and girls. A consultation response form at the back of the discussion paper seeks comment on:

- the focus, impact and accessibility of the current *ACT Women's Plan*; and
- future actions and priorities for ACT women and girls over the next five years.

Taking Stock: Reporting on the ACT Women's Plan 2004-09 Indicators of Success outlines progress against the current *ACT Women's Plan's* six objectives: leadership and representation, good health and wellbeing, responsive housing, safe inclusive communities, economic security and opportunities and flexible education and training. Outcomes against the *Indicators of Success* are measured in both qualitative and quantitative formats and statistical data has been provided where available.

Both documents can be downloaded from the *Women ACT* website: www.act.women.gov.au

If you require hardcopies, please contact the Office for Women on 6207 2552.

Individuals and organisations are encouraged to respond to the questions posed in the discussion paper, but may choose to comment only on questions of relevance to them, or to provide additional comment.

Responses close on **30 September 2009** and may be sent to the ACT Office for Women by:

Email women@act.gov.au

Post ACT Office for Women
Department of Disability Housing and Community Services
GPO Box 158
CANBERRA CITY ACT 2601

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REPORTING AGAINST THE INDICATORS OF SUCCESS

Representation and Recognition		
<i>Indicators of Success</i>	Previous	Current
Proportion of women in senior management and leadership positions increased.	33.9 percent of executive positions in the ACT Public Service (ACTPS) were female in 2003. (Source: ABS Labour Force Australia - Cat no 6291.0.55.001)	39 percent of executive positions in the ACTPS were female (30 June 2008).
Number and diversity of women on boards and committees increased.	46 percent of ACT Government board members were female. (December 2005)	48 percent of ACT Government board members were female (31 March 2008).
Number of women as Chairs or Deputy Chairs on boards increased.	26 percent of chairs on ACT Government boards were female. (December 2005)	34.7 percent of chairs on ACT Government boards were female (31 March 2008).
Number of women on remunerated boards increased.	42 percent of members on ACT Government remunerated boards were female. (2002-03)	45 percent of members on ACT Government remunerated boards were female (December 2005).
Availability and range of gender-disaggregated data increased.	Data not available.	The ACT Government is currently exploring options to increase the availability and range of gender disaggregated data in line with the Parliamentary Agreement for the 7 th Legislative Assembly.
Good Health and Wellbeing		
<i>Indicators of Success</i>	Previous	Current
The gap in life expectancy between Aboriginal and Torres Strait Islander women and ACT women in general reduced.	The average age of death of Aboriginal and Torres Strait Islanders in the ACT in 1995 and 1996 was 40.6 years. This was much younger than the average age of deaths in the ACT in 1996 (68.4 years). It must be noted however that comparison was difficult because of the low number of Aboriginal and Torres Strait Islander deaths. (Source: Aborigines and Torres Strait Islander People in the ACT – ACT Health 1998 update)	Data not available. ¹ The ACT Government is addressing targeted health services through the <i>Aboriginal and Torres Strait Islander Health and Wellbeing Plan 2005-2009</i> , and the <i>Access Health</i> strategy.
Women and girls' participation in sport and physical activity across the lifespan increased.	38.4 percent of females in the ACT participated in sport and recreation activities in 2002. (Source: ABS General Social Survey 2002)	53.4 percent of participants in regular outdoor sport in the ACT are female (2008).
Women's satisfaction with health and hospital services increased.	Data not available.	Data not available.
Health services for women in the criminal justice system improved.	Until April 2009, adult sentenced prisoners from the ACT were detained in correctional facilities in NSW. In 2006, there were 15 ACT females identified in the National Prisoner Census. (Source: Australian Bureau of Statistics Annual National Prisoner Census)	As at February 2008, there were five ACT women prisoners in custody.* The <i>Adult Corrections Health Services Plan (2008-2012)</i> identifies a framework to sustain and improve the health of remandees and prisoners in detention. The plan identifies key health needs of the expected populations of the prison and proposes key performance indicators to monitor its implementation. *(Source: ACT Health (2008). <i>Adult Corrections Health Services Plan, 2008 to 2012</i>)
The number of incidences of self inflicted harm for women and girls reduced.	9.7 percent of all female deaths in the ACT were due to suicide (1998). (Source: ABS, Deaths in the ACT 1998)	12.9 percent of deaths of ACT females aged 15 – 44 years were due to intentional self inflicted injury (2001-05). (Australian Bureau of Statistics, ACT Causes of Death, Confidentialised Unit Record File, 2001-2005)

Good Health and Wellbeing continued

<i>Indicators of Success</i>	Previous	Current
The prevalence of smoking by women and girls reduced.	20.1 percent of females in the ACT identified as a smoker (2001). (Source: ABS National Health Survey 2001)	13.1 percent of females in the ACT identified as a smoker (2005).* A strategy of the <i>ACT Primary Health Care Strategy 2006-2009</i> is to reduce smoking during pregnancy, especially amongst Aboriginal and Torres Strait Islander women. *(Source: 2005 ACT General Health Survey confidentialised unit record file, ACT Health)
The proportion of women and girls consuming alcohol at levels considered risky or high risk reduced.	9.2 percent of females in the ACT had risky / high alcohol use (In 2001). (Source: ABS National Health Survey 2001)	3.6 percent of females over 18 in the ACT reported risky / high risk in the long term alcohol use (2005). (Source: 2005 ACT General Health Survey Confidentialised Unit Record File, ACT Health)

Responsive Housing

<i>Indicators of Success</i>	Previous	Current
The proportion of ACT women on low incomes experiencing housing stress reduced.	According to the National Centre for Social and Economic Modelling (NATSEM), in 2004 an estimated 883,000 families and singles in Australia were in housing stress, of which two-thirds were private renters, followed by owners with a mortgage (25 percent). (ACT level data not available)	22.5 per cent of Australian households were in housing stress in 2005-06 (as they were spending more than 30 per cent of their household income on Housing). (Tanton et al) (ACT level data not available) (Source: NATSEM Measuring housing stress at small area levels: How much do definitions matter? (2008))
The number of homeless women reduced. (The ABS uses the cultural definition of homelessness which distinguishes between primary, secondary and tertiary categories of homelessness on census night.) ² ¹ ABS Counting the Homeless 2006	46 percent of females with children who accessed Supported Accommodation Assistance Program (SAAP) services in the ACT in 2002-03 were seeking assistance due to domestic violence. (Source: SAAP National Data Collection annual report 2002-03 – ACT supplementary tables)	33.8 percent of females with children who accessed SAAP services in the ACT in 2007-08 were seeking assistance due to domestic/family violence.* The Department of Disability, Housing and Community Services in partnership with the ACT women's sector, established the Women's Pathways Group to review women's pathways in and out of homelessness services and related entry and referral processes. (Source: SAAP National Data Collection annual report 2007-08 – ACT supplementary tables)
Numbers of women evicted from public housing reduced.	14 women were evicted from public housing in 2005.	Eight women were evicted from public housing in 2008, a decrease of 43 percent since 2005.
Women's satisfaction with public housing increased.	63.35 percent of female householders surveyed were, overall, satisfied with public housing (2005 National Social Housing Survey (NSHS)). (The NSHS results are based on the return samples (approximately 900) from a random selection of 2000+ public housing tenants.)	61.92 percent of female householders were, overall, satisfied with public housing. (Source :2007 NSHS)
Land available for purchase at reduced costs to women on low incomes.	Housing affordability in Canberra declined by 33.6 percent from December 2002 to December 2003. (Source: HIA Commonwealth Bank Housing Affordability Index)	Since 2007, initiatives to make home ownership easier in the ACT include making more land available, requiring all new developments to include a minimum of 15 percent of blocks set aside for affordable house and land packages, introducing a land rent scheme for eligible buyers and looking at deferred duty payment schemes. (Source:2007 ACT Housing Affordability Action Plan)

Safe, Inclusive Communities

<i>Indicators of Success</i>	Previous	Current
Crimes against women (crimes against the person) reduced.	In 2006, there were 860 offences (per 100,000 of the ACT population) of crime against the person reported or becoming known. 89 percent of victims of sexual assault were female (2003).* *(Source: ABS Recorded Crime Victims 2003)	In 2007, there were 795 offences (per 100,000 of the ACT population) of crime against the person reported or becoming known, a decrease of approximately 7.55 percent in 2006.* The ACT Government announced \$4 million in funding in 2007 for the Sexual Assault Reform Program, a major inter-agency initiative involving victim agencies, the Canberra Rape Crisis Centre, child advocates, police, prosecution, courts and the legal profession. *(Source: JACS Annual Report)
Women's perception of safety at home and in the community increased.	11.2 percent of ACT females felt unsafe when alone at home after dark (2002 ABS General Social Survey).	4.6 percent of females felt unsafe in their home, a reduction of approximately 6.5 percent since 2002. (Source: 2005 ACT General Health Survey)
Women's awareness and exercise of their rights to equal opportunities with men and to equality before the law, increased.	In 2004, the ACT Government introduced a bill of rights (<i>Human Rights Act 2000</i>) to protect freedom of expression, religion and movement.	The ACT Human Rights Commission: provides community education and information about the HRC Act and related Acts, and promotes the recognition and acceptance within the community of the equality of men and women and of the principle of equality of opportunity for all people. A component of the Legal Aid ACT Community Legal Education program focuses on providing legal information to women on a range of topics.

Economic Security and Opportunities

<i>Indicators of Success</i>	Previous	Current
Long term unemployment for women reduced.	The unemployment rate for ACT females in 2004-05 was 3 percent. (Source: ABS Australian Capital Territory in Focus 2007)	The unemployment rate for ACT females in 2006-07 was 2.8 percent. (Source: ABS Australian Capital Territory in Focus 2007)
Poverty for women in the ACT reduced.	Data not available.	56 percent of households in the bottom income quintile in the ACT in 2006 were headed by a female. (Source: NATSEM – Characteristics of low income ACT households October 2006)
The gap between men and women's full time average weekly earnings reduced.	The average weekly full-time ordinary earnings of females in the ACT was 84.49 percent (\$1,008) of men's earnings (\$1,193) (November 2004). (Source: ABS Average Weekly Earnings 2003-04)	The average weekly full-time ordinary earnings of females in the ACT was 83.3 percent (\$1,237) of men's earnings (\$1,465) (November 2008). (Source: ABS Average Weekly Earnings 2007-08)
The number of male and female employees accessing flexible work practices increased.	The ACT Government introduced the <i>Work and Life Balance</i> policy for public servants in 2005. 66 percent of employees are female.	Most ACTPS employees and some private organisations have access to flexible working arrangements.
The number of private sector workplaces offering paid maternity leave increased.	In 2004-05, the Government provided a payroll tax exemption to private employers who give 14 weeks primary care giver leave to their employees following the birth or adoption of a child.	The ACT Government will provide an additional four weeks paid maternity leave for permanent ACT public service employees on top of the current 14 weeks, an additional week in bonding leave on top of the current five days, and five days personal leave for bonding purposes. (ACT Budget 2009-10) In addition, in May 2009 the Commonwealth Government has announced a new parental leave scheme equivalent to 18 weeks of the Federal minimum wage for all Australians commencing in 2011.

Economic Security and Opportunities continued

<i>Indicators of Success</i>	Previous	Current
The participation of women across a greater range of employment fields.	In the August quarter 2007, the occupations most frequently reported by employed females in the ACT were Professionals (27 percent), followed by Intermediate Clerical, Sales and Service Workers (26 percent), Associate Professionals (15 percent) and Managers and Administrators (13 percent). (Source: ABS Australian Capital Territory in Focus 2007)	In 2007-08, females in the ACT accessed VET training ranging from apprenticeships in the building and construction industry to childcare, tourism and hospitality. 41 percent of students who accessed Australian School Based Apprenticeships in 2008 were female. Apprenticeships commenced in a number of areas including automotive, aged care, business, children's services, community pharmacy, electro-electrician and hairdressing, as well as construction, hospitality and multimedia.

Flexible Education and Training

<i>Indicators of Success</i>	Previous	Current
The range of subject areas undertaken as study by women and girls broadened.	In 1998, females in the ACT were enrolled in a range of studies including: Arts, Humanities and Social Sciences, Business, Economics, Science, Law, Legal Studies, Education, Engineering, Architecture, Agriculture, Administration, Health and Community Services, Hospitality and Transportation Services, TAFE Multi-field Education, Land and Marine Resources, Animal Husbandry, and Veterinary Science. (Source: Women in the ACT <i>A social and demographic profile</i>)	Females in the ACT have access to a broad range of tertiary and non-tertiary study to choose from, including access to non-traditional subjects such as IT, engineering, automotive, building and construction, urban and regional planning.
The proportion of women completing accredited Vocational Education and Training (VET) programs increased.	Data not available.	In 2006, there were 12,200 female VET students compared with 11,300 male students. (Source: ABS Australian Capital Territory in Focus 2007)
The proportion of women across all age groups undertaking flexible education and training increased.	8.4 percent of ACT females participated in VET programs in 2002. (Source: Report on Government Services)	12.2 percent of students enrolled in VET programs in 2006 were female. (Source: ABS Australian Capital Territory in Focus 2007)
The proportion of women completing graduate and postgraduate courses increased.	74.9 percent of females in the ACT aged between 25 and 34 had non-school qualifications in 2006. (Source: ABS Education and Work May 2006)	78.1 percent of females in the ACT aged between 25 and 34 had non-school qualifications in 2008. (Source: ABS Education and Work May 2008)

¹ Due to the significant changes in methodology, the ABS has strongly advised that comparisons between the estimates presented here and previously published estimates should not be made

² ABS Counting the Homeless 2006