GENDER EQUALITY – HOW QUEENSLAND IS FARING

Priority area **1** Women's participation and leadership

Leadership

Females comprised:

- 44.4% of the Queensland Cabinet (eight of the 18 cabinet ministers) including the Premier, and 31.2% (29 of 93 seats) of Queensland Parliament members, as at 19th November 2020.[1]

- 37.9% (or 66) of all 174 serving judges and magistrates, including the Chief Justice of Queensland as at 30 June 2020 – nationally 38.8% of judges and magistrates.[2]

- 54% of all members on Queensland Government bodies as at 30 September 2020.[3]

- 38.5% of Senior Executive Service officers and above and half (53.1%) of Senior Officers, as well as two-thirds (67.2%) of the total full-time equivalent employment in the Queensland Public Sector in June quarter 2019.[4]

- 762 females were employed as chief executives and managing directors, accounting for 16.0% of the total 4,757 chief executives and managing directors in Queensland during 2019–20[5] [6] – nationally 23.4% (or 7,872).[7] [8]

Social and community participation

In the 12 months prior to the 2016 Census, females accounted for 57.3% of Queenslanders who did voluntary work, with 21.1% of females reporting engaging in voluntary work for an organisation or group, compared with 16.5% of males.[9]

33.7% of females, compared with 27.4% of males, were involved in community support groups in 2014, such as service clubs, welfare organisations, parenting/children/youth, and emergency services.[10]

Workforce participation

More than half (three in five) of all females were either employed or looking for work in September 2020, with a seasonally adjusted labour force participation rate[11] of 61.5% for females, compared with 69.7% for males[12] – nationally 60.1% for females and 69.6% for males.[13]

Females constituted 48.6% of total employed persons in September 2020. As a proportion of all employed persons, 26.1% were females working full-time and 22.5% were females working part-time.[14] [15]

Females were 2.2 times as likely as males to work part-time at **46.3%** of all female employees, compared with **20.6%** of all male employees in September 2020.[16] [17]

In 2016, Aboriginal and Torres Strait Islander females were less likely than their male counterparts to be unemployed with an unemployment rate of 19.0%, compared with 21.1%[18] – nationally 16.9% and 19.4%.[19]

Females with a disability had a lower unemployment rate (8.6%) than males with a disability (11.4%) in 2018.[20]

Females comprised 26.5% of the total 238,800 independent contractors, and one-third (34.9%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2019.[21]

Females were slightly more likely than males to experience labour underutilisation (seasonally adjusted) with one in six females (17.9%) in the labour force either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 18.7% of males in September 2020[22] – nationally 18.9% of females and 17.8% of males[23].

Of all employees in February 2020:

- 28.3% of female employees were in casual employment, compared with 25.3% for males, and those females accounted for 52.9% of casual employees. [24] [25]

- Three in four (80.5%) female casual employees worked part-time, compared with half (53.0%) of male casual employees working part-time.[26]

Females were highly concentrated in the health care and social assistance industry (76.5% of all employed persons), but underrepresented in traditionally male-dominated industries, including the construction industry (14.5%) in August 2020.[27] [28]

The construction industry has the lowest proportion of female employees with females comprising about **1 in 7** employees or **14.5%** of the total employees.

Females represented a high proportion of clerical and administrative workers (77.3%) in August 2020, but a lower proportion of other occupation groups, including machinery operators and drivers (9.7%), and technicians and trades workers (16.0%).[29] [30]

About **1 in 10** machinery operators and drivers are female.

Participation in unpaid work

Females aged 15 years and older were 2.6 times more likely than males to spend 15 hours or more every week on unpaid domestic activities – 30.4% of females compared with 11.5% of males in 2016.[31]

Females were more likely than males to provide unpaid child care, with those aged 20–24 years showing the greatest gender gap, with females accounting for 67.8% of all Queenslanders in this age group who provided unpaid child care in 2016.[32]

Females comprised 71.9% of all primary carers, who provide ongoing assistance for at least six months with one of the core activities of communication, mobility or self-care,[33] and 84.9% of all parents who were primary carers of people with a disability in 2018.[34]

In families with children aged 0–12 years and at least one employed parent, 61.8% of working mothers used work arrangements to care for their children in 2017, compared with 32.4% of working fathers.[35]

30.8% of working mothers used part-time work to care for a child in 2017, compared with 3.8% of working fathers using this arrangement.[36]

$ Priority area **2** Women's economic security

Education and training

Female students are consistently more likely than male students to continue on to Year 12, with higher retention rates for females than for males at 94.5% and 88.5% respectively in 2019.[37][38]

Aboriginal and Torres Strait Islander females (75.9%) were more likely than Aboriginal and Torres Strait Islander males (66.5%) to continue on to Year 12 in 2019.[39][40]

Females comprised 60.3% of commencements and 60.6% of completions of higher education award courses in 2019.[41][42]

As of May 2019, 18.7% of females aged 15-74 held a bachelor degree, compared with 13.0% for males.[43]

Aboriginal and Torres Strait Islander females were more than twice as likely as Aboriginal and Torres Strait Islander males to hold a bachelor degree in 2016.[44]

For STEM-related subjects, female students represented the majority of the Year 12 enrolments in biology (65.3%), science21 (previously named multi-strand science) (58.7%), marine science (58.2%) and agricultural science (55.0%) but were underrepresented in information processing and technology (12.4%) and engineering technology (11.7%) in 2019.[45][46]

In 2019, females comprised the majority of certain apprenticeships or traineeships (in training) in non-trade occupations, such as specialist managers (94.5%) and carers and aides (93.2%) but were underrepresented in apprenticeships or traineeships (in training) in trade occupations such as construction trades workers (2.3%) and automotive and engineering trades workers (3.6%).[47][48]

Income

Females, on average, earnt $1,485.10 in a full-time working week in May 2020, compared with $1,753.70 for males in a full-time working week, resulting in the 15.3% gender pay gap[49] – nationally 14.0% (full-time average weekly earnings of $1,558.40 for females and $1,812.00 for males).[50]

15.3% gender pay gap in May 2020

$1753.70

$1,485.10

Across occupations, machinery operators and drivers were likely to have the largest pay gap, in terms of average hourly ordinary time cash earnings, with females earning 21.9% less than males.[51] The lowest gender gap was for labourers (12.3%), followed by sales workers (14.7%).[52]

Across industries, the largest pay gap was in the professional, scientific and technical services industry, with females earning $39.50 per hour – 29.5% less than that of males ($56.00), based on the average hourly ordinary time cash earnings of adult employees working in non-managerial roles, and the lowest gender pay gap was in the accommodation and food services industry with females earning $27.20 – 5.9% less than that of males ($28.90). [53][54]

In May 2018, based on average weekly total cash earnings,

- females working part-time on a casual basis earnt a total of $519.70 weekly – 25.5% less than that of their male counterparts ($697.70).[55]

- all female employees (working full-time or part-time) on a casual basis earnt a total of $586.70 weekly – 41.8% less than that of their male counterparts ($1,008.10).[56]

Income support

For people aged 65 years and over who were not in the labour force, government pensions and allowances were the main source of income for 78.0% of females and 65.0% of males in 2017–18[57] – nationally 69.4% of females and 63.0% of males.[58]

Females comprised 94.3% of single parents who received Parenting Payment, having principal care of a child or children under the age of eight years[59], and 71.0% of people receiving Carer Payment in Queensland in June quarter 2020.[60]

Retirement and superannuation

The average superannuation balance was $111,275 for females and $164,031 for males in 2017–18[61], that is, about 32.2% less than men's – nationally $121,322 for females and $168,474 for males.[62]

In every age group, on average, females had lower superannuation balances than males. Those aged 70 years and over showed the largest gap, with $279,463 for females and $404,490 for males in 2017–18[63] – nationally $290,054 and $409,263 respectively.[64]

Superannuation balances for people aged 70 years and over in 2017–18

$404,490

$279,463
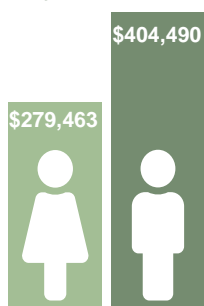
The average balance of superannuation accounts for people aged 65 years and over who were not in the labour force was $76,429 for females, compared with $153,699 for males – nationally $106,392 for females and $155,453 for males.

Of people aged 15–64 years, females were more likely than males to have no

superannuation coverage.[65] Those aged 55–64 years showed the greatest gender gap, with 20.9% of females, compared with 13.6% of males, in this age group having no superannuation coverage in 2017–18[66] – nationally 22.4% and 16.3% respectively.[67]

35.9% of females aged 15–64 years with disability and 26.8% of females aged 15–64 years who were born overseas had no superannuation coverage in 2017–18.[68]

Housing and homelessness

As at 31 August 2020, females comprised 56.3% (or 55,621) of all public rental housing tenants and 56.5% (or 5,530) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.[69]

- Single females aged over 55 years (22.6%) and single mothers with children, who had at least one child under 18 years of age (20.2%), together made up 42.8% (or 20,588) of all public rental housing tenants.

- Single females aged over 55 years (9.8%) and single mothers with children, who had at least one child under 18 years of age (36.5%), together made up 46.4% (or 1,477) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.

Females were more likely to experience homelessness at some time in their lives with 14.5% of females, compared with 12.2% of males in 2014.[70, 71]

Females accounted for 57.3% of people accessing government-funded specialist homelessness services in 2018–19, with females aged 18–44 years comprising more than half (52.2%) of female clients and just under a third (29.9%) of all clients.[72]

One-parent families with dependent children under 15 years of age spent 25.4% of their average gross income on housing costs in 2017–18, compared with 15.1% for couple families with dependent children.[73] Females headed 85.0% of one-parent families with children under 15 years in 2016.[74]

Priority area

3 Women's safety

Feelings of safety

Females and males in Queensland largely did not experience physical assault, with only 2.6% of females and 2.5% of males aged 15 years and over experiencing physical assault[75] in 2018–19.

Females (3.5%) were slightly more likely than males (2.5%) to experience threatened physical assault[76] (both face-to-face[77] and non-face-to-face incidents[78] such as SMS, email or over the phone).[79]

Females aged 15 years and over were less likely than males to feel safe alone after dark at home or in local area in 2014:

- 84.1% of females, compared with 94.1% of males, felt safe or very safe at home alone after dark.[80]
- 32.6% of females reported feeling safe or very safe walking alone in local area after dark, compared with 69.6% of males.[81]

Victims of offences

Females were slightly more likely than males to be a victim of an offence against the person with 53.6% of all reported victims in 2019–20 identified as female.[82]

Females aged 15–24 years were the age group most likely to be a victim of an offence against the person in 2019–20[83]: Females

- aged 15–19 years were the most common victims of offences in all age groups of both females and males, with a rate of 1,823.3 victims per 100,000 female population aged 15–19 years, compared with 999.7 per 100,000 male population aged 15–19 years. [84]
- aged 20–24 years were the second-most common victims of offences in all age groups of both females and males at a rate of 1,474.2 victims per 100,000 female population aged 20–24 years, compared with 955.1 victims per 100,000 male population aged 20–24 years. [85]

Sexual offences and stalking

There were 4,115 victims of sexual assault[86] in 2019.[87] Of these victims, females constituted 84.7% – nationally, 83.1%.[88]

Of all Aboriginal and Torres Strait Islander victims of sexual assault, 78.9% were women in 2019.[89]

Females in all age groups were considerably more likely than males to be a victim of a sexual offence, with those aged 15–19 years being the most likely. In this victim age group, 90.9% were identified as female in 2019–20.[90]

In 2019–20, **9 in 10** victims of sexual offences aged 15–19 years were female.

Of the total 2,778 sexual offenders in 2019–20, 3.2% (or 89) were identified as female 96.7% (or 2,685) were identified as male [91]:

- Offenders were known to almost three in four (72.2%) victims of sexual offences in 2019–20, with 37.9% of victims offended against by a family member (a partner, a former partner, a child or other family members) and 34.3% by an acquaintance, friend, neighbour or colleague.[92]

Females of Aboriginal and Torres Strait Islander origin comprised 10.8% of total female victims of sexual assault in 2019.[93] This compares with 8.2% in New South Wales, 5.9% in South Australia and 39.0% in the Northern Territory.[94]

In 2019–20, 78.7% of victims of stalking were identified as female, while 86.7% of all stalking offenders were identified as male.[95]

Domestic and family violence

Fewer breaches of domestic violence protection orders were recorded for female offenders than males in 2019–20, with 84.9% of all offenders identified as male for this offence type [96]:

- A total of 33,811 offences were reported to police, equating to a rate of 658.2 offences per 100,000 persons, a 17.7% increase from 559.3 offences per 100,000 persons in 2018–19.[97]
- More than two-thirds (68.7%) of male offenders were aged 18–39 years. [98]

Females were over three times more likely than males to be killed by a partner, comprising 77.9% of the total 134 victims of intimate partner relationship homicides between 1 July 2006 and 30 June 2020.[99]

During this period[100]:

- Almost all females killed within an intimate partner relationship (95.4%) were identified as the primary victim of domestic and family violence.
- In all but two cases where a male was killed by his female intimate partner, the male deceased was identified as the primary perpetrator of domestic and family violence in the relationship.
- 80.0% of homicide offenders were male in cases of intimate partner homicide involving one homicide victim.
- Just over one in six (17.0%) of all domestic and family homicide cases, the deceased was identified as Aboriginal and Torres Strait Islander.

Between 1 March 2020 and 30 June 2020 (which included COVID-19 restrictions) there were nine identifiable domestic and family violence homicides in Queensland.[101] This involved:

- Two intimate partner homicides, both involving female deceased
- One collateral homicide involving a male deceased
- Six family homicides, involving two adult female deceased; two child deceased; and two adult male deceased.

Female victims of domestic and family violence-related homicide and related offences accounted for 53.8% of all female homicide victims recorded during 2019.[102] By contrast, male victims of domestic and family violence-related homicides accounted for 8.3% of all male homicide victims – nationally 65.0% and 16.2% respectively.[103] Comparable statistics available for other states and territories were 66.7% and 20.5% in New South Wales, 79.4% and 8.6% in Victoria, and 56.3% and 11.5% in Western Australia.[104]

Females were over **3 times** more likely than males to be killed by a partner.

Of all Queensland clients seeking government-funded specialist homelessness services, due to domestic and family violence as a main reason, 75.0% were female in 2018–19[105] – nationally 76.9%.[106]

Females accounted for 67.6% of all alleged victims of elder abuse reported to the Elder Abuse Helpline in 2019-20.[107,108] Between 1 March 2020 and 30 June 2020 (which included COVID-19 restrictions), females accounted for 66.1% of all alleged victims of elder abuse reported to the Elder Abuse Helpline.[109, 110]

Discrimination and other forms of violence

Of 846 complaints accepted and dealt with by the Human Rights Commission Queensland in 2019-20, illegal discrimination on the basis of pregnancy accounted for 26 (or 3.1%) complaints.[111]

Australia provides support services for trafficked people[112] through the Support Program. Females comprised[113]:

- 76.3% of total 80 clients who were on the Support Program in 2015–16
- all clients supported through the Support Program due to exploitation in sex industry (in 2014–15 and 2015–16) and forced marriage (in 2014–15).

Priority area 4 Women's health and wellbeing

Life expectancy

In the three years of 2017–2019, females had a life expectancy of 84.8 years at birth, compared with 80.3 years for males.[114]

Aboriginal and Torres Strait Islander females had life expectancy of 76.4 years at birth in 2015–2017, higher than that of 72.0 years for Aboriginal and Torres Strait Islander males, but 8 years lower than for non-Indigenous females.[115]

General health status

Most females considered themselves to be in 'excellent, 'very good' or 'good' health, with little difference between females (85.4%) and males (85.0%) in 2018.[116]

Females (66.3%) were more likely than males (58.9%) to experience at least one personal stressor in the previous 12 months in 2014, with common stressors for both females and males being illness, death of a family member or friend and unable to get a job.[117]

Smoking and drinking

Females 18 years and over were less likely to smoke daily (10.0%), compared with males (12.2%) in 2018.[118]

Daily smoking rates were highest in the 45–64 years with male rates peaking at 45–54 years (15.8%) and females at 45–54 years (14.0%).[119]

In 2018, females aged 18 years and over were far less likely to drink alcohol at 'lifetime risky'[120] levels (11.9%), compared with 33.2% for males.[121]

Aboriginal and Torres Strait Islander mothers were considerably more likely to smoke at some time during pregnancy than non-Indigenous females (42.5% compared with 8.9% in 2018).[122]

Healthy weight and food

Females aged 18 years and over were 36.3% more likely than males to be in the healthy weight range in 2018, based on self-reported data. [123] The difference was mainly due to the higher prevalence of self-reported overweight for males (43.2% compared with 29.5%), while obesity was similar (24.5% compared with 23.9%).

Females aged 18 years and over were more likely than males to consume the recommended daily serves of fruit (55.3% compared with 48.8%) and vegetables (12.8% compared with 4.2%) in 2018.[124]

Cancer screening

Females in the target age groups for cancer screening programs participated in cervical screening at 53% of those aged 20–69 years in the two years 2015 to 2016 and breast screening at 56% of those aged 50–74 years in the two years 2015 to 2016.[125]

Pregnancy and childbirth

Of the total 61,931 births registered in 2018, 48.5% were female babies and 51.5% were male babies, resulting in a sex ratio at birth of 106.1 male births per 100 female births.[126]

Females had an average of just under two children during their reproductive life at the fertility rate of 1.76 babies per female in 2018 – nationally 1.74.[127]

Females had a median age for childbirth of 30.5 years in 2018, compared with 32.6 years for the median age of father.[128]

The median age of Queensland's first-time mother was 29.2 years in 2018.[129]

Of the 59,644 mothers who gave birth in 2018[130]:

- about three-quarters (75.6%) were aged 20–34 years. A further 3.0% were teenage mothers and the remaining 21.4% were aged 35 years and over.

- 7.0% were Aboriginal and Torres Strait Islander.

Falls

Females aged 65 years and older comprised the majority of fall-related hospitalisations (63.5% in 2018-19)[131], and fall-related deaths (57.0% in 2015).[132]

Mental health and wellbeing

24.3% of females reported having mental and behavioural health problems in the previous 12 months, which lasted or were expected to last at least six months or more, compared with 21.2% of males in 2017–18.[133]

Anxiety related problems were the most commonly reported mental and behavioural conditions for all Queenslanders, but at a greater rate for females (17.9%) than for males (13.0%) in 2017–18.[134]

Females (15.4%) were more likely to experience a high to very high level of psychological distress in the previous four weeks, compared with males (12.5%) in 2017–18[135]:

- The 45–54 years age group showed the largest difference between females (18.0%) and males (13.4%) experiencing a high to very high level of psychological distress.

Deaths from suicide (intentional self-harm) were less likely to occur among females, compared with males.[136] In 2019, of total 784 suicide deaths, 24.6% were female deaths.

- The highest proportion of suicide deaths of females occurred among those 35–44 years of age, while for males it was also 35–44 years of age.[137]

Physical activity

Females aged 18 years and over were less likely than males (**56.6%** compared with **62.9%**) to be sufficiently active for health benefits[138] in 2018.[139]

Girls aged 5–17 years were less likely than boys of the same age to be active every day of the past week (36.4% compared with 44.7%) with the 16–17 years age group being least active for both girls (14.9%) and boys (21.7%) in 2018.[140]

Just over half of females (54.5%) and males (52.9%) participated in sport and physical recreation activities in the previous 12 months in 2013–14[141], showing the lowest participation rate in Australia – nationally 59.4% for females and 61.0% for males.

Diseases and causes of death

The most common cause of death for both females and males was malignant neoplasms in 2019, followed by[142] [143]:

- Ischaemic heart diseases, organic, including symptomatic, mental disorders (such as dementia), cerebrovascular diseases, and other forms of heart disease for females.

- Ischaemic heart diseases, chronic lower respiratory diseases, cerebrovascular diseases, and organic, including symptomatic, mental disorders, for males.

Females were overrepresented in some cause of death categories, including female-specific causes[144] [145]:

- Malignant neoplasms of female genital organs (100.0%), malignant neoplasm of breast (99.1%), disorders of bone density and structure (80.9%), Systemic sclerosis (80.6%), and Malignant neoplasm of gallbladder (78.9%).

For Aboriginal and Torres Strait Islander people, the most common cause of death was ischaemic heart diseases, followed by diabetes for females and suicide for males.[146]

1 Queensland Parliament, *Members* – current members including Ministers and shadow Ministers.

2 The Australasian Institute of Judicial Administration (AIJA), 2020, *AIJA Judicial gender statistics: – Number and Percentage of Women Judges and Magistrates at 30 June 2020*.

3 Queensland Government Department of Premier and Cabinet, 2020, *Register of Appointees to Queensland Government Boards*, unpublished data. The figure applies to boards designated by the Queensland Government as "in scope".

4 Queensland Government Public Service Commission, 2019, *Queensland public sector quarterly workforce profile* June 2019', Table 4: Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time.

5 Figures do not include employees under the classification of chief executives and managing directors not further defined. Based on an average of four quarters: August, November, February and May.

6 Australian Bureau of Statistics, 2020, *Labour force, Australia, detailed, quarterly, Aug 2020*, 'EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards', cat. no. 6291.0.55.003.

7 *ibid*.

8 Figures do not include employees under the classification of chief executives and managing directors not further defined. Based on an average of four quarters: August, November, February and May.

9 Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing,* 'Queensland (State/Territory), General Community Profile – Table G19 Voluntary work for an organisation or group by age and sex', cat. no. 2001.0.

10 Australian Bureau of Statistics, 2017, *General social survey, summary results, Australia, 2014*, 'Table 03. State and Territory, Table 3.3 All persons, selected personal characteristics – by state and territory', cat. no. 4159.0, customised data.

11 Labour force includes people aged 15 years and over who are employed or unemployed. The labour force participation rate (also referred to as workforce participation rate) for any group is the labour force expressed as a percentage of the civilian population aged 15 years and over in the same group.

12 Australian Bureau of Statistics, 2020, *Labour force, Australia, September 2020*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original', cat. no. 6202.0.

13 Australian Bureau of Statistics, 2020, *Labour force, Australia, September 2020*, 'Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original', cat. no. 6202.0.

14 Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.

15 Australian Bureau of Statistics, 2020, *Labour force, Australia, September 2020*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original', cat. no. 6202.0.

16 Australian Bureau of Statistics, 2020, *Labour force, Australia, September 2020*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original', cat. no. 6202.0.

17 Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.

18 Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), Aboriginal and Torres Strait Islander Peoples Profile, Table I14 Selected labour force, education and migration characteristics by Indigenous status by sex', cat. no. 2002.0.

19 *ibid*.

20 Australian Bureau of Statistics, 2018, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 8.3 Persons aged 15–64 years, living in households, disability status, by sex and labour force status–2015 and 2018, proportion of persons', cat. no. 4430.0.

21 Australian Bureau of Statistics, 2020, *Microdata: Characteristics of employment, Australia, August 2019,* cat. no. 6333.0.00.001, data generated using ABS TableBuilder.

22 Australian Bureau of Statistics, 2020, *Labour force, Australia, September 2020*, 'Table 23. Underutilised persons by State, Territory and Sex - Trend, Seasonally adjusted and Original', cat. no. 6202.0 (trend).

23 *ibid*.

24 Casual employment refers to employees without paid leave entitlements. An employee is considered to be without leave entitlements if they identify as not having access to both paid sick leave and holiday leave, or did not know their entitlements.

25 Australian Bureau of Statistics, 2020, *Microdata: Participation, Job Search and Mobility, Australia, February 2020*, cat. no. 6226.0.00.001, data generated using ABS TableBuilder.

26 *ibid*.

27 Data are based on 4-quarter moving averages.

28 Australian Bureau of Statistics, 2020, *Labour force, Australia, detailed, quarterly, August 2020*, 'EQ06 - Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards', cat. no. 6291.0.55.003.

29 Data are based on 4-quarter moving averages.

30 Australian Bureau of Statistics, 2020, *Labour force, Australia, detailed, quarterly, August 2020*, 'EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards', cat. no. 6291.0.55.003.

31 Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), General Community Profile, Table G20 Unpaid domestic work: number of hours by age by sex', cat. no. 2001.0.

32 Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), General Community Profile, Table G22 Unpaid child care by age by sex', cat. no. 2001.0.

33 Australian Bureau of Statistics, 2020, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 29.1 All persons, living in households, carer status, by age and sex – 2018, estimate', cat. no. 4430.0.

34 Australian Bureau of Statistics, 2020, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 34.1 Primary carers, relationship of carer to main recipient of care, by age and sex of primary carers – 2018, estimate', cat. no. 4430.0.

35 Australian Bureau of Statistics, 2018, *Childhood education and care, Australia, June 2017*, 'Childhood Education and Care, Queensland, Table 10. Families with children aged 0–12 years with at least one parent employed: Work arrangements used by male and female parent to care for child – Queensland', cat. no. 4402.0.

36 *ibid*.

37 Based on apparent retention rates from Year 7/8 to Year 12.

38 Australian Bureau of Statistics, 2020, *Schools, Australia 2019*, 'Table 64a Capped Apparent Retention Rates, 2011–2019', cat. no. 4221.0.

39 *ibid*.

40 Based on apparent retention rates from Year 7/8 to Year 12.

41 Australian Government Department of Education and Training, Higher Education Data Collections, uCube, extracted 26 August 2020.

42 Includes domestic students only. Excludes students who commenced and completed enabling programs or non-award units of study, which do not lead to a higher education award.

43 Australian Bureau of Statistics, 2020, *Education and work, Australia, May 2019*, 'Table 9 Highest educational attainment: Level – by state or territory of usual residence and sex, persons aged 15-74 years', cat. no. 6227.0.

44 Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), Aboriginal and Torres Strait Islander Peoples Profile, Table I15 Non-school qualification: level of education by Indigenous status by age by sex', cat. no. 2002.0.

45 Queensland Curriculum and Assessment Authority, 2020, *Subjects: Enrolments and levels of achievement – 2019*.

46 Includes Year 12 Enrolments in Authority subjects (including Senior External Authority subjects) and excludes those subjects studied by less than 100 students in 2018.

47 National Centre for Vocational Education Research, 2019, VOCSTATS, 'Apprentices and trainees - December 2019', extracted 31 July 2020.

48 Trade occupations are classified as occupations within Australian and New Zealand Standard Classification of Occupations (ANZSCO) major group 3 whereas non-trade occupations are classified as ANZSCO major groups 1-2 and 4-8.

49 Australian Bureau of Statistics, 2020, *Average weekly earnings, Australia, May 2020*, 'Table 12C. Average weekly earnings, Queensland (dollars) – Seasonally Adjusted', cat. no. 6302.0.

50 Australian Bureau of Statistics, 2020, *Average weekly earnings, Australia, May 2020*, 'Table 2. Average weekly earnings, Australia (dollars) – Seasonally Adjusted', cat. no. 6302.0.

51 Australian Bureau of Statistics, 2019, *Employee earnings and hours, Australia, May 2018*, 'Table: All employees paid at the adult rate in Queensland, average hourly ordinary time cash earnings – occupation by sex', cat. no. 6306.0, customised data.

52 *ibid*.

53 Australian Bureau of Statistics, 2019, *Employee earnings and hours, Australia, May 2018*, 'Table: All non-managerial employees paid at the adult rate in Queensland, average hourly ordinary time cash earnings – industry by sex', cat. no. 6306.0, customised data.

54 Due to data unavailability, average hourly ordinary time cash earnings for non-managerial employees in Mining, Public administration and safety, Arts and recreation services industries are not included.

[55] Australian Bureau of Statistics, 2019, *Employee earnings and hours, Australia, May 2018*, 'Table: All employees paid at the adult rate in Queensland, average weekly total cash earnings – type of employee, employment status by sex', cat. no. 6306.0, customised data.

[56] *ibid*.

[57] Australian Bureau of Statistics, 2019, *Microdata: Income and Housing*, *2017-18,* cat. no. 6541.0.30.001, data generated using ABS TableBuilder.

[58] *ibid*.

[59] Department of Social Services, 2020, *DSS Payment Demographic Data, June quarter 2020*, 'Gender: Payment recipients by payment type by state and territory by gender, June 2020'.

[60] *ibid.*

[61] Australian Bureau of Statistics, 2019, *Microdata: Income and Housing*, *2017-18,* cat. no. 6541.0.30.001, data generated using ABS TableBuilder.

[62] *ibid*.

[63] *ibid*.

[64] *ibid*.

[65] No superannuation coverage is defined as having a zero balance of total superannuation accounts, not receiving a current weekly income from superannuation/annuity/private pension, and not having received a lump sum superannuation payment in the last two years.

[66] Australian Bureau of Statistics, 2019, *Microdata: Income and Housing, 2017-18*, cat. no. 6541.0.30.001, data generated using ABS TableBuilder.

[67] *ibid*.

[68] *ibid*.

[69] Queensland Department of Housing and Public Works, SAP R/3@31 August 2020, unpublished data.

[70] Australian Bureau of Statistics, 2017, *General social survey, summary results, Australia, 2014*, 'Table 3.3 All persons, selected personal characteristics – by state and territory', cat. no. 4159.0, customised data.

[71] Homelessness refers to whether a person has ever previously been without a 'permanent place to live' for reasons other than one (or more) of the following only: saving money; work related reasons; building or renovating their home; travelling/on holiday; house-sitting or having just moved back to a town or city. People who had ever previously been without a permanent place to live for other reasons (e.g. family/relationship breakdowns, financial problems, tight rental/property markets etc.) were counted in the survey as having had an experience of homelessness.

[72] Australian Institute of Health and Welfare, 2020, *Specialist homelessness services 2018–19, Supplementary tables - Queensland*, 'Table QLD CLIENTS.1: Clients and support periods, by age and sex, 2018–19'.

[73] Australian Bureau of Statistics, 2019, *Housing occupancy and costs, 2017–18*, '15. Housing Occupancy and Costs, Queensland, 1994–95 to 2017–18, Table 15.2 Housing costs as a proportion of gross household income, selected household characteristics, Queensland, 1994–95 to 2017–18', cat. no. 4130.0.

[74] Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, data generated using ABS TableBuilder.

[75] Includes being beaten, pushed, grabbed, shoved, slapped, hit with an open hand or fist, kicked, bitten, choked, stabbed, shot, burnt, being hit with something such as a bat or being dragged or hit deliberately by a vehicle. Includes assault that occurred while the person was at work. Excludes incidents that occurred during the course of play on a sporting field or organised sport, verbal abuse, incidents where the person did not encounter the offender face-to-face, and incidents of sexual assault or threatened sexual assault which also involved physical assault.

[76] Verbal, written and/or physical threat to inflict physical harm where the person being threatened believed the threat was likely and able to be carried out. Threatened assault may occur face-to-face or via non-face-to-face methods (such as SMS, email or over the phone). Includes any threat or attempt to strike the person which could cause pain; situations where a gun or other weapon was left in an obvious place (including fake or toy guns/weapons where the threatened person thought it was real) or if the person knew the perpetrator had access to a gun (including toy guns, starter pistol, etc.). Also includes incidents where the person was threatened in their line of work. Excludes any incident of name calling or swearing which did not involve a physical threat, and threats that resulted in an actual assault.

[77] Any verbal and/or physical threat to inflict physical harm, made face-to-face, where the person being threatened believed the threat was likely and able to be carried out. Excludes any incident where the person being threatened did not encounter the offender in person (e.g. threats made via telephone, text message, e-mail, in writing or through social media).

[78] Any threat to inflict physical harm where the person being threatened believed the threat was likely and able to be carried out, and where the victim did not encounter the offender face-to-face (e.g. via telephone, text message, e-mail, in writing or through social media).

[79] Australian Bureau of Statistics, 2019, *Crime victimisation, Australia, 2018–19*, 'Populations, Table 27 Populations, by states and territories', cat. no. 4530.0.

[80] Australian Bureau of Statistics, 2017, *General social survey, summary results, Australia, 2014*, 'Table 03. State and Territory, Table 3.3 All persons, selected personal characteristics – by state and territory', cat. no. 4159.0, customised data.

[81] *ibid*.

[82] Queensland Police Service, data current as at July 2020.

[83] *ibid*.

[84] *ibid*.

[85] *ibid*.

[86] Includes physical contact, or intent of contact, of a sexual nature directed toward another person where that person does not give consent, gives consent as a result of intimidation or deception, or consent is proscribed (i.e. the person is legally deemed incapable of giving consent because of youth, temporary/permanent (mental) incapacity or there is a familial relationship).

[87] Australian Bureau of Statistics, 2020, *Recorded crime – victims, Australia, 2019*, 'Victims of Crime, Selected offences, states and territories, Table 7 Victims, age by selected offences and sex, 2019', cat. no. 4510.0.

[88] Australian Bureau of Statistics, 2020, *Recorded crime – victims, Australia, 2019*, 'Victims of crime, Australia, Table 2 Victims, sex and age by selected offences, 2010–2019', cat. no. 4510.0.

[89] Australian Bureau of Statistics, 2020, *Recorded crime – victims, Australia, 2019*, 'Victims of crime, Indigenous status, selected states and territories, Table 20 Victims of sexual assault, sex and relationship of offender to victim by Indigenous status, selected states and territories, 2019', cat. no. 4510.0.

[90] Queensland Police Service, data current as at July 2020.

[91] *ibid*.

[92] *ibid*.

[93] Australian Bureau of Statistics, 2020, *Recorded crime – victims, Australia, 2019*, 'Victims of crime, Indigenous status, selected states and territories, 'Table 20 Victims of sexual assault, sex and relationship of offender to victim by Indigenous status, selected states and territories, 2019, cat. no. 4510.0.

[94] *ibid*.

[95] Queensland Police Service, data current as at July 2020.

[96] *ibid*.

[97] *ibid*.

[98] *ibid*.

[99] Coroners Court of Queensland, Queensland domestic and family homicide statistical database, unpublished data. Data is preliminary only and is subject to change as more information is gathered as part of the coronial investigation.

[100] *ibid.*

[101] *ibid.*

[102] Australian Bureau of Statistics, 2020, *Recorded crime – victims, Australia, 2019*, 'Victims of FDV Related offences, Table 22 Victims of family and domestic violence-related offences by sex, states and territories, 2014–2019, cat. no. 4510.0.

[103] *ibid*.

[104] Users should be aware that data about victims of domestic and family violence-related offences may be reflective of changes in reporting behaviour or police detection. As a result, caution should be exercised when interpreting these results, or making comparisons across the states and territories.

[105] Australian Institute of Health and Welfare, 2020, *Specialist homelessness services 2018–19, Supplementary tables - Queensland*, 'Table QLD Clients.15: Clients by main reasons for seeking assistance, 2018–19.

[106] Australian Institute of Health and Welfare, 2020, *Specialist homelessness services 2018–19, Supplementary tables - National*, 'Table Clients.15: Clients by main reasons for seeking assistance, 2018–19.

[107] Elder Abuse Prevention Unit (EAPU), 2020, *Year in review 2019–20*, unpublished data.

[108] This applies to elder abuse in close or intimate relationships (including spouse/partners, family members, friends and informal carers) and does not include abuse in consumer and social relationships.

[109] *ibid.*

[110] Elder Abuse Prevention Unit (EAPU), 2020, unpublished data.

[111] Human Rights Commission Queensland, 2020, *Annual report 2019-20*, page 34.

[112] The term 'trafficked people' is used as a general term that encompasses all victims of human trafficking, slavery and slavery-like practices.

113 *ibid*.

114 Australian Bureau of Statistics, 2020, *Life tables, states, territories and Australia, 2017–2019*, 'Table 1: Life tables, States, Territories and Australia - 2017–2019, Table 1.3 Life tables, Queensland, 2017–2019', cat. no. 3302.0.55.001.

115 Australian Bureau of Statistics, 2018, *Life tables for Aboriginal and Torres Strait Islander Australians, 2015–2017*, 'Table 1.4 Life Tables for Aboriginal and Torres Strait Islander Australians, Queensland, 2015–2017', cat. no. 3302.0.55.003.

116 Queensland Health. Queensland survey analytic system (QSAS), Detailed Queensland and regional preventive health survey results, accessed 13 August 2019.

117 Australian Bureau of Statistics, 2017, *General social survey, summary results, Australia, 2014*, 'Table 3.3 All persons, selected personal characteristics – by state and territory', customised data.

118 Queensland Health, 2018, *The health of Queenslanders 2018*. Report of the Chief Health Officer Queensland.

119 *ibid*.

120 Consuming two or more standard drinks per day (greater than 14 per week) at risk of harm/developing health problems over a lifetime.

121 Queensland Health, 2018, *The health of Queenslanders 2018*. Report of the Chief Health Officer Queensland.

122 Queensland Health, 2019, *Queensland perinatal statistics 2018*, 'Perinatal statistics 2018 annual report tables' 'Table 5.07 Mothers birthing in Queensland, 2017, smoking status by number of cigarettes after 20 weeks gestation'.

123 Queensland Health, 2018, *The health of Queenslanders 2018*. Report of the Chief Health Officer Queensland.

124 *ibid*.

125 *ibid*.

126 Australian Bureau of Statistics, 2019, *Births, Australia, 2018*, 'Births, summary, by state', cat. no. 3301.0.

127 Australian Bureau of Statistics, 2019, *Births, Australia, 2018*, 'Fertility, by age, by state', cat. no. 3301.0.

128 Australian Bureau of Statistics, 2019, *Births, Australia, 2018*, 'Confinements, by nuptiality, by state', cat. no. 3301.0.

129 *ibid.*

130 Queensland Department of Health, 2019, *Queensland perinatal statistics 2018*, 'Perinatal statistics 2018 annual report tables' 'Table 1.01 Selected variables by year - number of mothers'.

131 Queensland Department of Health, 2020, Queensland Hospital Admitted Patient Data Collection, prepared by Statistical Reporting and Coordination Unit, Statistical Services Branch.

132 Queensland Health, 2018, *The health of Queenslanders 2018*. Report of the Chief Health Officer Queensland, unpublished data.

133 Australian Bureau of Statistics, 2018, *National health survey: first results, 2017–18*, 'Table 22: Queensland, Table 3.3 Long-term conditions, proportion of persons – persons', cat. no. 4364.0.55.001.

134 *ibid*.

135 Australian Bureau of Statistics, 2018, *National health survey: first results, 2017–18*, 'Table 22: Queensland, Table 7.3 Psychological distress, proportion of persons', cat. no. 4364.0.55.001.

136 Australian Bureau of Statistics, 2020, *Causes of death, Australia, 2019*, '11. Intentional self-harm (Suicide) (Australia)', cat. no. 3303.0.

137 Australian Bureau of Statistics, 2020, *Causes of death, Australia, 2020*, '4. Underlying causes of death (Queensland), Table 4.3 Underlying cause of death, selected causes by age at death, numbers and rates, Queensland, 2019', cat. no. 3303.0.

138 Participating in at least 150 minutes of moderate intensity physical activity over five or more sessions in a week for adults.

139 Queensland Health, 2018, *The health of Queenslanders 2018*. Report of the Chief Health Officer Queensland.

140 *ibid*.

141 Australian Bureau of Statistics, 2015, *Participation in sport and physical recreation, Australia, 2013–14*, 'Table 1 Persons participating in sport and physical recreation, states and territories, by sex and age', cat. no. 4177.0.

142 Australian Bureau of Statistics, 2020, *Causes of death, Australia, 2019*, '4. Underlying causes of death (Queensland), Table 4.1 Underlying cause of death, all causes, Queensland, 2019', cat. no. 3303.0.

143 Using International Classification of Diseases (ICD) 10th Revision blocks of categories.

144 Australian Bureau of Statistics, 2020, *Causes of death, Australia, 2019*, '4. Underlying causes of death (Queensland), Table 4.1 Underlying cause of death, all causes, Queensland, 2019', cat. no. 3303.0.

145 Using International Classification of Diseases (ICD) 10th Revision three-character categories where total deaths are greater than 30.

146 Australian Bureau of Statistics, 2020, *Causes of death, Australia, 2019*, '12. Deaths of Aboriginal and Torres Strait Islander Australians, Table 12.5 Underlying causes of death, Leading causes by Aboriginal and Torres Strait Islander status, NSW, Qld, SA, WA and NT, 2015-2019', cat. no. 3303.0.