

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 86.0% and 78.7% respectively in 2022^{1,2}.

As at May 2023, 31.7% of females aged 15–74 years held a bachelor degree or higher, compared with 22.7% for males³.

In 2021, females represented 61.2% of undergraduate and postgraduate student enrolments, but they made up 34.2% of STEM enrolments. Similarly, female students represented 63.2% of undergraduate and postgraduate course completions, but they made up 35.8% of STEM completions^{4,5}.

- While representing around 1 in 3 STEM enrolments, when looking at the distribution across courses among females, only 10.7% overall were enrolled in STEM compared with 32.7% of males.
- Females were most likely to be enrolled in Health courses (32.4%) followed by Society and culture (24.6%).

In December 2022, females were overrepresented in certain apprenticeships or traineeships (in training) in non-trade occupations, such as carers and aides (92.5%) and legal, social and welfare professionals (87.2%) but were underrepresented in apprenticeships or traineeships (in training) in trade occupations such as construction trades workers (3.4%) and electrotechnology and telecommunications trades workers (5.6%)^{6,7}.

Workforce participation

At least three in five females were either employed or looking for work in September 2023, with a seasonally adjusted labour force participation rate⁸ of 62.9%, compared with 69.6% for males⁹ — nationally 62.7% for females and 71.0% for males¹⁰.

Females comprised 48.2% of all employed persons in September 2023, including 27.3% working full-time and 20.8% working part-time^{11,12}.

Working age women with a profound or severe core activity limitation, such as long term health condition or disability, had a lower unemployment rate (14.9%) than males (20.3%) in 2021. Both female and male unemployment rates have decreased since the 2016 Census, by 3.2 and 2.3 percentage points respectively¹³.

In June 2023, single mother families made up 82.7% of one parent families with children aged 0–14 years — nationally 84.6%¹⁴.

65.2% of single mothers with children aged 0–14 years were employed, however the proportion varied with the age of the child. Only 45.0% of single mothers with children aged 0–4 years were employed in June 2023, compared to 77.0% of single mothers with children aged 10–14 years¹⁵.

Nearly 3 out of 5 employed single mothers were working full-time (57.3%).

Females were 2.2 times as likely as males to work part-time, 43.2% of all female employees, compared with 19.5% of all male employees in September 2023^{16,17}.

Females comprised 33.5% of the total 230,700 independent contractors, and nearly two out of five (39.5%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2022¹⁸.

Females were slightly more likely than males to experience labour underutilisation (seasonally adjusted) with one in eight females (12.5%) in the labour force either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 9.4% of males in September 2023¹⁹ — nationally 10.9% of females and 9.0% of males²⁰.

Of all employees in February 2023:

- 25.5% of female employees were in casual employment, compared with 21.5% for males, and those females accounted for 54.2% of casual employees^{21,22}.
- four in five (78.5%) female casual employees worked part-time, compared with about half (53.2%) of male casual employees working part-time²³.

Females were highly concentrated in the health care and social assistance industry (75.7% of all employed persons in this industry), but underrepresented in traditionally male-dominated industries, including the construction industry (13.7%) in August 2023^{24,25}.

Females represented a high proportion of clerical and administrative workers (76.3%) and community and personal services workers (71.1%) in August 2023, but a lower proportion of other occupation groups, including machinery operators and drivers (11.6%), and technicians and trades workers (16.1%)^{26,27}.

Income

Females, on average, earned \$1,637.80 in a full-time working week in May 2023, compared with \$1,891.10 for males, leading to a 13.4% gender pay gap²⁸ compared with 13.0% nationally (full-time average weekly earnings of \$1,686.00 for females and \$1,938.30 for males)²⁹.

Across occupations, community and personal service workers were likely to have the largest pay gap, in terms of average hourly ordinary time cash earnings, with females earning 22.0% less than males³⁰. The lowest gender gap was for labourers (10.1%), followed by technicians and trades workers (10.7%)³¹.

Across industries, the largest pay gap was in the professional, scientific and technical services industry, with females earning \$41.30 per hour — 22.1% less than that of males (\$53.00/hour), 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 education and training industry with females earning \$48.00 per hour — 5.3% less than that of males (\$50.70/hour)^{32,33}.

In May 2021, based on average weekly total cash earnings:

- females working part-time on a casual basis earned a total of \$567.00 weekly — 19.7% less than that of their male counterparts (\$706.00/week)³⁴.
- all female employees (working full-time or part-time) on a casual basis earned a total of \$667.00 weekly — 32.1% less than that of their male counterparts (\$982.80/week)³⁵.

Income support

Females comprised 95.0% of single parents who received Parenting Payment, having principal care of a child or children under the age of eight years³⁶, and 71.7% of people receiving Carer Payment in Queensland in June quarter 2023³⁷.

Retirement and superannuation

The average superannuation balance for people over 18 years of age was \$147,786 for females and \$184,291 for males in 2020–21, that is about 19.8% lower than men's. This is down from a gap of 25.6% in 2013–14. Nationally, the average superannuation account balance was \$152,989 for females and \$192,263 for males^{38,39}.

In every age group, on average, females had lower superannuation balances than males. Those aged 60–64 years showed the largest gap, with an average superannuation account balance of \$302,635 for females and \$376,603 for males in 2020–21⁴⁰.

An ABS survey of retirees (aged 45 years and older) found that in 2020–21 18.3% of Queensland women retired with no personal income, compared with only 3.8% of men. Only 13.9% of women were able to rely on superannuation as their main source of income at retirement, compared to 36.0% of men⁴¹.

According to the same survey, in 2020–21:

- 28.5% of women were fully self-funded at retirement, compared to 40.2% of men⁴².
- 30.6% of women rely on their partner's income as the main source of funds for meeting living costs at retirement, compared to 6.4% of men⁴³.

Housing and homelessness

Females accounted for 44.3% of all persons who were estimated to be homeless on Census night in 2021 in Queensland^{44,45}.

Females accounted for 59.0% of people accessing government-funded specialist homelessness services in 2021–22, with females aged 18–44 years comprising more than half (55.0%) of female clients and just under a third (32.5%) of all clients⁴⁶.

One-parent families with dependent children under 15 years of age spent 18.9% of their average gross income on housing costs in 2019–20, compared with 12.7% for couple families with dependent children.⁴⁷ Females headed 82.3% of one-parent families with children under 15 years in 2021⁴⁸.



Safety, Health and Wellbeing

Feelings of safety

Females and males in Queensland largely did not experience physical assault, with only 2.6% of females and 2.1% of males aged 15 years and over reporting experiencing physical assault⁴⁹ in 2021–22.

Females (2.3%) were slightly less likely than males (2.7%) to experience threatened physical assault⁵⁰ (both face-to-face⁵¹ and non-face-to-face incidents⁵² such as SMS, email or over the phone)⁵³.

In 2021–22:

- 87.3% of females in Queensland felt safe or very safe at home alone after dark, compared with 88.5% nationally⁵⁴. Nationally, 97.2% of men felt safe or very safe at home after dark⁵⁵.
- 27.0% of females reported feeling safe walking alone in local area after dark, compared to 31.4% nationally⁵⁶. Nationally, 64.7% of men reported feeling safe walking alone in local area after dark⁵⁷.

Sexual offences and stalking

Females accounted for almost 9 in 10 victims of sexual offences (85.2%) in 2022–23 with females in all age groups considerably more likely than males to be reported as a victim of a sexual offence. Females aged 15–19 years were most likely to be a reported as a victim of a sexual offence, accounting for one in five (20.8%) of the total 8,730 victims of sexual offences and 89.0% of all victims of sexual offences in this age group⁵⁸.

Of the reported 3,306 sexual offenders in 2022–23, just 4.4% (144) were identified as female, while 95.6% (3,156) were identified as male⁵⁹.

Across all reported victims of sexual offences, nearly two-thirds (63.5%) of victims knew their offenders in 2022–23, with 34.9% of victims offended against by a family member (a partner, a former partner, a child or other family members) and 28.6% by an acquaintance, friend, neighbour or colleague⁶⁰.

In 2022–23, 82.7% of victims of stalking were identified as female, while 87.3% of all stalking offenders were identified as male⁶¹.

Victims of all offences against the person

Females were more likely than males to be a victim of an offence against the person with 60.2% of all reported victims in 2022–23 identified as female⁶².

Females aged 15–24 years were the group most likely to be a victim of an offence against the person in 2022–23⁶³:

- females aged 15–19 years had the highest rate for victims of offences against the person across all age groups in both females and males (3,760.6 victims per 100,000 female population aged 15–19 years)⁶⁴.
- females aged 20–24 years had the second highest victims of offences against the person rate across all age groups in both females and males at a rate of 3,509.5 victims per 100,000 female population aged 20–24 years⁶⁵.

Domestic and family violence

A total of 59,483 offences of breach of domestic violence (protection) order were reported to police in 2022–23, equating to a rate of 1,118.0 offences per 100,000 persons, a 24.8% increase from 896.0 offences per 100,000 persons in 2021–22⁶⁶.

Fewer breaches of domestic violence (protection) orders were recorded for female offenders than male offenders in 2022–23, with 83.2% of the total 31,709 identified as male for this offence type⁶⁷:

- Almost two-thirds (63.9%) of male offenders for breach of domestic violence (protection) order were aged 18–39 years⁶⁸.

Between 1 July 2017 and 30 June 2023, there were 123 domestic and family violence-related deaths that occurred in an intimate partner or family relationship in Queensland⁶⁹.

- Of these 123 deaths, 64 occurred in intimate partner relationships and 59 were family relationships.

During this period (between 1 July 2017 and 30 June 2023)⁷⁰:

- For intimate partner homicides, the alleged homicide offender was male in 64.7% (44 of 68) of cases and female in 35.3% (24 of 68) of cases.
- For deaths that occurred in a family relationship, the alleged homicide offender was male in 71.2% (42 of 59) of cases and female in 28.8% (17 of 59) of cases.
- Almost 40% of persons who died as a result of a domestic and family violence-related death in an intimate partner relationship were aged 45–54 years at the time of their death (24 of 64).

In 2022–23 alone, there were a total of 16 deaths that occurred in an intimate partner or family relationship in Queensland. Of the 9 deaths that occurred in an intimate partner relationship, 8 were females. Of the 7 deaths that occurred in a family relationship, 3 were female⁷¹.

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 2021–22 — nationally 76.7%⁷².

Of the estimated 2,795,329 Queensland adults who were in paid employment in 2022, 41.1% were in a workplace that had engaged in domestic and family violence initiatives in the last 12 months⁷³.

Discrimination and other forms of violence

Of 661 discrimination complaints accepted and finalised by Queensland's Human Rights Commission Queensland in 2022–23, discrimination on the basis of pregnancy accounted for 11 (or 1.7%) complaints⁷⁴.

General health status

Most females (82.3%) considered themselves to be in 'excellent', 'very good' or 'good' health, however the proportion was lower than for males (84.6%) in 2022⁷⁵.

In 2020, a slightly higher proportion of females (62.5%) than males (60.5%) reported experiencing at least one personal stressor in the previous 12 months. Common stressors for both females and males were illness, death of a family member or friend and unable to get a job⁷⁶.

Life expectancy

In the three years 2020–2022, females had a life expectancy of 85.0 years at birth, compared with 80.7 years for males⁷⁷.

Pregnancy and childbirth

Of the total 62,094 births registered in Queensland in 2022, 48.5% were female babies and 51.5% were male babies, resulting in a sex ratio at birth of 106.3 male births per 100 female births⁷⁸.

Females had on average less than two children during their reproductive life at a total fertility rate (TFR) of 1.71 babies per female in 2022 — nationally TFR was 1.63⁷⁹.

Females had a median age at childbirth of 30.9 years in 2022, compared with 32.9 years for the median age of father⁸⁰.

Of the 62,094 births in 2022⁸¹:

- about three-quarters of mothers (74.6%) were aged 20–34 years. A further 2.5% were teenage mothers and the remaining 22.9% were aged 35 years and over⁸².

Healthy weight and food

Females aged 18 years and over were more likely than males to be in the healthy weight range in 2022 (41.2% compared with 30.4%, based on self-reported data)⁸³. The difference was mainly due to the higher prevalence of self-reported overweight for males (40.5% compared with 28.4%), while obesity was similar (27.8% compared with 27.3%).

Females aged 18 years and over were more likely than males to consume the recommended daily serves of fruit (50.6% compared with 44.3%) and vegetables (10.7% compared with 4.1%) in 2021⁸⁴.

Physical activity

Females aged 18 years and over were less likely than males (54.5% compared with 58.9%) to be sufficiently active for health benefits⁸⁵ in 2021⁸⁶.

In 2022, primary school-aged girls were more than twice as likely as older girls to be active for at least one hour a day (59.2% compared with 24.3%). More generally, girls aged 5–17 years were less likely than boys of the same age to accumulate 5–7 days of 60 minutes physical activity in the past week (63.5% compared with 70.3%)⁸⁷.

Just over half of females (54.5%) and males (52.9%) participated in sport and physical recreation activities in the previous 12 months in 2013–14⁸⁸, showing the lowest participation rate in Australia — nationally 59.4% for females and 61.0% for males.

Cancer screening

Females in the target age groups for cancer screening programs participated in a Pap Smear or Cervical Screening Test at 67.5% of those aged 25–74 years in the four years 2018 to 2022, and breast screening at 51.3% of those aged 50–74 years in 2021–22⁸⁹.

Mental health and wellbeing

In October 2023, the Australian Bureau of Statistics (ABS) published an updated National Study of Mental Health and Wellbeing (NSMHW). The ABS advises that the NSMHW is the recommended source for prevalence data for mental disorders as it uses diagnostic criteria rather than relying on respondents self-reporting that they have a mental health condition. The mental health figures reported in this edition of the Gender Equality Report Card are not directly comparable with the figures published in previous editions, which were sourced from the ABS National Health Survey (NHS). For more information, visit [Comparing ABS long-term health conditions data sources](#).

In 2020–22, 28.1% of females reported experiencing symptoms of a lifetime mental disorder in the 12-month prior to the survey, compared to 19.3% of males⁹⁰.

Anxiety was the most commonly reported 12-month mental disorder group, but at a greater rate for females (24.6%) than for males (13.6%) in 2020–22.⁹¹ Nationally, 21.1% of females and 13.3% of males experienced anxiety symptoms in the 12 months prior to the survey⁹².

Social phobia was the most common 12-month anxiety disorder for both females and males, 10.5% and 5.6% respectively, followed by post-traumatic stress disorder (9.0% of females and 4.7% of males)⁹³.

Queensland females also showed higher rates of 12-months affective disorders, such as depressive episodes and bipolar affective disorder, than males (10.5% compared with 6.8%)⁹⁴. depressive episode was the most common 12 month affective disorder for both females (6.9%) and males (4.3%)⁹⁵.

In 2022, Queensland females 18 years and over reported experiencing an average of 6.8 mental unhealthy days in the past 30 days, compared with males (4.6 days). The 18–29 age group showed the largest difference in mental unhealthy days between females (9.1 days) and males (5.8 days). The average number of mental unhealthy days in females decreases with increasing age, with females in the 18–29 age group reporting the highest number of mental unhealthy days in the past 30 days (9.1 days), and females 65 years and over experiencing the lowest number of mental unhealthy days (4.1 days)⁹⁶.

Deaths from suicide (intentional self-harm) were less likely to occur among females, compared with males⁹⁷. In 2022, of 773 suicide deaths of Queenslanders, 23.4% were female deaths.

- The highest number of suicide deaths in females (44) and males (124) occurred among those aged 45–54 years⁹⁸.

Smoking and drinking

- Females 18 years and over were less likely to smoke daily (9.1%), compared with males (11.8%) in 2022⁹⁹.
- Daily smoking rates were highest for those aged between 30–64 years with male rates peaking at 30–44 years (14.6%) and females at 45–64 years (12.0%)¹⁰⁰.
- In 2022, the prevalence of risky drinking among males was double that of females (48.9% compared to 24.5%)¹⁰¹.

Diseases and causes of death

Of the 20,523 male deaths in 2022, ischaemic heart disease was the leading cause (11.9%), followed by dementia (6.6%) and lung cancer (5.7%)^{102 103}.

The leading cause of death among females in 2022 was dementia, accounting for 12.4% of the 17,637 deaths, followed by ischaemic heart disease (9.2%) and cerebrovascular disease (6.6%)^{104 105}.

Premature mortality, where age at death is less than life expectancy, can be measured using years of potential life lost (YPLL). Looking at the leading causes of death this way gives a different picture of causes:

- among females, dementia accounted for only 1.0% of YPLL, while lung cancer accounted for 6.0%. This is because the median age at death for dementia is much higher than that of lung cancer¹⁰⁶.
- among males, while suicide accounted for only 2.9% of deaths in 2022, it accounted for 14.3% of YPLL. In contrast, ischaemic heart disease accounted for 10.9% of YPLL¹⁰⁷.

First Nations Women

Education and training

Aboriginal and Torres Strait Islander females (67.2%) were more likely than Aboriginal and Torres Strait Islander males (59.3%) to continue on to Year 12 in 2022^{108 109}.

Aboriginal and Torres Strait Islander females were nearly twice as likely as Aboriginal and Torres Strait Islander males to hold a bachelor degree in 2021¹¹⁰.

Housing and homelessness

As at 31 August 2023, females comprised 56.6% (or 58,126) of all public rental housing tenants and 56.8% (or 5,547) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants¹¹¹.

- Single females aged over 55 years (22.5%) and single mothers with children, who had at least one child under 18 years of age (19.3%), together made up 41.8% (or 21,823) of all public rental housing tenants.
- Single females aged over 55 years (9.3%) and single mothers with children, who had at least one child under 18 years of age (34.1%), together made up 43.4% (or 1,378) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.

Sexual offences and stalking

Aboriginal and Torres Strait Islander females accounted for 11.5% of female victims of sexual assault and were at least 6.2 times more likely to be reported as a victim of a sexual offence in 2022–23 as non-Indigenous females¹¹².

Domestic and family violence

Between 1 July 2017 and 30 June 2023, there were 123 domestic and family violence-related deaths that occurred in an intimate partner or family relationship in Queensland¹¹³.

- Where cultural background could be identified, Aboriginal and Torres Strait Islander peoples represented 25.4% of intimate partner homicide victims, and 25.0% of family homicide victims.

Life expectancy

Aboriginal and Torres Strait Islander females had life expectancy of 76.6 years at birth in 2020–2022, higher than for Aboriginal and Torres Strait Islander males (72.9 years), but 7 years lower than for non-Indigenous females¹¹⁴.

Pregnancy and childbirth

Of the 62,094 births in 2022¹¹⁵:

- 8.2% were Aboriginal and Torres Strait Islander mothers¹¹⁶.

Smoking and drinking

Aboriginal and Torres Strait Islander mothers were significantly more likely to smoke during pregnancy than non-Indigenous mothers (43.3% compared with 8.8% in 2021)¹¹⁷.

Diseases and causes of death

For Aboriginal and Torres Strait Islander Queenslanders, the most common cause of death was ischaemic heart disease, followed by diabetes for females and suicide for males¹¹⁸.

Workforce participation

In 2021, Aboriginal and Torres Strait Islander females were less likely than their male counterparts to be unemployed with an unemployment rate of 12.4%, compared with 14.3%¹¹⁹ — nationally 11.2% and 13.4%¹²⁰.



Women with Diverse Backgrounds and Experiences

Income support

For people aged 65 years and over who were not in the labour force, government benefits and allowances were the main source of income for 70.4% of females and 65.8% of males in 2021¹²¹ — nationally 68.5% of females and 63.9% of males¹²².

Retirement and superannuation

The average superannuation balance for people over 18 years of age was \$147,786 for females and \$184,291 for males in 2020–21, that is about 19.8% less than men's. This is down from a gap of 25.6% in 2013–14. Nationally, the average superannuation account balance was \$152,989 for females and \$192,263 for males^{123 124}.

In every age group, on average, females had lower superannuation balances than males. Those aged 60–64 years showed the largest gap, with an average superannuation account balance of \$302,635 for females and \$376,603 for males in 2020–21¹²⁵.

An ABS survey of retirees (aged 45 years and older) found that in 2020–21 18.3% of Queensland women retired with no personal income, compared with only 3.8% of men. Only 13.9% of women were able to rely on superannuation as their main source of income at retirement, compared to 36.0% of men¹²⁶.

According to the same survey, in 2020–21:

- 28.5% of women were fully self-funded at retirement, compared to 40.2% of men¹²⁷.
- 30.6% of women rely on partner's income as the main source of funds for meeting living costs at retirement, compared to 6.4% of men¹²⁸.

30.4% of females aged 15–64 years with disability or long term health condition and 21.3% of females aged 15–64 years who were born overseas had no superannuation coverage in 2019–20¹²⁹.

Domestic and family violence

Females accounted for 69.1% of all alleged victims of elder abuse reported to the Elder Abuse Helpline in 2021–22^{130 131}.

Discrimination and other forms of violence

Australia provides support services for trafficked people¹³² through the Support Program. Females comprised:¹³³

- 83.3% of the total 426 clients who were on the Support Program between 2009 and 2019.
- 106 of the 108 clients supported through the Support Program due to forced marriage (2014 to 2019).

Falls

Females comprised the majority of fall-related hospitalisations in Queensland for patients aged 65 years and older (60.8% in 2022–23)¹³⁴. Nationally, females also comprised the majority of fall-related deaths for people aged 75 years and over (52.5% of deaths caused by accidental falls in 2019–21 in Australia)¹³⁵.

Empowerment and Recognition

Leadership

Females comprised:

- 47.4% of the Queensland Cabinet (nine of the 19 cabinet members) and 31.2% (29 of 93 seats) of Queensland Parliament members, at 31 December 2023¹³⁶.
- 42.2% (or 70) of all 166 serving judges and magistrates, including the Chief Justice of Queensland at 30 June 2023. This compares with 44.9% of judges and magistrates nationally¹³⁷.
- 54% of all members on Queensland Government bodies as at 30 September 2023¹³⁸.
- 52.6% of Queensland Public Sector leadership roles at Senior Officer and higher in March 2023^{139 140}.
- 67.1% of the total full-time equivalent employment in the Queensland Public Sector in March 2023¹⁴¹.
- 31.8% (or 2,796) of the total 8,806 chief executives and managing directors in Queensland during 2022–23^{142 143} — nationally females accounted for 28.9% (or 16,945)^{144 145}.

Social and community participation

In the 12 months prior to the 2021 Census, females accounted for 57.0% of Queenslanders who did voluntary work, with 16.7% of females reporting engaging in voluntary work for an organisation or group, compared with 13.5% of males¹⁴⁶.

19.4% of females, compared with 21.3% of males, were involved in community support groups in 2020, such as service clubs, welfare organisations, parenting/children/youth, and emergency services¹⁴⁷.

Participation in unpaid work

Females aged 15 years and older were 2.3 times more likely than males to spend 15 hours or more every week on unpaid domestic activities – 30.6% of females compared with 13.4% of males in 2021¹⁴⁸.

Females were more likely than males to provide unpaid childcare, with those aged 20–24 years showing the greatest gender gap, with females accounting for 67.2% of all Queenslanders in this age group who provided unpaid childcare in 2021¹⁴⁹.

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-care¹⁵⁰ and 84.9% of all parents who were primary carers of people with a disability in 2018¹⁵¹.

In the two weeks prior to Census night 2021, more working age women (14.6%) were providing unpaid assistance to a person with a disability, health condition or due to old age than men (9.4%), and 3 in 5 carers providing unpaid assistance were women¹⁵².

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 fathers¹⁵³.

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 arrangement¹⁵⁴.

In 2022–23, the most common reason women were unavailable to start a job or work more hours within four weeks was 'Caring for children' (29.0%), while for men it was 'Long-term sickness or disability' (53.4%)¹⁵⁵.

References

- 1 Based on apparent retention rates from Year 7/8 to Year 12.
- 2 Australian Bureau of Statistics, 2023, *Schools, Australia 2022*, 'Table 64a Capped Apparent Retention Rates, 2011–2022'.
- 3 Australian Bureau of Statistics, 2023, *Education and work, Australia, May 2023*, 'Table 21 Highest educational attainment: Level – by state or territory of usual residence and sex, persons aged 15–74 years'.
- 4 Australian Government Department of Education and Training, 2022, *Higher Education Statistics – 2021 Student data*.
- 5 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.
- 6 National Centre for Vocational Education Research, 2023, *VOCSTATS*, 'Apprentices and trainees 2022– December Quarter' DataBuilder, extracted 27 September 2023.
- 7 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.
- 8 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.
- 9 Australian Bureau of Statistics, 2023, *Labour force, Australia, September 2023*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original'.
- 10 Australian Bureau of Statistics, 2023, *Labour force, Australia, September 2023*, 'Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original'.
- 11 Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- 12 Australian Bureau of Statistics, 2023, *Labour force, Australia, September 2023*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original'.
- 13 Australian Bureau of Statistics, 2022, *Census of Population and Housing*, data generated using ABS Tablebuilder.
- 14 Australian Bureau of Statistics, 2023, *Labour Force Status of Families, June 2023*, 'Table 8.1 - Families by state and territory and age of dependent children, partners and mothers'.
- 15 Australian Bureau of Statistics, 2023, *Labour Force Status of Families, June 2023*, 'Table 9.1 - Families by characteristics of parents and age of youngest dependent child'.
- 16 Australian Bureau of Statistics, 2023, *Labour force, Australia, September 2023*, 'Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original'.
- 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, 2023, *Microdata: Characteristics of employment, Australia, August 2022*, data generated using ABS TableBuilder.
- 19 Australian Bureau of Statistics, 2023, *Labour force, Australia, September 2023*, 'Table 23. Underutilised persons by State, Territory and Sex - Trend, Seasonally adjusted and Original'.
- 20 Ibid.
- 21 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.
- 22 Australian Bureau of Statistics, 2023, *Microdata: Participation, Job Search and Mobility, Australia, February 2023*, customised data.
- 23 Ibid.
- 24 Data are based on 4-quarter moving averages.
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or threatened sexual assault which also involved physical assault.

- 50 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.
- 51 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 face-to-face (e.g. threats made via telephone, text message, e-mail, in writing or through social media).
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