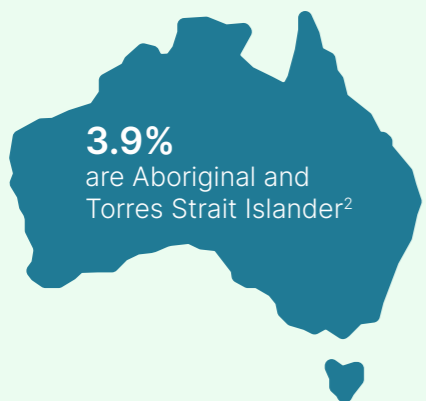




Australian Government

# Status of Women Report Card

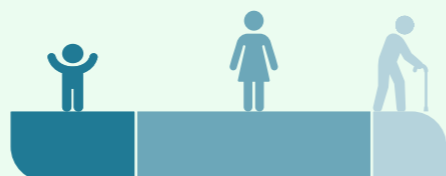
Australia is ranked 43rd for gender equality internationally<sup>1</sup>



**28.3%** were born overseas

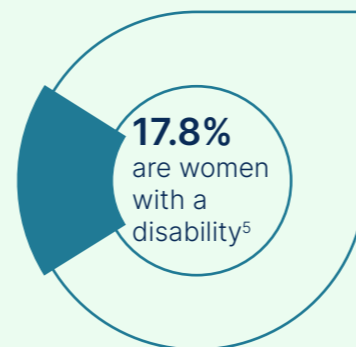


**48.5%** have a parent born overseas<sup>3</sup>

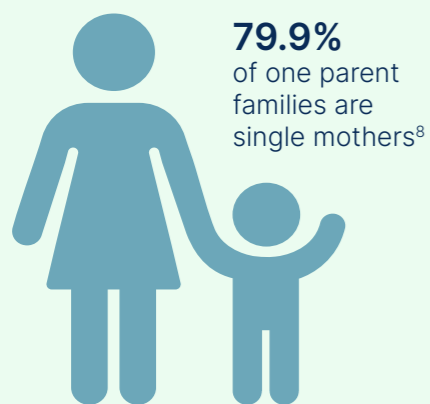
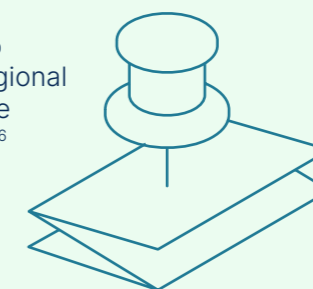


**29.4%** are under the age of 25

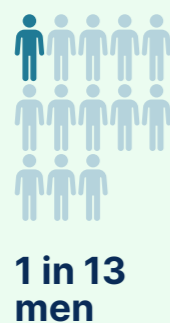
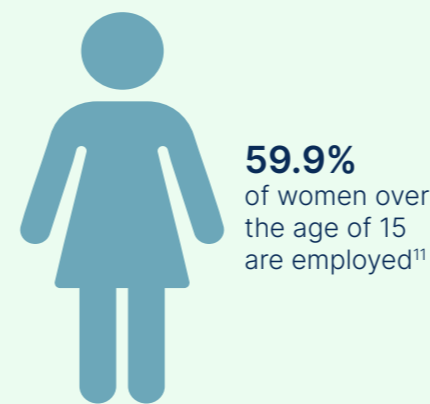
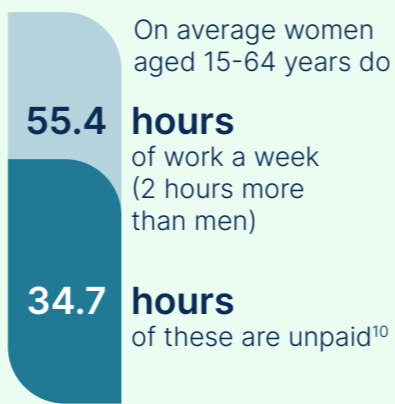
**18.0%** are 65 and over<sup>4</sup>



**28.4%** live in regional or remote Australia<sup>6</sup>



Australia has the **4th highest** level of tertiary educated women in the OECD<sup>9</sup>

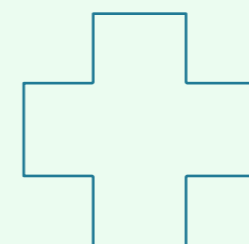
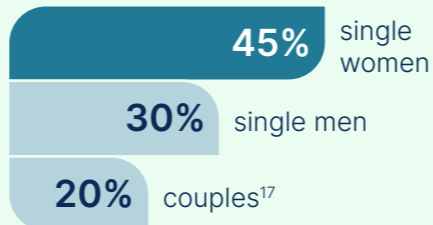


Approximately **1 in 9 women** suffer from endometriosis<sup>15</sup>



It takes an average of **5 years** to receive a diagnosis after first seeing a doctor<sup>16</sup>

Single women are the majority of rent assistance recipients

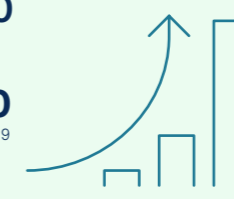


In the last 10 years, there has been a **three-fold increase** in intentional self-harm hospitalisations for young girls<sup>18</sup>

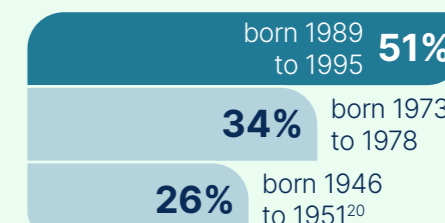
A gender pay gap emerges immediately after graduation, full-time starting salaries average

**\$69,000** for men

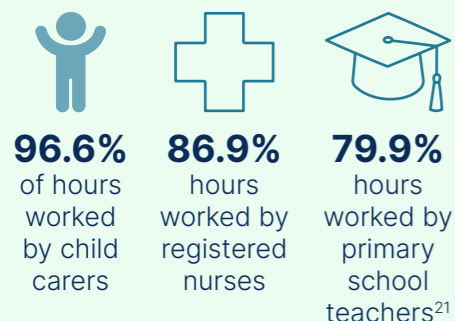
**\$67,000** for women<sup>19</sup>



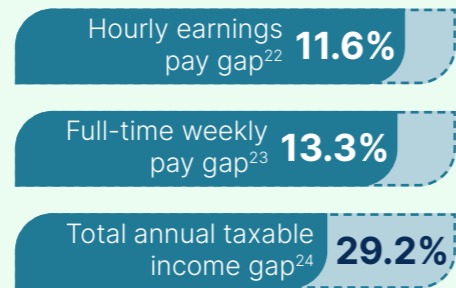
Young women are more likely to report experiencing sexual violence in their lifetime



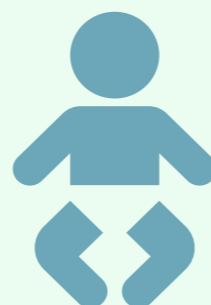
There is gender segregation in how we work. Women work:



The full-time gender pay gap is a record low, but women still earn less on average



**55% drop in earnings** for the mother in the 5 years following childbirth, while men's remains unchanged<sup>25</sup>



Women of all ages spend



Women do more unpaid housework than men even when they are the primary breadwinner

**5 hour gap**



Women approaching retirement have **23.1% less superannuation** than men of the same age<sup>28</sup>



- 
- 1 World Economic Forum (2022). *Global Gender Gap Report 2022*, released 13 July 2022. <https://www.weforum.org/reports/global-gender-gap-report-2022/>
- 2 ABS (2022). *Estimates of Aboriginal and Torres Strait Islander Australians, 2021*. <https://www.abs.gov.au/statistics/people/people-and-communities/cultural-diversity-census/2021>. Additional information accessed through TableBuilder.
- 3 ABS (2022). *Cultural diversity: Census, 2021*. <https://www.abs.gov.au/statistics/people/people-and-communities/cultural-diversity-census/2021>. Additional information accessed through TableBuilder.
- 4 ABS (2022). *National, state and territory population, 2022*. <https://www.abs.gov.au/statistics/people/population/national-state-and-territory-population>
- 5 ABS (2019). *Disability, ageing and carers, Australia: Summary of Findings, 2018*. <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings>
- 6 ABS (2021). *Census of Population and Housing, 2016*. Office for Women calculations, accessed through TableBuilder.
- 7 ABS (2021). *General Social Survey: Summary Results, Australia, 2020*, Table 5. <https://www.abs.gov.au/statistics/people/people-and-communities/general-social-survey-summary-results-australia>
- 8 ABS, Labour Force Status of Families, Released 18 October 2022.
- 9 OECD (2023), Adult education level (indicator). doi: 10.1787/36bce3fe-en (Accessed on 24 February 2023) <https://data.oecd.org/eduatt/adult-education-level.htm#indicator-chart>
- 10 ABS (2022). *How Australians Use Their Time, 2020–21*, Table 6. Office for Women calculations. <https://www.abs.gov.au/statistics/people/people-and-communities/how-australians-use-their-time>
- 11 ABS (2023). *Labour Force, Australia, January 2023*. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>
- 12 Politoff, et al. (2019). *Young Australians' attitudes to violence against women and gender equality: Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*. ANROWS Insights, Issue 01/2019. Sydney: ANROWS. <https://www.anrows.org.au/NCAS/2017/youth-report-findings/>
- 13 ABS (2021). *Sexual harassment, 2016*. <https://www.abs.gov.au/articles/sexual-harassment>
- 14 ABS (2021). *Sexual violence – victimisation, 2016*. <https://www.abs.gov.au/articles/sexual-violence-victimisation>
- 15 AIHW (2019). *Endometriosis in Australia: prevalence and hospitalisations, August 2019*. <https://www.aihw.gov.au/getmedia/a4ba101d-cd6d-4567-a44f-f825047187b8/aihw-phe-247.pdf.aspx?inline=true>
- 16 Armour, et al. (2020). Endometriosis and chronic pelvic pain have similar impact on women, but time to diagnosis is decreasing: an Australian survey. *Science Reports*, 10(16253). <https://doi.org/10.1038/s41598-020-73389-2>
- 17 Commonwealth Rent Assistance 2018 data commissioned from Department of Social Services for the Equality Rights Alliance (2020). *Equality Rights Alliance National Plan on Gender Equality 2020*. <http://www.equalityrightsalliance.org.au/wp-content/uploads/2020/05/PRINT-Affordable-and-Appropriate-Housing-for-Women-final-2020.pdf>
- 18 AIHW (2021). *Suicide & self-harm monitoring: Intentional self-harm hospitalisations among young people 2020–21*. <https://www.aihw.gov.au/suicide-self-harm-monitoring/data/suicide-self-harm-monitoring-data>
- 19 Quality Indicators for Learning and Teaching. *Graduate Outcomes Survey 2022*. [https://www.qilt.edu.au/surveys/graduate-outcomes-survey-\(gos\)](https://www.qilt.edu.au/surveys/graduate-outcomes-survey-(gos))
- 20 Townsend, N., Loxton, D., Egan, N., Barnes, I., Byrnes, E., & Forder, P. (2022). *A life course approach to determining the prevalence and impact of sexual violence in Australia: Findings from the Australian Longitudinal Study on Women's Health* (Research report 14/2022). ANROWS. <https://www.anrows.org.au/publication/a-life-course-approach-to-determining-the-prevalence-and-impact-of-sexual-violence-in-australia-findings-from-the-australian-longitudinal-study-on-womens-health/>
- 21 Borland (2022). Australian women are largely doing the same jobs they've always had, latest data shows. *The Conversation*. <https://theconversation.com/australian-women-are-largely-doing-the-same-jobs-theyve-always-had-latest-data-shows-195014>
- 22 ABS (2022). *Gender Indicators, Gender pay gap measures, May 2021*. <https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators>
- 23 ABS (2022). *Gender Indicators, Gender pay gap measures, November 2022*. <https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators>
- 24 ATO (2022). *Taxation statistics 2019-20: Individuals statistics*. <https://www.ato.gov.au/About-ATO/Research-and-statistics/In-detail/Taxation-statistics/Taxation-statistics-2019-20/>
- 25 E Bahar, N Bradshaw, N Deutscher, M Montaigne (2022). *Children and the gender earnings gap, Treasury Round Up October 2022*. <https://treasury.gov.au/sites/default/files/2022-11/p2022-325290-children.pdf>
- 26 ABS (2021). *How Australians Use Their Time, Table 1 Time Spent, 2020–21*. <https://www.abs.gov.au/statistics/people/people-and-communities/how-australians-use-their-time>
- 27 Melbourne Institute, Applied Economic & Social Research (2019) *HILDA Statistical Report Waves 1 to 17*, p.98. <https://melbourneinstitute.unimelb.edu.au/hilda/publications/hilda-statistical-reports/past-reports>
- 28 ATO (2020) *Taxation statistics 2019-20, Snapshot Table 5, Chart 12, Median super balance by age and sex*. <https://www.ato.gov.au/About-ATO/Research-and-statistics/In-detail/Taxation-statistics/Taxation-statistics-2019-20/>



# Status of Women Report Card – expanded data

## Australia is ranked 43rd for gender equality internationally

Women in Australia	Housing	Health, safety and wellbeing	Attitudes
<p>Women in Australia are diverse, educated and hard-working</p> <ul style="list-style-type: none"> <li>3.9 per cent are Aboriginal and Torres Strait Islander, 28.3 per cent were born overseas and 48.5 per cent have a parent born overseas<sup>1, 2</sup></li> <li>29.4 per cent are under the age of 25 and 18.0 per cent are 65 and over<sup>3</sup></li> <li>17.8 per cent are women with a disability<sup>4</sup></li> <li>28.4 per cent live in regional or remote Australia<sup>5</sup></li> <li>4.6 per cent identify as lesbian, gay or bisexual<sup>6</sup></li> <li>79.9 per cent of one parent families are single mothers<sup>7</sup></li> <li>63.3 per cent hold a qualification outside school and 35.2 per cent hold a bachelor degree or above<sup>8</sup></li> <li>Australia has the 4<sup>th</sup> highest level of tertiary educated women in the OECD<sup>9</sup></li> <li>59.9 per cent of women over the age of 15 are employed<sup>10</sup></li> <li>On average, women aged 15 to 64 years do 55.4 hours of work a week, 2 hours more than men. 34.7 of these are unpaid.<sup>11</sup></li> </ul>	<ul style="list-style-type: none"> <li>62 per cent of social housing tenants are women (38 per cent are men)<sup>22</sup></li> <li>Family and domestic violence is the leading cause of homelessness for women (40 per cent of women cite it as the main reason)<sup>23</sup> <ul style="list-style-type: none"> <li>25 per cent of women who want to leave a violent partner are unable to due to a lack of financial support</li> <li>15 per cent of women who returned to a violent partner did so because they had nowhere else to go<sup>24</sup></li> </ul> </li> <li>Single women are the majority of rent assistance recipients (45 per cent, compared to 30 per cent single men, and 20 per cent couples)<sup>25</sup></li> <li>The fastest growing group of people experiencing homelessness is women over the age of 55 (increasing by 31 per cent from 2011 to 2016)<sup>26</sup></li> </ul>	<ul style="list-style-type: none"> <li>1 in 2 women and 1 in 4 men have experienced sexual harassment in their lifetime<sup>34</sup></li> <li>1 in 4 women and 1 in 13 men have experienced sexual violence in their lifetime<sup>35</sup></li> <li>1 woman is killed by an intimate partner every 10 days<sup>36</sup></li> <li>Police reports of sexual assault has increased 33 per cent for women in the last 5 years, with no change for men<sup>37</sup></li> <li>Rates of family, domestic and/or sexual violence are higher for Indigenous women (34 times as likely to be hospitalised as non-Indigenous women)<sup>38</sup> and women with disability (25 per cent experienced sexual violence since the age of 15 compared to 15 per cent without disability)<sup>39</sup></li> <li>1 in 5 women (20.7 per cent) and 1 in 6 men (16.4 per cent) live with multiple chronic conditions<sup>40</sup></li> <li>Women are more likely to experience depression, anxiety, post-traumatic stress disorder and eating disorders<sup>41</sup></li> <li>Approximately 1 in 9 women suffer from endometriosis.<sup>42</sup> It takes an average of 5 years to receive a diagnosis after first seeing a doctor.<sup>43</sup></li> </ul>	<ul style="list-style-type: none"> <li>Compared to the global average (21 per cent), more Australian men (30 per cent) believe that gender inequality doesn't really exist<sup>48</sup></li> <li>More Australian men (28 per cent) believe that women often make up or exaggerate claims of abuse or rape, compared to men from the US (17 per cent), Canada (13 per cent), and the UK (13 per cent)<sup>49</sup></li> <li>Nearly a third (32 per cent) of young men believe that 'a lot of the time, women who say they were raped had led the man on and then had regrets'<sup>50</sup></li> <li>There is a continued decline in the number of Australians who understand that men are more likely than women to perpetrate domestic violence: 74 per cent in 2009, compared to 64 per cent in 2017<sup>51</sup></li> <li>Of young men aged 16 to 24 years, 22 per cent believe that men should take control in relationships and 36 per cent believe that women prefer it this way<sup>52</sup></li> <li>Fathers are less likely to feel comfortable with the idea of their sons playing with dolls, or crying when sad (75 per cent), compared to mothers (87 per cent)<sup>53</sup></li> </ul>
Youth and young adulthood	Career and working life	Parenthood and families	Later in life
<ul style="list-style-type: none"> <li>In the last 10 years, there has been a three-fold increase in intentional self-harm hospitalisations for young girls<sup>12</sup></li> <li>79.1 per cent of heterosexual women and 86.6 per cent of lesbian, gay, bisexual or women of another non-heterosexual orientation have experienced online sexual violence facilitated by dating apps<sup>13</sup></li> <li>Further, 35.4 per cent of heterosexual women and 49.5 per cent of lesbian, gay, bisexual or women of another non-heterosexual orientation have experienced in-person sexual violence facilitated by dating apps<sup>14</sup></li> <li>Occupational segregation emerges at school: <ul style="list-style-type: none"> <li>37 per cent of university and 16 per cent of VET STEM enrolments are women<sup>15, 16</sup></li> <li>25 per cent of university and 23 per cent of VET health and education enrolments are men<sup>17, 18</sup></li> </ul> </li> <li>A gender pay gap emerges immediately after graduation, full-time starting salaries for women average \$67,000 while salaries for men average \$69,000<sup>19</sup></li> <li>Young women are more likely to report experiencing sexual violence in their lifetime: 51 per cent of women born 1989 to 1995, 34 per cent of women born 1973 to 1978 and 26 per cent of women born 1946 to 1951<sup>20</sup></li> <li>Young women are also more likely to report a recent experience of sexual harassment: 38 per cent of women aged 18 to 24, 17.4 per cent of women aged 35 to 44, and 7.1 per cent of women aged 55 and over<sup>21</sup></li> </ul>	<ul style="list-style-type: none"> <li>Women and men largely work the same jobs they did 35 years ago: caring and clerical professions remain dominated by women while construction trades and labouring professions are dominated by men <ul style="list-style-type: none"> <li>Women worked: 96.6 per cent of hours worked by child carers, 86.9 per cent of hours worked by registered nurses and 79.9 per cent of hours worked by primary school teachers</li> <li>Men worked: 91.5 per cent of hours worked by construction managers, 96.0 per cent of hours worked by truck drivers and 82.3 per cent of hours worked by software and applications programmers<sup>27</sup></li> </ul> </li> <li>Women are less likely to participate in the workforce (62.1 per cent) than men (71.0 per cent), and more likely to work part-time (42.9 per cent) than men (18.8 per cent)<sup>28</sup></li> <li>A gender pay gap exists in hourly wages and full-time wages, reflecting the impact of gender discrimination and that lower-paid occupations tend to be women-dominated <ul style="list-style-type: none"> <li>Hourly earnings pay gap is 11.6 per cent<sup>29</sup></li> <li>Full-time weekly pay gap is 13.3 per cent<sup>30</sup></li> <li>Total annual taxable income gap is 29.2 per cent<sup>31</sup></li> </ul> </li> <li>Women are underrepresented in leadership: ASX200 boards are only 35.7 per cent women<sup>32</sup> and only 14 ASX200 CEOs are women<sup>33</sup></li> </ul>	<ul style="list-style-type: none"> <li>Women's earnings fall by 55 per cent in the first 5 years of parenthood, while men's stay the same<sup>44</sup></li> <li>Women of all ages spend over 9 hours a week more than men on unpaid work and care (31.6 hours for women compared to 22.4 hours for men)<sup>45</sup></li> <li>Women do more unpaid housework than men even when they are the primary breadwinner (24.1 hours for women compared to 19.1 hours for men, a gap of 5 hours)<sup>46</sup></li> <li>Women take on the mental load of planning and coordinating activities for children in 78 per cent of families, despite only being the primary carer in 52 per cent of families<sup>47</sup></li> </ul>	<ul style="list-style-type: none"> <li>Women approaching retirement have 23.1 per cent less superannuation than men of the same age<sup>54</sup></li> <li>Initial analysis suggests that 28 per cent of postmenopausal women in Australia will have moderate to severe symptoms that impact their workforce participation, however more work needs to be done to understand barriers to women participating in the workforce when experiencing menopause<sup>55</sup></li> </ul>

- <sup>1</sup> ABS (2022). *Estimates of Aboriginal and Torres Strait Islander Australians, 2021*. <https://www.abs.gov.au/statistics/people/aboriginal-and-torres-strait-islander-peoples/estimates-aboriginal-and-torres-strait-islander-australians/jun-2021>
- <sup>2</sup> ABS (2022). *Cultural diversity: Census, 2021*. <https://www.abs.gov.au/statistics/people/people-and-communities/cultural-diversity-census/2021>. Additional information accessed through TableBuilder.
- <sup>3</sup> ABS (2022). *National, state and territory population, 2022*. <https://www.abs.gov.au/statistics/people/population/national-state-and-territory-population/latest-release#>
- <sup>4</sup> ABS (2019). *Disability, ageing and carers, Australia: Summary of Findings, 2018*. <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release>
- <sup>5</sup> ABS (2021). *Census of Population and Housing, 2016*. Office for Women calculations, accessed through TableBuilder.
- <sup>6</sup> ABS (2021). *General Social Survey: Summary Results, Australia, 2020*, Table 5. <https://www.abs.gov.au/statistics/people/people-and-communities/general-social-survey-summary-results-australia/latest-release>
- <sup>7</sup> ABS, *Labour Force Status of Families*, Released 18 October 2022.
- <sup>8</sup> ABS (2022). *Education and work, Australia, May 2022*. <https://www.abs.gov.au/statistics/people/education/education-and-work-australia/latest-release>
- <sup>9</sup> OECD (2023). Adult education level (indicator). doi: 10.1787/36bce3fe-en (Accessed on 24 February 2023) <https://data.oecd.org/eduatt/adult-education-level.htm#indicator-chart>
- <sup>10</sup> ABS (2023). *Labour Force, Australia, January 2023*. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>
- <sup>11</sup> ABS (2022). *How Australians Use Their Time, 2020-21*, Table 6. Office for Women calculations. <https://www.abs.gov.au/statistics/people/people-and-communities/how-australians-use-their-time/latest-release>
- <sup>12</sup> AIHW (2021). *Suicide & self-harm monitoring: Intentional self-harm hospitalisations among young people 2020-21*. <https://www.aihw.gov.au/suicide-self-harm-monitoring/data/populations-age-groups/intentional-self-harm-hospitalisations-among-young>
- <sup>13</sup> Wolbers H et al. 2022. *Sexual harassment, aggression and violence victimisation among mobile dating app and website users in Australia*. Research Report no. 25. Canberra: Australian Institute of Criminology. <https://doi.org/10.52922/rr78740>
- <sup>14</sup> Wolbers H et al. 2022. *Sexual harassment, aggression and violence victimisation among mobile dating app and website users in Australia*. Research Report no. 25. Canberra: Australian Institute of Criminology. <https://doi.org/10.52922/rr78740>
- <sup>15</sup> Department of Industry, Science and Resources (2022). *STEM Equity Monitor: University enrolment and completion in STEM and other fields, 2020*. <https://www.industry.gov.au/publications/stem-equity-monitor/higher-education-data/university-enrolment-and-completion-stem-and-other-fields>
- <sup>16</sup> Department of Industry, Science and Resources (2022). *STEM Equity Monitor: Vocational education and training enrolment and completion in STEM and other fields, 2020*. <https://www.industry.gov.au/publications/stem-equity-monitor/higher-education-data/vocational-education-and-training-enrolment-and-completion-stem-and-other-fields>
- <sup>17</sup> Department of Industry, Science and Resources (2022). *STEM Equity Monitor: University enrolment and completion in STEM and other fields, 2020*. <https://www.industry.gov.au/publications/stem-equity-monitor/higher-education-data/university-enrolment-and-completion-stem-and-other-fields>
- <sup>18</sup> Department of Industry, Science and Resources (2022). *STEM Equity Monitor: Vocational education and training enrolment and completion in STEM and other fields, 2020*. <https://www.industry.gov.au/publications/stem-equity-monitor/higher-education-data/vocational-education-and-training-enrolment-and-completion-stem-and-other-fields>
- <sup>19</sup> Quality Indicators for Learning and Teaching. *Graduate Outcomes Survey 2022*. [https://www.qilt.edu.au/surveys/graduate-outcomes-survey-\(gos\)](https://www.qilt.edu.au/surveys/graduate-outcomes-survey-(gos))
- <sup>20</sup> Townsend, N., Loxton, D., Egan, N., Barnes, I., Byrnes, E., & Forder, P. (2022). *A life course approach to determining the prevalence and impact of sexual violence in Australia: Findings from the Australian Longitudinal Study on Women's Health* (Research report 14/2022). ANROWS. <https://www.anrows.org.au/publication/a-life-course-approach-to-determining-the-prevalence-and-impact-of-sexual-violence-in-australia-findings-from-the-australian-longitudinal-study-on-womens-health/>
- <sup>21</sup> ABS (2021). *Sexual Harassment, 2016*. <https://www.abs.gov.au/articles/sexual-harassment>
- <sup>22</sup> AIHW (2019). *Housing assistance in Australia*. <https://www.aihw.gov.au/reports/housing-assistance/housing-assistance-in-australia-2019/contents/summary>
- <sup>23</sup> Council to Homeless Persons analysis of AIHW (2020). *Specialist Homelessness Services Collection, 2017-18, published in Equality Rights Alliance National Plan on Gender Equality 2020*. <http://www.equalityrightsalliance.org.au/wp-content/uploads/2020/05/PRINT-Affordable-and-Appropriate-Housing-for-Women-final-2020.pdf>
- <sup>24</sup> Summers (2022). *The Choice: Violence or poverty*. Analysis of 2016 Personal Safety Survey <https://www.violenceorpoverty.com/>
- <sup>25</sup> Commonwealth Rent Assistance 2018 data commissioned from Department of Social Services for the Equality Rights Alliance (2020). *Equality Rights Alliance National Plan on Gender Equality 2020*. <http://www.equalityrightsalliance.org.au/wp-content/uploads/2020/05/PRINT-Affordable-and-Appropriate-Housing-for-Women-final-2020.pdf>
- <sup>26</sup> ABS (2016). *Census of Population and Housing: Estimating Homelessness*. <https://www.abs.gov.au/statistics/people/housing/estimating-homelessness-census/2016>
- <sup>27</sup> Borland (2022). Australian women are largely doing the same jobs they've always had, latest data shows. *The Conversation*. <https://theconversation.com/australian-women-are-largely-doing-the-same-jobs-theyve-always-had-latest-data-shows-195014>
- <sup>28</sup> ABS (2023). *Labour Force, Australia, January 2023*. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>
- <sup>29</sup> ABS (2022). *Gender Indicators, Gender pay gap measures, May 2021*. <https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators>
- <sup>30</sup> ABS (2022). *Gender Indicators, Gender pay gap measures, November 2022*. <https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators>
- <sup>31</sup> ATO (2022). *Taxation statistics 2019-20: Individuals statistics*. <https://www.ato.gov.au/About-ATO/Research-and-statistics/In-detail/Taxation-statistics/Taxation-statistics-2019-20/?anchor=IndividualsStatistics#Table3Individuals>
- <sup>32</sup> AICD, Gender Diversity Progress Report, September 2022 to November 2022, released 21 December 2022. <https://www.aicd.com.au/board-of-directors/diversity/women/gender-diversity-of-chairs-in-the-asx-300.html>
- <sup>33</sup> Chief Executive Women (2022). *CEW Senior Executive Census 2022*. <https://cew.org.au/wp-content/uploads/CEW-Census-2022-3.pdf>
- <sup>34</sup> ABS (2021). *Sexual harassment, 2016*. <https://www.abs.gov.au/articles/sexual-harassment>
- <sup>35</sup> ABS (2021). *Sexual violence – victimisation, 2016*. <https://www.abs.gov.au/articles/sexual-violence-victimisation>
- <sup>36</sup> DSS (2022). *National Plan to Reduce Violence against Women and their Children, Useful statistics*. <https://plan4womenssafety.dss.gov.au/resources/useful-statistics/>
- <sup>37</sup> ABS (2021). *Sexual violence – victimisation, 2016*. <https://www.abs.gov.au/articles/sexual-violence-victimisation>
- <sup>38</sup> AIHW (2019). *Family, domestic and sexual violence in Australia: continuing the story*. <https://www.aihw.gov.au/getmedia/b0037b2d-a651-4abf-9f7b-00a85e3de528/aihw-fdv3-FDSV-in-Australia-2019.pdf.aspx?inline=true>
- <sup>39</sup> AIHW (2019). *Family, domestic and sexual violence in Australia: continuing the story*. <https://www.aihw.gov.au/getmedia/b0037b2d-a651-4abf-9f7b-00a85e3de528/aihw-fdv3-FDSV-in-Australia-2019.pdf.aspx?inline=true>
- <sup>40</sup> ABS (2022). *Health Conditions Prevalence 2020-21, Chronic conditions*. Released 21/03/2022. <https://www.abs.gov.au/statistics/health/health-conditions-and-risks/health-conditions-prevalence/2020-21>
- <sup>41</sup> Beyond Blue (2018). *Factors affecting mental health: Women*, using ABS National Health Survey: First Results – Australia 2017-18 data. <https://www.beyondblue.org.au/who-does-it-affect/women>
- <sup>42</sup> AIHW (2019). *Endometriosis in Australia: prevalence and hospitalisations*, August 2019. <https://www.aihw.gov.au/getmedia/a4ba101d-cd6d-4567-a44f-f825047187b8/aihw-phe-247.pdf.aspx?inline=true>
- <sup>43</sup> Armour, et al. (2020). Endometriosis and chronic pelvic pain have similar impact on women, but time to diagnosis is decreasing: an Australian survey. *Science Reports*, 10(16253). <https://doi.org/10.1038/s41598-020-73389-2>
- <sup>44</sup> E Bahar, N Bradshaw, N Deutscher, M Montaigne (2022). *Children and the gender earnings gap, Treasury Round Up October 2022*. <https://treasury.gov.au/sites/default/files/2022-11/p2022-325290-children.pdf>
- <sup>45</sup> ABS (2021). *How Australians Use Their Time, Table 1 Time Spent, 2020-21*. <https://www.abs.gov.au/statistics/people/people-and-communities/how-australians-use-their-time/latest-release#data-download>
- <sup>46</sup> Melbourne Institute, Applied Economic & Social Research (2019) *HILDA Statistical Report Waves 1 to 17, p.98*. [https://melbourneinstitute.unimelb.edu.au/\\_data/assets/pdf\\_file/0010/3398464/HILDA-Statistical-Report2019.pdf](https://melbourneinstitute.unimelb.edu.au/_data/assets/pdf_file/0010/3398464/HILDA-Statistical-Report2019.pdf)
- <sup>47</sup> Australian Institute of Family Studies (2022). *Couples sharing child care: The COVID-19 experience*. Presented at the Australian Institute of Family Studies Conference 2022. <https://aifs2022.paperlessevents.com.au/share/Baxter-97>
- <sup>48</sup> Global Institute for Women's Leadership (2022). *International Women's Day, March 2022*. <https://www.ipsos.com/sites/default/files/ct/publication/documents/2022-03/ipsos-International-Women's-Day-2022.pdf>
- <sup>49</sup> Global Institute for Women's Leadership (2022). *International Women's Day, March 2022*. <https://www.ipsos.com/sites/default/files/ct/publication/documents/2022-03/ipsos-International-Women's-Day-2022.pdf>
- <sup>50</sup> Politoff, et al. (2019). *Young Australians' attitudes to violence against women and gender equality: Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*. ANROWS Insights, Issue 01/2019. Sydney: ANROWS. <https://www.anrows.org.au/NCAS/2017/youth-report-findings/>
- <sup>51</sup> Webster, K., Diemer, K., Honey, N., Mannix, S., Mickle, J., Morgan, J., Parkes, A., Politoff, V., Powell, A., Stubbs, J., & Ward, A. (2018). *Australians' attitudes to violence against women and gender equality. Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*. ANROWS. <https://www.anrows.org.au/NCAS/2017/findings/>
- <sup>52</sup> Politoff, et al. (2019). *Young Australians' attitudes to violence against women and gender equality: Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*. ANROWS Insights, Issue 01/2019. Sydney: ANROWS. <https://www.anrows.org.au/NCAS/2017/youth-report-findings/>
- <sup>53</sup> OurWatch (2018). *Challenging gender stereotypes in the early years: the power of parents*. <https://www.ourwatch.org.au/resource/challenging-gender-stereotypes-in-the-early-years-the-power-of-parents/>
- <sup>54</sup> ATO (2020) *Taxation statistics 2019-20, Snapshot Table 5, Chart 12, Median super balance by age and sex*. [https://data.gov.au/data/dataset/taxation-statistics-2019-20/resource/7fbad034-e1ad-43fe-a67a-893fe59be13e?inner\\_span=True](https://data.gov.au/data/dataset/taxation-statistics-2019-20/resource/7fbad034-e1ad-43fe-a67a-893fe59be13e?inner_span=True)
- <sup>55</sup> The Commonwealth of Australia (2022). *Women's Budget Statement 2022-23*. <https://budget.gov.au/2022-23-october/content/womens-statement/download/womens-budget-statement-2022-23.pdf>