

# Tasmanian Women's Plan 2013-2018

A five-year strategic framework for Tasmanian women and girls

Community Development Division  
Department of Premier and Cabinet  
GPO Box 123  
HOBART TAS 7001

Phone: (03) 6232 7133 or 1800 204 224

Email: [cdd@dpac.tas.gov.au](mailto:cdd@dpac.tas.gov.au)

Website: [www.dpac.tas.gov.au/divisions/cdd](http://www.dpac.tas.gov.au/divisions/cdd)

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## WHY A PLAN FOR WOMEN AND GIRLS?

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**Gender equality implies a society in which women and men enjoy the same opportunities, outcomes, rights and obligations in all spheres of life. Equality between men and women exists when both sexes are able to share equally in the distribution of power and influence; have equal opportunities for financial independence through work or through setting up businesses; have equal access to education and the opportunity to develop personal ambitions. A critical aspect of promoting gender equality is the empowerment of women. Women's empowerment is vital to sustainable development and the realisation of human rights for all.<sup>1</sup>**

Through a range of legislative reforms Tasmanian women and girls, who comprise 50.2 per cent of the population, now have better access to education; maternity leave entitlements; childcare services; anti-discrimination, workplace gender equality and equal pay legislation.

However, there are still too many women and girls who do not participate equally in the economic, social, political and community life of Tasmania. The gender pay gap still exists – as at November 2012 Tasmanian women in adult full-time work earned on average \$112 less per week than males, or 82 per cent of a males wage<sup>2</sup>. A key reason for the gender pay gap is that women are generally primary carers for young children and dependent adults. Women also continue to bear the major responsibility for unpaid domestic work.<sup>3</sup> This means that women bear a double burden, work and caring, that impedes their workforce engagement.

Women are under-represented at all levels of Tasmanian politics. Women represent 27.4 per cent of local government councillors, 40 per cent of the Legislative Council, and 24 per cent of the House of Assembly.

As at 2012, women represented 35.3 per cent of members on Tasmanian Government boards and committees.

Equal participation of all members of society is critical to reducing economic disadvantage, enhancing economic growth and democratic governance, and increasing the wellbeing of women, girls and their families.

In 2007, the Sex Discrimination Commissioner (the Commissioner) embarked on a listening tour around Australia. The Commissioner found that economic independence for women; balancing work and family across the life cycle; and freedom from discrimination, harassment and violence resonated strongly with women and men in the Australian community. The Commissioner also found that, while there were a number of shared experiences among women, there were also stark differences based on other factors, including race, disability, age, sexuality and socio-economic status.<sup>4</sup>

The findings from the tour supported the need for a national gender equality agenda to achieve full and equal participation for both women and men in all spheres of life.

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<sup>1</sup> United Nations Population Fund, *Gender equality*, accessed at [www.unfpa.org/gender/empowerment.htm](http://www.unfpa.org/gender/empowerment.htm) on 12 December 2012

<sup>2</sup> *Average Weekly Earnings, Australia, November 2012*, ABS Cat No 6302.0

<sup>3</sup> *How Australians Use Their Time, 2006*, ABS Cat No 4153.0

<sup>4</sup> Cerise, S, 2008 *Gender equality: What matters to Australian women and men*, Human Rights and Equal Opportunity Commission, p. 3

The Tasmanian Women's Plan 2013-18 (the Plan) is Tasmania's gender equality agenda. The Plan is the result of extensive consultation with the community using an online survey and the invitation of written submissions.

The Tasmanian Women's Plan Consultation Report (Appendix 1) identifies Tasmanian women and girls as a diverse group who have varied life experiences and valuable and unique contributions to make to our society. However, it also identifies the barriers and issues faced by Tasmanian women and girls in their ability to participate and achieve their full potential. In particular, a focus on working with girls and young women is needed to enable them to develop into resilient and empowered women.

The actions contained within this Plan are the result of a thorough consultation process and priorities that were identified for Tasmanian women and girls that are within the scope of what Tasmanian Government agencies can deliver. In developing this Plan, the focus has been on programs and services able to be delivered by Tasmanian Government agencies. However, it is recognised that there are many other issues impacting on women and girl's equality in Tasmania. These are identified briefly but are beyond the scope of this Plan.

Feedback from the consultation process has identified that there is support for the six priority outcome areas of the Plan, which are:

1. Economic Security and Financial Independence
2. Education and Training
3. Health and Wellbeing
4. Housing and Homelessness
5. Leadership and Community Participation
6. Safety and Justice

To ensure a whole-of-government understanding of women's issues in the development of the Plan, all Government agencies were also consulted to obtain comprehensive and up-to-date information about what the Government is doing to support improved participation and opportunities for women and girls (Appendix 2).

## A STATISTICAL PROFILE OF TASMANIAN WOMEN AND GIRLS

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### Demographic Trends

- Women and girls make up just over half, or 50.2 per cent, of the total Tasmanian population.<sup>5</sup>
- While the proportion of women to men in Tasmania has remained steady at 51 per cent to 49 per cent since 2006, the actual number of women has grown by three per cent.<sup>6</sup>
- In 2011, 37.76 per cent of women over 19 years of age were married and 18.19 per cent had never been married.<sup>7</sup>
- In 2011, Tasmania had the oldest median age of women in Australia at 41.2 years. The national median age of women was 38.1.<sup>8</sup>

### Younger Women<sup>9</sup>

- In 2011, there were approximately 40 190 women aged between 12 and 25 years of age in Tasmania. This represents 8.11 per cent of the Tasmanian population.

### Older Women<sup>10</sup>

- In 2011, there were 96 979 women aged 50 – 100+ which is 19 per cent of the population.

### Aboriginal and Torres Strait Islander Women<sup>11</sup>

- In 2011, 9 996 or 2 per cent of Tasmania's population of women identified as Aboriginal and/or Torres Strait Islander.

### Culturally and Linguistically Diverse Women

- In 2011, 11.6 per cent of women indicated that Australia was not their country of birth.<sup>12</sup>
- Approximately 11 592 or 4.59 per cent of Tasmanian women speak a language other than English at home.<sup>13</sup>

### Women with Disabilities and Carers<sup>14</sup>

- In 2009, approximately 15.51 per cent of women identified as carers in Tasmania;
- In 2009, approximately 22 per cent of women in Tasmania reported having a disability.

### Women in the Labour Force<sup>15</sup>

- In 2011, there were 166 189 working age women (15-65) in Tasmania or approximately 33.55 per cent of the population.
- In 2011, women's total full time average weekly earnings were \$1 083.93, this is an increase of 35.14 per cent from average weekly earnings in 2006.
- In 2006, approximately 103 600 women were employed. This has increased by 7.37 per cent, with 111 234 women being employed in 2011.

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<sup>5</sup> *Population by Age and Sex, Regions of Australia, 2011*, ABS, Cat No 3235.0

<sup>6</sup> *Census 2011*, ABS 2012

<sup>7</sup> *Ibid*

<sup>8</sup> *Population by Age and Sex, Regions of Australia, 2011*, ABS, Cat No 3235.0

<sup>9</sup> *Census 2011*, ABS 2012

<sup>10</sup> *Ibid*

<sup>11</sup> *Ibid*

<sup>12</sup> *Ibid*

<sup>13</sup> *Ibid*

<sup>14</sup> *Disability, Ageing and Carers, Australia: State tables for Tasmania 2009*, ABS Cat No 4430.0

<sup>15</sup> *Labour Force, Australia, Table 9* ABS Cat No 6202.0

## IMPLICATIONS OF DEMOGRAPHIC TRENDS FOR TASMANIAN WOMEN AND GIRLS

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Gender segmentation in the workforce is a driver of the gender pay gap, misdistribution of resources within the economy, unemployment and underemployment.

A recent National Centre for Social and Economic Modelling (NATSEM) report<sup>16</sup>, found that there are significant economic benefits to addressing the wage gap:

- the 17 per cent pay gap (at the time the research was conducted) between working men and women costs the Australian economy \$93 billion each year which can be equated to 8.5 per cent of Gross Domestic Product (GDP);
- if the gender wage gap was reduced by just one per cent the Australian economy would grow by 0.5 per cent of GDP;
- if the detrimental effects of the sex difference were eliminated, the average wage of an Australian woman would increase by \$1.87 per hour or \$3 394 annually adding \$56 billion or 5.1 per cent to total annual GDP, all other factors remaining equal.

A serious impact of the pay gap and the tendency for women to be more likely to work part-time, is that women's superannuation is significantly less than men's over a lifetime, which can result in poverty in retirement. Women are 2.5 times more likely to live in poverty in old age than men. This is a serious consideration for Tasmania with its ageing population, as Tasmania has the oldest median age of women of all Australian jurisdictions at 40.7 years, compared with the national median age at 37.7 years.

While women's full-time earnings have increased significantly since 2006, in the 2011-12 financial year women working full-time earned 17.5 per cent less than men nationally, compared with 11.58 per cent in Tasmania.

Women in Australia are likely to experience disadvantage in terms of security of employment due to the prevalence of women working in part-time or casual roles and the high proportion of women who are in unpaid carer roles. The lack of regular, secure employment impacts on their ability to negotiate and achieve home ownership.<sup>17</sup>

In Australia, single and sole parent households are identified with female headship. In sole parent households women are less likely to be home owners than men, with only about 36 per cent of women achieving home ownership compared with 44 per cent of men.<sup>18</sup>

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<sup>16</sup> NATSEM, 2010 *The Impact of a Sustained Gender Wage Gap on the Australian Economy*

<sup>17</sup> Holdsworth, L, 2006 *The impact of social change on housing options for sole mothers living in Northern New South Wales*

<sup>18</sup> Kupke, V, Rossini, P and Yam, S, 2012 *Identifying home ownership rates for female households in Australia*

## THE WAY FORWARD

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### THE VISION

**A Tasmanian community that empowers and enables women and girls to reach their full potential.**

### THE OBJECTIVE

**Equality for all women and girls and their full participation in the economic, social, political and community life of Tasmania.**

### THE OUTCOMES

The Tasmanian government works to advance equality for all Tasmanian women and girls, focussing its efforts on six outcome areas that were identified through consultation with the Tasmanian community:

1. Economic Security and Financial Independence
2. Education and Training
3. Health and Wellbeing
4. Housing and Homelessness
5. Leadership and Community Participation
6. Safety and Justice

In response to the variety of issues raised by the Tasmanian community, the Plan moves beyond traditional 'social policy' to examine and address systemic issues faced by women and girls in all aspects of life. It acknowledges the valuable contribution of women and girls but also the areas where they need support to achieve their full potential.

### STRUCTURE OF THE PLAN

The Plan outlines actions against each of the six priority outcome areas for women and girls. These are broad ranging, some encompassing a number of whole-of-government actions aimed at systemic change, and a variety of outcomes that can be delivered by a range of Government agencies.

Enhanced data collection and analysis will allow monitoring of womens' and girls' progress over the life of the Plan.

The Plan is a 'living document'. As at January 2013, a range of Government strategies that will directly impact on the success of the Plan were still in development. The progress of those strategies will be monitored and additional actions added to the Plan as new Government strategies are developed.

In developing this Plan, the focus has been on programs and services able to be delivered by Tasmanian Government agencies. However, it is recognised that there are many other issues impacting on women and girl's equality in Tasmania. These are identified briefly but are beyond the scope of this Plan.



## THE PLAN

<b>TASMANIAN WOMEN'S PLAN 2013-18</b>					
<b>Vision:</b>					
A Tasmanian community that empowers and enables women and girls to reach their full potential.					
<b>Objective:</b>					
Equality for all women and girls and their full participation in the economic, social, political and community life of Tasmania.					
<b>Outcomes:</b>					
1. Improve economic security and enable financial independence for women and girls	2. Improve education and training opportunities for women and girls	3. Improve the health and wellbeing of women and girls	4. Improve housing accessibility for women	5. Foster leadership and community participation opportunities for women and girls	6. Improve women and girls safety and access to justice
<b>Guiding Principles:</b>					
The Plan is underpinned by the following principles that recognise that all women and girls have a right to:					
<ul style="list-style-type: none"> <li>• equal opportunities in education, training and leadership;</li> <li>• equal access to information and services that meet their needs; and</li> <li>• support to achieve economic security and financial independence.</li> </ul>		<ul style="list-style-type: none"> <li>• access to information and services that allow them to make informed choices about their health and wellbeing;</li> <li>• freedom from discrimination; and</li> <li>• a safe home and community.</li> </ul>			

## Whole of Plan Actions

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Inequality experienced by women and girls has multiple causal factors. At the societal level, larger, structural factors such as government policies, religious or cultural belief systems, societal norms, and economic and social policies that create or sustain gaps between the genders contribute to ongoing inequality.

The introduction of gender mainstreaming, that is applying a gender lens, to all government policies, services and programs to overcome these factors was a major recommendation from the consultation process. In order to monitor the progress of women and girls it is essential that we establish good baseline data to inform policy development.

In addition to the shared experiences of inequities among women and girls, other factors including race, disability, age, sexuality, and socio-economic status, require more targeted strategies to overcome inequities. The Tasmanian Government has a range of strategies that respond directly to these groups of women and girls. Some of these strategies are listed at Appendix 1.

Actions	Lead Agency/Institution
1 Develop a gender mainstreaming policy for Tasmanian Government agencies.	DPAC
2 Develop a gender analysis toolkit for Tasmanian Government agencies.	DPAC
3 Work with Tasmanian Government agencies to ensure gender mainstreaming is embedded in their policy development and service delivery.	DPAC
4 Develop a National Gender Equality Framework through the Select Council on Women's Issues. <sup>19</sup>	DPAC
5 Develop a 'Women's Portal' to assist women and girls to access information on existing government programs and services that respond to all of the Plan's outcome areas.	DPAC
6 Develop a range of datasets on women and girls to increase evidence based policy development and service delivery outcomes.	DPAC
7 Improve awareness across the State Service of the benefits and legal obligations of providing flexible workplaces.	OADC

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<sup>19</sup> This Select Council on Women's Issues National Reform Task is being led by South Australia.

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*Gender mainstreaming is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring the gender perspectives and attention to the goal of gender equality are central to all activities – policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects.*

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United Nations Economic and Social Council

A situation where the application of gender mainstreaming would be beneficial is flexible work arrangements. As we know the majority of workers who apply for flexible work arrangements are women with caring responsibilities any change to flexible work arrangement will predominately impact on women.

## Outcome Areas:

### I. Economic Security and Financial Independence

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#### Outcome: Improve economic security and enable financial independence for women and girls

Economic security empowers women and girls to make choices and live independently. It enriches all aspects of their lives including their education, health, safety, and ability to achieve their ambitions.

The National Centre for Social and Economic Modelling (NATSEM) estimates that the average Australian woman will earn almost \$1 million less over her lifetime than the average Australian man. A serious impact of the pay gap is that women's superannuation is significantly less than men's over a lifetime, which can result in poverty in retirement.

Tasmania has the lowest gender pay gap of all states and territories at 11.6 per cent as at November 2012. Nationally the gender pay gap is 17.5 per cent. However, in 2011, Australian women on average earned \$2 000 less than men in their first full-time employment after graduating with a Bachelor Degree when aged less than 25 years (females: \$50 000 males: \$52 000).<sup>20</sup>

The Government, as a participant on the Select Council on Women's Issues, is committed to working at a national level on the *Women's Economic Security through Non-Traditional Trades* project, to promote practical initiatives to improve the economic security of women through increased participation in non-traditional disciplines<sup>21</sup>.

Through the consultation process we know that lifelong economic wellbeing is a high priority for Tasmanian women and girls. The recurring themes that came through the consultation were pay equity, access to relevant and affordable education and training, access to financial planning and superannuation, carer needs, and retirement income equity. Increased gambling addiction in young women was also raised as an issue.

Actions	Lead Agency/Institution
I.1 Engage the business community in encouraging the education and training of girls and women post-year 10, particularly in non-traditional disciplines, to improve their employment opportunities.	DPAC / DOE
I.2 Collaborate across Government and the business community to improve girls' financial planning skills in school so that good financial decisions can be made later in life.	DOE
I.3 Promote the benefits and legal obligations of providing flexible workplaces to the business and community sector.	DEDTA/Skills Tasmania/DPAC

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<sup>20</sup> ABS 2012, Census 2011

<sup>21</sup> Non-traditional occupations are defined as those where women make up less than 25% of the workforce or which have been traditionally male dominated

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|-----|--|--------|
| 1.4 | Support economicSecurity4Women (a National Women's Alliance) <sup>22</sup> in work undertaken to progress women's and girls' economic security in Tasmania, including pay equity and retirement income equity.   | DPAC   |
| 1.5 | Educate older women on financial abuse through <i>Protecting Older Tasmanians from Abuse: Tasmania's Elder Abuse Prevention Strategy</i> , so they are better able to protect their financial assets.  | DHHS   |
| 1.6 | Target women and girls in all gambling addiction social marketing campaigns.   | DHHS   |
| 1.7 | Provide support for student carers to ensure they are able to remain in education to increase their employment prospects.  | DOE    |
| 1.8 | Continue to develop policies that ensure members of the Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) community remain connected to education to enhance their opportunities for financial independence and economic security through the whole-of-Government Reference Group for Tasmania's LGBTI Community. | DOE    |
| 1.9 | Promote opportunities for women and girls in the agricultural sector through Tasmanian Women in Agriculture.   | DPIPWE |

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<sup>22</sup> Funded through the Commonwealth Government Office for Women, economicSecurity4Women focuses on the promotion of lifelong economic wellbeing for women. They believe that economic wellbeing and financial security are essential ingredients to achieving equality for women and will enable women of all ages to have an equal place in society.

## 2. Education and Training

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### Outcome: Improve education and training opportunities for women and girls

Education and training provides women and girls with invaluable tools to participate fully in the community. They directly increase their ability to gain meaningful employment opportunities in areas of their choosing.

In 2009, Tasmanian girls had higher levels of literacy and numeracy than boys according to the national minimum standards. At Census 2011, 59 per cent of Tasmanian enrolments to University were females (9 754 females and 6 778 males).<sup>23</sup> Of the 5 802 indigenous students in full-time education in Tasmania at Census 50.1 per cent were female.

The enrolment and literacy and numeracy statistics are encouraging, and the consultation process highlighted the importance placed on education and training by women and girls in Tasmania. However, the consultation process also highlighted a number of challenges women and girls face in regards to accessing education and training opportunities throughout various life stages. There were a number of recurring themes in the consultation process including affordable, flexible and quality childcare; promotion of and support for women and girls participating in non-traditional areas of education and training; retention and engagement strategies; the importance of early learning; and education opportunities for young and single mothers. The importance of keeping girls from diverse backgrounds engaged in education and training was also highlighted as an issue.

The Tasmanian Government, as a signatory to a range of Council of Australian Governments (COAG) endorsed education and training national agreements, including the *National Education Agreement* and the *National Agreement for Skills and Workforce Development*, is committed to improving the education and training of women and girls.

Actions	Lead Agency/Institution
2.1 Engage the business community in encouraging the education and training of girls and women post-year 10, particularly in non-traditional disciplines, to improve their employment opportunities.	DPAC / DOE
2.2 Promote the <i>Making Choices</i> program to engage young and single mothers in education.	DOE
2.3 Strengthen work at a national level through the Select Council on Women's Issues by supporting the <i>Women's Economic Security through Non-Traditional Trades</i> project, which promotes practical initiatives to improve the economic security of women through increased participation in non-traditional trades.	DPAC
2.4 Promote flexible education opportunities for girls and women to develop marketable skills.	Tasmanian Polytechnic
2.5 Continue to develop policies that ensure members of the LGBTI community remain connected to education to enhance their life chances through the whole-of-Government Reference Group for Tasmania's LGBTI Community.	DOE

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<sup>23</sup> Department of Education 2011, *Department of Education Annual Report 2010-2011*

### 3. Health and Wellbeing

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#### Outcome: Improve the health and wellbeing of women and girls

Good health and wellbeing can have a positive impact on all aspects of the lives of women and girls. It enhances quality of life, education, and the ability to participate socially and economically in the community.

In 2006, the *General Social Survey Tasmania* revealed that Tasmanian women and men had fairly similar percentage rates in the self-assessed health status categories of 'excellent to very good', 'good' and 'fair to poor' health. There were a slightly higher percentage of females that considered their personal health to be excellent to very good, with 57.8 per cent females compared to 56.7 per cent males. Men were slightly more likely than women to consider their personal health as good, with 24.5 per cent of males compared to 22.2 per cent of females. Women were slightly more likely to report fair or poor personal health than men, with 20 per cent of females compared to 18.8 per cent of males.<sup>24</sup> In 2006, life expectancy for women in Tasmania was 82.3 years compared to 77.4 years for men.<sup>25</sup>

The Government, as a signatory to the COAG, endorsed the *National Partnership Agreement on Preventive Health* (NPAPH), and recognises that investing in preventive health is a key factor in reducing inequality.

A number of themes recurred throughout the consultation process regarding the broad range of challenges and issues that can affect the holistic health and wellbeing of women and girls. Recurring themes in regard to these issues were anti-bullying campaigns for young women and women with an intellectual disability; respectful relationships education; appropriate mental health support and facilities; and support programs to increase accessibility to health and wellbeing initiatives for all women and girls. The need for more education programs on a range of issues including healthy eating and lifestyles, health promotion and illness prevention, and positive body image were also dominant themes.

Actions	Lead Agency
3.1 Support and educate girls and boys on healthy relationships and sexual health by implementing the <i>Relationships and Sexuality Education in Tasmanian Government Schools Strategy 2012-2014</i> .	DOE
3.2 Work toward implementing the Government's strategic policy: <i>A Healthy Tasmania: setting new directions for health and wellbeing</i> .	DHHS
3.3 Support healthy living by working with other organisations in schools, communities and workplaces to implement the NPAPH preventive health programs.	DHHS
3.4 Collaborate across agencies to promote and encourage girls and women from all backgrounds to participate in higher levels of physical activity, sport, and recreation.	DEDTA - SRT

<sup>24</sup> Australian Bureau of Statistics, *General Social Survey, Tasmania, 2006*

<sup>25</sup> General Practice Tasmania, *Primary Health Indicators Report*, v4 (1), April 2011

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|-----|---|-------------|
| 3.5 | Implement the <i>Ethics in Sport Framework</i> to encourage inclusive, safe and fair sporting environments.   | DEDTA - SRT |
| 3.6 | Plan, implement, and evaluate sustainable public health nutrition programs and strategies aimed at increasing access to healthy affordable food, healthy eating, and positive body image across Tasmania. | DHHS        |



## 4. Housing and Homelessness

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### Outcome: Improve housing accessibility for women

Those most affected by housing crisis and homelessness are the poor, vulnerable and disadvantaged, and among them, women and children who have experienced family violence. There is also an increasing trend of older women experiencing housing crisis as a result of systemic gender inequality – ingrained attitudes towards gender roles and caring; women’s vulnerability to violence; the gender pay gap; constrained choices and decisions about paid work and care; and the impact of divorce.<sup>26</sup>

The Tasmanian Government funds a range of affordable public housing properties. In 2009, there were 23 326 people in public housing in Tasmania. Of these, 55.9 per cent were female. The rate of homelessness in Tasmania in 2011 was 665 women (42 per cent) compared to 917 men (58 per cent).<sup>27</sup>

The Government, as a signatory to the COAG agreed \$1.3 billion per annum *National Affordable Housing Agreement* (the National Agreement), is committed to improving access to safe, good quality housing for Tasmanians. The National Partnership Agreements on homelessness, social housing and remote Indigenous housing also complement the National Agreement.

Through the consultation process we know that access to appropriate and affordable housing for women with disability, culturally and linguistically diverse women with larger families, single parents, older women, and women exiting women’s shelters is identified as an area of need.

Actions	Lead Agency
4.1 Full implementation of the Tasmanian Homelessness Plan 2010-2013: <i>Coming in from the cold</i> .	DHHS
4.2 Explore opportunities to provide accessible and affordable housing options for women and children exiting women’s shelters through Housing Tasmania.	DHHS
4.3 Implement the actions in <i>Taking Action: Tasmania’s Primary Prevention Strategy to Reduce Violence Against Women and Children</i> to reduce the prevalence of homelessness among women and children.	DPAC
4.4 Promote age-friendly communities that enable older women to remain safely in their existing housing.	DPAC

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<sup>26</sup> Cerise et al, cited in McFerran, L, *It could be you: female, single, older and homeless*, accessed 12 December 2012 at [www.adfvc.unsw.edu.au/.../It%20could%20be%20you%20Final.pdf](http://www.adfvc.unsw.edu.au/.../It%20could%20be%20you%20Final.pdf)

<sup>27</sup> ABS, 2012, *Census of Population and Housing: Estimating homelessness, 2011*, Cat. No. 2049.0

## 5. Leadership and Community Participation

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### Outcome: Foster leadership and community participation opportunities for women and girls

Community participation and leadership empower women and girls to have a voice and influence decisions that affect them. It connects women and girls with resources and opportunities in their local community.

The Tasmanian State Service is the largest employer in Tasmania and 69.9 per cent of its workforce is female. However, women only represent 25.5 per cent of the Senior Executive.<sup>28</sup> Participation of women on government boards in Tasmania has increased in the last decade, from 25.1 per cent in 1999 to 35.3 per cent in 2012.

Through participation on the Select Council on Women's Issues the Tasmanian Government is committed to promoting leadership of Aboriginal and Torres Strait Islander women.

Women and girls in Tasmania want to see increased opportunities for leadership and community participation in Tasmania. Common themes that recurred through consultation included childcare, mentoring programs for women and girls, promotion of female role models, leadership training and networking opportunities for women, and community leadership programs. Mentoring programs for, and promotion of, the achievements of women with a disability was also raised. In addition, women and girls highlighted the importance of promoting the benefits of volunteering.

Actions	Lead Agency/Institution
5.1 Review and update the <i>Women on Board</i> strategy.	DPAC
5.2 Develop strategies to promote women into leadership positions across a range of sectors.	DPAC/OADC
5.3 Map Aboriginal and Torres Strait Islander womens' and girls' formal and informal leadership and participation in-line with the Select Council on Women's Issues Reform Task.	DPAC
5.4 Develop and implement the <i>Tasmanian Government Framework for Community Engagement</i> . This will include information resources on engaging with specific communities.	DPAC
5.5 Develop a humanitarian entrant specific website that provides service and program information as recommended in the <i>Better Access to Government Services for Former Humanitarian Entrants</i> report.	DPAC
5.6 Collaborate with Volunteering Tasmania to promote the benefits of volunteering to women and girls.	DPAC
5.7 Review the Tasmanian Multicultural Policy to ensure culturally and linguistically diverse women have opportunities for community participation and leadership roles.	DPAC

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<sup>28</sup> Office of the State Service Commissioner, *State Service Commissioner Annual Report 2011-2012* accessed 12 April 2013 at [www.osscc.tas.gov.au/annual\\_reports](http://www.osscc.tas.gov.au/annual_reports)

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|-----|---|------|
| 5.8 | Provide opportunities for women and girls with disability to develop their leadership capacity through implementation of the <i>Disability Framework for Action 2013-2017</i> . | DPAC |
| 5.9 | Promote leadership, training, and volunteering opportunities for women and girls in Tasmania through a 'Women's Portal'.  | DPAC |

## 6. Safety and Justice

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### Outcome: Improve women and girls safety and access to justice

It is a basic right to feel safe in our workplaces, educational institutions, public places, and homes. However, many women continue to experience discrimination, harassment, and violence as an everyday reality.<sup>29</sup>

Women's and girls' experience of assault is quite different to that of men and boys. In 2011, ABS data across selected states and territories indicated that women are more likely to be assaulted by a family member (77 per cent) than a stranger (23 per cent). Men are more likely to be assaulted by a stranger (71.8 per cent) than a family member (28.2 per cent).

Women comprise a much lower proportion of offenders in Tasmania than males. In 2010-11 there were 10 068 (76.7 per cent) male offenders compared to 3 054 (23.3 per cent) female offenders.<sup>30</sup>

The Government, as a signatory to the COAG endorsed *National Plan to Reduce Violence Against Women and their Children 2010-2022* and *National Framework for Protecting Australia's Children 2009-2020*, is committed to implementing strategies that will assist in reducing the incidence of violence against women and children.<sup>31</sup>

Through the consultation process we know that family violence and sexual assault continue to be the major forms of violence against women, causing concern in the community. In addition, bullying, cyber bullying and sexting, verbal harassment, discrimination in the workplace, and access to legal services were raised as issues of concern. It was also noted that some women are at greater risk of experiencing violence, including women with disability and Aboriginal and Torres Strait Islander women.

Actions	Lead Agency
6.1 Implement the <i>National Plan to Reduce Violence Against Women and their Children – Tasmanian Implementation Plan 2010-2013</i> .	DPAC
6.2 Implement the actions in <i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children</i> .	DPAC
6.3 Develop and implement State Service leave provisions for family violence victims.	DPAC
6.4 Increase women's and girls' knowledge of community legal services through a 'Women's Portal'.	DPAC

<sup>29</sup> Cerise, S, *Gender equality*, op cit.

<sup>30</sup> ABS, *Recorded Crime - Victims, Australia, 2011*, Cat. No. 4510.0, 2012

<sup>31</sup> ABS, *Recorded Crime - Offenders, Australia, 2010-11*, Cat. No. 4519.0, 2012

## Governance, Monitoring and Review

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The Government is committed to the implementation of the Plan and monitoring and reporting on its progress.

### Governance

Working groups will be established as needed for each outcome area, comprising people with the skills, knowledge, and experience relevant to the outcome area, and who have the capacity to influence and progress outcomes.

The implementation of the Plan will be overseen by the Community Development Division, Department of Premier and Cabinet.

### Monitoring and Review

Ongoing monitoring of Government strategies that impact on the Plan will be undertaken by the Community Development Division. The development of an action plan with performance indicators and improved data collection and analysis will allow tracking of the impact of the Plan on women and girls.

During the life of the Plan, progress reports will be prepared on an annual basis for the Minister for Community Development. The Minister will issue a communiqué to ensure Tasmanian women and girls are kept informed on the progress of the Plan.

While current and recommended initiatives have been noted in the Tasmanian Women's Plan and its attachments, it is envisaged that the Plan will evolve over its five-year duration to ensure that developing priorities and new opportunities can be taken into consideration.

## Summary of Actions

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### Whole of Plan

Actions	Lead Agency/Institution
Develop a gender mainstreaming policy for Tasmanian Government agencies.	DPAC
Develop a gender analysis toolkit for Tasmanian Government agencies.	DPAC
Work with Tasmanian Government agencies to ensure gender mainstreaming is embedded in their policy development and service delivery.	DPAC
Develop a National Gender Equality Framework through the Select Council on Women's Issues.	DPAC
Develop a 'Women's Portal' to assist women and girls to access information on existing government programs and services that respond to all of the Plan's outcome areas.	DPAC
Develop a range of datasets on women and girls to increase evidence based policy development and service delivery outcomes.	DPAC
Improve awareness across the State Service of the benefits and legal obligations of providing flexible workplaces.	OADC

### I. Economic Security and Financial Independence

Actions	Lead Agency/Institution
I.1 Engage the business community in encouraging the education and training of girls and women post-year 10, particularly in non-traditional disciplines, to improve their employment opportunities.	DPAC / DOE
I.2 Collaborate across Government and the business community to improve girls' financial planning skills in school so that good financial decisions can be made later in life.	DOE
I.3 Promote the benefits and legal obligations of flexible workplaces to the business and community sector.	DEDTA/Skills Tasmania/DPAC

1.4	Support economicSecurity4Women (a National Women's Alliance) <sup>32</sup> in work undertaken to progress women's and girls' economic security in Tasmania, including pay equity and retirement income equity.	DPAC
1.5	Educate older women on financial abuse Through <i>Protecting Older Tasmanians from Abuse: Tasmania's Elder Abuse Prevention Strategy</i> , so they are better able to protect their financial assets.	DHHS
1.6	Target women and girls in all gambling addiction social marketing campaigns.	DHHS
1.7	Provide support for student carers to ensure they are able to remain in education to increase their employment prospects.	DOE
1.8	Continue to develop policies that ensure members of the LGBTI community remain connected to education to enhance their opportunities for financial independence and economic security through the whole-of-Government Reference Group for Tasmania's LGBTI Community.	DOE
1.9	Promote opportunities for women and girls in the agricultural sector through Tasmanian Women in Agriculture.	DPIPWE

## 2. Education and Training

Actions	Lead Agency/Institution
2.1 Engage the business community in encouraging the education and training of girls and women post-year 10, particularly in non-traditional disciplines, to improve their employment opportunities.	DPAC / DOE
2.2 Promote the <i>Making Choices</i> program to engage young and single mothers in education.	DOE
2.3 Strengthen work at a national level through the Select Council on Women's Issues by supporting the <i>Women's Economic Security through Non-Traditional Trades</i> project, which promotes practical initiatives to improve the economic security of women through increased participation in non-traditional trades.	DPAC
2.4 Promote flexible education opportunities for girls and women to develop marketable skills.	Tasmanian Polytechnic
2.5 Continue to develop policies that ensure members of the LGBTI community remain connected to education to enhance their life chances through the whole-of-Government Reference Group for Tasmania's LGBTI Community.	DOE

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<sup>32</sup> Funded through the Commonwealth Government Office for Women, economicSecurity4Women focuses on the promotion of lifelong economic wellbeing for women. They believe that economic wellbeing and financial security are essential ingredients to achieving equality for women and will enable women of all ages to have an equal place in society.

### 3. Health and Wellbeing

Actions	Lead Agency
3.1 Support and educate girls and boys on healthy relationships and sexual health by implementing the <i>Relationships and Sexuality Education in Tasmanian Government Schools Strategy 2012-2014</i> .	DOE
3.2 Work toward implementing the Government's strategic policy: <i>A Healthy Tasmania: setting new directions for health and wellbeing</i> .	DHHS
3.3 Support healthy living by working with other organisations in schools, communities and workplaces to implement the NPAPH preventive health programs.	DHHS
3.4 Collaborate across agencies to promote and encourage girls and women from all backgrounds to participate in higher levels of physical activity, sport, and recreation.	DEDTA - SRT
3.5 Implement the <i>Ethics in Sport Framework</i> to encourage inclusive, safe and fair sporting environments.	DEDTA - SRT
3.6 Plan, implement and evaluate sustainable public health nutrition programs and strategies aimed at increasing access to healthy affordable food, healthy eating, and positive body image across Tasmania.	DHHS

### 4. Housing and Homelessness

Actions	Lead Agency
4.1 Full implementation of the Tasmanian Homelessness Plan 2010-2013: <i>Coming in from the cold</i> .	DHHS
4.2 Explore opportunities to provide accessible and affordable housing options for women and children exiting women's shelters through Housing Tasmania.	DHHS
4.3 Implement the actions in <i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children</i> to reduce the prevalence of homelessness among women and children.	DPAC
4.4 Promote age-friendly communities that enable older women to remain safely in their existing housing.	DPAC

### 5. Leadership and Community Participation

Actions	Lead Agency/Institution
5.1 Review and update the <i>Women on Board</i> strategy.	DPAC
5.2 Develop strategies to promote women into leadership positions across a range of sectors.	DPAC/OADC



5.3	Map Aboriginal and Torres Strait Islander women's and girls' formal and informal leadership and participation in-line with the Select Council on Women's Issues Reform Task.	DPAC
5.4	Develop and implement the <i>Tasmanian Government Framework for Community Engagement</i> . This will include information resources on engaging with specific communities.	DPAC
5.5	Develop a humanitarian entrant specific website that provides service and program information as recommended in the <i>Better Access to Government Services for Former Humanitarian Entrants</i> report.	DPAC
5.6	Collaborate with Volunteering Tasmania to promote the benefits of volunteering to women and girls.	DPAC
5.7	Review the Tasmanian Multicultural Policy to ensure culturally and linguistically diverse women have opportunities for community participation and leadership roles.	DPAC
5.8	Provide opportunities for women and girls with disability to develop their leadership capacity through implementation of the <i>Disability Framework for Action 2013-2017</i> .	DPAC
5.9	Promote leadership, training, and volunteering opportunities for women and girls in Tasmania through a 'Women's Portal'.	DPAC

## 6. Safety and Justice

	<b>Actions</b>	<b>Lead Agency</b>
6.1	Implement the <i>National Plan to Reduce Violence Against Women and their Children – Tasmanian Implementation Plan 2010-2013</i> .	DPAC
6.2	Implement the actions in <i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children</i> .	DPAC
6.3	Develop and implement State Service leave provisions for family violence victims.	DPAC
6.4	Increase women's and girls' knowledge of community legal services through a 'Women's Portal'.	DPAC

## ACRONYMS

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ABS	Australian Bureau of Statistics
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
COAG	Council of Australian Governments
DEDTA	Department of Economic Development, Tourism and the Arts
DEDTA - SRT	Department of Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
DOE	Department of Education
DHHS	Department of Health and Human Services
DOJ	Department of Justice
DPEM	Department of Police and Emergency Management
DPAC	Department of Premier and Cabinet
NATSEM	National Centre for Social and Economic Modelling
OADC	Office of the Anti-Discrimination Commissioner
SCWI	Select Council on Women's Issues

## Links to other Policies/Frameworks

- Links to Australian and Tasmanian Government policies that directly and indirectly contribute to the Tasmanian Women's Plan:
- **AFL Respect and Responsibility Policy**  
[www.afl.com.au/respect%20%20responsibility/tabid/16781/default.aspx](http://www.afl.com.au/respect%20%20responsibility/tabid/16781/default.aspx)
- **Australian Curriculum**  
[www.australiancurriculum.edu.au/](http://www.australiancurriculum.edu.au/)
- **Better Access to Government Services for Former Humanitarian Entrants**  
[http://www.dpac.tas.gov.au/divisions/cdd/policy/better\\_access\\_to\\_government\\_services\\_for\\_former\\_humanitarian\\_entrants](http://www.dpac.tas.gov.au/divisions/cdd/policy/better_access_to_government_services_for_former_humanitarian_entrants)
- **Child and Family Centres**  
[www.education.tas.gov.au/parents\\_carers/early\\_years/Programs-and-Initiatives/Pages/Child-and-Family-Centres.aspx](http://www.education.tas.gov.au/parents_carers/early_years/Programs-and-Initiatives/Pages/Child-and-Family-Centres.aspx)
- **Department of Education Strategic Plan 2012-15**  
[www.education.tas.gov.au/documentcentre/Documents/DoE-Strategic-Plan-2012-2015.pdf](http://www.education.tas.gov.au/documentcentre/Documents/DoE-Strategic-Plan-2012-2015.pdf)
- **Disability Framework for Action 2013-2017**  
[www.dpac.tas.gov.au/divisions/cdd/policy/our\\_policies/disability\\_framework\\_for\\_action](http://www.dpac.tas.gov.au/divisions/cdd/policy/our_policies/disability_framework_for_action)
- **Ethics in Sport Framework [Tasmania]** – to be released 2013
- **Everybody's Business: A Tasmanian Alcohol, Tobacco and Other Drugs Promotion, Prevention and Early Intervention Framework** – final strategy not yet released
- **Giddings Government Policy Framework 2013-14**  
<http://www.premier.tas.gov.au/priorities/people>
- **A Healthy Tasmania: Setting new directions for health and wellbeing**  
[www.dhhs.tas.gov.au/about\\_the\\_department/our\\_plans\\_and\\_strategies/a\\_healthy\\_tasmania](http://www.dhhs.tas.gov.au/about_the_department/our_plans_and_strategies/a_healthy_tasmania)
- **Inclusive Ageing: Tasmania 2012-2014 Strategy**  
[http://www.dpac.tas.gov.au/divisions/cdd/policy/our\\_policies/inclusive\\_ageing\\_tasmania\\_2012-2014\\_strategy](http://www.dpac.tas.gov.au/divisions/cdd/policy/our_policies/inclusive_ageing_tasmania_2012-2014_strategy)
- **Indigenous Family Safety Agenda**  
[www.fahcsia.gov.au/our-responsibilities/indigenous-australians/programs-services/families-children/indigenous-family-safety](http://www.fahcsia.gov.au/our-responsibilities/indigenous-australians/programs-services/families-children/indigenous-family-safety)
- **National Affordable Housing Agreement**  
[www.federalfinancialrelations.gov.au/content/national\\_agreements.aspx](http://www.federalfinancialrelations.gov.au/content/national_agreements.aspx)
- **National Agreement for Skills and Workforce Development**  
[www.federalfinancialrelations.gov.au/content/national\\_agreements.aspx](http://www.federalfinancialrelations.gov.au/content/national_agreements.aspx)
- **National Binge Drinking Strategy**  
[www.alcohol.gov.au/internet/alcohol/publishing.nsf/Content/cli](http://www.alcohol.gov.au/internet/alcohol/publishing.nsf/Content/cli)
- **National Drug Strategy 2010-15**  
[www.nationaldrugstrategy.gov.au/](http://www.nationaldrugstrategy.gov.au/)
- **National Education Agreement**  
[www.federalfinancialrelations.gov.au/content/national\\_agreements.aspx](http://www.federalfinancialrelations.gov.au/content/national_agreements.aspx)
- **National Framework for Gender Equality [Select Council on Women's Issues]** – to be released 2013
- **National Framework for Protecting Australia's Children 2009-2020**  
[www.fahcsia.gov.au/our-responsibilities/families-and-children/publications-articles/protecting-children-is-everyones-business](http://www.fahcsia.gov.au/our-responsibilities/families-and-children/publications-articles/protecting-children-is-everyones-business)

- National Mental Health Policy  
[www.health.gov.au/internet/main/Publishing.nsf/Content/mental-pubs-n-pol08](http://www.health.gov.au/internet/main/Publishing.nsf/Content/mental-pubs-n-pol08)
- National Partnership Agreement on Preventive Health  
[www.dhhs.tas.gov.au/healthpromotion/national\\_partnership\\_on\\_preventive\\_health](http://www.dhhs.tas.gov.au/healthpromotion/national_partnership_on_preventive_health)
- National Plan to Reduce Violence Against Women and their Children 2010-22  
[www.fahcsia.gov.au/our-responsibilities/women/programs-services/reducing-violence/the-national-plan-to-reduce-violence-against-women-and-their-children](http://www.fahcsia.gov.au/our-responsibilities/women/programs-services/reducing-violence/the-national-plan-to-reduce-violence-against-women-and-their-children)
- National Safe Schools Framework  
<http://deewr.gov.au/national-safe-schools-framework-0>
- Our Children Our Young People Our Future  
[www.dpac.tas.gov.au/divisions/cdd/policy/agenda\\_for\\_children\\_and\\_young\\_people](http://www.dpac.tas.gov.au/divisions/cdd/policy/agenda_for_children_and_young_people)
- Play by the Rules  
[www.playbytherules.net.au/](http://www.playbytherules.net.au/)
- Population Health Strategic Directions: 2011-2014 – internal document only
- Relationships and sexuality education in Tasmanian government schools strategy 2012-2014  
[www.education.tas.gov.au/documentcentre/Documents/Relationships-and-Sexuality-Education-in-Tasmanian-Government-Schools.pdf](http://www.education.tas.gov.au/documentcentre/Documents/Relationships-and-Sexuality-Education-in-Tasmanian-Government-Schools.pdf)
- Safe at Home: Tasmania's Criminal Justice Response to Family Violence  
<http://www.safeathome.tas.gov.au/>
- A Social Inclusion Strategy for Tasmania  
[www.dpac.tas.gov.au/divisions/siu/strategy/strategy](http://www.dpac.tas.gov.au/divisions/siu/strategy/strategy)
- Sport and Recreation Tasmania Strategic Plan  
<http://www.sportandrecreation.tas.gov.au/sportrectas>
- Tasmanian Adult Literacy Action Plan 2010-15  
[www.education.tas.gov.au/documentcentre/Documents/Tasmanian-Adult-Literacy-Action-Plan.pdf](http://www.education.tas.gov.au/documentcentre/Documents/Tasmanian-Adult-Literacy-Action-Plan.pdf)
- Tasmanian Alcohol Action Framework 2010-2015  
[www.drugstrategy.dhhs.tas.gov.au/alcohol](http://www.drugstrategy.dhhs.tas.gov.au/alcohol)
- Tasmanian Homelessness Plan 2010-2013: *Coming in from the cold*  
[www.dhhs.tas.gov.au/tashomelessnessplan](http://www.dhhs.tas.gov.au/tashomelessnessplan)
- Tasmania's plan for physical activity 2011-2021  
<http://www.getmoving.tas.gov.au/tppa/home>
- Tasmanian Sport and Recreation Framework for People with a Disability  
[http://www.sportandrecreation.tas.gov.au/sportrectas/publications/sport\\_and\\_recreation\\_framework\\_for\\_people\\_with\\_a\\_disability](http://www.sportandrecreation.tas.gov.au/sportrectas/publications/sport_and_recreation_framework_for_people_with_a_disability)
- The Tasmanian Curriculum: Health and Wellbeing K-10 syllabus  
[www.education.tas.gov.au/documentcentre/Documents/Tas-Curriculum-K-10-Health-and-Wellbeing-Syllabus-and-Support.pdf](http://www.education.tas.gov.au/documentcentre/Documents/Tas-Curriculum-K-10-Health-and-Wellbeing-Syllabus-and-Support.pdf)
- Whole-of-Government Framework for Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians  
[http://www.dpac.tas.gov.au/divisions/cdd/policy/our\\_policies/lgbti\\_framework](http://www.dpac.tas.gov.au/divisions/cdd/policy/our_policies/lgbti_framework)
- Women on Board 2011-13: Strategy for increasing women's representation on Tasmanian Government Boards and Committees  
[http://www.dpac.tas.gov.au/divisions/cdd/programs\\_and\\_services/women\\_on\\_boards\\_and\\_committees](http://www.dpac.tas.gov.au/divisions/cdd/programs_and_services/women_on_boards_and_committees)