Notes about Gender Equity:

**A Summary of Statistical Measures of Differences in Social and Economic Conditions, between Women and Men**

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**Education**

Males more often experience attention deficit disorder than females, more often experience developmental delays in childhood, and are less likely to complete secondary school or acquire a degree.

Attention deficit-hyperactivity disorder (ADHD) is more common in males than in females, with a male-to-female ratio estimated from 3:1 to 9:1 (Australian Guidelines on Attention Deficit disorder, Royal Australian college of Physicians, 2009).

30% of Victorian boys in prep. and 17% of girls are developmentally vulnerable (Aust. Early Developmental Index)

In 2016, 8% of 20-24 year-old Victorian females and 13% of males, had left school before completing year 11 (2016 Census, Australian Bureau of Statistics [hereafter ‘ABS’]).

In 2016, 8.9% of Victorian women in tertiary education were enrolled in science, information technology or engineering courses, compared with 39% of men. (2016 Census, ABS).

In 2016, 48% of 25-44 year-old Victorian women and 37% of men, held a tertiary degree (2016 Census, ABS).

**Literacy and Fluency in English**

Men have lower average levels of English literacy than women. On the other hand, slightly more women than men have limited fluency in the use of spoken English.

Among Australians aged 20-24 years, 12.8% of males and 7.5% of females have ‘very limited’ English literacy (International Assessment of Adult Competencies, 2013).

In 2016, 4.2% of Victorian males and 5.3% of females had limited English fluency (2016 Census, ABS).

**Paid Work**

Women are less likely than men to hold paid work, and fewer of them have full-time jobs. A similar proportion of women and men have professional/managerial jobs, more men are labourers.

In April 2020, 64% of Australian males aged 15+ held paid employment, compared with 55% of females – though the proportion of females who were in paid work has risen 46% since 1978 (Labour Force Australia, 2020, ABS).

In January 2020, 8.4% of women in the labour force (that is, employed or unemployed) were underemployed, compared with 5.9% of men (Labour force Australia, 2020, ABS).

In April 2020, 44% of women and 18% of men in paid employment worked part-time (Labour force Australia, 2020, ABS).

Of Victorians in paid employment in 2016, 8% of females and 22% of males worked as labourers or machinery operators, while 37% of males and 38% of females were managers or professionals (2016 Census, ABS).

Occupational segregation is pronounced within certain fields of occupation. Among employed Victorians in 2016, jobs with fewer than 2% women included construction workers, plumbers, carpenters, concreters, bricklayers, glaziers, plasterers, motor mechanics, panel beaters, electricians, truck drivers, tilers and cabinetmakers.

By contrast, occupations with 95% or more women included receptionists, secretaries, personal assistants, midwives, dieticians, veterinary nurses, dental assistants, beauty therapists, child carers and preschool teachers (2016 Census, ABS).

In 2018/19 women accounted for 19% of permanent members of the Australian Defence Force (Dept. Defence Annual Report 2018/19)

**Business Leadership**

Women account for a minority of CEOs and board members, though their representation in such senior positions has risen in recent years.

In 2018/19, women accounted for 39% of all managers and 44% of all managerial appointments (Gender Equality Scorecard, Workplace Gender Equality Agency)

In 2017/18, Australian women accounted for 17% of CEOs of non-public sector organisations, 31% of their key management personnel, 26% of directors and 14% of chairpersons (Gender Indicators Australia, Nov. 2019, ABS).

In 2018, the proportion of women on boards in ASX 200 companies stood at 28% (compared with 8% in 2008) (Women in STEM. Australian Academy of Science, 2019).

In 2018, 19% of 20-64 year-old Australian males and 11% of females, were business owners or managers (Characteristics of Employment, Australia, August 2018, cat. 6333.0).

The number of women CEOs of councils in Victoria rose from 11 to 23, between 2000 and 2020 (Victorian Govt, 2020).

**Incomes**

Average hourly rates of pay among women are between 3% and 11% lower than for men. However, on average, women receive far lower incomes and accumulate less superannuation than men, as they are less likely to hold paid employment, work full-time or work overtime.

In 2016, median individual gross incomes in Victoria were 37% lower among women than men overall, 12% lower among those in full-time employment, and 3% lower in hourly rates of pay (2016 Census, ABS).

Applying a slightly difference procedure though, the Australian Bureau of Statistics reported that in 2018, the median average *hourly* income of women in employment in Australia was recorded as 89% that of men in employment - an 11% difference (Survey of Employee Earnings and Hours, Australia, August 2018, cat. 6306.0).

In 2017/18, the median superannuation account balance among Australians aged 55-64 was $183,000 among men and $119,000 among women – 65% of the male average (Household Income and Wealth, Australia, 2017–18, cat. 6523.0). Overall account balances for all women and men in 2015/16 stood at $111,853 for men and $68,499 for women. Women’s average balance rose from 54% of men to 61% during the previous two years (Superannuation Account Balances by Age and Gender. Ross Clare, ASFA Research and Resource Centre)

**Families and Households**

Women are more likely than men to marry in early adulthood, account for most sole parents, and in older age more often live alone - due largely to their greater longevity.

In 2016, over four-fifths (82%) of sole parents in Victoria were females. Female sole parents in Victoria receive lower median weekly incomes ($602 compared with $826) and less likely to be in paid employment (52% compared with 61%), than their male counterparts (2016 Census, ABS).

In 2016, 6.5% of Victorian women aged 20-24 years, and 2.8% of males, were married (2016 Census, ABS).

4.6% of Australian two-parent families feature a stay-at-home father and 29% a stay-at-home mother (2018, Inst. Family Studies. Stay at home fathers in Australia).

80% to 95% of women change their name to match that of their husband, while 3% of husbands changed their name to that of their partner (Victorian Registry of Births, Deaths and Marriages between 2005 and 2010).

Among Victorian aged 65+ in 2016, 31% of women and 17% of men lived alone (2016 Census, ABS).

In 2016, males accounted for 63% of people living in hostels for the homeless, night shelters, refuges, boarding houses, squats or improvised shelters, and females for 37% (Census 2016, ABS customised tabulation), while overall, 58% of homeless people in Victoria were males (ABS, Census of Population and Housing: Estimating homelessness, 2016).

Women are more likely to seek assistance for housing crises, with 57,700 women accessing Victoria’s Specialist Homelessness Services in 2017/18, compared with 40,100 men (Aust Institute of Health and Welfare, Specialist Homeless Service Collection Client Location, by Sex).

**Civic Engagement**

Women are under-represented among members of Federal parliament and cabinet, the judiciary, ministers of religion and participants in community support groups.

In 2014, 28% of Australian men and 37% of women were involved in community support groups (General Social Survey, Australia, 2014, cat. 4159.0).

In 2016, 19% of Victorian males aged over 14 years, and 22% of females, had volunteered in the previous year (2016 Census, ABS).

The 2016 Census disclosed that 31% of Victorian residents whose occupation was classified as 'minister of religion' were women (up slightly, from 29% in 2011) – including none among those who identify as Hindus and Muslims, 5% who adhere to Judaism, 31% of Christians and 40% of Buddhists. (2016 Census, ABS).

In 2019, women accounted for 30% of members of the Federal House of Representatives (or 45 of 150), 40% of Senators (30 of 76), 26% of Federal Government ministers and 26% of cabinet ministers. (Commonwealth Parliamentary Library, Australia, Count of Federal parliamentarians). Across the world in 2019, women accounted for 24% of national leaders, compared with 11% in 1995, and for a median of 26% of elected parliamentarians (UN Women, 2019).

In 2018, 43% of judges in the High Court were women, as well as 26% of those in the Federal Court, 43% of those in the Family Court and 26% of judges in the State Supreme Courts or Courts of Appeal (Judicial Gender Statistics, Australasian Institute of Judicial Administration).

In 2019, women accounted for 46% of appointments to Commonwealth Government boards (Gender Indicators Australia, Nov. 2019, ABS).

By early 2018, 53% of paid public board positions in Victoria were held by women (Safe and Strong: A Victorian Gender Equality Strategy Achievements Report Year One, Victorian Government, 2019).

In 2020, there were 36 female mayors in Victoria, representing 46% of municipalities and the highest proportion in Victorian history (Victorian Govt., 2020).

Women accounted for 42% of the 2020 recipients of Australia Day honours (Australia Day 2020 Honours List. Governor-General of the Commonwealth of Australia)

Women account for 6% of Nobel prize winners between 1901 and 2019, including 6% of laureates in medicine, 3% in Chemistry, and 1% in physics and economics.

**Unpaid Work**

Women perform an average of twice as much childcare and other unpaid work at home than men, even where both are in full-time paid employment, and more often provide unpaid care to a person with a disability.

In 2016, Victorian women performed an average of 15.9 hours unpaid work at home, compared with 7.5 for men (2016 Census, ABS). A wide difference persisted among people in full-time employment, with such women performing an average of 9.1 hours each week in unpaid work at home, compared with 5.8 hours by men.

Among Australian parents in 2006, women spent a daily average of 8.6 hours caring for children, compared with 3.9 hours among men. Of parents in full-time employment, women spent an average of 6.7 hours per day caring for children, compared with 3.7 among men (Time Use Survey, cat. 4153.0, ABS).

72% primary unpaid carers are women (Disability, Ageing and Carers, Australia 2018)

**Sport and Physical Recreation**

Women account for a slight majority of participants in sport and physical recreation, including organised sports, but are half as likely to participate at sports clubs as men, and attract far less publicity and funding in elite sports, than men.

85% of Victorian women and 83% of men engage in sport or physical recreation at least once a week, and slightly more women (67%) than men (62%) participate three or more times per week (AusPlay survey results 2018/2019).

However, women represent only a third (36%) of people who play sports at Victorian sports clubs or associations (AusPlay survey results 2018/2019).

Australian males predominate among participants in soccer, golf, cricket, Aussie rules football, motor cycling, surfing, fishing, rugby, martial arts, shooting, fencing, paintball, gridiron, wood chopping, billiards and rock climbing, while females account for most participants in walking, yoga, Pilates, dance, gymnastics, equestrian, ice skating and netball (AusPlay survey results 2018/2019).

Women’s sports receive just 4% of all worldwide sports media coverage (Tucker Centre for Research on Girls and Women in Sport), and in Victoria, 93 per cent of TV sports coverage is about men (Victorian Gender Equality Strategy, State Govt.).

Moreover, women are paid less in professional sport than men: the U.S. Women’s National Team earned $2 million dollars for their 2015 Women’s World Cup Soccer victory, while the U.S. men’s team – ranking 11th in 2014 - collected $9 million. And while tennis is the most lucrative sport for female athletes, Novak Djokovic, the men’s number one, earned twice as much as Serena Williams, the women’s number one (Forbes Magazine).

**Health and Mortality**

Men have a higher mortality rate than women throughout life - experiencing particularly high death rates from assault, transport accidents and suicides – resulting in a lower life expectancy.

In 2016, a similar proportion of Victorian females (5.9%) and of males (5.4%) (age-adjusted) had a disability requiring them to obtain daily assistance with mobility, self-care or communication (2016 Census, ABS).

In 2018, the proportion of Australian women and men who assessed their own health as 'fair' or 'poor' also differed little, at 15% among women and 16% among men (2018 National Health Survey).

Mortality rates among Australian males are higher than for females throughout the lifespan. In 2018, the probability of death by 60 years was 8% for males and 5% for females (Deaths Australia, 2018, ABS).

In 2018, 5.7 deaths per 100,000 population resulted from transport accidents among men, compared with 1.9 per 100,000 women; and mortality rates of 7.2 per 100,000 from poisoning were recorded among men, compared with 2.8 among women (Deaths Australia 2018, ABS).

In 2016/17, average Australian life expectancies were 80.7 years for males and 84.9 for females (Deaths, Australia, 2018 cat. 3302.0).

**Lifestyle and Drug Use**

Men exhibit a greater prevalence of nutritional imbalance, sugary drink consumption, obesity, smoking, excessive drinking and deficiency in exercise, than women.

In 2014, 3% of Victorian males and 4.1% of females had run out of food at some-time and could not afford more – a condition termed ‘food insecurity with hunger’ (2014 Victorian Population Health Survey).

In 2018, 14% of Australian women and 22% of men consumed less than one serve of fruit per day (2018 National Health Survey).

In 2018, 9.8% of Australian males consumed two or more metric cups per day of sugar-sweetened drinks, more than twice the corresponding proportion of 4% among women. Similarly, 2% of girls and 5.5% of boys consume two or more metric cups of sugar-sweetened drinks per day (2018 National Health Survey).

Obesity is slightly more widespread among Australian males, at 33%, than females, at 30% (2018 National Health Survey).

In 2018, 18% of Australian women and 19% of men obtained no exercise in a typical week (2018 National Health Survey).

In 2018, 12% of women and 18% of men across Australia smoked (2018 National Health Survey).

In 2018, 24% of Australian males and 9% of females exceeded national alcohol consumption guidelines (2018 National Health Survey). An earlier national survey found that harmful alcohol use was three times more prevalent among males than females, at 28% and 10% respectively (National Survey of Mental Health and Wellbeing, 2007, ABS).

**Mental Health**

Women experience a markedly higher prevalence of psychological distress, anxiety, depression and post-traumatic disorder than men. However, male suicide rates are three times those of females.

In the 2018 National Health Survey, 15% of women and 11% of men reported that they experienced ‘high’ or ‘very high’ levels of psychological distress (2018 National Health Survey).

The prevalence of post-traumatic stress disorder is almost twice as high among Australian women (15.8%) as for men (8.6%), while depression (at 14.5% among women and 8.6% among men), social phobia (12.8% and 8.4% respectively) and generalised anxiety disorder (7.3% vs. 4.4%) are also more widespread among women (National Survey of Mental Health and Wellbeing, 2007, ABS).

Males are approximately four times more likely to be diagnosed with autism spectrum disorder as females (Morbidity and mortality weekly report: Surveillance Summaries / April 27, 2018 / 67(6);1–23)

A 2018 survey of a national sample of 500 Australian adults detected no differences in loneliness by gender Australian Psychological Society. Australian Loneliness Report: A survey exploring the loneliness levels of Australians and the impact on their health and wellbeing.

In 2018, the suicide rate among Victorians was 13.6 per 10,000 persons among males and 4.7 per 10,000 among females – reflecting a long-standing disparity (Causes of Death Australia, 2018. ABS).

In 2019, 4.4% of Victorian men and 1.9% of women were found to be moderate-risk or problem gamblers (Victorian Population Gambling and Health Study 2018/19)

**Attitudes to Gender Equity and Equality**

The proportion of people who do not support gender equity is highest among men, younger people, those with limited formal education and unemployed people.

The 2015 VicHealth Indicators Survey measured support for gender equality, based upon the level of agreement among respondents with two statements: ‘Men should take control in relationships and be head of the household’ and ‘Women prefer a man to be in charge in a relationship’.

Segments of the community which expressed the *lowest* support for gender equality included younger people, men, people with limited education, unemployed people, those from non-English-speaking countries and people living in outer-metropolitan localities (2015 VicHealth Indicators Survey).

Among young Australian men, surveyed in 2018:

\* 13% expressed the opinion that men, not women, should bring money home for their families.

\* 19% believed that a man shouldn’t have to do household chores.

\* 27% held the view that a man should always have the final say about decisions in his relationship or marriage.

\* 37% maintained that if a man has a girlfriend or wife, he deserves to know where she is all the time.

(The Man Box: a study on being a young man in Australia’, by The Men’s Project and Flood, M. (2018). Jesuit Social Services).

**Workplace & Street Harassment**

A substantial proportion of women and men experience sexual harassment at work, while many women endure discrimination associated with pregnancy or return to work after caring for children.

In 2019, 20% of employed Australians, including 23% of females and 16% of males, had been sexually harassed at the workplace in the previous 12 months (2018 Australian Human Rights Commission national survey).

In 2014, half of all employed mothers had experienced discrimination in the workplace in relation to pregnancy or returning work. Among them, 32% sought another job or resigned (Australian Human Rights Commission. Supporting Working Parents: pregnancy and return to work national review report, 2014).

84% of women had experienced some form of non-physical harassment during their lives, including honking, wolf-whistling, leering, vulgar gestures, lewd or sexist comments or repeated, unwelcome sexual advances. Men are the perpetrators in 87% of harassment of women on the street (Everyday Sexism, Aust. Institute, 2015).

**Violence and Abuse**

While a similar proportion of women and men have been assaulted, women are three times more likely to be physically assaulted or murdered by a partner, four times more likely to be sexually assaulted, twice as likely to be stalked, and more than twice as likely as men to feel concerned for their personal safety alone outdoors at night, as men. Men on the other hand, account for most perpetrators of assault, stalking and crime.

**Assault**

Approximately a third of Australian adults, including 34% of women and 36% of men, have been assaulted since the age of 15, while 3.7% of women and 4% of men are assaulted each year (Personal Safety, Australia, 2016).

Approximately one-quarter (27%) of women and a third (34%) of men, have been *physically* assaulted since age 15, and 3.4% of males and 2.7% of females are physically assaulted each year (Personal Safety, Australia, 2016).

One in six women (17%) and one in twenty-five men (4.3%) have been *sexually assaulted* since age 15, and 1.6% of women and 0.6% of men in a 12-month period (Personal Safety, Australia, 2016).

**Intimate-partner violence**

22% of Australian women and 7% of men have been assaulted by a partner since 15 (Personal Safety, Australia, 2016).

2% cent of women and 1.1% of men are assaulted by an intimate partner in a 12-month period – almost all by perpetrators of the opposite sex (Personal Safety, Australia, 2016).

Indigenous adults were 32 times as likely to be hospitalized for family violence as non-Indigenous adults (AIHW analysis of National Hospital Morbidity Database).

In 2018/19 in Victoria, females accounted for three-quarters (75%) of victim reports in incidents of alleged family violence recorded by Victoria Police (Crime Statistics Agency, customised tabulation, 2019).

Women are five times more likely than men to require medical attention or hospitalization, and five times more likely to report fearing for their lives, due to intimate partner violence (Source: Mouzos, J. 1999. Feticide: and overview of major findings. No 124 Australian Institute of Criminology. Canberra).

Between 1989/90 and 2015/16 in Australia, there were 1,460 intimate partner homicides featuring a female victim, equivalent to 56 such incidents each year, compared with an average of 18 male victims per annum in the same period (representing 24% of intimate partner homicides) (Brichnell, S. (2019). Homicide in Australia 2015/16).

In 2017/18, there were 33 female victims and 13 male victims of intimate partner homicide. Females therefore represented 71% of the victims in intimate partner homicides, while in the same year, males accounted for 71% of perpetrators of such crimes (Homicide in Australia 2017/18 Samantha Bricknell, Aus. Institute of Criminology)

4.8% of men and 21.1% of women have experienced sexual coercion, i.e. being forced or frightened into unwanted sexual activity. (Sex in Australia: experiences of sexual coercion among a representative sample of adults. Australia and New Zealand Journal of Public Health. Vol. 27(2):198-203, 2003).

**Stalking and perceptions of safety**

In 2016, 3.4% of Australian women had been stalked in the previous 12 months - twice the corresponding proportion of 1.7%, among men (Personal Safety, Australia, 2016, ABS).

In 2015, nearly two-thirds (61%) of Victorian women and about a quarter (26%) of men reported that they felt unsafe while walking alone at night *in their neighbourhood* (2015 VicHealth Indicators Survey). Moreover, women are nearly five times more likely to feel unsafe alone at night *in their home*, with 10.8% feeling unsafe under these circumstances, compared with 2.3% of men (General Social Survey, 2010, ABS).

**Perpetrators of violence**

Males are responsible for most violence in Australia, with 36% of adults reporting that they had ever experienced violence from a male, and 11% by a female (2017 Personal Safety Survey, ABS).

In the year ending September 2019 in Victoria, males accounted for 78% of offenders recorded by Victoria Police (Victorian Crime Statistics Agency).

Across Australia in 2017/18, males were four times more likely as women to commit physical assault, 16 times more likely to commit sexual assault and five times more likely to commit murder (Recorded Crime – Offenders, 2017–18 Australian Bureau of Statistics), and four times more likely to sexually harass work colleagues (79% vs. 21%) (Australian Human Rights Commission National Survey 2018). In addition, men accounted for 84 percent (n=178) of identified homicide offenders in 2017/18.

In 2019, 93% of Victorian prisoners were males and 7% female (Annual Prisoner Statistical Profile, 2006-07 to 2018-19. Vic. Dep Corrections).

**Elder Abuse**

72% of 2,385 calls to the Seniors Rights Victoria state-wide helpline were by women and 28% men.

54% of perpetrators were men and 46% women (Jooston, M., Cartalla, P., Feldman, P. Brijanth, B., Dow, B. (2020). Seven Years of Elder Abuse Data in Victoria. National Ageing Research Institute)

**International Conditions**

Girls in the developing world are less likely to go to school or receive adequate food or health care, and more likely to die in their early adulthood, be forced to marry in their childhood, and experience sexual and domestic violence (Various sources).

Genital mutilation is practised in 28 countries of the world, with an estimated 140 million women having endured this procedure (Female Genital Mutilation, WHO, Sexual and Reproductive Health).

In many developing countries, boys are valued more than girls. In one nation alone, an estimated 39 million and girls are “missing” due to infanticide and sex-selective abortions (United Nations, Report of the International Workshop on Skewed Sex Ratios at Birth, 2011).

Women perform 66% of the world’s work but receive only 11% of its income and own 1% of all land (Various sources).

As former UN Secretary-General Kofi Anan explains: “No tool for development is more powerful than the empowerment of women.” (United Nations, Women’s Commission, 2005).