



Priority area

1 Women's participation and leadership

Leadership

Females comprised:

- 44.4% of the Queensland Cabinet (eight of the 18 cabinet ministers) including the Premier, and 31.2% (29 of 93 seats) of Queensland Parliament members, at 6 September 2021.¹
- 37.9% (or 66) of all 174 serving judges and magistrates, including the Chief Justice of Queensland at 30 June 2020. This compares with 38.8% of judges and magistrates nationally.²
- 54% of all members on Queensland Government bodies as at 30 September 2021.³
- 50.6% of Queensland Public Sector leadership roles at Senior Officer and higher in March 2021.⁴
- 67.1% of the total full-time equivalent employment in the Queensland Public Sector in March 2021.⁵
- 23.8% (or 1,788) of the total 7,504 chief executives and managing directors in Queensland during 2020–21^{6,7} — nationally females accounted for 29.9% (or 12,662).^{8,9}

Social and community participation

In the 12 months prior to the 2016 Census, females accounted for 57.3% of Queenslanders who did voluntary work, with 21.1% of females reporting engaging in voluntary work for an organisation or group, compared with 16.5% of males.¹⁰

19.4% of females, compared with 21.3% of males, were involved in community support groups in 2020, such as service clubs, welfare organisations,

parenting/children/youth, and emergency services.¹¹

Workforce participation

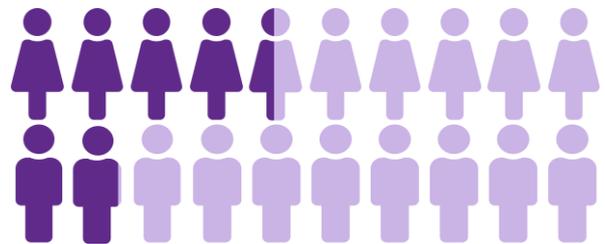
At least three in five females were either employed or looking for work in September 2021, with a seasonally adjusted labour force participation rate¹² of 62.0%, compared with 70.6% for males¹³ — nationally 60.0% for females and 69.3% for males.¹⁴

Females comprised 48.0% of all employed persons in September 2021, including 26.9% working full-time and 21.1% working part-time.^{15,16}

In 2016, Aboriginal and Torres Strait Islander females were less likely than their male counterparts to be unemployed with an unemployment rate of 19.0%, compared with 21.1%¹⁷ — nationally 16.9% and 19.4%.¹⁸

Females with a disability had a lower unemployment rate (8.6%) than males with a disability (11.4%) in 2018.¹⁹

Females were 2.3 times as likely as males to work part-time



44.0% of all female employees, compared with **19.2%** of all male employees in September 2021.^{20,21}



Females comprised 32.2% of the total 220,700 independent contractors, and one-third (37.4%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2020.²²

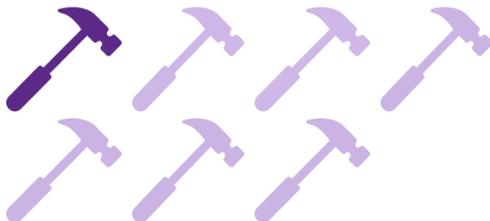
Females were slightly more likely than males to experience labour underutilisation (seasonally adjusted) with one in seven females (14.0%) in the labour force either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 12.2% of males in September 2021²³ — nationally 15.0% of females and 12.9% of males²⁴.

Of all employees in February 2021:

- 27.4% of female employees were in casual employment, compared with 22.3% for males, and those females accounted for 55.5% of casual employees.^{25 26}
- three in four (79.5%) female casual employees worked part-time, compared with half (55.2%) of male casual employees working part-time.²⁷

Females were highly concentrated in the health care and social assistance industry (78.6% of all employed persons in this industry), but underrepresented in traditionally male-dominated industries, including the construction industry (14.1%) in August 2021.^{28 29}

The construction industry had the lowest proportion of female employees with females comprising about **1 in 7** employees or **14.1%** of the total employees.



Females represented a high proportion of clerical and administrative workers (77.4%) and community and personal services workers (71.8%) in August 2021, but a lower proportion of other occupation groups, including machinery operators and drivers (9.4%), and technicians and trades workers (15.9%).^{30 31}

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



Participation in unpaid work

Females aged 15 years and older were 2.6 times more likely than males to spend 15 hours or more every week on unpaid domestic activities – 30.4% of females compared with 11.5% of males in 2016.³²

Females were more likely than males to provide unpaid childcare, with those aged 20–24 years showing the greatest gender gap, with females accounting for 67.8% of all Queenslanders in this age group who provided unpaid childcare in 2016.³³

Females comprised 71.9% of all primary carers, who provide ongoing assistance for at least six months with one of the core activities of communication, mobility or self-care,³⁴ and 84.9% of all parents who were primary carers of people with a disability in 2018.³⁵

In families with children aged 0–12 years and at least one employed parent, 61.8% of working mothers used work arrangements to care for their children in 2017, compared with 32.4% of working fathers.³⁶

30.8% of working mothers used part-time work to care for a child in 2017, compared with 3.8% of working fathers using this arrangement.³⁷





Priority area

2 Women's economic security

Education and training

Female students are consistently more likely than male students to continue on to Year 12, with higher retention rates for females than for males at 88.9% and 81.9% respectively in 2020.^{38 39}

Aboriginal and Torres Strait Islander females (72.4%) were more likely than Aboriginal and Torres Strait Islander males (61.0%) to continue on to Year 12 in 2020.^{40 41}

As at May 2020, 28.5% of females aged 15-74 years held a bachelor degree or higher, compared with 22.9% for males.⁴²

Aboriginal and Torres Strait Islander females were more than twice as likely as Aboriginal and Torres Strait Islander males to hold a bachelor degree in 2016.⁴³

In 2019, females represented 59.8% of undergraduate and postgraduate student enrolments, but they made up 33.9% of STEM enrolments. Similarly, female students represented 61.3% of undergraduate and postgraduate course completions, but they made up 35.9% of STEM completions.^{44 45}

- While representing around 1 in 3 STEM enrolments, when looking at the distribution across courses among females, only 13.0% overall were enrolled in STEM compared with 37.8% of males.
- Females were most likely to be enrolled in Health courses (31.9%) followed by Society and culture (26.8%).

In December 2020, females were overrepresented in certain apprenticeships or traineeships (in training) in non-trade occupations, such as personal assistants and secretaries (96.3%) and carers and aides (93.3%) but were underrepresented in apprenticeships or traineeships (in training) in trade occupations such as construction

trades workers (2.6%) and automotive and engineering trades workers (4.7%).^{46 47}

Income

Females, on average, earned \$1,479.20 in a full-time working week in May 2021, compared with \$1,756.00 for males, leading to a 15.8% gender pay gap⁴⁸ compared with 14.2% nationally (full-time average weekly earnings of \$1,575.50 for females and \$1,837.00 for males).⁴⁹

15.8% gender pay gap in May 2021



Across occupations, machinery operators and drivers were likely to have the largest pay gap, in terms of average hourly ordinary time cash earnings, with females earning 21.9% less than males.⁵⁰ The lowest gender gap was for labourers (12.3%), followed by sales workers (14.7%).⁵¹

Across industries, the largest pay gap was in the professional, scientific and technical services industry, with females earning \$39.50 per hour — 29.5% less than that of males (\$56.00), based on the average hourly ordinary time cash earnings of adult employees working in non-managerial roles, and the lowest gender pay gap was in the accommodation and food services industry with females earning \$27.20 — 5.9% less than that of males (\$28.90).^{52 53}

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



- females working part-time on a casual basis earned a total of \$519.70 weekly — 25.5% less than that of their male counterparts (\$697.70).⁵⁴
- all female employees (working full-time or part-time) on a casual basis earned a total of \$586.70 weekly — 41.8% less than that of their male counterparts (\$1,008.10).⁵⁵

Income support

For people aged 65 years and over who were not in the labour force, government pensions and allowances were the main source of income for 78.0% of females and 65.0% of males in 2017–18⁵⁶ — nationally 69.4% of females and 63.0% of males.⁵⁷

Females comprised 94.6% of single parents who received Parenting Payment, having principal care of a child or children under the age of eight years⁵⁸, and 71.3% of people receiving Carer Payment in Queensland in June quarter 2021.⁵⁹

Retirement and superannuation

The average superannuation balance was \$111,275 for females and \$164,031 for males in 2017–18⁶⁰, that is, about 32.2% less than men's — nationally \$121,322 for females and \$168,474 for males.⁶¹

In every age group, on average, females had lower superannuation balances than males. Those aged 70 years and over showed the largest gap, with \$279,463 for females and \$404,490 for males in 2017–18.⁶²

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



The average balance of superannuation accounts for people aged 65 years and over who were not in the labour force was \$76,429 for females, compared with

\$153,699 for males — nationally \$106,392 for females and \$155,453 for males.

Of people aged 15–64 years, females were more likely than males to have no superannuation coverage.⁶³ Those aged 55–64 years showed the greatest gender gap, with 20.9% of females, compared with 13.6% of males, in this age group having no superannuation coverage in 2017–18⁶⁴ — nationally 22.4% and 16.3% respectively.⁶⁵

35.9% of females aged 15–64 years with a disability and 26.8% of females aged 15–64 years who were born overseas had no superannuation coverage in 2017–18.⁶⁶

Housing and homelessness

As at 31 August 2021, females comprised 56.4% (or 55,956) of all public rental housing tenants and 56.7% (or 5,544) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.⁶⁷

- Single females aged over 55 years (22.6%) and single mothers with children, who had at least one child under 18 years of age (20.1%), together made up 42.7% (or 21,910) of all public rental housing tenants.
- Single females aged over 55 years (9.8%) and single mothers with children, who had at least one child under 18 years of age (36.1%), together made up 45.9% (or 1,457) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.

Females accounted for 41.6% of all persons who were estimated to be homeless on Census night in 2016 in Queensland.^{68 69}

Females accounted for 59.6% of people accessing government-funded specialist homelessness services in 2019–20, with females aged 18–44 years comprising more than half (51.9%) of female clients and just under a third (30.9%) of all clients.⁷⁰

One-parent families with dependent children under 15 years of age spent 25.4% of their average gross income on housing costs in 2017–18, compared with 15.1% for couple families with dependent children.⁷¹ Females headed 85.0% of one-parent families with children under 15 years in 2016.⁷²





Priority area

3 Women's safety

Feelings of safety

Females and males in Queensland largely did not experience physical assault, with only 2.8% of females and 2.6% of males aged 15 years and over reporting experiencing physical assault⁷³ in 2019–20.

Females (3.0%) were slightly less likely than males (3.3%) to experience threatened physical assault⁷⁴ (both face-to-face⁷⁵ and non-face-to-face incidents⁷⁶ such as SMS, email or over the phone).⁷⁷

Females aged 15 years and over were less likely than males to feel safe alone after dark at home or in local area in 2016:

- 87.0% of females, compared with 97.5% of males, felt safe or very safe at home alone after dark.⁷⁸
- 27.1% of females reported feeling safe walking alone in local area after dark, compared with 60.6% of males.⁷⁹

Victims of all offences against the person

Females were slightly more likely than males to be a victim of an offence against the person with 54.2% of all reported victims in 2020–21 identified as female.⁸⁰

Females aged 15–24 years were the group most likely to be a victim of an offence against the person in 2020–21⁸¹:

- females aged 15–19 years had the highest rate for victims of offences across all age groups in both females and males (2,234.7 victims per 100,000 female population aged 15–19 years).⁸²
- females aged 20–24 years had the second highest victims of offence rate across all age groups in both females and males at a rate of (1,833.1 victims per 100,000 female population aged 20–24 years).⁸³

Sexual offences and stalking

Females accounted for almost 9 in 10 victims of sexual offences (86.6%) in 2020–21 with females in all age groups considerably more likely than males to be reported as a victim of a sexual offence. Females aged 15–19 years were most likely to be a reported as a victim of a sexual offence, accounting for one in five (21.3%) of the total 6,540 victims of sexual offences and 91.8% of all victims of sexual offences in this age group.⁸⁴



In 2020–21, **9 in 10** victims of sexual offences aged 15–19 years were female.

Of the reported 2,871 sexual offenders in 2020–21, just 4.1% (119) were identified as female, while 95.8% (2,750) were identified as male.⁸⁵

Across all reported victims of sexual offences, nearly two-thirds (65.6%) of victims knew their offenders in 2020–21, with 31.5% of victims offended against by a family member (a partner, a former partner, a child or other family members) and 34.1% by an acquaintance, friend, neighbour or colleague.⁸⁶

Aboriginal and Torres Strait Islander females accounted 10.0% of female victims of sexual assault and were at least 4 times more likely to be reported as a victim of a sexual offence in 2020–21 as non-Indigenous females.⁸⁷

In 2020–21, 77.8% of victims of stalking were identified as female, while 85.4% of all stalking offenders were identified as male.⁸⁸



Domestic and family violence

A total of 39,871 offences of breach of domestic violence order were reported to police in 2020–21, equating to a rate of 764.2 offences per 100,000 persons, a 15.3% increase from 662.8 offences per 100,000 persons in 2019–20.⁸⁹

Fewer breaches of domestic violence (protection) orders were recorded for female offenders than male offenders in 2020–21, with 84.4% of the total 24,318 identified as male for this offence type⁹⁰:

- More than two-thirds (67.1%) of male offenders were aged 18–39 years.⁹¹

Between 1 July 2006 and 30 June 2021, there were 375 domestic and family homicides in Queensland.⁹²

- This included 346 women, men and children who were killed by a family member or by someone they were, or had been, in an intimate partner relationship with. An additional 29 were collateral homicides.
- In 21.5% of cases (76 of 353) of all domestic and family homicide cases, the deceased identified as Aboriginal and Torres Strait Islander person.

There were 186 intimate partner homicides during the same period. Females were over three times more likely than males to be killed by an intimate partner, comprising 75.8% (141 of 186 cases) of intimate partner homicide victims.⁹³

During this period (between 1 July 2006 and 30 June 2021)⁹⁴:

- for all intimate partner homicide cases, males were the homicide offender in 78.5% (146 of 186) of cases and females were the homicide offender in 21.5% (40 of 186) of cases.
- 65.9% (93 of 141) of females killed within an intimate partner relationship were involved in an identifiable history of domestic and family violence. In 98.9% of these cases the female deceased was the primary victim of domestic and family violence.

- there were 30 intimate partner homicides involving a male deceased where a history of domestic and family violence was able to be established. In 100.0% of these cases the male deceased was the primary perpetrator of the domestic and family violence.
- in just over one in five cases (20.3%, 35 of 172) of all intimate partner homicide cases, the deceased identified as Aboriginal and Torres Strait Islander.



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

Of all Queensland clients seeking government-funded specialist homelessness services, due to domestic and family violence as a main reason, 77.1% were female in 2019–20 — nationally 77.2%.⁹⁵

Females accounted for 68.8% of all alleged victims of elder abuse reported to the Elder Abuse Helpline in 2020–21.^{96,97}

Discrimination and other forms of violence

Of 698 complaints accepted and dealt with by Queensland's Human Rights Commission Queensland in 2020–21, discrimination on the basis of pregnancy accounted for 11 (or 1.6%) complaints.⁹⁸

Australia provides support services for trafficked people⁹⁹ through the Support Program. Females comprised¹⁰⁰:

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





Priority area

4 Women's health and wellbeing

Life expectancy

In the three years 2018–2020, females had a life expectancy of 85.1 years at birth, compared with 80.6 years for males.¹⁰¹

Aboriginal and Torres Strait Islander females had life expectancy of 76.4 years at birth in 2015–2017, higher than for Aboriginal and Torres Strait Islander males (72.0 years), but 8 years lower than for non-Indigenous females.¹⁰²

General health status

Most females considered themselves to be in 'excellent', 'very good' or 'good' health, with little difference between females (85.4%) and males (84.3%) in 2020.¹⁰³

In 2020, a slightly higher proportion of females (62.5%) than males (60.5%) reported experiencing at least one personal stressor in the previous 12 months. Common stressors for both females and males were illness, death of a family member or friend and unable to get a job.¹⁰⁴

Pregnancy and childbirth

Of the total 61,735 births registered in Queensland in 2019, 48.5% were female babies and 51.5% were male babies, resulting in a sex ratio at birth of 106.2 male births per 100 female births.¹⁰⁵

Females had an average of just under two children during their reproductive life at the total fertility rate (TFR) of 1.72 babies per female in 2019 — nationally TFR was 1.66.¹⁰⁶

Females had a median age for childbirth of 30.6 years in 2019, compared with 32.7 years for the median age of father.¹⁰⁷

The median age of Queensland's first-time mother was 29.4 years in 2019.¹⁰⁸

Of the 59,559 mothers who gave birth in 2019¹⁰⁹:

- about three-quarters (75.2%) were aged 20–34 years. A further 2.9% were teenage mothers and the remaining 22.0% were aged 35 years and over.
- 7.5% were Aboriginal and Torres Strait Islander mothers.

Healthy weight and food

Females aged 18 years and over were more likely than males to be in the healthy weight range in 2020 (41.8% compared with 32.3%, based on self-reported data).¹¹⁰ The difference was mainly due to the higher prevalence of self-reported overweight for males (41.9% compared with 28.9%), while obesity was similar (24.5% compared with 25.2%).

Females aged 18 years and over were more likely than males to consume the recommended daily serves of fruit (57.6% compared with 47.3%) and vegetables (11.1% compared with 4.7%) in 2019.¹¹¹

Physical activity



Females aged 18 years and over were less likely than males (**55.8%** compared with **61.8%**) to be sufficiently active for health benefits¹¹² in 2020.¹¹³

Girls aged 5–17 years were less likely than boys of the same age to be active every day of the past week (41.6% compared with 49.7%), with the 12–15 years age group being least active for girls (24.8%) compared with the 16–17 years age group for boys (27.6%) in 2020.¹¹⁴

Just over half of females (54.5%) and males (52.9%) participated in sport and physical recreation activities in the previous 12 months



in 2013–14¹¹⁵, showing the lowest participation rate in Australia — nationally 59.4% for females and 61.0% for males.

Cancer screening

Females in the target age groups for cancer screening programs participated in a Pap Smear or Cervical Screening Test at 51.8% of those aged 25–69 years in the two years 2017 to 2018, and breast screening at 55.1% of those aged 50–74 years in 2017–18.¹¹⁶

Mental health and wellbeing



In 2017–18, 24.3% of females reported having mental and behavioural health problems in the previous 12 months, which lasted or were expected to last at least six months or

more, compared with 21.2% of males.¹¹⁷

Anxiety related problems were the most commonly reported mental and behavioural conditions for all Queenslanders, but at a greater rate for females (17.9%) than for males (13.0%) in 2017–18.¹¹⁸

Females (15.4%) were more likely to experience a high to very high level of psychological distress in the previous four weeks, compared with males (12.5%) in 2017–18¹¹⁹.

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

Deaths from suicide (intentional self-harm) were less likely to occur among females, compared with males.¹²⁰ In 2020, of 759 suicide deaths of Queenslanders, 21.2% were female deaths.

- The highest number of suicide deaths in females (32) occurred among those aged 25–34 years, while for males (125) it was among 35–44 year olds.¹²¹

Smoking and drinking

- Females 18 years and over were less likely to smoke daily (8.9%), compared with males (11.8%) in 2020.¹²²
- Daily smoking rates were highest for those aged between 35–54 years with male rates

peaking at 35–44 years (15.5%) and females at 45–54 years (11.8%).¹²³

- In 2020, females aged 18 years and over were far less likely to drink alcohol at ‘lifetime risky’¹²⁴ levels (11.5%), compared with 33.9% for males.¹²⁵
- Aboriginal and Torres Strait Islander mothers were significantly more likely to smoke during pregnancy than non-Indigenous mothers (42.5% compared with 9.1% in 2019).¹²⁶

Falls

Females comprised the majority of fall-related hospitalisations in Queensland for patients aged 65 years and older (63.0% in 2019–20).¹²⁷ Nationally, females also comprised the majority of fall-related deaths for people aged 75 years and over (55.1% of deaths caused by accidental falls in 2017–19 in Australia).¹²⁸

Diseases and causes of death

Of the 16,893 male deaths in 2020, ischaemic heart disease was the leading cause (11.9%), followed by lung cancer (6.4%) and dementia (6.2%).^{129 130}

The leading cause of death among females in 2020 was dementia, accounting for 12.0% of the 14,474 deaths, followed by ischaemic heart disease (9.4%) and cerebrovascular disease (7.2%).^{131 132}

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

- among females, dementia accounted for only 0.9% of YPLL, while lung cancer accounted for 7.1%. This is because the median age at death for dementia is much higher than that of lung cancer.
- among males, while suicide accounted for only 3.5% of deaths in 2020, it accounted for 16.5% of YPLL. In contrast, ischaemic heart disease accounted for 9.2% of YPLL.

For Aboriginal and Torres Strait Islander Queenslanders, the most common cause of death was ischaemic heart diseases, followed by diabetes for females and suicide for males.¹³³



-
- ¹ Queensland Parliament, *Members – current members including Ministers and shadow Ministers*, accessed 6 September 2021.
- ² The Australasian Institute of Judicial Administration (AIJA), 2021, *AIJA Judicial gender statistics: Number and Percentage of Women Judges and Magistrates at 30 June 2020*.
- ³ Queensland Government Department of Premier and Cabinet, 2021, *Register of Appointees to Queensland Government Boards*, unpublished data. The figure applies to boards designated by the Queensland Government as “in scope”.
- ⁴ Queensland Government Public Service Commission, 2021, *Queensland public sector workforce profile, March 2021*.
- ⁵ *ibid.*
- ⁶ Figures do not include employees under the classification of chief executives and managing directors not further defined. Based on an average of four quarters: August, November, February and May.
- ⁷ Australian Bureau of Statistics, 2021, *Labour force, Australia, Detailed, July 2021*, ‘EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards’, cat. no. 6291.0.55.001. Note: Extreme caution should be used when making inferences from these statistics (i.e. comparing the data between years). The labour force statistics are based on a sample and are subject to sampling error, that is, the estimates will exhibit large volatility in quarterly changes. As the data are referring to a very small/specific category of occupations, the volatility is likely to be exacerbated, even when averaging four quarters of data.
- ⁸ *ibid.*
- ⁹ Figures do not include employees under the classification of chief executives and managing directors not further defined. Based on an average of four quarters: August, November, February and May.
- ¹⁰ Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, ‘Queensland (State/Territory), General Community Profile – Table G19 Voluntary work for an organisation or group by age and sex’, cat. no. 2001.0.
- ¹¹ Australian Bureau of Statistics, 2021, *General social survey, Australia, 2020*, ‘Table 1.3 Persons aged 15 years and over, Involvement in Community support groups – by Queensland and Australia, proportion of persons’, customised data.
- ¹² Labour force includes people aged 15 years and over who are employed or unemployed. The labour force participation rate (also referred to as workforce participation rate) for any group is the labour force expressed as a percentage of the civilian population aged 15 years and over in the same group.
- ¹³ Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ¹⁴ Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ¹⁵ Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- ¹⁶ Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ¹⁷ Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, ‘Queensland (State/Territory), Aboriginal and Torres Strait Islander Peoples Profile, Table I14 Selected labour force, education and migration characteristics by Indigenous status by sex’, cat. no. 2002.0.
- ¹⁸ *ibid.*
- ¹⁹ Australian Bureau of Statistics, 2018, *Disability, ageing and carers, Australia: Summary of findings, 2018*, ‘Queensland, Table 8.3 Persons aged 15–64 years, living in households, disability status, by sex and labour force status–2015 and 2018, proportion of persons’, cat. no. 4430.0.
- ²⁰ Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ²¹ Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- ²² Australian Bureau of Statistics, 2021, *Microdata: Characteristics of employment, Australia, August 2020*, cat. no. 6333.0.00.001, data generated using ABS TableBuilder.

-
- ²³ Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, 'Table 23. Underutilised persons by State, Territory and Sex - Trend, Seasonally adjusted and Original', cat. no. 6202.0.
- ²⁴ *ibid.*
- ²⁵ Casual employment refers to employees without paid leave entitlements. An employee is considered to be without leave entitlements if they identify as not having access to both paid sick leave and holiday leave, or did not know their entitlements.
- ²⁶ Australian Bureau of Statistics, 2021, *Microdata: Participation, Job Search and Mobility, Australia, February 2021*, cat. no. 6226.0.00.001, data generated using ABS TableBuilder.
- ²⁷ *ibid.*
- ²⁸ Data are based on 4-quarter moving averages.
- ²⁹ Australian Bureau of Statistics, 2021, *Labour force, Australia, detailed, quarterly, August 2021*, 'EQ06 - Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards', cat. no. 6291.0.55.001.
- ³⁰ Data are based on 4-quarter moving averages.
- ³¹ Australian Bureau of Statistics, 2021, *Labour force, Australia, detailed, quarterly, August 2021*, 'EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards', cat. no. 6291.0.55.001.
- ³² Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), General Community Profile, Table G20 Unpaid domestic work: number of hours by age by sex', cat. no. 2001.0.
- ³³ Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), General Community Profile, Table G22 Unpaid childcare by age by sex', cat. no. 2001.0.
- ³⁴ Australian Bureau of Statistics, 2020, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 29.1 All persons, living in households, carer status, by age and sex – 2018, estimate', cat. no. 4430.0.
- ³⁵ Australian Bureau of Statistics, 2020, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 34.1 Primary carers, relationship of carer to main recipient of care, by age and sex of primary carers – 2018, estimate', cat. no. 4430.0.
- ³⁶ Australian Bureau of Statistics, 2018, *Childhood education and care, Australia, June 2017*, 'Childhood Education and Care, Queensland, Table 10. Families with children aged 0–12 years with at least one parent employed: Work arrangements used by male and female parent to care for child – Queensland', cat. no. 4402.0.
- ³⁷ *ibid.*
- ³⁸ Based on apparent retention rates from Year 7/8 to Year 12.
- ³⁹ Australian Bureau of Statistics, 2021, *Schools, Australia 2020*, 'Table 64a Capped Apparent Retention Rates, 2011–2020', cat. no. 4221.0.
- ⁴⁰ *ibid.*
- ⁴¹ Based on apparent retention rates from Year 7/8 to Year 12.
- ⁴² Australian Bureau of Statistics, 2021, *Education and work, Australia, May 2020*, 'Table 9 Highest educational attainment: Level – by state or territory of usual residence and sex, persons aged 15-74 years', cat. no. 6227.0.
- ⁴³ Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), Aboriginal and Torres Strait Islander Peoples Profile, Table I15 Non-school qualification: level of education by Indigenous status by age by sex', cat. no. 2002.0.
- ⁴⁴ Australian Government Department of Education and Training, Higher Education Data Collections, uCube, extracted 25 October 2021.
- ⁴⁵ Includes domestic students only. Excludes students who commenced and completed enabling programs or non-award units of study, which do not lead to a higher education award.
- ⁴⁶ National Centre for Vocational Education Research, 2021, VOCSTATS, 'Apprentices and trainees - December 2020', extracted 22 September 2021.
- ⁴⁷ Trade occupations are classified as occupations within Australian and New Zealand Standard Classification of Occupations (ANZSCO) major group 3 whereas non-trade occupations are classified as ANZSCO major groups 1-2 and 4-8.
- ⁴⁸ Australian Bureau of Statistics, 2021, *Average weekly earnings, Australia, May 2021*, 'Table 12C. Average weekly earnings, Queensland (dollars) – Seasonally Adjusted', cat. no. 6302.0.
- ⁴⁹ Australian Bureau of Statistics, 2021, *Average weekly earnings, Australia, May 2021*, 'Table 2. Average weekly earnings, Australia (dollars) – Seasonally Adjusted', cat. no. 6302.0.
- ⁵⁰ Australian Bureau of Statistics, 2019, *Employee earnings and hours, Australia, May 2018*, 'Table: All employees paid at the adult rate in Queensland, average hourly ordinary time cash earnings – occupation by sex', cat. no. 6306.0, customised data.
- ⁵¹ *ibid.*
- ⁵² Australian Bureau of Statistics, 2019, *Employee earnings and hours, Australia, May 2018*, 'Table: All non-managerial employees paid at the adult rate in Queensland, average hourly ordinary time cash earnings – industry by sex', cat. no. 6306.0, customised data.

-
- ⁵³ Due to data unavailability, average hourly ordinary time cash earnings for non-managerial employees in Mining, Public administration and safety, Arts and recreation services industries are not included.
- ⁵⁴ Australian Bureau of Statistics, 2019, *Employee earnings and hours, Australia, May 2018*, 'Table: All employees paid at the adult rate in Queensland, average weekly total cash earnings – type of employee, employment status by sex', cat. no. 6306.0, customised data.
- ⁵⁵ *ibid.*
- ⁵⁶ Australian Bureau of Statistics, 2019, *Microdata: Income and Housing, 2017-18*, cat. no. 6541.0.30.001, data generated using ABS TableBuilder.
- ⁵⁷ *ibid.*
- ⁵⁸ Department of Social Services, 2021, *DSS Payment Demographic Data, June quarter 2020*, 'Gender: Payment recipients by payment type by state and territory by gender, June 2021'.
- ⁵⁹ *ibid.*
- ⁶⁰ Australian Bureau of Statistics, 2019, *Microdata: Income and Housing, 2017-18*, cat. no. 6541.0.30.001, data generated using ABS TableBuilder.
- ⁶¹ *ibid.*
- ⁶² *ibid.*
- ⁶³ No superannuation coverage is defined as having a zero balance of total superannuation accounts, not receiving a current weekly income from superannuation/annuity/private pension, and not having received a lump sum superannuation payment in the last two years.
- ⁶⁴ Australian Bureau of Statistics, 2019, *Microdata: Income and Housing, 2017-18*, cat. no. 6541.0.30.001, data generated using ABS TableBuilder.
- ⁶⁵ *ibid.*
- ⁶⁶ *ibid.*
- ⁶⁷ Queensland Department of Housing and Public Works, RESIDE@31 August 2021, unpublished data.
- ⁶⁸ Australian Bureau of Statistics, 2018, *Census of Population and Housing: Estimating Homelessness, 2016*, Table 2.4 Homeless Operational Groups and Other Marginal Housing, Queensland, cat. no. 2049.0
- ⁶⁹ The Australian Bureau of Statistics statistical definition of homelessness is when a person does not have suitable accommodation alternatives they are considered homeless if their current living arrangement: is in a dwelling that is inadequate; or has no tenure, or if their initial tenure is short and not extendable; or does not allow them to have control of, and access to space for social relations.
- ⁷⁰ Australian Institute of Health and Welfare, 2021, *Specialist homelessness services 2019–20, Supplementary tables - Queensland*, 'Table QLD CLIENTS.1: Clients and support periods, by age and sex, 2019–20'.
- ⁷¹ Australian Bureau of Statistics, 2019, *Housing occupancy and costs, 2017–18*, '15. Housing Occupancy and Costs, Queensland, 1994–95 to 2017–18, Table 15.2 Housing costs as a proportion of gross household income, selected household characteristics, Queensland, 1994–95 to 2017–18', cat. no. 4130.0.
- ⁷² Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, data generated using ABS TableBuilder.
- ⁷³ Includes being beaten, pushed, grabbed, shoved, slapped, hit with an open hand or fist, kicked, bitten, choked, stabbed, shot, burnt, being hit with something such as a bat or being dragged or hit deliberately by a vehicle. Includes assault that occurred while the person was at work. Excludes incidents that occurred during the course of play on a sporting field or organised sport, verbal abuse, incidents where the person did not encounter the offender face-to-face, and incidents of sexual assault or threatened sexual assault which also involved physical assault.
- ⁷⁴ Verbal, written and/or physical threat to inflict physical harm where the person being threatened believed the threat was likely and able to be carried out. Threatened assault may occur face-to-face or via non-face-to-face methods (such as SMS, email or over the phone). Includes any threat or attempt to strike the person which could cause pain; situations where a gun or other weapon was left in an obvious place (including fake or toy guns/weapons where the threatened person thought it was real) or if the person knew the perpetrator had access to a gun (including toy guns, starter pistol, etc.). Also includes incidents where the person was threatened in their line of work. Excludes any incident of name calling or swearing which did not involve a physical threat, and threats that resulted in an actual assault.
- ⁷⁵ Any verbal and/or physical threat to inflict physical harm, made face-to-face, where the person being threatened believed the threat was likely and able to be carried out. Excludes any incident where the person being threatened did not encounter the offender in person (e.g. threats made via telephone, text message, e-mail, in writing or through social media).
- ⁷⁶ Any threat to inflict physical harm where the person being threatened believed the threat was likely and able to be carried out, and where the victim did not encounter the offender face-to-face (e.g. via telephone, text message, e-mail, in writing or through social media).
- ⁷⁷ Australian Bureau of Statistics, 2021, *Crime victimisation, Australia, 2019–20*, 'Populations, Table 27 Populations, by states and territories', cat. no. 4530.0.
- ⁷⁸ Australian Bureau of Statistics, 2017, *Personal Safety, Australia, 2016*, 'Queensland, Table 6.1 Feelings of general safety in the last 12 months, By sex of respondent', cat. no. 4906.0.

⁷⁹ *ibid.*

⁸⁰ Queensland Police Service, data current as at July 2021.

⁸¹ *ibid.*

⁸² *ibid.*

⁸³ *ibid.*

⁸⁴ *ibid.*

⁸⁵ *ibid.*

⁸⁶ *ibid.*

⁸⁷ *ibid.*

⁸⁸ *ibid.*

⁸⁹ *ibid.*

⁹⁰ *ibid.*

⁹¹ *ibid.*

⁹² *ibid.*

⁹³ Coroners Court of Queensland, Queensland domestic and family homicide statistical database, unpublished data. Data is preliminary and subject to change.

⁹⁴ *ibid.*

⁹⁵ Australian Institute of Health and Welfare, 2021, *Specialist homelessness services 2019–20, Supplementary tables - National*, 'Table Clients.20: Clients by main reasons for seeking assistance, 2019–20'.

⁹⁶ Elder Abuse Prevention Unit (EAPU), 2021, *Year in review 2020–21*, unpublished data.

⁹⁷ This applies to elder abuse in close or intimate relationships (including spouse/partners, family members, friends and informal carers) and does not include abuse in consumer and social relationships.

⁹⁸ Queensland Human Rights Commission, 2021, *Annual report 2020–21*, page 38.

⁹⁹ The term 'trafficked people' is used as a general term that encompasses all victims of human trafficking, slavery and slavery-like practices.

¹⁰⁰ Commonwealth of Australia, 2016, *Trafficking in persons: the Australian government response 1 July – 30 June 2016*, the eighth report of the interdepartmental committee on human trafficking and slavery.

¹⁰¹ Australian Bureau of Statistics, 2021, *Life tables, states, territories and Australia, 2018–2020*, 'Table 1: Life tables, States, Territories and Australia - 2018–2020, Table 1.3 Life tables, Queensland, 2018–2020', cat. no. 3302.0.55.001.

¹⁰² Australian Bureau of Statistics, 2018, *Life tables for Aboriginal and Torres Strait Islander Australians, 2015–2017*, 'Table 1.4 Life Tables for Aboriginal and Torres Strait Islander Australians, Queensland, 2015–2017', cat. no. 3302.0.55.003.

¹⁰³ Queensland Health. Queensland survey analytic system (QSAS), Detailed Queensland and regional preventive health survey results, accessed 17 June 2021.

¹⁰⁴ Australian Bureau of Statistics, 2021, *General social survey, Australia, 2020*, 'Table 1.3 Persons aged 15 years and over, Types of Personal stressors – by Queensland and Australia, proportion of persons', customised data.

¹⁰⁵ Australian Bureau of Statistics, 2020, *Births, Australia, 2019*, 'Births, summary, by state', cat. no. 3301.0.

¹⁰⁶ Australian Bureau of Statistics, 2020, *Births, Australia, 2019*, 'Fertility, by age, by state', cat. no. 3301.0.

¹⁰⁷ Australian Bureau of Statistics, 2020, *Births, Australia, 2019*, 'Confinements, by nuptiality, by state', cat. no. 3301.0.

¹⁰⁸ *ibid.*

¹⁰⁹ Queensland Department of Health, 2021, *Queensland perinatal statistics 2019*, 'Perinatal statistics 2019 annual report tables' 'Table 1.01 Selected variables by year - number of mothers'.

¹¹⁰ Queensland Health, 2020, *The health of Queenslanders 2020*. Report of the Chief Health Officer Queensland.

¹¹¹ *ibid.*

¹¹² Participating in at least 150 minutes of moderate intensity physical activity over five or more sessions in a week for adults.

¹¹³ Queensland Health, 2020, *The health of Queenslanders 2020*. Report of the Chief Health Officer Queensland.

¹¹⁴ *ibid.*

¹¹⁵ Australian Bureau of Statistics, 2015, *Participation in sport and physical recreation, Australia, 2013–14*, 'Table 1 Persons participating in sport and physical recreation, states and territories, by sex and age', cat. no. 4177.0.

¹¹⁶ *ibid.*

¹¹⁷ Australian Bureau of Statistics, 2018, *National health survey: first results, 2017–18*, 'Table 22: Queensland, Table 3.3 Long-term conditions, proportion of persons – persons', cat. no. 4364.0.55.001.

¹¹⁸ *ibid.*

¹¹⁹ Australian Bureau of Statistics, 2018, *National health survey: first results, 2017–18*, 'Table 22: Queensland, Table 7.3 Psychological distress, proportion of persons', cat. no. 4364.0.55.001.

-
- ¹²⁰ Australian Bureau of Statistics, 2021, *Causes of death, Australia, 2020*, '11. Intentional self-harm (Suicide) (Australia)', cat. no. 3303.0.
- ¹²¹ Australian Bureau of Statistics, 2021, *Causes of death, Australia, 2020*, '4. Underlying causes of death (Queensland), Table 4.3 Underlying cause of death, selected causes by age at death, numbers and rates, Queensland, 2020', cat. no. 3303.0.
- ¹²² Queensland Health, 2020, *The health of Queenslanders 2020*. Report of the Chief Health Officer Queensland.
- ¹²³ *ibid.*
- ¹²⁴ Consuming two or more standard drinks per day (greater than 14 per week) at risk of harm/developing health problems over a lifetime.
- ¹²⁵ Queensland Health, 2020, *The health of Queenslanders 2020*. Report of the Chief Health Officer Queensland.
- ¹²⁶ Queensland Health, 2021, *Queensland perinatal statistics 2019*, 'Perinatal statistics 2019 annual report tables' 'Table 5.07 Mothers birthing in Queensland, 2019, smoking status by number of cigarettes after 20 weeks gestation'.
- ¹²⁷ Queensland Department of Health, 2021, Queensland Hospital Admitted Patient Data Collection, prepared by Statistical Reporting and Coordination Unit, Statistical Services Branch.
- ¹²⁸ Australian Institute of Health and Welfare, 2021, *Deaths in Australia web report supplementary tables*, Table S3.2: Leading causes of death, number and crude rates (deaths per 100,000 population) by age group, 2017–2019.
- ¹²⁹ Australian Bureau of Statistics, 2021, *Causes of death, Australia, 2020*, '4. Underlying causes of death (Queensland), Table 4.1 Underlying cause of death, all causes, Queensland, 2020', cat. no. 3303.0.
- ¹³⁰ Using International Classification of Diseases (ICD) 10th Revision blocks of categories.
- ¹³¹ Australian Bureau of Statistics, 2021, *Causes of death, Australia, 2020*, '4. Underlying causes of death (Queensland), Table 4.1 Underlying cause of death, all causes, Queensland, 2020', cat. no. 3303.0.
- ¹³² Using International Classification of Diseases (ICD) 10th Revision three-character categories where total deaths are greater than 30.
- ¹³³ Australian Bureau of Statistics, 2021, *Causes of death, Australia, 2020*, '12. Deaths of Aboriginal and Torres Strait Islander Australians, Table 12.5 Underlying causes of death, Leading causes by Aboriginal and Torres Strait Islander status, NSW, Qld, SA, WA and NT, 2016-2020', cat. no. 3303.0.