



NSW WOMEN'S STRATEGY 2018-2022

Mid-Year Progress Report

February 2019



A message from the Minister

In my role as Minister for Women, I am privileged to be able to represent the girls and women of NSW who make valuable contributions each and every day to our community.

Key to my role is working across government, industries and sectors to advance the social and economic equality and opportunities of the 3.99 million girls and women in NSW, as this is of benefit to us all.

I was proud to launch the *NSW Women's Strategy 2018 - 2022* in August 2018, which provides for the first time, a comprehensive and targeted approach to promoting equality and greater outcomes for girls and women. The Strategy demonstrates the NSW Government's commitment to empowering women and girls, providing them with opportunity and choice and valuing their diversity and their achievements.

I am pleased to be able to share with you the significant progress that has been made towards achieving the actions within the *NSW Women's Strategy Year One Action Plan*, the first of the annual plans that supports the delivery of the Strategy.

Strong progress has been made across the three priority areas of the Strategy – economic opportunity and advancement, health and wellbeing, and participation and empowerment. The *Mid-Year Progress Report* clearly demonstrates our intentions have been translated into action and that we are on-track to deliver true change in outcomes for girls and women over the life of the Strategy.

I am very pleased that a number of initiatives have already been delivered, such as the trailblazing NSW Women in Sport Strategy, *Her Sport Her Way*. This Strategy sets out initiatives to enhance women's and girls' participation as players, leaders and coaches, provide appropriate facilities and attract more investment into women's sport. A number of successful female entrepreneurship speaker series events have also been held, setting the momentum to drive the next generation of Australian entrepreneurs.

It is especially pleasing to note the increase in the number of female candidates on the NSW Government Board and Committees Register, and the launch of the inaugural NSW Women's Week that will recognise the achievements of women from all walks of life across NSW.

At a time when NSW is one of the strongest, fastest-growing economies in the developed world, I am also pleased to report that women are leading the way. Of the 372,500 jobs created in NSW since April 2015, 224,500 – over 60% – have been taken by women.

Women are entering or re-entering the workforce in NSW in record numbers, which is not only contributing to a stronger NSW economy; most importantly, it means more choices, greater opportunities and a better quality of life for all families in every community across our state.

Since the release of the Strategy in August 2018, the NSW Government has also:

- Introduced 10 days of paid domestic and family violence leave per year for NSW public sector employees, including teachers, nurses and police from 1 January 2019.
- Announced a \$157 million parenting package, including more midwives and family health nurses, investment in testing and treatments for children's diseases, and practical and emotional support for parents. This also included the roll-out of the NSW Government Baby Bundle, which includes essential items for new parents, as well as important information regarding ongoing supports.
- Committed approximately \$12 million to the second round of the NSW Government's Domestic and Family Violence Innovation Fund.
- Announced measures to support the cost of living for families, including doubling the Active Kids rebate, and the introduction of the NSW Senior Savers card.

We will continue working towards completion of the Year One Action Plan, and I have every confidence that together we can continue to achieve change and work towards gender equality in NSW.

A handwritten signature in black ink that reads 'T Davies'.

The Hon. Tanya Davies MP
Minister for Women

Introduction

The *NSW Women's Strategy 2018-2022* sets out three priority areas of action:

1. Economic opportunity and advancement
2. Health and wellbeing
3. Participation and empowerment.

These targeted priorities are reflected in the *NSW Women's Strategy Year One Action Plan*, which represents our commitment to improving the lives of girls and women in NSW through policy, innovation and collaboration.

This *Mid-Year Progress Report* sets out how well we are performing against each action in the *NSW Women's Strategy Year One Action Plan*.

We are well on-track to deliver a successful year of action. All projects are on course for completion by 30 June 2019. The highlights in this report give an indication of our progress to date on each action.

Legend



On-track/completed



Delayed



Not started

Acronym & abbreviation guide

CSIRO	Commonwealth Scientific and Industrial Research Organisation
CWEO	NSW Council for Women's Economic Opportunity
DPC	Department of Premier and Cabinet
FACS	NSW Department of Family and Community Services
MaKM	Mums and Kids Matter Program
PSC	Public Service Commission
SSE	Sydney School of Entrepreneurship
STEM	Science, technology, engineering and mathematics
WNSW	Women NSW, NSW Department of Family and Community Services
Health NSW	Ministry of Health
Industry NSW	Department of Industry
Aboriginal Affairs	Aboriginal Affairs NSW



All our projects are currently **on-track** or **completed**.





Priority Area One: Economic opportunity and advancement

Our shared goal is to improve women's financial wellbeing and security, and support diverse and flexible employment opportunities for women and girls. We will create employment opportunities across occupations and industries where women remain under-represented.

Status

Project

Lead

Comment

Highlight investment in STEM careers

1.1



Attract more students to STEM higher and vocational education

Industry/
CSIRO

The NSW Government has endowed \$25 million to establish Generation STEM, an initiative to invest in programs that attract, support, train and retain NSW students in STEM. Industry has been working with the CSIRO to develop programs supporting these objectives, and is on track to deliver these programs in 2019.

Increase women's access to a wide range of careers

1.2



Creating entrepreneurial opportunities

Industry/
SSE

The Sydney School of Entrepreneurship delivered two highly successful speaker series events in November 2018; Encouraging female entrepreneurship and Fireside chat with Pocket Sun. The speaker series events draw on inspirational female role models, including NSW Women of the Year award winners, to empower more young women to be entrepreneurs. Further events will be delivered in the first half of 2019.

1.3



Increase and support women's representation in the arts, screen and cultural sectors

Create NSW

The Create NSW 50:50 gender target was maintained across NSW Government screen development and funding programs. In 2018, activities that contributed to maintaining the target in the screen sector included implementing #SheDirects to improve under-representation of director roles for women; and Create NSW's support for programs that increase opportunities for women such as Women in Film and Television, Dame Changers and Raising Films Australia. Create NSW continues to scope changes to the arts and cultural development program to include collection of diversity data to establish reporting benchmarks for priority groups including women.



Status

Project

Lead

Comment

Increase women's access to a wide range of careers

1.4



Continue investment in the NSW Council for Women's Economic Opportunity

FACS

The first CWEO workshop for 2018-19 was held in December 2018, with members discussing women in STEM, specifically identifying barriers to the entry and retention of women in STEM fields. Discussion with corporate industry leaders focused on initiatives such as Generation STEM that seeks to encourage female participation in STEM and identification of factors that may influence the retention of women in STEM industries.

1.5



Boost the number of skilled construction workers and create fresh pathways through the Infrastructure Skills Legacy Program

Industry

Doubling the number of women in construction trade related work is a mandatory target under the *NSW Government Action Plan: A ten point commitment to the construction sector*. The NSW Government has engaged with Supporting and Linking Tradeswomen (SALT) to promote non-traditional trades to young women in primary and secondary schools. The Department of Industry is also supporting government infrastructure projects by targeting women for pre-employment programs. The Infrastructure Skills Legacy Program includes targets for apprentices, learning workers, women in non-traditional roles, Aboriginal participation and young people. This will ensure the companies that win these contracts construct not just bricks-and-mortar, but also a generation of skilled workers.

Highlight investments in women

1.6



Develop an annual report on NSW Government spending on women

FACS

WNSW is collaborating with NSW Treasury to develop and implement a cross-agency process for delivery of an annual report on NSW Government spending on women and girls. The first annual report will be released to support the 2019-20 NSW Budget.

Status	Project	Lead	Comment
Drive public sector diversity			
1.7 	Increase the number of women in senior leadership roles	PSC	The number of women in senior leadership roles in the government sector increased in 2018 to 38.7% up from 37.4% in 2017. Government sector leadership and accountability have been strengthened by a strong governance framework involving regular reporting and accountability to the Premier and Secretaries Board. Pilots are also underway that may contribute to the target and evidence base on what works to recruit and retain women in senior leadership roles. These include behavioural insights interventions to increase the proportion of women applying for pipeline and senior roles, a career sponsorship program and an inclusive leader program.
Drive public sector flexibility			
1.8 	Work with Jobs for NSW to support employment opportunities for women with children	DPC	Completion of data analysis has provided an increased understanding of the current situation for women with children in NSW. Key drivers that influence a mother's ongoing employment decisions include childcare affordability and access constraints, as well as attitudes towards working mothers. Key cohorts impacted by these drivers include mothers with many or young children, and mothers from disadvantaged backgrounds. In consultation with relevant agencies, DPC will use the research findings to explore next steps to reducing barriers to NSW mothers' workforce participation.
1.9 	Provide and improve flexibility in the public sector	PSC	To support all roles across the government sector being flexible on an 'if not, why not' basis, a number of key initiatives have been developed to assist agencies with implementation. An agency implementation progress tracker and change toolkits to support results have been released. Two pilots commenced in January 2019 – a job share platform and supporting tools to promote job share, and team-based design of flexible working to build the capability of employees and managers to work flexibly as a team.
Drive public sector equity			
1.10 	Drive public sector equity	DPC	Between May and November 2018, the percentage of female candidates on the NSW Government Board and Committees Register rose from 50.9% to 52.2%. The Register was promoted to previous and prospective candidates in November 2017, and to agencies in January and August 2018. The Register's gender balance was monitored throughout 2018 and this will continue in 2019.



Priority Area Two: Health and wellbeing

Our shared goal is to promote and support a holistic approach to women's health across the lifespan. Women's physical, social and economic potential is maximised when they are healthy and their health needs are addressed.

Status

Project

Lead

Comment

Improve the coordination of NSW health services for women

2.1



Deliver a new NSW Health Framework for Women's Health

Health

Public consultation to inform the new Framework was completed in late 2018. NSW Health is now working towards release of the Framework, as well as planning for implementation via development of localised implementation plans.

Nurture mothers and babies and ensure mental health supports

2.2






Deliver *The First 2000 Days: A Framework for Maternity, Child and Family Health*

Health

NSW Health is working across government to identify opportunities to achieve the First 2000 Days Framework's objectives. The Framework was released on 8 February 2019.



Status	Project	Lead	Comment
Nurture mothers and babies and ensure mental health supports			
2.3 	Respond to the mental health needs of mothers and children	Health	The Mums and Kids Matter program provides targeted support to mothers with moderate to severe complex mental health presentations and their children. Under MaKM, 37 residential care packages, 64 in-home/ community care packages, and services to 73 mothers and their children were delivered in 2017-18. The NSW Government also announced a \$157 million parenting package, including more midwives and child and family health nurses, investment in testing and treatments for children's diseases and practical and emotional support for parents. This also included the roll-out of the NSW Government Baby Bundle on 1 January 2019, which includes essential items for new parents, as well as important information regarding ongoing supports.
2.4 	Support women and girls with eating disorders	Health	Consistent with the <i>NSW Service Plan for People with Eating Disorders</i> , all eligible districts and networks now have a local support plan in place. The plans will ensure appropriate support and treatment for people who experience eating disorders. Existing funding will be more than doubled, to \$16.8 million over the next four years, to grow the service coordination work of the InsideOut Institute and expand frontline Eating Disorder Coordinator positions.
Drive better outcomes for women who need housing support			
2.5 	Work across government to respond to the needs of women at risk of, or experiencing, homelessness	FACS	There is a significant volume of work underway to support stable housing options for women. Phase 2 of the Social and Affordable Housing funding sought new proposals targeting older women, who we know are at particular risk of homelessness. Implementation of the Opportunity Pathways program will commence in March 2019. This program will support social housing clients and their household members, Rent Choice recipients and people on the NSW Housing Register to gain and retain employment. Later this year, under the <i>NSW Homelessness Strategy</i> , a new studio housing pilot to support older women in financial hardship will be implemented. On 23 February 2019, the Premier and Minister for Social Housing signed the A Place to Call Home initiative, a global agreement to halve street homelessness across the State by 2025.



Priority Area Three: Participation and empowerment

Our shared goal is to support women's engagement through social networks, access to information and building confidence using diverse representations of women and girls.

Status

Project

Lead

Comment

Empower young women to develop confidence and resilience

3.1



Support young women's
online safety

FACS

In collaboration with the Office of the Advocate for Children and Young People, 1,000 children and young people across NSW have been polled on their use of the internet and safety online. The results will inform development of targeted online safety educational resources. WNSW will seek to have discussions with the Office of the eSafety Commissioner on how to leverage its work regarding women's online safety.

3.2



NSW Women in
Sport Strategy

Office of
Sport

The NSW Women in Sport Strategy '*Her Sport Her Way*' was launched by the Minister for Sport in December 2018. This four-year strategy features 29 initiatives across four key pillars that aim to increase the number of women and girls playing sport, invest in the provision of sports facilities that support women and girls, maximise investment in women's sport across government, the corporate sector and media, and support the sector to increase the number of women in leadership positions.

Grow social capital through providing access to information, support and networks

3.3



Establish NSW Women's
Week, to coincide with
International Women's
Day

FACS

The inaugural NSW Women's Week will be held in March 2019, supported by \$100,000 in funding for local community events and activities.

3.4



Support Aboriginal
women through
identifying opportunities
for connection within
planned women's
gatherings

FACS/
Aboriginal
Affairs

WNSW has been working with other agencies and closely with Aboriginal Affairs to identify opportunities to bring Aboriginal women together to connect with one another.



Status

Project

Lead

Comment

Grow social capital through providing access to information, support and networks

3.5



Continue to support the
Older Women's Network
NSW

FACS

A range of activities to promote the rights, dignity and wellbeing of older women in NSW are taking place. A new communication channel, dOWNtime, has been established to keep members informed and a seminar series to reduce older women's risk of homelessness is being delivered. NSW Government funding is provided to OWN NSW to deliver projects to seniors to support the implementation of the *NSW Ageing Strategy 2016-2020*.

3.6



Online showcasing of
inspirational women

FACS

The Inspirational Women Online Showcase was announced in January 2019. A video series, highlighting women's stories and accomplishments, will be available online from March 2019.

Increase recognition of women's achievements

3.7



Increase the number
of award nominations
of women for Australia
Day and Queen's
Birthday honours, as
part of the Australian
honours and awards
system

DPC/FACS

In collaboration with the Commonwealth Government, we have established a process to facilitate referral of all NSW Women of the Year finalists, from 2018 onwards, for consideration for Australia Day and Queen's Birthday awards.

Conclusion

The Mid-Year Progress Report on the *NSW Women's Strategy Year One Action Plan* demonstrates the significant progress that has been made to date in delivering initiatives.

The NSW Government is on-track for successful completion of all of the initiatives in the *Year One Action Plan*.

The progress that has been made across the three priority areas is the very foundation that wholistically supports greater outcomes for girls and women in NSW.

The *NSW Women's Strategy Year One Action Plan*, and progress demonstrated in this report, provide a firm foundation from which we will continue to work to break down the barriers facing girls and women across NSW.

The NSW Government is committed to the ongoing monitoring and evaluation of *NSW Women's Strategy* actions. We are committed to improving existing approaches and we will guide the development of new actions through continuing consultations with the NSW community.

It is critical future action plans build on our achievements and are reflective of the diverse voices of the girls and women in NSW. This will ensure that, collectively, we achieve true change by delivering outcomes that enhance the lives, not only of girls and women, but also those of the broader community.



It is critical that **future action plans** build on our **achievements** and are reflective of the **diverse voices** of the **girls** and **women** in **NSW**.



