



DEPARTMENT FOR COMMUNITIES

→ WOMEN'S REPORT CARD:
Measuring Women's Progress
2009 UPDATE



MINISTERIAL FOREWORD



I am pleased to present the *Women's Report Card 2009* (WRC). The report card is an important tool to measure women's progress in areas such as health, work, safety, leadership and education. It is used in government, non-government and private sectors to inform policy development and service delivery.

An evidence-based approach to policy development is integral to the financial and accountability responsibilities of government. I am pleased that the Department for Communities (DfC) has developed a tool that supports gendered statistical analysis and increases our understanding of women's position in society.

The third edition of the Report Card highlights the trends in data over time and identifies areas of progress and future focus. There have been improvements in many aspects of women's lives, including increased life expectancy, greater participation in the workforce and improved representation in leadership roles.

However, it also illustrates there has been no improvement in the gender pay gap, self-employment rates, sexual and reproductive health and unpaid work of older women.

The state government is committed to providing accurate and up-to-date information to support the development of policy and programs that meet the needs of all Western Australians. Statistics provide a specific picture, but it is the voices of Western Australian women from across the state, which provides the depth and understanding of their life experiences.

DfC provides an important gateway for communication between government and women, their communities and organisations. This Report Card represents another avenue by which government provides information that enhances policy and service delivery to best meet the needs of women in our community.

A handwritten signature in blue ink that reads "Robyn McSweeney". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Robyn McSweeney MLC
MINISTER FOR CHILD PROTECTION; COMMUNITY SERVICES;
SENIORS AND VOLUNTEERING; WOMEN'S INTERESTS

CONTEXT

Background

The Women's Report Card was first published in 2004 as a result of the unique 2002 Women's Convention, which identified the need to measure the progress of women in Western Australia. To track change, the Report Card was then updated in 2006. The 2009 update continues to fulfil the Government's ongoing commitment to regularly update and track these important indicators for women in our state.

Purpose

The Report Card is a source of information for the community about issues important to women. It provides key indicators of the status of women in the following areas:

- public life
- health
- education
- safety
- leadership
- employment and the workplace
- law
- policing
- violence
- crime and imprisonment
- childcare
- lifestyle factors.

The data trends seen in this update are indicative of the experiences of women in our society and provide a useful tool for government, business and the community. We can use the update to compare data over time and as a vehicle to support decision-making. The Report Card is a valuable resource for examining trends in WA in women's economic and social wellbeing over time.

Environment

The Report Card is an interesting way of creating an image or impression of women's lives. Yet that alone cannot capture the diversity of WA women's lives. It is important to note that issues and circumstances for individual women vary considerably and cannot be summarised in a single set of indicators. A myriad of factors determine women's lives including socio-economic status, geographical location, educational attainment, family resources and cultural and linguistic background. These are just some of the factors that intersect, influence and shape women's lives and aspirations.

It is envisaged that insights offered by this report will inform planning, delivery and evaluation of services and facilitate targeted engagement with women. It will provide a sound evidence base to foster partnerships across government, and between government and the community to address systemic barriers that impede women's equality.

Work is occurring to develop a set of indicators for women at a national level. This will enable future comparison and analysis across Australia and against progress in other states and territories.

Indicators

The choice of indicators forming the Report Card was influenced by community engagement with women; existing policy issues; national and international indicators; and by the availability of relevant and reliable data. The indicators are drawn from approximately 50 different sources and the data is released at intervals ranging from quarterly to every five years. Current data availability has enabled approximately 80 per cent of the initial indicators to be updated in this Report Card. Some indicators have been improved through data sources and other refinements. Unless otherwise stated all figures relate to women aged 15 years and over in WA.

Senior positions in public authorities 1	2003	2005	2008
Senior Executive Service	20.5%	23.9%	23.7%
Public Sector Management Tier 1	20.3%	23.1%	23.5%
Public Sector Management Tier 2	27.1%	29.2%	33.9%
Public Sector Management Tier 3	30.1%	32.7%	33.6%
	2003	2005	2007
Local Government Management Tier 1 #	2.8%	2.8%	6.3%
Local Government Management Tier 2 #	14.2%	20.2%	21.9%
Local Government Management Tier 3 #	25.7%	27.5%	29.0%
	2003	2005	2008
University Management Tier 1	25.0%	25.0%	25.0%
University Management Tier 2	28.6%	29.6%	34.6%
University Management Tier 3	30.3%	35.6%	36.3%
Business leadership	2003	2005	2007
Business leaders (% women CEOs) # 2	12.0%	11.6%	12.0%
Self employed (% employed women) # 3	11.0%	11.4%	9.3%
	2001	2004	2007
Small business owners 4	34.5%	34.7%	NUA
Participation in post compulsory education	2003	2005	2007
Apparent retention rates (% female students remaining in school to Year 12) 5	75.3%	78.0%	76.4%
Vocational Education and Training (VET) course enrolments (% female students) 6	47.1%	44.9%	43.6%
Higher education enrolments (% of total female enrolments)	56.0%	55.6%	55.7%
VET enrolments by field 6	2003	2005	2007
High enrolment fields (Distribution of total female student course enrolments)			
<i>Management and Commerce</i>	24.9%	27.9%	26.5%
<i>Mixed field programs</i>	13.8%	15.1%	18.9%
<i>Society and Culture</i>	22.0%	16.8%	13.5%
Fields of highest representation (Proportion female students of total course enrolments)			
<i>Society and Culture</i>	72.4%	69.6%	66.8%
<i>Food, Hospitality and Personal Services</i>	62.2%	62.6%	64.6%
<i>Management and Commerce</i>	57.4%	57.5%	59.0%
Fields of lowest representation (Proportion female students of total course enrolments)			
<i>Architecture and Building</i>	12.5%	10.4%	9.1%
<i>Engineering and related technologies</i>	10.6%	8.8%	9.5%
<i>Information Technology</i>	35.9%	34.2%	30.4%

Denotes revisions to baseline figures, indicator measure and/or data source.

* Estimate has a relative standard error of 25% to 50% and should be used with caution.

NUA Denotes No Update Available. The survey is no longer being run, the specific data is no longer being collected, or the survey is conducted four yearly or more.

1 Public sector figures are by financial year, local government are by calendar year and university data is as at 31 March (to avoid holiday periods when seasonal staff may not be on the books).

2 Private sector companies employing over 100 people which report to the Equal Opportunity for Women in the Workplace Agency (EOWA).

3 May quarter data. Indicator measure includes employers and own account workers (previously entitled self-employed).

4 Data is unavailable as the ABS Characteristics of Small Business Survey is no longer run.

5 This is the number of school students in a designated level/year of education expressed as a percentage of their respective cohort group (at the commencement of their secondary schooling in Year 7/8). Apparent retention rates are generally calculated for full-time school students who continued to Year 12 of secondary schooling in this publication. The WA Department of Education and Training also advised that from 2003, the majority of students in a small number of WA colleges are no longer in the scope of the National Schools Statistics Collection and have been classified as belonging to the vocational education and training sector. The removal of these students in 2003 to 2007 has affected a number of series. It has, for example, contributed to a fall in apparent retention rates in WA when compared with earlier years.

6 Covers only those enrolments that the Department of Education and Training has the authority to collect. Vocational Education and Training (VET) data excludes Adult Community Education (ACE) enrolments.

Higher education enrolments by field	2003	2005	2007
High enrolment fields (Distribution female students of total course enrolments)			
<i>Management and Commerce</i>	26.7%	26.6%	26.4%
<i>Society and Culture</i>	22.9%	22.5%	20.7%
<i>Health</i>	15.1%	16.2%	18.8%
Fields of highest representation (Proportion female students of total course enrolments)			
<i>Education</i>	73.9%	73.4%	76.4%
<i>Health</i>	73.5%	72.1%	72.3%
<i>Mixed field programs</i>	62.1%	71.6%	67.5%
Fields of lowest representation (Proportion female students of total course enrolments)			
<i>Engineering and related technologies</i>	17.9%	17.7%	16.3%
<i>Information Technology</i>	20.5%	17.9%	17.2%
<i>Architecture and Building</i>	40.1%	42.9%	43.9%

Elected and appointed positions in government	2003	2005	2007
Local government councillors ⁷	26.0%	29.0%	^{% women} 28.6%
	2003	2006	2008
			^{% women}
WA Parliament Legislative Assembly ⁸	22.8%	22.8%	18.6%
WA Parliament Legislative Council ⁸	29.4%	41.2%	44.1%
Federal Parliament House of Representatives (WA)	33.3%	20.0%	33.3%
Federal Parliament Senate (WA)	16.7%	25.0%	25.0%
WA Government boards and committees ⁹	28.0%	31.0%	32.0%

Unions	2003	2006	2008
Delegates to the peak decision making body of unions in WA ¹⁰	42.0%	35.0%	^{% women} 33.0%

Labour force participation #	2003	2005	2008
Participation rate (% all women) ¹¹	57.6%	58.8%	60.3%
Employed part time (% employed women) ¹¹	50.1%	47.9%	46.0%
Underemployment among part-time female employees (% women employed part-time) ¹²	21.8%	20.1%	15.1%
Unemployment rate (% all women) ¹¹	5.4%	5.4%	3.2%

Workplace training ¹³	2003	2005	2008
Apprenticeships	12.5%	11.5%	10.6%
Traineeships	43.5%	49.1%	51.2%

Pay equity #1	2003	2005	2008
Gender pay gap ¹⁴	23.3%	24.9%	27.9%

⁷ Refers to members elected for four year terms at biennial ordinary elections in WA. The number of vacancies at any ordinary election include extraordinary elections at that time, accounting for some variation. Also, some local governments remove ward structure, which leads to fewer vacancies.

⁸ For 2008 the data reflects the composition of the newly elected State Government.

⁹ Only includes members of boards and committees endorsed by WA Cabinet. It should be noted that other Government boards and committees exist which do not receive Cabinet consideration. Data was generated 10 June 2008.

¹⁰ The peak decision making body is the Unions WA Council. This is made up of delegates and officials from unions affiliated with Unions WA.

¹¹ March quarter.

¹² February quarter.

¹³ The data is derived from the WA Department of Education and Training's Training Record System (TRS). The data is record based not transaction based, hence historical data can be subject to revision. Dates refer to financial years.

¹⁴ The gender pay gap is based on female full-time adult ordinary time earnings (seasonally adjusted series) as a proportion of male full-time adult ordinary time earnings (seasonally adjusted series) in WA. Average weekly earnings uses the concurrent seasonal adjustment method to derive seasonal factors. Concurrent seasonal adjustment uses data up to and including the current quarter to estimate seasonal factors for the current and all previous quarters. This process can result in revisions each quarter to estimates for earlier periods. 2003 and 2005 figures relate to the August quarter, 2008 figure relate to the February quarter.

	2004	2005	2007
Top four occupation groups by number of women employed ¹⁵			% women
<i>Intermediate Clerical, Sales and Service Workers</i>	72.7%	73.4%	75.1%
<i>Elementary Clerical, Sales and Service Workers</i>	68.7%	66.9%	69.2%
<i>Professionals</i>	51.3%	51.9%	49.3%
<i>Associate Professionals</i>	43.1%	43.3%	45.2%

Family friendly workplaces # ¹⁶	2000	2003	2006
	% employed women who have dependents		
Choose timing of annual leave	69.1%	65.1%	70.6%
With leave entitlements ¹⁷	68.6%	67.2%	66.5%
With flexible hours	44.6%	40.9%	47.5%
Negotiated fixed hours	28.9%	22.7%	13.8%
Access to rostered days off ¹⁸	8.3%	9.5%	NUA

Provision of family care (including labour force participation)	1998	2003	2007
Primary carers (% women)	66.2%	73.2%	NUA
Carers (% of all women)	12.1%	13.7%	NUA
Principal reason for caring (<i>family responsibility</i>) (% of primary carers) ¹⁹	57.6%	47.4%	NUA
Principal reason for caring (<i>no other choice</i>) (% of primary carers) ¹⁹	36.7%	29.9%	NUA
Labour force participation of primary carers (% of primary carers) ¹⁹	43.8%	41.0%	NUA

	1999	2002	2005
	% children		
Proportion of children aged 0-11 years for whom (additional) formal care was required within the previous four weeks ²⁰	5.9%	4.2%	5.5%

	2003	2005	2006
Sole mother families (% all families with children aged under 15 years) #	19.0%	19.4%	16.9%
Sole parent families with employed parent (% all sole parent families with children aged under 15 years) # ¹⁹	46.7%	52.8%	57.9%

Weekly income range of WA families with children (% families) ^{19 21}	2001		2006	
	Sole parent	Couple	Sole parent	Couple
\$1 - \$499	43.3%	6.6%	20.7%	2.4%
\$500 - \$999	30.5%	25.3%	38.6%	12.5%
\$1000 - \$1999	12.7%	39.1%	22.1%	38.6%
\$2000 or more	1.2%	12.1%	4.5%	28.5%

Women in the legal system	2003	2006	2008
Judiciary	24.4%	28.3%	29.8%
	% women		
Senior Counsel	4.8%	5.9%	10.0%
Lawyers	38.9%	NUA	42.0%
Law students # ²²	57.3%	58.4%	59.4%

¹⁵ August quarter.

¹⁶ Dependents refers to any child in a family, under 15 years of age or aged 15-24 years, who is attending full-time education (except those who have a partner or child of their own usually resident in the household).

¹⁷ In the 2006 Survey of Working Time Arrangements, data on leave entitlements were only collected for employees excluding owner managers of incorporated enterprises.

¹⁸ Not collected in the 2006 Survey of Working Time Arrangements.

¹⁹ Figures relate to both women and men.

²⁰ In surveys prior to 2005, the definition of 'formal care' included preschool. To enable comparisons over time preschool has been removed from 'formal care' for all time periods shown in this table. Includes both children who had not used formal care in the previous week for whom formal care was wanted and children who had used formal care in the previous week for whom additional formal care was wanted.

²¹ The family income range categories changed between 2001 and 2006. Therefore, these categories have been aggregated to obtain wider categories which are comparable between the years.

²² The measure is of full year domestic student enrolments and represents a unique head count, i.e. duplicate/multiple enrolments by students in more than one course treated as a single enrolment. Population includes all courses offered by the School of Law: Higher Degree Research, Postgraduate fee-paying, Undergraduate, Non-award and International fee-paying. Data provided in November 2008.

Women in the police service ²³	2001	2005	2008
			% women
Unsworn Police Staff #	60.6%	60.8%	61.2%
Sworn Police Officers	13.2%	17.6%	19.1%
Senior WA Police Officers (Assistant Commissioners)	0.0%	12.5%	10.0%
Victims of crime and imprisonment	2003	2005	2006
Reported sexual assault cases against persons finalised after 30 days ^{#19}	38.5%	42.3%	47.3%
Finalised sexual assault cases against persons resulting in proceedings against offender ^{#19}	48.6%	53.4%	54.4%
	2004	2005	2007
Imprisonment rate (rate per 100,000 female adult population aged 18 years+) ²⁴	35.9	35.1	41.4
Violence against women	2002		2006
			% women
Victims of physical and threatened violence in last 12 months (aged 18 years +) #		9.5%	9.3%
	2003	2005	2006
			rate
Incidence of reported violence against women in the workplace ^{#24 25}	0.6%	0.6%	0.6%
	1998	2002	2005
			% all women
Sexual assault victimisation rate (prevalance rate aged 18 years +) ^{#26}	0.5%	0.4%*	0.3%*
Perception of sexual assault as a problem in community	2.6%	2.2%	1.2%
	2003	2005	2007
Reported sexual assault (rate per 100,000 estimated resident population all ages) #	120.2	147.9	157.5
Supported Accommodation Assistance Program (SAAP) clients receiving support related to domestic violence (% SAAP clients of all ages) ^{24 27}	72.6%	69.8%	70.2%
	2002-3	2004-5	2006
Hospitalisations due to Abuse by Spouse (age adjusted rate per 100,000 women of those aged 18 years +) #	15.9	5.6	6.9
Perception of safety on public transport and in the community	2005	2007	2008
			% female travellers usually/always feel safe
Perception of safety on board buses/trains during the day	97.9%	97.6%	97.8%
Perception of safety on board buses/trains at night	73.5%	72.3%	73.8%
Perception of safety at stations/interchanges during the day	94.2%	93.9%	94.3%
Perception of safety at stations/interchanges at night	54.8%	54.9%	56.3%
	2002		2006
			% women
Proportion of women who feel safe at home (aged 18 years +) ²⁸			
<i>During the day</i>		88.4	91.1
<i>After dark</i>		68.0	72.1
Older women's health and wellbeing	2003	2004	2005
			% women
Perception of ageing as positive stage of life	53.0%	58.0%	61.0%
Perception of ageing as productive stage of life	55.0%	56.0%	60.0%
	2002	2004	2006
			% women
Sport/activity participation rate (age 60 years+)	57.3%	NUA	61.3%
Self-assessed health status very good/excellent (age 65 years+)	34.6%	NUA	49.0%

²³ Personnel figures are based on a headcount which includes employees on leave without pay as at 30 June. Data is not based on full-time equivalent staff.

²⁴ As at 30 June each year.

²⁵ Incidence rate is the number of Lost Time Injuries and Diseases (LTIDs) per million hours worked and is derived from Workers' Compensation claim data. This data only includes those employees covered under the Workers' Compensation and Injury Management Act 1981. In accordance with the Type of Occurrence Classification System Second Edition July 1999 (TOOCS version 2.1), the criteria to determine violence in the workplace is taken from the mechanism of injury/disease classification coding: 29 Being assaulted by a person or persons; and 82 Exposure to workplace and/or occupational violence.

²⁶ Response rates for sexual assault in 2005 are lower than in previous years. This is most likely due to changes made to the survey methodology, which included combining the sexual assault questions with the main survey form, and some changes to the structure and wording of the screening questions.

²⁷ Figure relates to percentage of female Supported Accommodation Assistance Program (SAAP) clients who received support from domestic violence agencies or cited domestic violence as a reason or main reason for seeking SAAP assistance or were provided with domestic violence counselling and support.

²⁸ The 2006 data is not comparable with 2002 due to a change in question design for the 'Feelings of safety' questions which has impacted on the data.

Older women's family and community involvement (age 65 years+)	1998	2004	2008
Providing unpaid informal care and support	13.4%	15.4%	NUA
	2002	2004	2006
Contact with family and friends outside home in last week	94.5%	NUA	98.8%
Volunteer work in the previous 12 months	30.2%	NUA	28.3%
Feel very safe/safe at home after dark	64.5%	NUA	73.7%
Used computer at home in the last 12 months #29	13.8%	NUA	29.8%
Accessed internet at home in last 12 months #29	10.3%*	NUA	24.7%
Older women and income	2003	2005	2006
Median weekly income (age 60 years +)	\$229	NUA	\$270
	2003	2005	2008
Australian Government Pension Recipients (age 60 years +) #30	66.5%	63.3%	60.1%
Labour force participation rate (older women) #11			
45-54 year olds	75.7%	78.1%	77.2%
55-59 year olds	53.5%	61.8%	60.0%
60-64 year olds	20.1%	34.0%	46.6%
Life expectancy	2002	2004	2006
Life expectancy at birth (WA females born in reference year) #31	82.9	83.3	83.8
Top 5 leading causes of death (WA females) #32			
		% of total female deaths	
Ischaemic heart diseases (I20-I25)	17.7%	16.3%	14.8%
Cerebrovascular diseases (I60-I69)	9.8%	10.3%	9.6%
Dementia and Alzheimer disease (F01, F03, G30)	5.6%	5.7%	7.4%
Malignant neoplasm of trachea, bronchus and lung (C33-C34)	4.0%	4.6%	4.7%
Malignant neoplasm of female breast (C50)	4.1%	4.1%	4.1%
Lifestyle and associated risk factors	2003	2005	2007
Low risk alcohol consumption for long-term harm (aged 16 years +) #33	92.8%	94.1%	94.9%
Not a current smoker (aged 16 years +) #34	81.4%	82.2%	84.6%
Participates in sufficient level of physical activity (aged 16-64 years) #35	50.2%	48.2%	48.0%
	2003	2006	2007
Weight within normal range (aged 16 years +) #36	55.5%	51.9%	51.5%
Disabilities	1998	2003	2008
Reported disabilities #37	22.3%	24.4%	NUA

29 This data is now taken from the General Social Survey as the Census no longer includes these specific questions.

30 This statement is made on the basis of a mix of point in time sourced Centrelink administrative data as at a specific date in June for each of the years, as well as data supplied by the Department of Veterans' Affairs and ABS data. The population data was taken from the ABS Estimated Resident Population for WA in the relevant years. Note, the age at which women are eligible for the age pension is slowly increasing to 65 by 2014.

31 Life expectancy has been calculated using data for the three years ending in the reference year.

32 Leading causes of death tabulations are based on research presented in the Bulletin of the World Health Organisation, Volume 84, Number 4, April 2006, 257-336. The determination of groupings in this list is primarily driven by data from individual countries representing different regions of the world. Codes relate to International Classification of Diseases (ICD).

33 Low risk alcohol consumption for long-term harm is now defined as less than 5 standard drinks per day for males (28 or less per week) and less than 3 standard drinks per day for females (14 or less per week). Over the years, the definition of low risk alcohol consumption has changed, figures refer to females aged 16 and over who reported drinking alcohol. Note: data previously published in the Women's Report Card series for this indicator included non-drinkers.

34 A current smoker is defined as smoking daily or occasionally. A different weighting procedure has been applied to streamline this data and further delineate non-smokers and ex-smokers.

35 Figures refer to women aged 16-64 years. Prior to 2008 older adults were asked different physical activity questions compared with 16 to 64 year olds. To ensure comparability, the physical activity indicator has been restricted to 16 to 64 years. Previous data published in the Women's Report Card series differ due to the change in this age range from 16 years and over which was previously reported.

36 Based on body mass index.

37 Includes those who do not have a specific limitation or restriction.

Illness, injury and hospitalisation

Prevalence of top three long term health conditions (% females aged 16 years +) ^{38 39}

2003	2004	2007
Arthritis (26.5%)	Arthritis (29.9%)	Arthritis (23.9%)
Mental Health Condition (18.4%)	Mental Health Condition (17.0%)	Injury (19.5%)
Injury (16.8%)	Injury (14.7%)	Mental Health Condition (15.9%)

Top three causes for hospitalisation (per 1,000 women aged 18 years +) ⁴⁰

2003	2005	2007
Genitourinary diseases (74.9)	Genitourinary diseases (81.1)	Genitourinary diseases (76.3)
Malignant neoplasms (43.0)	Malignant neoplasms (44.8)	Malignant neoplasms (44.5)
Musculo-skeletal diseases (28.8)	Musculo-skeletal diseases (30)	Musculo-skeletal diseases (30.4)

Mental health and well being

	2003	2005	2008
			% women
Mental health condition (aged 16 years +) ^{#39}	18.4%	13.1%	17.6%
	2003	2005	2007
			% women
Prevalence of psychological distress (high or very high level as measured by Kessler 10, aged 16 years +)	10.7%	9.3%	7.6%

Sexual and reproductive health

	2002	2004	2006
			births per 1000 females
Teenage births (age specific fertility rate - aged up to 19 years) ^{#41}	18.8	19.6	19.6
	2001	2003	2005
			% all births
Caesarean section rate	27.6%	30.9%	33.9%
	2004	2005	2007
			per 100,000 women
Chlamydia crude notification rate ⁴²	312.9	383	530.2
Gonorrhoea crude notification rate ⁴²	69.6	77.9	84.7
	2002-3	2003-4	2005-6
			% women participating
Cervical cancer screening tests (age 20-69 years)	60.6%	59.8%	60.5%
	2001-3	2003-5	2006-8
			% women participating
Breast screening programs (aged 50-69 years) ⁴³	55.0%	58.0%	58.1%
	2001	2003	2005
			% women
Employed GPs ⁴⁴	33.7%	35.5%	36.4%
Primary Care Practitioners ⁴⁵	36.5%	36.9%	37.1%

38 Injury in the last 12 months requiring treatment from a health professional.

39 Diagnosed with depression, anxiety, stress-related or other mental health problem in the past 12 months. Data differs from previous figures published in the Women's Report Card series due to a more inclusive definition than previously used which captures anyone diagnosed in the previous 12 months, as well as those currently being treated (as opposed only to those being treated or reporting that they still had the condition).

40 Age adjusted rate using 2001 Australian standard population.

41 Includes births to mothers aged less than 15 years.

42 The Department of Health (DoH) advised that increased notification rates of Chlamydia and Gonorrhoea is attributable to multiple factors including increased disease transmission, mandatory laboratory reporting to DoH, the introduction of improved laboratory tests, and social marketing campaigns.

43 Proportion of WA women undertaking breast cancer screening between the ages 50 to 69 over a 24 month period, as at June 2008. Participation rates for 2006 - 2008 are based on ABS 2006 Estimated Resident Population and for the other two periods are based on the 2003 Estimated Resident Population.

44 A primary care practitioner who has been registered by the Health Insurance Commission as a recognised general practitioner. Listed in the Medical Labour Force Survey as 'Vocationally Registered General Practitioner.'

45 A practitioner in general practice or in the primary care of patients. This category includes practitioners recognised by Medicare as VRGPs, RACGP Fellows, RACGP trainees and other practitioners whose main practice is unreferral patient attendances.

DATA SOURCES

The indicators are drawn from a range of different sources, with data updates occurring at intervals ranging from quarterly to every five years. Data availability in 2008 has allowed for approximately 80% of indicators from the original 2004 framework to be updated. Some indicators have been improved through data sources and other refinements. Unless otherwise stated all figures relate to women (aged 15+) in Western Australia.

Senior positions in public authorities

Office of Equal Employment Opportunity. *Annual Report 2007* (Public Sector data). Office for the Public Sector Standards Commission (Local Government and University data).

Director of Equal Employment Opportunity in Public Employment. *Annual Report 2008*. September 2008.

Business leadership

Equal Opportunity for Women in the Workplace Agency (EOWA). Annual Reporting (unpublished data).

Australian Bureau of Statistics (ABS). Labour Statistics: Concepts, Sources and Methods, Aug 2006 (cat. no. 6102.0.55.001).

Australian Bureau of Statistics (ABS). Labour Force, Australia, detailed quarterly, May 2008 (cat. no. 6291.0.55.003).

Participation in post compulsory education

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